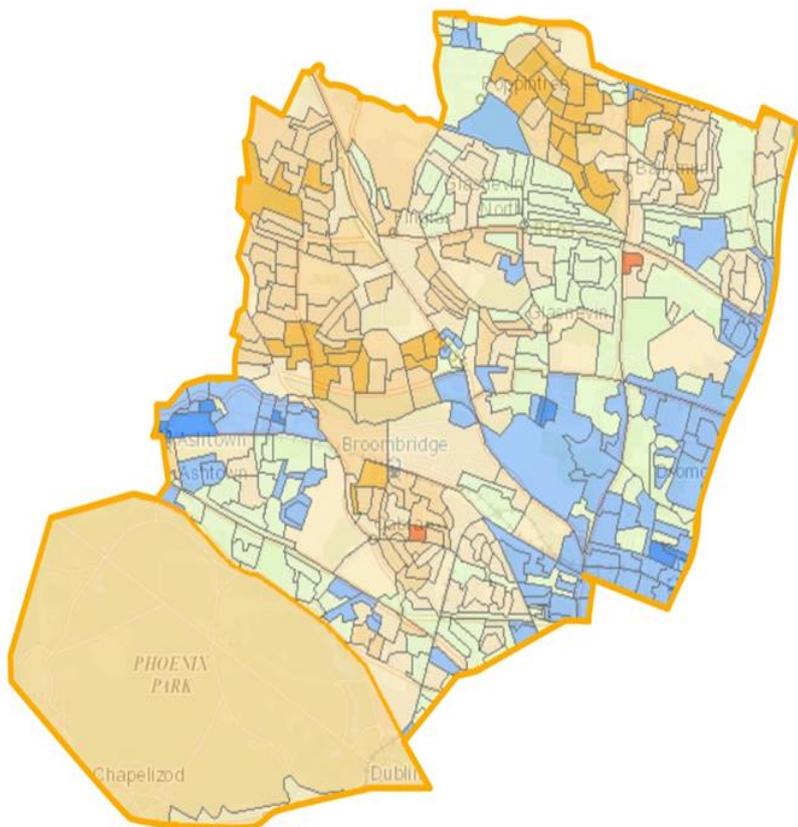




**Dublin North West**  
Area Partnership  
*Meeting Local Needs*

SICAP End of Year Narrative Report 2018



## Action 1.01 - Strengthening Community Capacity

2018 was a very successful year for action 1.01 through the delivery of a variety of established and new interactions aimed at meeting emerging needs from our Local Community Groups (LCG). Despite initial issues in quarter one which required the need to register and develop support plans for 78 of our existing LCG's, 2018 has been a productive year for 1.01 with groups receiving 467 interventions.

Lead by the positive feedback and high attendance rates of the previous year, DNWAP hosted a Social Inclusion Seminar in the St. Laurence's venue in the DIT Grangegorman Campus on the 2<sup>nd</sup> of February. This successful event was designed to showcase the work of groups who were beneficiaries of SICAP support and to launch the supports available under action 1.02 and 1.03. The event was attended by 66 individuals representing 50 LCG's from across the Lot and was chaired by DNWAP Board Director Counsellor Aine Clancy.

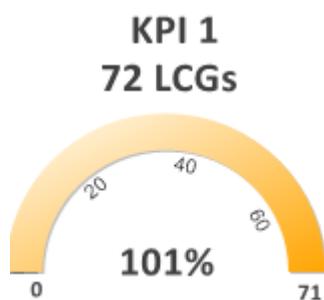
In response to the introduction of the General Data Protection Regulation (GDPR) on the 25<sup>th</sup> of May, training was provided on the new regulation and the measures needed to become compliant for 43 individuals representing 36 groups in the Lot. Due to the demand in previous years, a two day Restorative Practice course was held twice, with attendance from 17 individuals representing 8 LCG's. In partnership with Jigsaw, a Youth Mental Health course was held in 2018 which was attended by 10 individuals representing 5 LCG's. In quarter 3 a pilot programme was developed in partnership with Siel Bleu aimed at improving the physical wellbeing of people living with dementia. Working with 2 day-care centres in Dublin 7 and 11, this pilot commenced in quarter 4 of 2018 and will run until the end of quarter 1 2019 where it will be reviewed, though feedback to date from both day-care centres has been positive. The final event held under this action in 2018 was focussed on equipping LCGs with the skills to engage with volunteers. Attendance at this event was less than expected, with 4 LCGs attending due to a number of cancellations.

The mentoring supports provided by DNWAP proved to be an important service to LCGs in 2018. With 14 LCG's receiving intensive mentoring supports with the most requested thematic areas for support involving Governance, Taxation and conflict resolution.

At the end of quarter 4, 139% of KPI 1 has been achieved with 67 LCGs availing of supports under this goal.

## Action 1.02 - Evolving for Equality

The Evolving for Equality Grant Programme was launched at the Inclusion & Equality Seminar on 2<sup>nd</sup> February. There was considerable interest in the grant programme with 16 applications were received.



	Lot	National
Newly registered LCGs as % of KPI 1	100%	
Average number of Interventions per LCG	6.22	5.88
Average duration of Intervention	105 mins	93 mins
Number of LCG Grants	12	
Total LCG Grant Amount	€17,239.00	
Total number of LCG interventions	466	

Each application was evaluated against a defined set of criteria by DNWAPs Inclusion and Equality Appraisal Committee and 13 LCGs were approved for grants with a total of € 17,866.59 awarded. However 1 group did not draw down their allocation. The LCGs will use the grant supports to deliver a variety of actions including support for vulnerable men, activities for young women, a dance group for young people, a football club targeting marginalised young men, supports for migrants, a local history group and a community garden encouraging healthy eating/lifestyles. These 13 groups were supported to implement activities as per proposal. These supports broadly fit into the following areas: Committee skills, including clarification of roles and responsibilities, financial reporting, minute taking, running efficient and effective meetings, sourcing funding and resolution of differences of opinion.

The Inclusion and Equality Network, populated by LCG's who benefit from Action 1.02 and 1.03, met 4 times in 2018. This network allows groups to share best practice, share information and resolve issues that they have in common. The Network provides a valuable opportunity for evolving groups to receive support from more developed groups and this aspect has been growing with groups developing working relationships outside the quarterly meetings particularly in terms of recruiting new members and providing supports to each other.

In the final quarter, there was evidence of groups planning ahead and discussing ideas for social inclusion actions in 2019. In some cases groups have learned through their experience in 2018, the importance of preparing early and allowing time to consult and formulate proposals clearly. With the exception of 1 group (who did not draw down the grant) all groups have returned all their receipts and will have submitted final reports by the end of January 2019.

In 2018, action 1.02 achieved progression from stage 1 to stage 2 of the Community Development Matrix for 3 groups. This refers specifically to progression from one stage to the next and does not take into account significant progression within individual matrix stages. Stage 2 of the matrix 'Capacity Building and Empowerment' by its very nature entails an ongoing process which is also applicable to stage 3. Groups have demonstrated considerable progress in stage 2 in terms of financial planning, identifying and applying to new funding sources, committee skills (particularly conflict resolution and decision making processes), report writing, financial reporting and problem solving e.g. mapping suitable premises and securing meeting space. Significantly a number of groups have demonstrated increased ability to identify their own skills and knowledge gaps and seek support from DNWAP. This in itself increases capacity as groups increase their own capacity to identify assets and resources which promote their development. Finally many smaller groups working at local level may not wish to progress to stage 3 or may require additional intensive support to engage in strategic work. Supports in this area will be an important consideration for 2019.

### Action 1.03 - Innovating for Inclusion

As with Action 1.02, the Innovation for Inclusion programme was launched at the Inclusion and Equality Seminar in February 2018. Reviewed application forms, evaluation criteria and memoranda of understanding were devised and agreed by the Inclusion and Equality Appraisal Committee comprised of DNWAP directors and staff. A total of 8 LCGs were awarded financial supports under this strand. The ceiling on awards to individual LCGs was €10,000. In total €52,800 was allocated. Proposals covered a range of target groups and actions including:

- Literacy & leadership training for members of the Travelling Community (in collaboration with St Margaret's TCA)
- 18 things to do before you're 18 – a diversion programme for teenage boys in the Ballymun area who are involved in anti-social behaviour locally (in collaboration with Poppintree Youth Project)
- Lads and Dad's – a programme looking at establishing better relationships between young people affected by substance misuse and their father figures/male role models (in collaboration with The Loft Family Resource Centre)
- Social Action research to develop insight into perceptions of safety in Finglas and encourage participation on community safety fora (in collaboration with Finglas Safety Forum)
- An equine therapy programme for children affected by autism spectrum conditions (in collaboration with the Meeting Place Club)
- Community Leadership Training using a Virtual Community College model (in collaboration with An Cosán VCC)
- Men's Health Initiative for members of the Travelling Community (in collaboration with Pavee Point)
- Advocacy support for deaf persons (in collaboration with Irish Deaf Society)

### Action 1.04 – Social Enterprise and Sustainability

This action was delivered by a core staff member in a new role created under SICAP 2018-2022. Commencing in quarter 2, initial activity included completing an updated needs analysis of existing social enterprises and the roll out of capacity building supports to these enterprises.

Working with a local Social Enterprise and The Young Federation, the "Amplify Plus" programme was designed in 2018 to enable young people to drive and own innovations that will make a real difference in tackling inequality in their local communities in DNWAP Lot. Though targeted at an enrolment of 30 young people, 25 have committed to this 2018-19 programme. Due to clashes with the secondary school cycle, the start date for Amplify Plus was pushed back to the end of October and will run to mid 2019. Feedback from participants and the level of interest in a second cycle will determine if this programme will run again later on in 2019.

The European Social Economy Regions – 2018 Pilot Project, which DNWAP has been involved in Collaboration with Dublin City Council at the application stage, has been successful to date. With one further workshop planned for quarter 1 of 2019, this series of events has been well attended and has resulted in the development of a Dublin wide social enterprise forum.

Through working with existing Social Enterprise's in the Lot it became clear that the grant amount allocated under this action was too small to have an impact. In response to this DNWAP changed the support to provide videography services.

Promotion of the benefits of the Social Enterprise business model as a remedy to shortfalls in funding in Local Community Groups was a core activity for the Social Enterprise Coordinator in 2018. Two events were held in the catchment for LCG's on the topics of successful fundraising and grant applications were well attended. Presenting to attendees of Start Your Own Business Courses, Women in Business groups and to those participating business courses gave the Coordinator an opportunity to promote the business model as a sustainable solution to local issues.

A notable challenge expressed by many LCG's and individual entrepreneurs is the national lack of seed funding for start-up social enterprises, with the majority of existing funding streams requiring audited accounts as part of an application. The lack of incubation space has also been expressed as a barrier as commercial rents in the city are prohibitive to many looking to start up small to medium sized businesses. Action 1.04 supported 29 LCG's, 21 individuals and 25 youth beneficiaries.

### **Action 2.01 Supporting Educational Success in School Age Children**

DNWAP supported 742 children in 2018 through 15 projects delivered by the DNWAP Regional Education Network (this figure does not include attendance initiative projects supported, as the large numbers associated with these projects would skew overall figures).

The Regional Education Network comprises representatives from schools, school completion programmes, local community groups and youth services working in the area of education within DNWAP's three priority cluster areas (Ballymun, Cabra and Finglas). The main purpose of the network is to guide activities under action 2.01 through collaborative group consultation and professional input. Priority needs for each cluster were discussed at the initial network meeting in 2018, and a criteria committee was established to ensure fair representation of network participants in the application and criteria assessment process. Following the finalisation of this process, project proposals from each cluster were submitted and successful programme delivery partners were notified in March. Subsequently the following SICAP projects were delivered across Ballymun, Finglas and Cabra in 2018:

Ballymun: Schools Out and Homework Club (Ballymun Family Resource Centre); Homework Club and High Achievers Hub (Ballymun Initiative for Third Level Education); Attendance Initiative (Ballymun Principals Network); Summer Programme and Leaving Cert Study Programme (Ballymun Anseo SCP) and Summer Camp (Aisling Transition Project).

Cabra: SEN Education Support, Summer Transfer Programme and Wellness Programme.

Finglas: Mental Health Support (Finglas C SCP); Therapeutic Support (Finglas BEO SCP) and Attendance Programme and Afterschool Support (Finglas A SCP). While these were the actual projects delivered in 2018, plans made in March 2018 were amended in summer to accommodate changes to the cluster's priorities.

Further network meetings during the year provided the opportunity for project partners to present updates on their activities and to share professional best practice across the network. The informal networking that takes place at these meetings has enhanced local links between projects, and encourages further collaboration within the community. In addition, 'Seasons of Growth' training was delivered to the network members in November in response to identified training needs. The training was well attended with very positive feedback, and roll out of the programme commenced in late 2018.

DNWAP also collaborated with DCC's library service on the Storytime programme in 2018. Storytime is an oral literacy project for pre reading children involving parents, and began with Gaelscoil Bharra in Cabra. Plans to roll out Storytime in Finglas and a further one in Cabra are in place for early 2019.

Other activities under 2.01 Supporting Educational Success involve building relationships with local schools, engaging with Cabra and Finglas Child and Family Networks and Ballymun Education Working Group. Administrative support for the Ballymun Principal's Network was also provided in 2018.

## Action 2.02 Personal Development and Promoting Wellbeing

In 2018 the DNWAP Community Wellness Coordinator (CWC) initiated a range of programmes and information sessions aimed at enhancing wellbeing, health and quality of life for people experiencing disadvantage in Dublin North West. Building on existing relationships and local knowledge, DNWAP works with a community development outreach approach. Groups are met on site, and bespoke programmes are developed by adapting existing ones to best meet identified needs. Due to the complexity and chaos of many individuals much outreach work is of a pre programme nature with existing groups and target groups.

346 individuals engaged in a range of programmes which included: Healthy Food Made Easy, Parenting (in Cabra where no ABC programme exists), Personal Development, Ageing with Confidence, Mindfulness, and Horticulture. Groups participating in these programmes included Poppintree Young Mothers, the Aisling Project, St Helena's, St Margaret's Traveller Development Group, Finglas Traveller Development Group, Ballymun Men's Network, Greenview Community Garden, Tir na Óg, Baleskin Reception Centre, RECO, and St Kevin's College. While all programmes were aimed at disadvantaged individuals there were some specific to travellers, and people coming out of, or experiencing homelessness.

Fáilte Isteach English language classes were provided in Cabra library, Gateway (Manor St, Dublin 7) and Finglas Library. Throughout 2018, an average of 60 students attended monthly.

DNWAP hosted 10 Tús and 2 CE placements at Greenview Community Garden (Finglas South) in 2018 which is situated in one of the most disadvantaged areas in the lot. Participants on the programme develop a range of skills in general garden maintenance, composting, garden furniture making and upcycling. QQI Level 4 Horticulture training was delivered on site in collaboration with

the CDETB. In addition, there was a BBQ event, composting training, and educational trips organised including one to Bloom to inspire a show-garden in Greenvew.

Outreach events attended in 2018 included Irish Heart Foundation Blood Pressure Roadshow, Finglas Family Fun Day and the ever popular monthly Ballymun Book Exchange which had more than 3000 attendees in 2018 (approximately 300 monthly).

Information sessions on SICAP initiatives were also delivered to local agencies including St Helena's Family Resource Centre, Cabra Home School Liaison Team, DCC, Finglas Centre for Unemployed, Poppintree and RECO Youth Services, HSE, DePaul Trust, Baleskin Refugee Centre and National Learning Network. These sessions not only promote awareness of supports available but develop relations and provide opportunities for collaboration on projects.

In 2018, 31 beneficiaries have received counselling supports with DNWAP's contracted counsellor. Beneficiaries present with a wide range of issues including anxiety, panic attacks, depression, bereavement, social isolation, low self-esteem, and anger management issues.

There continues to be a significant need for the counselling support service in both Cabra and Finglas with many beneficiaries indicating that they have experienced their symptoms for two years or more. In all cases, the beneficiary's presenting problem represented a significant block to them being able to engage in education, training and employment opportunities. None of the beneficiaries who have attended were aware of how they could access counselling support services elsewhere (other than to find a private counsellor, the fee for which is prohibitive).

### **Action 2.03 Supporting Access to Education**

Throughout 2018 DNWAP provided public information sessions to increase awareness of educational opportunities and to support beneficiaries in their applications. The sessions focused on College Options for Adults, the CAO application process and SUSI Grant Applications, and took place in DNWAP offices and public libraries. The events were promoted through print and social media, and local radio station Near FM (<http://nearfm.ie/podcast/?p=29512>)

Targeted workshops were delivered with Better Finglas (ABC Programme) for local childcare workers to promote the Early Childhood Education degree. These were very successful, and have resulted in 10 local workers pursuing this QQI level 7 & 8 qualification. This was a particularly satisfying piece of work for DNWAP and highlighted the huge deficit of knowledge that low income working mature students have about available financial supports.

At the request of DCC, DNWAP contacted Erin's Isle (GAA club, Finglas) study hub for 5th and 6th year students. A talk aimed primarily at parents, but attended by both parents and students, was delivered in December focusing on Education Options after School. This proved a valuable way to engage parents without personal college experience to navigate career and training options for school leavers.

DNWAP also built on existing relationships with local schools, CTC's and Youthreach centres by visiting DEIS schools in the catchment twice during 2018. These visits provided an opportunity to promote the Education Access Fund, the DNWAP apprenticeship fair, and ongoing supports available through the Local Employment Service should they need it on exiting education. Other activities

provided in local schools during 2018 were interview preparation workshops, mock interviews and SUSI workshops.

Two boot camps, one for school leavers and the other, college finishers (open to all, but marketed heavily with our Education Access Fund recipients) ran in June and July to enhance students' job search skills, interview preparation and CV writing. The boot camps were an in-house collaboration with DNWAP's Jobs Club and demonstrate the advantage of the integrated services within DNWAP.

A significant part of this action focuses on providing resources to students in the catchment who are studying at QQI levels 5-8 with DNWAP's Education Access Fund. In January DNWAP continued to support 112 local students who were in the academic year 2017/18. Following a review of the application process and criteria, the fund was relaunched and marketed during the summer. 152 students were supported in the academic year 2018/19. 122 travel (80%), eight bike (8%) and 22 resources (22%). 41 % of those supported are mature students. 76% of students are attending HEA Institutions with 23% attending PLC colleges. A new development this year was to not strictly enforce cut off dates, this enabled later word of mouth applicants to be facilitated and enables colleges to refer students after the college year has begun. There were a small number of very late applicant students who could not be supported in 2018 due to budget constraints, but these will be supported early in 2019. Quote from Education Access Fund feedback: "the funding has provided me with the confidence and security of knowing I can make it to college each day".

DNWAP's target of 250 individual beneficiaries fell short by 56. The target was set as a result of an increase of students in 2017 on previous years and an expansion of closing dates in 2018. It did not translate into the expected increase of individual beneficiaries in 2018 although numbers reached were broadly similar to 2017.

DNWAP's Youth Advisory Council first focus group sessions took place with young people (Education Access Fund renewals) on July 4<sup>th</sup> and 23<sup>rd</sup>. While this was a starting point it reiterated how challenging it is to engage this group. Further attempts later in the year to engage collaboratively with other agencies to access young people lost momentum, however DNWAP remain committed to hearing young voices and will revive it in 2019.

In addition to developing relationships with local education providers DNWAP worked collaboratively with the following in 2018, Finglas Child and Family Network, Tusla's Education Welfare Officer, Finglas West Resource Centre, Ballymun Education Working Group and DCC Libraries Literacy Network. PATH Seminar, Progress Review of the National Access Plan, Grangegorman Development Authority Apprenticeship Event and DCC's Apprenticeship Summit were also attended.

## **Action 2.04 Supporting Access to Employment**

The improved buoyancy in the Jobs Market in 2018 has led to increased opportunities for job seekers in the community. However, as we move closer to full employment, those engaging with our service are presenting with multiple challenges and complex needs. Themes of homelessness, addiction, mental health and social isolation predominate, with many having very little or no work history in the last 10 years. The range of supports available at DNWAP under goal 2.04 has allowed an agile response to these complex needs, and beneficiaries are encouraged to move closer to

employment through steps that are appropriate to their individual challenges. It is important to note that DNWAP's ability to delivery supports to the target of 500 individual beneficiaries under this action has been impacted by a considerable reduction in referrals made through the DEASP, with poor uptake rates once a place has been offered. Throughout 2018 we have endeavoured to address this deficit by engaging in outreach activities, and delivering programmes on site in collaboration with other community groups.

466 beneficiaries received supports under this action in 2018. Referral pathways within DNWAP have included counselling supports; pre employment & personal development programmes; labour market programmes & job search workshops; and one to one guidance supports. Collaboration between the Employment Services, Education, and Local Development teams is proving invaluable in piloting and developing new initiatives, and connecting with diverse groups. 109 beneficiaries progressed to employment, 17 programmes were delivered in collaboration with SICAP Employment Services and Education Teams with 142 beneficiaries participating across these programmes. These included:

Connect (Basic IT), Connect Plus (IT & Employability) and a range of tailored Pre Employment programmes which are highlighted below.

*Significant achievements in 2018:*

Your Time to Shine (YTTS) which was piloted in 2017, was mainstreamed with two further programmes delivered in 2018 in collaboration with Better Finglas, The Den (Crosscare), Gateway and DEASP. YTTS equips recipients of OPFA and JST payments with skills and information to explore their employment and education options. The programme consists of five modules: STEPS programme, Triple P programme (delivered by Better Finglas), Career Planning & Welfare to Work, CV preparation, Interview Skills and Wellbeing.

A Pilot 'Men's Group' programme was developed in early 2018 from an identified cohort of beneficiaries on the guidance caseload who were particularly vulnerable or socially isolated. The purpose of the group is to provide a client led programme, to share experience and to develop peer support. Current provision in Education and Training, even at the most basic pre-employment level, was beyond the reach of these clients, and it was agreed that providing a social space for these men to meet, allowing them to slowly develop as a group, would be the first step in engaging with them in a meaningful way. Participants engaged in social and cultural activities, completed a tiling project and the DNWAP Cook It programme. Clients also participated in Steps Training in collaboration with the Adult Education team. The integrated approach adopted by DNWAP allows us to draw on expertise across teams to engage in an innovative way with these vulnerable clients.

In September 2018 a new initiative was delivered in collaboration with DEASP targeting a cohort of U25's in receipt of a job seekers payment. This was an interagency project with inputs from DNWAP Guidance, Jobs Club and Education teams, and the Ballymun Job Centre.

DNWAP also provided STEPS training to 9 young people participating in The In-Vest programme (a Ballymun Job Centre led programme with financial support from JP Morgan). The aim of the programme is to develop IT skills, project work, work experience and career planning for young people currently not engaged in employment education or training (NEET).

Labour Market Programme Workshops continued in 2018. These workshops provide beneficiaries with support in their search for a CE or Tús position, and have become a valuable space for peer learning and support. Attendees have visited local CE schemes and CE supervisors have given inputs into the workshops and interviewed participants on site. 20 participants progressed into CE positions on completion of the programme.

'My Options', an exit programme for Tús participants at Greenview Community Garden, was delivered at the end of 2018 in collaboration with SICAP Guidance, Employer Engagement and DNWAP Jobs Club staff. 10 Tús beneficiaries participated in the programme, and feedback was very positive. The programme proved more effective as an exit strategy when compared to stand alone guidance and the pilot programme will therefore be mainstreamed to all Tús completers in 2019.

Throughout 2018 DNWAP proactively engaged in outreach and external events to promote our service and develop links with community groups. Two Pre employment programmes were delivered on site to groups participating in programmes at Sankalpa and St Helena's Resource Centre. Other activities included CV and advice clinics at Intreo centres and local CDETB colleges; information workshops with Mater Community Mental Health Team; visits to National Learning Network and local community groups including St. Helena's Resource Centre; Finglas Centre, Erin's Isle; Sankalpa and NCBI.

The 2018 DNWAP Apprenticeship Fair built on the success of previous Fairs with a greatly enhanced number of exhibitors contributing to the two events in Finglas and Ballymun. Over 300 attended across both dates which were delivered as part of European Vocation Skills Week.

## Action 2.05 Enterprise and Economic Development

The reduction in numbers on the live register has resulted in a smaller pool of individuals interested in self employment. It has also been noted that those considering self employment now need greater supports and a higher number of one to one meetings in order to assess the viability of their ideas and where appropriate progress into self employment. So while the demand for supports under Action 2.05, Enterprise & Economic Development, remained strong throughout the year, actual numbers were down on the previous year. In 2018, 437 individuals registered with the service and were provided with advice and information in relation to self employment. All beneficiaries expressing an interest attended an initial information workshop which provided them with the basic information on self employments and the supports available.

During the year a total of 145 individuals progressed into self employment, 116 males and 29 females. Almost 100% of beneficiaries becoming self employed availed of the Back to Work Enterprise Allowance (BTWEA) scheme or the Short Term Enterprise Allowance (STEA) and they all attended enterprise training courses run by DNWAP. The BTWEA and STEA schemes, operated in conjunction with the Department of Employment and Social protection (DEASP), continued to be a key element of our supports and a number of meetings with staff in the local DEASP offices took place throughout the year to ensure a consistent approach to processing applications. A workshop promoting the BTWEA scheme in the North Dublin area was organised jointly by DNWAP and DEASP and took place in February.

21 enterprise training workshops and 3 evening start your own business courses were run during the year as well as 11 taxation information workshops for beneficiaries who had completed their first year in business. A new 5 week evening course on websites and digital marketing was introduced in

2018 to meet a growing demand for support in this area.

In line with our policy of encouraging disadvantaged women to consider self employment a special one day workshop, “Women Talking Business” was held in October and was very well attended. In addition women were encouraged to attend DNWAP business courses resulting in 29 women attending our evening business courses.

A module on social economy businesses has now been included on our evening business course. A member of staff now sits on the board of two local social enterprises, Mellow Spring Childcare Development Centre Ltd and Eco Mattress Recycling Ltd.

DNWAP and Inner City Enterprise jointly organised and ran the Dublin Regional Enterprise Awards 2018 with support from DEASP, Dublin Local Enterprise Office , and Micro Finance Ireland. 8 local development companies participated. The event was very successful in raising the profile of the local development companies and their role in providing enterprise supports in the Dublin area.

### **Action 2.06 Employer Engagement**

An Employer Engagement Officer (EEO) commenced work with DNWAP in March 2018 following an external recruitment process. The main aims of the EEO are to establish relationships with local employers with a view to creating vacancy opportunities for DNWAP beneficiaries. Also to promote DNWAP as an available and effective employment service for employers seeking to recruit local skilled staff within the catchment area. A total of 287 employers were assisted with their recruitment needs and 102 beneficiaries assisted with their job search during the months March to December. Beneficiaries were met with on a one to one basis in order to understand their background, experience and area of employment sought. Many of these beneficiaries had completed the Jobs Club Programme.

The addition of the Employer Engagement Officer greatly enhanced the quality of labour market information received by beneficiaries it also provides a crucial link with employers both to advocate on behalf of beneficiaries and to encourage employer collaboration in the development of programmes. The EEO who forms part of our Jobs Club Hub supports the wrap around service that many of DNWAP’s beneficiaries presenting with multiple barriers to the labour market need.

Two Employer Insights events were run in 2018 to draw on industry expertise to support beneficiaries in their job search. Employers from the supply chain management and retail sectors attended and provided advice on how to structure job applications; how to present at interview, and highlighted the current opportunities available within their sectors.

The EEO played a key role in the enhancement of DNWAP’s Apprenticeship Fairs in November. A dedicated staff member focusing on employers ensured that more employers attended than in previous years, creating more opportunities for attendees and an increase in actively recruiting employers at the events. A broader range of employers were also present, evidence of the relationships built since the role was filled in March.

In 2018 the EEO conducted site visits with employers, attended many careers fairs and networking events and also worked with a number of organisations to build strong inter- agency relationships. These organisations include; Ballymun Jobs Centre; Empower’s Jobs Club; Careers and Employer Engagement at DCU; Ballymun 4 Business and North Dublin Business Network.