

Overview of
Blanchardstown Area Partnership's
Achievements
January-June 2010



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***Glossary of
Terms***

BAP	Blanchardstown Area Partnership
BTWEA	Back to Work Enterprise Allowance
CBYI	Community Based Youth Initiatives
CDP	Community Development Project
CDT	Community Drugs Team
CE	Community Employment
CES	Centre for Effective Services
CSP	Community Services Programme
D/CEGA	Department of Community, Equality and Gaeltacht Affairs
D/ES	Department of Education and Science
D/SP	Department of Social Protection
FCCC	Fingal County Childcare Committee
FDB	Fingal Development Board
HSE	Health Service Executive
LCDP	Local Community Development Programme
LDSIP	Local Development Social Inclusion Programme
LES	Local Employment Service
NYP	Neighbourhood Youth Project
ODG	Ongar Development Group
PIB	Planning Implementation Board
POBAL	Formerly Area Development Management Ltd
SFTU	Services for the Unemployed

Bar Chart 1

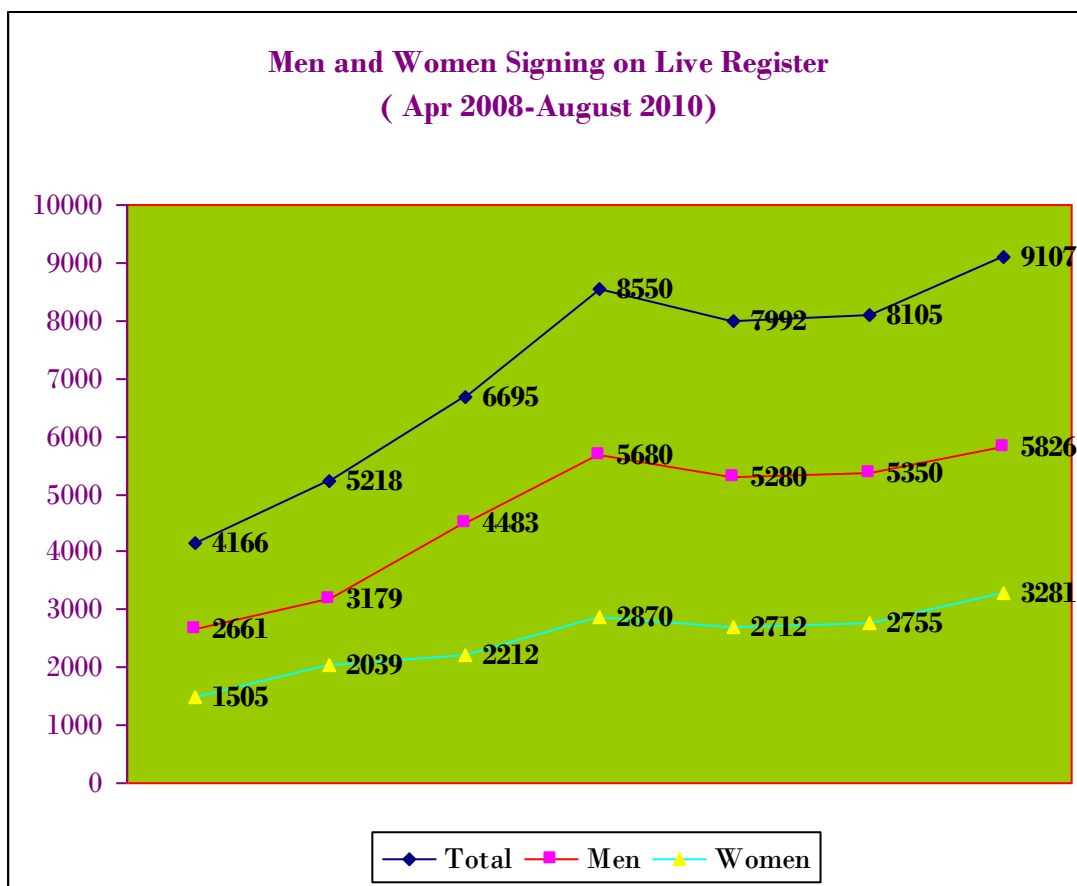


Table 1

Men and Women Signing on Live Register

Women	Men	Total
3,281	5,826	9,107 (August 2010)
2,755	5,350	8,105 (May 2010)
2,712	5,280	7,992 (November 2009)
2,870	5,680	8,550 (June 2009)
2,212	4,483	6,695 (January 2009)
2,039	3,179	5,218 (August 2008)
1,505	2,661	4,166 (May 2008)

Source: Central Statistics Office

1. Background

In 2010, the Local Community Development Programme (LCDP) replaced the Local Development Social Inclusion Programme (LDSIP). Blanchardstown Area Partnership activities will no longer be reported across the 3 former POBAL measures, Services for the Unemployed, Community Development and Community Youth Based Initiatives. Instead activity will be reflected across 4 Goals devised by the Centre for Effective Services (CES).¹ As a result the parameters of the former LDSIP monitoring reporting system SCOPE² no longer apply.

The Department for Community, Equality and Gaeltacht Affairs contracted the CES to carry out a review project to inform thinking on the new LCDP. Phase 1 examined international literature on what works in community and local development programmes to isolate key principles of effective policy and practice. Phase 2 which involves feeding the results from Phase 1 into future structure and design of the programmes, and implementation and evaluation challenges shall be launched in September 2010 by Minister Pat Carey, TD.

Following on is primarily a descriptive report of planned BAP actions that were included in the 2010 Programme of Activities.

¹ The Centre for Effective Services is an independent, not-for-profit organisation funded jointly by philanthropy and government in Ireland. We are part of a new generation of intermediary organisations across the world working to apply learning from the emerging science of implementation to real world policy and practice concerns that affect children, families and communities. (Website August 20th)

² The SCOPE system monitored the outputs of Area-Based Partnership Companies such as the numbers of networks, community groups who receive funding and adults who attended education and training courses and school children who benefitted from preventative early school leaving actions. POBAL will implement a new integrated planning, monitoring and management system is to deliver a system to support the annual planning, strategic planning and performance monitoring of the new LCDP. This system should be operational towards the end of 2010. BAP's Research and Evaluation Officer was requested by POBAL to engage in the tendering process and formal interviewing of IT consultants who will design and deliver the new integrated planning, monitoring and management system.

Goal 1:

Promote awareness, knowledge and update of a wide range of statutory, voluntary and community services.

Goals 2:

Increase access to formal and informal educational, recreational and cultural activities and resources.

Goal 3:

Increase in people's work readiness and employment prospects.

Goal 4:

Promote engagement with policy, practice and decision making processes on matters affecting local communities.

Introduction

As of August, 9,107 persons were signing on the live register at the Blanchardstown sorting office. This is the highest of any urban centre in Dublin with the exception of Tallaght and Clondalkin. Since May 2008 an additional 4,863 persons have 'signed on' translating to a 118.6% increase. (See Bar Chart 1). This trend accelerated over the summer months. The recent announcement of a significant number of redundancies in Quinn Insurance along with 'seasonal factors' has had a major impact within Dublin 15.

The Department of Social Protection has recently begun to gather data at source relating to the occupational case history of men and women signing on the live register. This very rich data highlights the sectors of the labour market persons were previously attached to.

Possibly as many as 2,567 persons in the 'construction sector' 89% of whom are men have lost their job, been forced to close their own business or are signing on for 2-3 days week and working part-time. In contrast women have been disproportionately affected by a reduction in services across the 'childcare, clerical, hairdressing, beauticians, school worker and sales assistant's related occupations'.

'Younger persons' have also been adversely affected by the recession. Across Dublin 15 the age band with highest frequency of persons signing on is 25-34 years of age.

The 'cohort of long-term unemployed has increased significantly', which is extremely worrying as this target group require specific supports which Local Employment Services were originally established to provide back in the 1990's. 72% of all persons signing on 1 year or longer in Blanchardstown are 'men'

Blanchardstown Area Partnership offers its services to all those local residents who have become unemployed as a consequence of redundancies and the national recession. The Local Employment Service also provides a range of services, including career guidance, interview skills, C.V. workshops and mediation services as well as job searching facilities through the Jobs Club. The Enterprise Section is also available to those interested in becoming self employed.

The headline BAP / LES results and achievements in the first six months of 2010 as set out overleaf page 8-9. A more detailed description of these activities is set-out across the 4 Goals from pages 10-24.

SECTION 1

Headline Results and Achievements

Goal 1: Promote awareness, knowledge and update of a wide range of statutory, voluntary and community services

Website

- **4,365 unique visitors** visited the Partnership's website in the first 6 months of 2010. Including **re-visits there were 7,914**.

Capacity Building

- **3 pre-development community groups** Ongar Youth Group, Ongar Development Group, and a Parent and Toddler Group were supported by the Community Development Team.
- **7 established community groups** were supported by the Community Development Team in 2010.
- **20 Senior citizens** participated in a **consultation exercise** ran by the Community Development Team.
- BAP continued to allocate ring fenced LCDP funding to the **Fingal Volunteer Centre** in 2010 and provide technical assistance to the Board.

Goals 2: Increase access to formal and informal educational, recreational and cultural activities and resources

- **80 volunteers and foreign nationals** from across Blanchardstown participated in the **Failte Isteach** programme that was officially launched by the Irish President, Mary McAleese.
- **108 individuals** attended the **Healthy Food Made Easy** courses.³
- **18 'older persons'** attended **Seniors I.T. Training events** organised by the Community Development Team.

Goal 3: Increase in people's work readiness and employment prospects

Enterprise Creation

- **174 individuals** the majority of whom were unemployed received **one-to-one pre-start up business supports**.
- **81 individuals progressed and set up new enterprises** leading to the creation of an additional 78 net jobs in Dublin 15.
- **633 individuals** attended enterprise workshops.

I.T. Skills

- **BAPTEC delivered IT training to 136 persons** under a service level agreement with the Partnership.

³ The HSE developed the HFME programme, which started in Dublin in May 2008 as a partnership between the Health Service Executive (Dublin North East), Health Promotion Services and Blanchardstown Area Partnership.

Lifelong Learning- Supporting Access to Further and 3rd level Education

- **136 adults** received financial supports in 2010, under the *Millennium Partnership Fund*.
- **58 participants** were recruited for courses via the *Learning @ Work project*.
- **Training Programmes** (See under LES/JOBLINK)

Goal 4: Promote engagement with policy, practice and decision making processes on matters affecting local communities

- **Performance and Monitoring.** Several large scale quantitative surveys ⁴ were administered by BAP's Research and Evaluation Officer. Community Development Projects, Mountview Family Resource Centre and Huntstown were also provided with socio-economic profiles reports of their particular catchment areas. Several other reports completed in-house were relayed to the Board, PIBs and POBAL that are accessible from the BAP website under reports and publications.
- **6 Networks and Collaborations** were 'technically assisted' by Partnership staff and Management during 2010. These include **RAPID, Volunteer Bureau, Community Training Centre, Local Drugs Task Force, Fingal County Development Board- Action Team 5, Fingal Data Hub and the Irish Local Development Network** formerly known as PLANET.
- In 2010 the Fingal Volunteer Centre managed the recruitment drive for new members to join the Partnership's 3 PIBs.

⁴ These activities form part of the Partnership's consultation exercise that will help inform the new Strategic Plan 2011-2014.

Local Employment Services / JOBLINK

Labour market interventions outside of the Local Community Development Programme

- **10,070 contacts** with the LES were made by the general public
- **367 new clients registered** with the Local Employment Services / JOBLINK
- **62 LES clients were supported back into the labour market** with the support of mediators and the Employment Unit.
- **129 LES clients attended training courses and 28 attended education courses.** These courses which the **LES Training Co-ordinator helped organise** included
 - **WOW** – Women's course funded under the Equality for Women Measure
 - **Breaking the Mould** – Course targeting unemployed men
 - **Positive Tools for Life** – Personal development and motivational one day workshop
 - **IT and English Language course**
 - **Action 5** English language
 - **RAPID course** – for young people – 17 weeks course funded by FAS

Equality, Poverty and Gender Proofing Issues for Target Groups of the Local Community Development Programme

Challenges and Responses

Unemployed men

58.7% of all clients supported via Goal 3 of the LCDP were men. This represents a significant shift in the gender quota of clients seeking support under the LCDP. The enormous increase in men signing on the live register is likely to be a significant contributory factor. In the latter half of 2009 the Partnership began to target and engage more actively with unemployed men, which also has had a positive impact. This

strategy was informed by research⁵ the Partnership conducted with these unemployed men.

Refugees, asylum seekers and migrant workers

30.8% of Partnership clients were *asylum seekers, refugees or migrant workers*. Once again this is a considerable increase from last year's caseload.

People with Intellectual Disabilities

An advocacy worker is supporting *people with intellectual disabilities*. This post is funded via the Citizens Information Board until 2010. This new focus and direction is helping the Partnership meet its commitments under equality proofing grounds.

Engagement by BAP with the Traveller community

The Deputy CEO of BAP is Chair of the Traveller Community Employment sponsor group Pauline Mangan, Community Development Officer, is also acting chair of the Blanchardstown Traveller Development Group and a member of the Fingal Traveller Inter-Agency Group. All of these interventions are improving the BTDG linkages with the education, training and medication supports offered by BAP/ LES.

2. Goal 1: Promote awareness, knowledge and update of a wide range of statutory, voluntary and community services

2.1 Website



The Partnership's website www.bap.ie is an excellent communications tool for informing the public about the role of the Partnership and the different activities in the community which individuals can attend or even get involved with. **4,365 unique visitors have visited the website in the first 6 months of 2010. Including re-visits there were 7,914.** The website's home page has been changed and directs individuals to different departments of the Partnership. An expanded LES section was also uploaded onto the website to help facilitate long-term unemployed clients become more acquainted with the LES and how it may support them back into employment. The Performance and Monitoring Officer is the new liaison person for the website.

2.2 Capacity Building

Ongar Development Group

BAP's Community Development Worker Monica Pelazza continues to engage in *pre-development community development work* in the suburb of Ongar and Tyrrelstown Estate. Last year **Ongar Development Group**⁶ identified key community needs and also developed a work strategy for the area.⁷

Due to the large cohort of 'youth at risk' and the lack of facilities for younger persons in Ongar priority was concentrated on establishing voluntary youth groups in Ongar. Parallel to this the ODG submitted a proposal to the Partnership's Youth PIB.

⁵ Ryan, C (2009) *Falling Through the Net' An Exploration of Barriers to Employment for Long Term Unemployed Irish Men in Blanchardstown*, Blanchardstown Area Partnership

⁶ Blanchardstown Youth Service, Ongar residents, public nurses, VEC, Community Garda, Fingal County Council, teachers from Castaheany Educate Together National School

⁷ Aine Howard of Blanchardstown Youth Services was particularly helpful in identifying community needs.

The successful proposal rotated around **3 Youth Groups for Ongar**, namely a **book club for 8-10 year olds**, a **feeder club for children aged 10-12**, and a **Foreige Youth Club for 12-18 year olds**. 20 young people are now attending the feeder group and a further 12 attend the Foreige Club based at Castaheaney School. In some instances the same children are receiving support via both clubs.

A Sub-Group of ODG helped organise a Community Day last year, which incorporated integration, '*planning for real*' and general community activities. As a result Fingal County Council allocated €10,000 towards responding to the needs identified by Ongar residents. Due to delays in the completion of new key community facilities and schools this task has been deferred. Once the construction of these facilities are completed the sub-group of ODG will allocate the funding.

Personal Development Courses

The Partnership's Community Development Worker has also been involved with preparations for the organisation and delivery of **2 personal development courses in 2010**. The Home School liaison Officer from Castaheaney Educate Together School helped to identify parents from the Ongar suburb who she believed would benefit most by participating on this course.



10 participants many of who are female single parents, unemployed and/or from different nationality breakdowns benefited from this confidence building and arts therapy work course. Several of the participant's children are also attending the Castaheaney Educate Together School who are in turn receiving support via the *Parent and Toddler Group*.

A separate personal development course was run for 9 participants from the Partnership offices in Dillon House in June. Many of the clients were referred in by the LES/JOBLINK and the

Enterprise Department of the Partnership. This course was more labour market orientated and the participants profile was different as it included 4 unemployed men some of whom had also been registered with Failte Isteach.

Tyrrelstown Development Group

A number of sub-groups of Tyrrelstown Development Group have been established with a very strong representation of local residents in contrast to other areas of D15. Monica Pelazza, sits on the Social Integration Sub-Group, which ran its own community festival day in July.

Parent and Toddler Group

A Parent and Toddler Group established in 2009 is currently in transition. This group was formed with some funding coming on stream from the Fingal County Childcare Committee and materials such as books and paints are provided by the school. The group met every Monday and re-enforced positive learning through group play-reading, song and dance, face painting, arts and crafts. The children's parents (who are all unemployed) are from a mix of different racial backgrounds are also actively encouraged to participate and are now taking more initiative such as introducing baking to the group.

2.3 Seniors Consultation

See under Goal 3 page 15

2.4 Integrated strategy of BAP/CDP's

In late 2009 the government decided to merge Community Development Project (CDPs) and Local Partnership Companies and to develop a new programme the Local and Community Development Programme (LCDP).

In Dublin 15 three area based Community Development Projects, Blakestown, Corduff and Mulhuddart, and the CDP aspect of the Blanchardstown Traveller Development Group are merging with Blanchardstown Area Partnership (BAP).

An external facilitator was appointed in early 2010, and negotiations have been ongoing since then. The due diligence process is nearing

completion, and further discussions will take place in relation to Transfers of Undertakings.

The merger is expected to be fully completed by 1st January 2011.

2.5 Supports for Fingal Volunteer Centre Initiative ⁸



Fingal Volunteer Centre (FVC) continues to provide its services across its main offices in Blanchardstown, and outreach offices in Swords and Balbriggan. **The Deputy CEO of the Partnership, Terry McCabe acts as a director of the Fingal Volunteer Centre and Pauline Mangan is a Board member also. In 2010 the FVC managed the recruitment drive for new members to join the Partnership's 3 PIBs.**

The number of volunteers has begun to level out from last year. This is due in part to a number of foreign national volunteers returning to their home countries. At the same time there has been a reported gradual increase in the number of Irish volunteers coming forward. The challenge remains to find more opportunities for persons who wish to volunteer their services as demand exceeds supply of places in which to carry out volunteering.

A scheme for developing outreach services is currently being planned from a pilot initiative with Blanchardstown, Balbriggan and Baldoyle public libraries, where training was provided to staff on how individuals can access our service,

register themselves online and search the database. FVC are currently looking at options of extending this service to a number of other outreach locations.

The FVC's Garda Vetting Service, provided to organisations that do not have their own authorised signatures has grown considerably during the last year. Two rounds of Volunteer Management Training will take place in October and November 2010 and local one off volunteer management programmes are being offered to local organisations which is proving to be successful

Work has been ongoing for 3 major events and the promotion that surrounds them; National Day of Volunteering on 1 October, International Volunteer Managers Appreciation Day November 5, and UN International Day of Volunteering of volunteering. The FVC is providing a series of resources and events around each day. Plans are at a well advanced stage for the European Year of Volunteering 2011 which we are involved in.

The FVC has participated in and organized a number of volunteer fair to raise awareness of the centre and its role as well as getting volunteers and volunteer involving organisations to register. These have proved to be very successful. The FVC will continue to meet with organisations and individuals regarding volunteering and participated in talks, events across the county. For more information on our services please visit the web site www.volunteerfingal.ie

⁸ In mid 2005, the Partnership via the Deputy CEO, Terry McCabe, began to work with other agencies to establish a steering group to drive a Fingal Volunteer Project. A new action plan for supporting volunteers and establishing a volunteer centre emerged. Ring fenced money from all these agencies including the Partnership, as well as Cohesion funding has facilitated the employment of a development worker to help develop the Fingal Volunteer Centre. In October 2007 an action plan was submitted to the Department of Community, Rural & Gaeltacht affairs. This application has been approved by the D/CRAGA for three years. Volunteering in Blanchardstown has been supported in recent years through the Fingal Volunteer Centre established by Fingal County Council. This centre previously provided a volunteer matching service and technical assistance to community organisations in Fingal.

3. Goals 2: Increase access to formal and informal educational, recreational and cultural activities and resources

3.1 Failte Isteach



Blanchardstown Area Partnership was instrumental in introducing the Failte Isteach initiative to the Dublin 15 area.⁹ Failte Isteach however, actually started in Summerhill, Co. Meath in October 2006. The project involves older people volunteering their time to teach conversational English classes to migrant workers who have come to Ireland. The Community Development Team also act as course tutors.¹⁰

The project is being run not only from the offices of BAP but also Fortlawne and Mulhuddart Community Centres to cater for residents of Tyrrelstown Estate and Ongar.¹¹ Several of the tutors have a TEFL qualification and programmes are now being delivered at beginners, intermediate and advanced level English including grammar tuition. President McAleese officially launched the third "Failte Isteach" initiative on Friday 12th February in Mountview Youth and Community Centre. (See 2010 photo)



D15 Failte Isteach Steering Group with The President: Linda Curran, Monica Pelazza, Ann Osbourne, President McAleese, Rafe Costigan, Breda Jennings, Terry McCabe, Moira Hyland Doyle and Lilian Harris.

There have been several outcomes resulting from the roll out of this project in Blanchardstown. Firstly, it has reportedly improved the level of integration for the migrant workers and their families by providing them with a new network of contacts and friends while also improving their English language proficiency and confidence levels while raising their awareness and knowledge of services in the local community. Some participants are attending courses in Coolmine and Mulhuddart the same week such is their eagerness to succeed.

It has also helped break down prejudices and promote the value of the contribution of older persons to society after retirement in many instances. Indeed several of the more elderly volunteers for the project originally attended computer classes for seniors run from BAP. This is evidence of an unintended outcome arising from a separate project. Further to this several of the other volunteers have registered with the Fingal Volunteer Bureau. The LES via the Employment Unit has also referred on several of its clients helping improve their labour market opportunities. In 2009 a funding application was submitted on behalf of the committee by Lilian Harris to Fingal County Council, which helped secure €1,500 via the local authorities new Integration Fund to deliver the project in Mulhuddart and Ongar.¹² Fingal County Council is now rolling out similar courses across Fingal in Swords and Balbriggan.

⁹ Lilian Harris came to learn about a project called Fáiite Isteach while attending a meeting of the Third Age Foundation. Monica and Lilian visited pilot projects in Summerhill / Clane Co Meath, and Rialto, to assess whether something similar could be rolled out in Blanchardstown. The Rialto model was chosen and in the interim a local committee was established with many community and statutory bodies represented on it.

¹⁰ Mulhuddart CDP, Mountview Family Resource Centre, Fingal County Council and NYP Shelerin Road and two representatives from the volunteers. Several volunteers have been identified and referred on by these organisations.

¹¹ Ann Osbourne Greater Blanchardstown CDP is leading project in Mulhuddart.

¹² Integration Fund is administered by the local authority.

3.2 Healthy Food Made Easy (HFME)

Healthy Food Made Easy in Blanchardstown started in May 2008 as a partnership between the Health Service Executive (Dublin North East), Health Promotion Services and Blanchardstown Area Partnership. It has become a great success with over 50 different groups taking part. The aim of the Healthy Food Made Easy is to help people learn about healthy eating and healthy cooking in a friendly, relaxed community based atmosphere. Courses are delivered by peer trainers all from the local community. A HFME course comprises six sessions of two and a half hours long. Participants learn how to make healthy food choices and cook healthy meals.



Roisin McEvoy is Co-ordinator of the HFME Project. Over the past year new contacts have been made with additional groups in the D15 area some of whom target disadvantaged groups of the LCDP. The HFME project co-ordinator has managed to successfully run courses in conjunction with men's groups such as ABLE and AISTIR BEO, the Blanchardstown Women's Traveller Group, Conai Clubhouse (mental health) and Evergreens (elderly women).

Parents whose children attend Castaheany Education Together, Ladyswell National Scholl, St Patricks N.S. Corduff, St Philipp's NS Mountview have also attended courses. The HFME project co-ordinator has also made strategic linkages with the LES JOBCLUB and the WOW project. This initiative is now managed by Terry McCabe, Deputy CEO.

Course participants have thoroughly enjoyed the courses. Some feedback includes:

- *"Healthy eating is not as expensive as I thought"*
- *"I have lost weight since starting the course simply by eating healthy"*
- *"I enjoyed everything from washing the veg to eating the food."*

Topics covered include:

- how to increase your fruit and vegetable intake;
- food labelling;
- decreasing your fat intake;
- increasing your fibre intake;
- healthy shopping habits;
- Family food issues such as fussy eaters.

Participants who complete the course are awarded a HFME certificate and '101 square meals'- a cookery book written in conjunction with MABS, the money advice bureau. All that is required from local community groups are premises that have a cooking area and a list of willing and enthusiastic participants, while the peer leader and all other resources are provided by the HFME project co-ordinator. The cost for the course is kept at a minimum with a suggested contribution of €70 from groups or €5 booking fee from participants.

3.3 Seniors Training and Consultation



The Community Development Officer, Lilian Harris, continues to work with local community organisations in developing a range of responses to the needs of older persons,

including access to computer classes and the internet. The use of internet and email emerged initially as the most requested need from older persons. This initiative has helped bridge the IT divide for the 18 participants who attended in 2010 and there is a waiting list now in place such is the demand for courses. Previously some seniors who attended the training many of whom

are in their late 70s and 80s have registered as volunteers at the Fáilte Isteach Network s as well as being linked into other projects and events happening in D15, which is evidence of ‘social bonding’.

Seniors Consultation

The Community Development Officer facilitated a consultation exercise with 20 seniors who have attended IT classes in the past and who became volunteers to the Failte Isteach programme. It emerged that seniors required further follow up support once they had completed IT training. In future IT classes for seniors will be run over 12 weeks instead of 10 to improve learning outcomes for the participants. Discussions are underway with BAPTEC with a view to running ‘refresher courses’ for older persons. There is a possibility that Dillon House will act as a drop in centre for older persons.

The Community Development Officer also plans to run other activities based on what people indicated they would like to see. These include:

Social afternoons – Lunches will be put on and guest speakers will discuss topics such as Bills and Wills.

Cookery classes- Healthy Food Made Easy co-ordinator will deliver specific classes for older persons who after a lifetime of preparing family meals find it more challenging to cook for only one person.

Arts and Crafts- VEC tutor will deliver paint classes.

Irish cultural event-Ceili band brought in for participants who attended Failte Isteach classes.

Photographic Exhibition- Arts Officer in Draocht will host a photographic project around the theme of *Do Older People Abandon Fashion* or *does Fashion Abandon Older People*.

4. Goal 3: Increase in people’s work readiness and employment prospects

4.1 Blanchardstown Local Employment Service



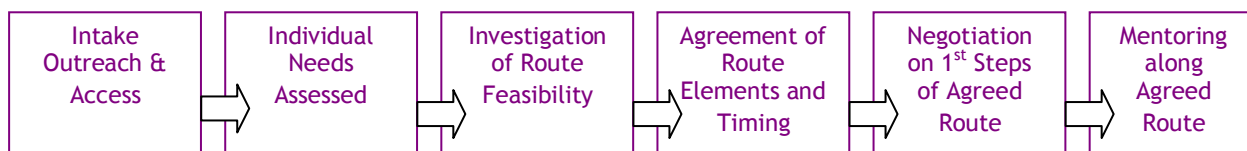
Strategy-Mediation, Information and Guidance

Blanchardstown Local Employment Services now has strategic contact points located in Mountview, Mulhuddart Village and Coolmine. Over the past year the LES Joblink increased its intake of clients through the NEAP process as a result of increased referrals of clients from DSP. This increase has resulted in LES Joblink receiving short term unemployed skilled people directly from the Live Register. Given the current reduction in employment opportunities available to people the most prevalent grouping on the LES Joblink caseload is NEAP referrals. This shift in target group has meant a realignment of some of the services available and LES Joblink is providing more group based client contact than previously. The scope to develop innovative responses to particular target group needs is diminished somewhat with the concentration of resources into the NEAP client group. The capacity of the service to deliver qualitative interventions versus quantitative may come into question.

Mediation

The core function of the mediation process is to provide intensive guidance and support to an individual job seeker along an individually negotiated route towards employment.¹³ The principal tasks in this process are set out in the following diagram.

¹³ Blanchardstown LES/JOBLINK Plan 2001-2003, Nexus.



LES mediators engaged with 367 new clients in 2010. The mediators are also supported by Contact Support Staff, a Guidance Counsellor, the Employment Unit, the JOBCLUB as well as many external organisations as depicted in the diagram on page 21.¹⁴

In relation to the key core progression indicators for 2010

- **62 progressed into employment.**
 - **28 availed of education supports and**
 - **129 LES clients attended training courses**
- JOBCLUB**



The **JOBCLUB** is a distinct service for people who are long-term unemployed, and aims to help this target group towards the labour market. **During the training period people are helped with improving their job seeking skills. Interview preparation and mock interviews is a central facet of the JOBCLUB, which aim to increase the client's confidence levels.** Participants have access to the internet, national newspapers, photocopying facilities plus fax and email while on the JOBCLUB. **6 Job Clubs were delivered in 2010 with 60 people attending.** Recently the **Health Food Made Easy Project** (See page 14) made strategic linkages **with the LES JOBCLUB.** Participants are being offered the opportunity to enrol on a Health Food Made Easy course after completing their JOBCLUB.

¹⁴ VEC (Post Leaving Certificate), Adult Education Centre (VTOS), FAS (Community Employment), ABLE, BAPTEC (IT training), Youthreach, Carers Association, BAP Enterprise Centre, HSE Drugs Task Force, HSE Rehab Integration Services, Citizens Information Board (Advocacy Services)

Employment Unit

The **Employers Unit** is a key strategic part of the **Partnerships Economic Strand**, which has developed good linkages with the new D15 Chamber of Commerce. The LES Joblink Service offers an innovative community recruitment service which links local employers to local jobseekers providing a free, fast and efficient service for local employers. The Employment Unit has a detailed database of job seeking candidates with various skills, qualifications and experience. They help draw up a short list of suitable candidates as well as providing employers short listed CVs arrange interviews and provide post recruitment support.

The Changing Job Market'



"Get prepared"

In 2010, the **Employment Unit** was closely linked with BAP / LES initiatives such as a **'Changing Job Market Seminar'** took place in Dillon House on 19th of May. This seminar was aimed at jobseekers and addressed the changing nature of today's job market and how they can adapt to these changes.

The **Employment Unit** also operated a **'promotional stand'** at the **Blanchardstown Shopping Centre** in May. The stand imparted information to the wider community about the services BAP/LES have to offer and to promote the LES to retailers in the Centre.

LES Service Interventions and Referrals

The **Employment Liaison Officer (ELO), Paula Murray**, is a member of the **Bridge to the Workplace team** as well as attending the Operational Management Group in the LES Managers place. **Bridge to Workplace** is a multi-agency collaborative venture.¹⁵ It is an example of a unique and innovative ‘work experience’ initiative aimed at supporting and facilitating the career progression of individuals with a history of drug use. The HSE recently appointed a Rehab Integration Service worker to Dublin 15 and clients have engaged with the service. In addition to its ‘core work’ of linking with employers, and the new D15 Chamber of Commerce, the ELO is an active member of the **Fingal Dublin North Skillsnet**. This has opened up training opportunities to unemployed LES clients.

The **Employment Unit** registered 93 Incoming Job Vacancies so far in 2010, with 20 clients progressed to employment and 48 assisted job placements. 12 interview preparation sessions (mock interviews) took place, 6 Interview Technique Workshops with 40 participants, and 6 CV Clinic workshops with 35 Participants. Finally 191 facilitated job-seeking sessions with clients to job seek in a supported positive environment: 191 individual sessions have taken place in 2010

The **Women Out to Work (WOW)** programme was funded by POBAL through the Equality for Women Measure targeted women parenting alone with a view to helping them prepare to re-enter the world of work. The programme which ran for 20 weeks commenced on Sept 28th 2009 and ended on March 26th 2010. Content of same included;

- Career Guidance
- Basic Computers
- Personal Development
- Maths and English
- Community Development

¹⁵ HSE Rehab Integration Services, FAS, Blanchardstown LES, Finglas Cabra Partnership, Northside LESN, Ballymun Job Centre, Dublin Inner City Partnership & Finglas Cabra Local Drug Task Force.

- "Tasters" of what is involved in working in Office, Retail, Childcare and Beauty

12 participants started the course and 9 completed it. Overall the project was very successful with most of the participants going on to further training.

4.2 Enterprise Actions



There has been a significant increase in the caseload of individuals approaching the Enterprise Department in the first six months of 2010. This phenomena is influenced by the huge increase in persons signing on the live register announced in Blanchardstown and also changes to the Back to Work Enterprise Allowance Scheme introduced in April's 2009 Supplementary Budget.

Trends in Enterprise Department Supports 2007—2010

2007 2008 2009 2010 (Jan-June)

Pre-Enterprise

225 224 260 174

New Enterprises

71 77 89 84

Overall Jobs Created

88 97 116 159

Workshop attendees

297 486 665 633

The **Enterprise Officers, Niall Comber and Martin Kavanagh**, met face to face with 174 individuals to discuss the intricacies of setting up their own business. These appointments can last several hours and are critical meetings in helping a budding entrepreneur decide on whether it is

feasible to run a business or not. The majority of these *pre-enterprise clients* originally attended seminar or business workshops delivered by the Enterprise Officer or external consultant brought in to deliver them.

81 individuals who approached the Partnership set up new enterprises leading to the creation of 159 overall net jobs. The Back to Work Enterprise Allowance Scheme was availed of by many of these individuals to help bridge the step from unemployment to self employment.

The Enterprise Officer also represents the Partnership on several local, regional and national committees/ networks such as;

- Evaluation Advisory Council of the Rural Development Programme
- BASE Enterprise selection committee
- The Enterprise Forum of the new Irish Local Development Network
- Chair of BAPTEC Ltd

Finally the Enterprise Department also delivered seminars, workshops and start up your own business courses for 663 individuals 2010. The schedule of business seminars covered topics such as E-Commerce, Taxation for Sole Trader, Principles of Employment Law, Bookkeeping, Idea Generation (See below) plus many more. The clients who attend these sessions often attended follow up one to one meeting with the Enterprise Officer to help progress them into self employment.

Idea Generation Seminar

This seminar is aimed for anyone who has an idea they want to turn into a business; and at those who would like to start a business but do not have a business idea. This workshop will not only help you decide what ideas are good ideas but also introduces you to the concepts of thinking laterally and creating new ideas, of spotting opportunities that exist and how to develop them.

The seminar will help people open up, explore ideas, and encourage discussion and idea generation. The more communication and discussion, the more idea generation, the better.

- Characteristics of an Entrepreneur
- Realities of Running A Business
- Idea Generation
- Creativity Techniques
- Spotting Opportunities
- Taking the Next Steps
- Researching and protecting the Idea

Taxation for Self Employed, with Budget Changes

This seminar is aimed at self employed and employers.

Topics covered will include any relevant Budget changes:

- Tax registration – sole trader / partnerships / limited companies;
- VAT – registration / thresholds / cash v accruals accounting for VAT / filing requirements / Year end reporting / penalties;
- PAYE – registration / filing requirements / year end reporting / penalties;
- Income tax – calculation / payment dates / allowable expenses V's disallowable expenses / capital allowances / penalties;
- Revenue Audits;
- ROS;
- How to save tax.

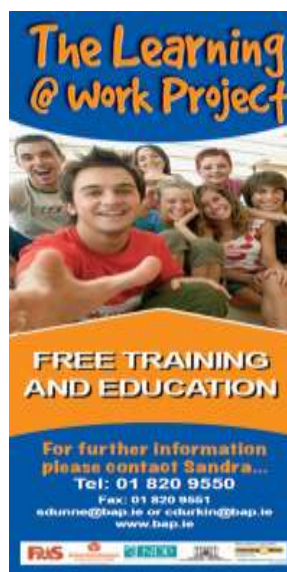


4.3 Lifelong Learning

The Partnership is currently developing a new strategy on adult education for Dublin 15. This strategy will bring together a number of separate strands within one overall theme of Lifelong Learning. In changing our education focus from schools and young people, we aim to provide a wider range of possibilities for continuous learning within the community. The Adult Education Strategy will also ensure that the Partnership develops a range of responses to the changing needs of our clients, and meets more effectively the demands placed on the organisation by the current economic recession.

The Partnership has a good record of delivery of education and training opportunities to date, and has piloted and developed a range of training. Courses now regularly provided include Future Options, Ready Steady Go and Breaking the Mould, and the Enterprise department has a very comprehensive range of workshops and clinics available to individuals who wish to start their own business. In addition, the Employment Unit has developed specific workshops such as Interview Skills, CV clinics and Motivation Workshops which are aimed at NEAP clients who are almost job ready.

The focus of the strategy will initially be to continue to meet the needs of unemployed men and women, particularly those who are low skilled or semi-skilled. This may include extending the provision of services to those in the community who require support to remain in work (e.g. interview skills, CV clinics, motivation workshops). It is also intended to extend this strategy in time to encompass actions which provide access to lifelong learning for all.



4.4 Learning @ Work was a project that aimed to upskill workers who are in employment but who have minimum vocational or academic qualifications. Sandra Dunne was the Project Co-ordinator.¹⁶ The scheme encouraged employers to release their staff for accredited FETAC training and Level 3 Junior Cert or 4 and 5 Leaving Certificate equivalent. 58 participants (52 females

and 6 males) were recruited for courses in 2010 who attended training in Palliative Care, Supervisory Management Skills, FETAC level 5 Childcare and Computer Applications. A wide variety of Dublin 15 employers supported the projects including Superquinn, e-Trip, Tesco, and Paddy Powers. Funding for this project ended in May 2010.

4.5 Millennium Programme Supporting Access to Further and 3rd level Education



The Department of Education and Science has funded the Millennium Fund since 2002. **Since then 341 residents from Dublin 15 have received support in attending a 3rd level institution or a PLC** while applications from RAPID areas were prioritised within the application process. A government decision was made as part of Budget 2010 to discontinue the Millennium Fund from August 2010 onwards.

The termination of the Millennium Fund will undoubtedly have an impact on those individuals who are still attending a PLC or university course. Later in 2010 the Partnership will

¹⁶ The project is funded by FAS and the Department of Education and Science under the umbrella of the Dublin Employment Pact with additional funding from the Partnerships Local Development Social Inclusion programme.

undertake a study to try and ascertain the impact of the Millennium Fund for all the persons who received financial and non-financial supports under the Scheme.

In addition to direct financial support, such as travel, course and examination fees, books, materials, equipment, childcare, accommodation, course guidance is offered to clients of the MF and in August there will be a 2-day guidance event for students who have just received their Leaving Certificate results. All of the schools in Dublin 15 are circulated about this service.

Future Options targets individuals whose



confidence levels are generally low and who are undecided about the next step in their career path. This course facilitates them make the progression in a relaxed non pressurised environment. The course

covers components such telephone skills and customer service introduction to computers, business English twice a week over an 8 week period. **One course has been held in June to date with 12 participants progressing onto further training.**

4.6 BAPTEC Ltd



BAPTEC delivered IT training to 136 persons under a service level agreement with the Partnership **so far in 2010**. Courses delivered have included TAS Accounts, Payroll Manual and Computerised, Mail Merge and ECDL.

BAPTEC continues to liaise with the LES Training Co-ordinator Catherine Smyth. As a result an IT workshop for participants of **Action Team 5** was delivered as well as contributing to elements of an IT and English Language course, the **WOW course** (See page 17) and a new course entitled **Breaking the Mould** targeting unemployed men. The content of the latter course included basic IT, desk top publishing, personal development and literacy and was run 3 mornings per week for 10 weeks.

The Partnership continues to support BAPTEC financially via the LCDP and two employees (Enterprise Officer) and (LES Training Co-ordinator) currently represent the organisation on the BAPTEC Board.

Action 5: Devising a new range of responses for Minority Ethnic Groups Fingal Development Board

The **Partnership CEO** chairs this action of the Development Board, which includes representatives of FÁS, County Dublin VEC, Fingal LEADER Partnership and Department of Social Protection. The Department of Education and Skills was a member until May 2010. The group has developed and piloted a specific English language programme to address the language needs of ethnic minorities wishing to access the labour market. Two programmes were funded by D/SP in 2009, and a further programme was completed in Blanchardstown in May 2010. One more programme will run in Balbriggan in the autumn. D/ES undertook an independent evaluation of the first two courses, and changes were made to the programme to reflect the recommendations of the report. Catherine Smyth, Training Co-ordinator, has played a key role in the recruitment of participants and the delivery of training.

Goal 4: Promote engagement with policy, practice and decision making processes on matters affecting local communities

5.1 Performance and Monitoring / Evaluation

Several large scale quantitative surveys, which all form part of the Partnership's consultation exercise with its clients were administered by BAP's Research and Evaluation Officer.

- Ryan, C (2010) *Survey of Enterprise Clients*
- Ryan, C (2010) *Survey of Local Employment Service / JOBLINK Clients 2010*
- Ryan, C (2010) *Survey of Millennium Fund Clients*

Community Development Projects, Mountview Family Resource Centre and Huntstown Community Centre were also provided with socio-economic profiles reports of their particular catchment areas based on requests from these community organisations. These reports help support these organisations when submitting funding applications to government departments.

- Ryan, C (2010) *Socio-Economic Profile Blakestown Parish/Community Development Programme*
- Ryan, C (2010) *Socio-Economic Profile Mountview Parish / Family Resource Centre*
- Ryan, C (2010) *Socio-Economic Profile Corduff Parish / CDP*
- Ryan, C (2010) *Socio-Economic Profile Mulhuddart Parish / CDP*
- Ryan, C (2010) *Socio-Economic Profile of Huntstown*

Several other reports completed in-house were relayed to the Board, PIBs and POBAL include

- Ryan, C (2010) *Overview of Blanchardstown Area Partnership Achievements 2009*
- Ryan, C (2010) *Blanchardstown Area Partnership Local Development Social Inclusion Programme (LDSIP) Annual Report 2009*

BAP's in-house researcher has helped establish a new national Research and Evaluation Network that has been endorsed by the new Irish Local Development Network. This new network shall

act as an advisory group to all 52 Local Development Companies relating to social research.

BAP's Researcher was invited by the Centre of Effective Services to become a member of a new special interest group that will set about '*Evidence Informed Work with People in Communities*'. This group will begin meeting from September 2010 onwards.

Finally representatives from the Community Crèches Management Committees and managers compiled a research report highlighting the challenges the community crèches were facing in D15. BAP supported this local piece of research.

5.2 Networks

RAPID¹⁷

The **Deputy CEO** is the Partnership representative on the RAPID Area Implementation Team. The RAPID programme currently covers five main themes:

- Youth, education and training
- Health and well-being
- Crime, drugs and anti social behaviour
- Physical environment and infrastructure
- Strengthening communities

Blanchardstown RAPID has been invited to be one of four pilot sites in the development of Protocol for cooperation between Local Development & Social Inclusion Programme & RAPID.

- The RAPID AIT has been discussing sites for the Primary Health Care Centre's in Corduff & Mulhuddart/Tyrrelstown as reserved in the 2006-10 HSE Capital Works programme.
- The Partnership was the lead agency in the development of a Community Training Centre in Dublin 15, and the Manager chairs the CTC Board.

¹⁷ RAPID is a government –funded programme administered by FCC with a separate RAPID Board (AIT) comprised of statutory, community organisations and elected residents. The RAPID programmes core focus on a defined area comprises Mulhuddart, Corduff, Blakestown and Mountview.

RAPID has also been working towards the development of three action plans

- Community Safety, Health and Family Support
- Completion of Whitestown Multi Use Sports & Games Areas,
- Opening of Corduff Playground

Community Training Centre

The Partnership has been the lead agency in the establishment of a Community Training Centre in Blanchardstown. This Centre is a FÁS funded 40 place centre and commenced operations in 2010, following a number of years of active negotiations with FÁS. The CEO chairs the Board of the CTC, which comprises representatives of the community, RAPID, County Dublin VEC, local employer, Probation Service, Blanchardstown Youth Service and ICTU. The Manager was appointed in January 2010, and staff now includes an administrator and three full-time instructors. Courses being delivered include Health and Fitness, IT and Office Procedures, and Catering and Nutrition. A further course is expected to commence before the end of the year.

Local Drugs Task Force¹⁸

The CEO is the Partnership representative on the Local Drugs Task Force, and she is currently Chair of the Procedures and Evaluation Group, and also acting Chair. The Task Force is facing a number of significant challenges in 2010; including the pressure on funding for projects and the need to prepare for further funding reductions in 2011. The HSE has requested the amalgamation of two of the three local CDTs, and this work is ongoing. A framework for evaluation of projects is being considered to ensure that these decisions are evidence based.

¹⁸ The aim of the Drugs Task Force is to provide an integrated response to the problems posed by drug misuse. Key objectives include reducing the number of people turning to drugs in the first instance via education and prevention programmes. To provide appropriate treatment and aftercare for those who are dependent on drugs. To ensure that an appropriate level of accurate and timely information is available to inform the response to the drug problem.

Including Me Advocacy Service for Persons with an Intellectual Disability



Including Me Advocacy Service for Persons with an Intellectual Disability (IMAS) was established in August 2008. The independent advocacy service hosted by the partnership is part of a national pilot initiative funded by the Citizens Information Board. Funding for this is project due to expire in December 2010. An Advocacy Officer, Gerry Rattigan, is now working to the direction of the steering group¹⁹ and line managed by the Deputy CEO of the Partnership.²⁰

The advocacy worker continues to advertise the service across facilities used by the target group who number approximately 850 persons. (These include facilities in D15, D7, D20, Blackrock & Portmarnock). IMAS support individuals on a one-to-one basis and links with self advocacy groups to support and encourage members to advocate on their own behalf. The length of the advocacy activity differs from one case to the next. A new website <http://www.includingme.ie> was launched along with a new brochures and pocket-sized guide-book.

The IMAS project has become familiar with the many challenges involved in delivering a service to a vulnerable population. Clarifying necessity and scope for the role of Independent Advocate to those who support target group members from day to day (families and professional support services) has been one of the biggest challenges to date. The main issues people have been supported with have involved difficulties in accessing

¹⁹ Tina Swales (Health Service Executive), Áine Ní Aileagáin (Inclusion Ireland), Bernadette Casey (Client Group Representative), Barbara Cullinane (Daughters of Charity Service), Caroline Mitchell (Citizens Information Board), Terry McCabe, Kathleen Smith (Blanchardstown Area Partnership)

²⁰ Co-Operation Fingal, National Council for the Blind of Ireland, Institute for Design & Disability, Dublin Centre for Independent Living, Access Action Malahide, Schizophrenia Ireland, Disability Federation of Ireland, St Michael's House

appropriate supports, the provision adequate information on how to access services, the provision of options to choose from, the use of restrictive practices, and the level of personal involvement in decision making related to legal issues, personal finances, health, employment, and activities at home and in the community. As a consequence of supporting individuals and groups the project has identified systemic issues that impact on the quality of supports people with intellectual disabilities receive. The IMAS steering group is currently working to identify the most appropriate means to highlight the systemic issues identified by the project.

Round Table Mediation and Training evaluated the national pilot initiative. The report includes a comprehensive analysis of the projects to date and make **recommendations for the roll out of a National Advocacy Service.**

The Board members of the Citizens Information Board have approved the new recommendations and are **currently awaiting approval for funding from the Department of Social Protection.** The Citizens Information Board is optimistic that the new National Advocacy Service will be rolled out from January 2011. An independent evaluation of the advocacy pilot initiative click on the link below:

http://www.citizensinformationboard.ie/publications/advocacy/advocacy_index.html

Fingal County Development Board

The Fingal County Development Board established an Executive Committee in 2008. **The Partnership CEO is a member of the committee** and represents the local development sector on it. Partnership staff also actively participate in a number of actions within the FDB Strategy into Action 2006-2008, including

(Action 5) Developing a new range of responses for ethnic minorities (See under Goal 3 page 20)

(Actions 6 & 7) Multi-agency awareness training programme on cultural diversity linked to improving translation services for minority ethnic groups

(Action 8): Disability and Access-related issues providing a baseline review

(Action 9): Employment inequalities among Travellers ²¹

(Action13) Joint Policing Countywide Committee

(Action 16) Fingal Data Hub ²²

Fingal County Childcare Network

Fingal County Childcare Committee ²³ is responsible for the organisation of training courses for childcare providers, childcare staff and parents in Blanchardstown. In the past the FCCC has carried out training analysis of childcare services to better meet the needs of those actually working in services. Recent publications that the FCCC has released include a funding for Community / Private Childcare Providers and a Childminders Support Pack.

Pauline Mangan not only supports the FCCC but is an active member of a sub-group of FCCC that appraises funding proposals for capital projects and childminding grants. These are in turn approved or rejected by POBAL. The information garnered from the quarterly meetings of the crèches and networks are in turn fed back into the FCCC. The revised Childcare Scheme announced by Minister Smith has reportedly caused hardship for crèches in Blanchardstown.

Pauline Mangan supports the Managers and committees of the following community crèches and community structures. These committees need different levels of support with specific issues throughout the year

- Corduff Community Crèche
- Huntstown Community Crèche
- Mountview Community Crèche
- Blakestown Community Crèche
- Blakestown & Mountview NYP Crèche
- Barnardos

²¹ BAP's Community Development Officer is a committee member

²² BAP's Research and Evaluation Officer is a committee member.

²³ Co-operation Fingal, FÁS, VEC, County Enterprise Board, Chamber of Commerce, Childminding Ireland

- Family Support and Childcare Providers Network ²⁴
- Fingal County Childcare Committee
- Blakestown Community Development Project
- Greater Blanchardstown Development Project
- Mountview Family Resource Centre

Dublin 15 Community Childcare Services ²⁵

Representatives from the Community Crèches Management Committees and managers from the childcare committees came together to look at the effects the new CCSS funding was having on the community crèches. There was a real concern that the crèches were struggling to be financially sustainable through this funding and that families could not afford the fees in the community crèches. The survival of these services in Blanchardstown is crucial and continued support is needed to ensure their viability. These childcare services are not for profit organisations and many of the children they accommodate would not be able to afford a place in a private crèche facility.

In 2010 the group compiled a research report highlighting the challenges the community crèches were facing re; funding and to also highlight, the level of needs through the Hardiker model for the children and families attending the service. One of the main arguments put forward in the report is that the new subvention scheme focuses too much on the income and entitlements of parents and not the needs of children. The full report is available to download from BAP's website under reports and publications.

Blanchardstown Traveller Development Group

The BTDG aims to promote the welfare and human rights of Travellers and also to combat the social exclusion experienced by many Travellers. The Partnership supports the BTDG in several different ways. Pauline Mangan is acting Chair of the BTDG. It is actively trying to

attract new members onto its committee at present. At a regional level Pauline also represents the Partnership on the Fingal Inter Agency Traveller Group. This new structure drew up a multi-agency plan for Travellers in Fingal in collaboration with all service providers. More recently this group has been exploring accommodation, health and employment related matters among the Traveller community in Blanchardstown.

The Deputy CEO of BAP is Chair of the Traveller Community Employment sponsor group. The Partnership allocated funding to an allotment site in 2009 to help support some Traveller men and also an action designed to prevent early school leaving among Traveller children was also funded.

Fingal Volunteer Centre Initiative (See under Goal 1 page 12)

²⁴ HSE, social workers, Homestart, NYP, Barnardos

²⁵ Barnardos, BAP, Blakestown and Mountview NYP, representatives of Community Childcare Services

Table 3

2010 Local Employment Service Outputs

Information Advice	New Reg	Training	Job	Education
10,070	367	129	62	28