

DNP 2022 End of Year SICAP Action Narrative Report

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GOAL 1

1.01 Strengthening Community Capacity

DNP launched this action at the Social Inclusion Seminar which took place on February 4th, 2022. This annual event is usually held in person to promote networking but due to COVID-19 concerns the seminar was held virtually online instead. 51 individuals attended the seminar, representing 39 Local Community Groups (LCGs). Maureen Kavanagh, CEO of Active Retirement Ireland presented the keynote address on the issues facing older people in Ireland. Maureen referenced the importance of an asset-based approach which focussed on the invaluable contribution older people make to society particularly in relation to volunteering and care provision. The keynote input was followed by presentations from 4 LCG's: City Farm Ballymun, Headway Ireland, Poppintree Youth Project, and the Finglas Maypole Festival. These LCGs were grant beneficiaries in 2021 and through these presentations demonstrated the social inclusion work undertaken. The DNP Social Inclusion Brochure for 2021 was also launched on February 04th, 2022. This brochure details the work of 2021 grant beneficiaries along with key contact information to promote networking. The 2021 Social Inclusion Brochure is available to download here:

[Social Inclusion Social Inclusion Programme 2021 Brochure 2021 \(canva.com\)](https://www.canva.com)

DNP's Community Grant Programme 2022 was launched at the seminar with details of the application process, eligibility criteria and relevant guidelines presented by the DNP Community Development Programme Manager. Following the seminar two online Community Grant 2022 Application Workshops were held on Wednesday 09th and Thursday 10th of February 2022. In total, 19 individuals attended these workshops, representing 16 LCG's. These workshops provided detailed information on information required for grant applications. The workshops also provided an opportunity for attendees to ask questions in a smaller group setting. These training sessions are particularly valuable to LCG's at the initial stage of development and to LCG members who may not have prior experience of developing funding applications. The sessions are also invaluable for staff for assessment of capacity building needs particularly for new LCGs (those who have not previously engaged with DNP).

During 2022, the following training events were held by DNP:

- Human Resource Training Workshop (5-day workshop) January 26th, February 2nd, February 9th, February 16th, and February 23rd, 2022. 11 individuals attended representing 6 LCG's. These workshops covered the following areas: Recruitment and Selection, Terms of Employment and Leave Entitlement, Equality at Work, Disciplinary and Grievance Procedure and Bringing out the Best in your Team.
- Conflict Resolution Workshop (2-day workshop) March 15th and March 22nd, 2022. 10 individuals attended representing 2 LCGs.
- Promote Your Group through Social Media Channels Workshop April 6th, 2022. 7 individuals attended representing 4 LCGs.
- 'One Good Adult' workshop, Wednesday, May 4th, 2022. 14 individuals attended representing 4 LCGs.

- ‘Self-care for One Good Adult,’ May 18th, 2022. 7 individuals attended representing 2 LCGs.
- Introduction to Project Management June 1st, 2022. 15 individuals attended representing 10 LCGs.
- Minute Taking Workshop June 13th, 2022. 17 individuals attended representing 10 LCGs.
- Pitching your Local Community Group, September 7th, 2022. 12 individuals attended representing 12 LCGs.
- Time Management Training, October 5th, 2022. 9 individuals attended representing 3 LCGs.
- Advocacy Training, November 3rd, 2022. 14 individuals attended representing 7 LCGs.
- Training for Transformation: Working Interculturally, Promoting Integration (2 -Day workshop) November 15th and November 22nd, 19 individuals attended representing 8 LCGs.

In addition to the above training workshops, DNP were approached for support with volunteer recruitment and management. DNP collaborated with the Dublin Volunteer Centre and bursaries were provided for LCG members who wished to participate. The training consisted of five workshops as follows: Planning for Volunteer Involvement, Volunteer Selection and Recruitment, Day to Day Management of Volunteers, Dealing with Challenging Situations and Volunteer Policy Development. The bursaries were provided to the following LCG’s: Cabra for Youth, Finglas Addiction Support Team (FAST), Headway Ireland and Child Vision.

DNP continued its commitment to highlight gender-based inequality on International Women’s Day on March 8th, 2022. Working with a local LCG: Poppintree Youth Project, DNP hosted an event that celebrated changes for women in Irish society over the last 40 years, while also identifying ongoing work to promote gender equality. This event included presentations from Poppintree Youth Service staff and participants on their “*Brighter Days Ahead*” programme which was funded by the DNP Community Grant in 2021. This programme covered topics such as sexual violence, and development of strategies for negotiating consent as well as mindfulness and various wellbeing inputs. The National Women’s Council of Ireland (NWC) also presented on their work with young women particularly in terms of advocacy and work on strategy design. There was strong representation from older women. Many of these were members of University of the Third Age. DNP has worked with this group over several years. Following presentations there was rich discussion between older and younger women, with the former providing insights into their experiences and changes for women in Irish society over the decades. 25 individuals attended this event, representing 8 LCG’s.

DNP’s Community Development staff noted an emerging need from LCG’s for an in-person networking event. As a result of the COVID-19 restrictions, many LCG’s informed DNP that they felt isolated and expressed a desire to reconnect with other LCG’s. In response, DNP held a Community Celebration event in the Crowne Plaza Hotel, Northwood on September 28th, 2022. This event celebrated the resilience shown by LCG’s during the COVID-19 pandemic, whilst also providing an opportunity to network. The Lord Mayor of Dublin, Caroline Conroy launched the event. The Lord Mayor is a resident of the catchment and is still active on several LCGs. Prior to the event DNP produced a video featuring 6 LCG’s and 3 social enterprises namely: Cabra for Youth, Finglas Addiction Support Team, University of the Third Age, The Drop in Well, St Vincents Basketball Club, Ballymun Active Disability Interest Group, Finglas Childcare, Santry Community Resource Centre, and Global Action Plan. This video highlighted resilience in relation to COVID-19. The video is available via the link below:

[DNP Community Celebration 28 09 2022 - YouTube](#)

Minister Joe O'Brien launched the Community Celebration video. Following the launch of the video, there was an interview with representatives from 2 of the video participants i.e., Santry Community Resource Centre and Cabra for Youth. In these interviews both groups gave feedback on the experience of video participation. It is hoped that this feedback will encourage other LCGs, and social enterprises to use video as a medium for demonstrating their work. 88 individuals attended the Community Celebration event representing 43 LCG's.

DNP identified Older People and People vulnerable to Isolation as a target group in 2021. In order to deepen understanding of need DNP convened a series of focus groups. On March 25th, 2022, an initial focus group was held with representatives from local LCG's, statutory organisations and older people based in the catchment. Three additional focus groups were held as follows: University of the Third Age on June 13th, Tir Na Nóg on June 15th and with Kilshane Residents Association on August 25th. These focus groups highlighted the following:

- The need for a contact person to coordinate activities and to circulate information.
- Lack of awareness among some participants as to what services were available locally.
- Participants felt that the digital divide had grown and that older persons were becoming socially isolated as a result, particularly that relevant information was becoming increasingly inaccessible.

58 older people and 11 older person's support workers took part in these focus groups. In quarter 4 2022 DNP responded to focus group findings by creating an Older Persons Support Officer role within the Community Development Team to work with older person's LCG's in 2023. The Older Persons Support Officer is currently meeting with LCGs and organisations working with older people mapping services and supports available in Dublin Northwest. Synergy is already evident between SICAP and Empowering Communities Programme (ECP). ECP needs identification has also highlighted concerns about isolation of older people and members of the ECP team will be working closely with the Older Persons Support Officer in 2023 to identify and deliver appropriate responses.

DNP continues to complement group training with bespoke mentoring. Initial engagement in group training can provide an opportunity for assessment and for identification of areas for additional support. In addition to mentoring provided by the DNP Community Development Team, LCGs are also referred to the DNP Mentor panel. These mentors are subject matter experts and are assigned to LCGs following initial assessment by DNP staff. 7 LCG's received specialist mentoring supports in 2022 with mentoring focussed on public presentation, constitution development, charity regulatory compliance and identifying board member roles. Beneficiary LCG's were Forest Friends Ireland, A Better Working Life for All, Dublin 7 Women's Shed, Headway, Ballymun City Farm, Cabra for Youth and FAST.

DNP continued to support community networks during this period. DNP participates on the following networks: Cabra Child and Family Support Network, Cabra Policing Forum, The Ballymun Network for Assisting Children and Young People, the Finglas Cabra Local Drug and Alcohol Taskforce and the Children and Young People's Services Committee (CYPSC) Dublin City North Ukrainian Response Group. Participation on these networks enables DNP to gain valuable information on member

organisations training and capacity building needs. Such participation also provides valuable information in relation to priority need in the community. Network participation also serves to strengthen collaboration with partners in the statutory and voluntary sectors.

DNP convenes regular meetings of the Dublin Northwest Community Worker's Network. This network was initiated in 2021 in response to a need in the catchment for a forum where paid and voluntary community workers could meet, share information, and offer peer-support. Each meeting provides an opportunity for information sharing and time is allocated for individual LCG presentations. The Community Workers Network met on February 8th, 2022. At this meeting the Central Remedial Clinic and Victim Support at Court presented on their work. 17 individuals attended, representing 11 LCGs. The second network meeting was held on May 10th, 2022, and attendees received presentations from Slaintecare Healthy Communities and the City of Dublin Education and Training Board. 16 individuals attended, representing 9 LCG's. The final meeting of the network in 2022 was held on November 8th, 2022, with presentations from the Adult Literacy organiser from the Finglas CDET and Ballymun Community Law Centre. 18 individuals attended, representing 7 groups.

An unintended consequence of efforts to engage with Ukrainian refugees was that of development of a heightened awareness of the needs of asylum seekers (International Protection Applicants) in Dublin Northwest. Under Goal 1 staff linked asylum seekers residing in local hotels and a local direct provision centre with relevant LCGs e.g., community gardens and into DNP and Fáilte Isteach English Language classes. A group of male asylum seekers sought support to enable them to continue to play football during the winter months (they had been playing on a communal green area). DNP Community Development staff are working with the Football Association of Ireland (FAI) to assist with organising a venue and coaching. Other asylum seekers expressed interest in playing basketball and have been linked into a club in a neighbouring area (Coolock). Several welcoming events were organised which were open to all asylum seekers and to Ukrainian Refugees (see under action 1.05). In terms of International Protection applicants, most of the supports required were of an individual nature i.e., employment, education and English language supports. There was close collaboration with Goal 2 staff with initial assessment being carried out by a member of the Community Development Team followed by internal referral to relevant Goal 2 staff. Apart from general employment supports e.g., CV preparation, interview skills and job search inputs there was a pattern of individual requests for industry specific training e.g., Forklift, Safe pass, and Manual Handling. (See under Goal 2- Action 2.04 for further details).

A comprehensive needs assessment template for asylum seekers has been developed covering a range of areas including education, employment, enterprise, social activity, and psychological support requirements. This tool was piloted late in 2022 and the results are currently being analysed with a view to further refining and developing the template.

DNP has faced challenges in gaining access to asylum seekers residing in local hotels and centres and efforts to engage with the International Protection Office have not been effective to date. DNP are working closely with The Peter McVerry Trust with the aim of strengthening reach to this marginalised group. Information on DNP services has been translated into Arabic and Somali, Russian and Ukrainian (See under Action 1.05) and circulated to the Peter McVerry Trust and placed on notice boards in hotels and centres. A member of the Community Development team fluent in spoken Arabic and

Somali has enhanced communication with asylum seekers speaking these languages. In addition to collaboration with the Peter McVerry Trust, DNP has also worked closely with the CDETB, with staff at Baleskin Reception Centre, the Ballymun Child and Family Resource Centre (Local Túsla Contact Centre) and have linked in with the Dublin City Volunteer Centre, The Irish Refugee Council and the Northside Partnership.

The following groups moved from stage 1 (Pre-Development and Group Formation) to Stage 2 (Capacity Building and Empowerment) of the Community Development Matrix: Cabra Men's Shed, Muck and Magic Community Garden, Dublin 7 Women's Shed, Golden Age Community Group, and Glasnevin North Tidy Towns. This is evident in enhanced capacity in terms of administration, reporting, delivery of services and organisation of activities, outreach and self-promotion. Intensive supports were provided to Dublin 7 Women's Shed in terms of development of their constitution and in relation to roles and responsibilities of officers. An interesting trend in terms of enhanced outreach capacity was the development of practical peer support with some of these groups reaching out to others at an earlier stage of development and offering supports based on their own experiences of formation. Another trend was that of LCGs actively engaging with asylum seekers in terms of organising welcoming events (supported by DNP) and actively promoting services and supports to this vulnerable target group.

1.02 Community Grant

There was significant interest in the DNP's Community Grant which was launched at our Social Inclusion Seminar on February 4th. February 4th. 43 applications were initially received from LCGs, and each application was assessed against a defined set of criteria. 2 applications were referred to the Social Enterprise Coordinator as these LCG's needed additional assistance in completing their application. The members of these groups had little prior experience in completing a funding application and required one-to-one assistance. Of the initial 43 applications received, 33 were approved by the DNP Inclusion and Equality Appraisal Committee. Approved groups are as follows: The Plough, Finglas West Family Resource Centre, Coultry Avenue Group, University of the Third Age, Poppintree Youth Project, St Vincents Basketball Club, Avista - Phoenix Garden Club, Sunshiny Days, Ballymun Community Law Centre, Ballymun Photography, St Margaret's Traveller Centre, Meeting Place, Drop In Well, Ballymun Active Disability Interest Group, Ballymun Men's Shed, Finglas Maypole Festival, Glasnevin Village Residents, Cabra Men's Shed, Glasnevin North Tidy Towns, Setanta Strings, An Cosan - Early Years, City Farm Ballymun, Tolka Rovers Basketball, Sanctuary Runners, Fairlawn Community Gardens, Finglas Celtic Football Club, Rivermount Boys Football Club, Cabra History Group, Santry Community Association, Kilshane Court, Larkhill Active Retirement, Golden Age Community Group, Finglas Men's Shed, Ballymun Child & Family Resource Centre.

The applications approved were for a wide range of diverse and innovative projects aimed at addressing social exclusion in the lot. Examples of the projects supported under this action include the following: development of a book of short-stories written by the members of an older persons group, hosting of history and cultural festival, a project using photography as a means of capturing how people on the autism spectrum see their community, a training course for football coaches to increase the number of young people who can take part in training sessions, the purchasing of a sensory press by a childcare provider for children on the spectrum, a project aimed at including people living in

direct provision in weekly park runs and a series of workshops for older people to encourage movement.

Four training workshops were delivered by DNP staff on the Administration and Reporting requirements of the Community Grant programme. Participation in this training is a pre-requisite to drawing down a grant. A small number of LCG's could not attend the workshops so this training was delivered on a one-to-one basis. The training provides participants with information on the DNP administrative and reporting requirements. These training sessions also provide an opportunity for further assessment of capacity building needs and insights gained inform development of DNP training events.

Development work with grant beneficiaries during the reporting period was as follows:

- Preparing funding applications.
- Financial management and report writing.
- Project management particularly contingency planning.
- Optimising use of social media.
- Development of promotional materials.
- Support with use of technology.

The Social Inclusion Network met on 3 occasions in 2022. The aim of this network is that of promoting the development of best practice in social inclusion work by sharing experiences and identifying strategies for best practice. This work is demonstrated in the annual DNP Social Inclusion brochure. Each network meeting was followed by a training session as follows: June- Project Management, September- Promoting your LCG, December- Requirements of the Charity Regulator. The Inclusion and Equality Appraisal Committee met on 3 occasions during the reporting period.

1.03 Innovating for Inclusion

2 LCGs were supported under this action in 2022.

Pavee Point were supported with their Traveller Men's Health programme. This programme included physical and mental health components. Thirty-six men participated in weekly intensive exercise sessions at a local gym which included information and advice on nutrition. This physical fitness component was complemented by information sessions on caring for mental health, drug and alcohol use, gambling, and domestic violence. These sessions provided a safe space for participants to discuss these issues and how they impacted on their lives. Information was also provided on various support services available for those impacted by these issues. 36 Traveller men participated in this programme.

Young Ballymun were supported with a project which focused on improving wellbeing and learning outcomes for children. This was achieved through delivering fitness through play classes to children aged 8 to 12 years during times when their parents were attending the Young Ballymun evidence-based parenting programme. 22 children participated on this programme. The young people learned about different muscle groups using child-friendly exercise equipment. Information was also provided about nutrition. Little Fitness, a local social enterprise delivered the programme. DNP has been working closely with Little Fitness particularly in provision of intensive mentoring for emerging social enterprises (see 1.04).

As detailed under action 1.01 DNP participates in several local networks. These networks provide an invaluable opportunity to build working relationships with statutory and voluntary partners whilst also providing information on emerging needs. DNP became aware of food poverty as an issue in Dublin Northwest. DNP had provided food aid previously in response to needs arising in the context of COVID-19. However, it has become clear that this need persists due to the rising cost of living. DNP collaborated with 'Feed our Homeless' an LCG with expertise in identification of need and targeted provision of food aid to vulnerable individuals and families. In 2022 DNP provided €7,000 to support delivery of food aid in Dublin Northwest.

1.04 Social Enterprise

In 2022 DNP continued its collaboration with 6 other Local Development Companies in delivering a series of mentoring and training events for social enterprises in Dublin city. The members of this consortium are Ballyfermot Chapelizoid Partnership, Northside Partnership, South Dublin City Partnership, Empower, Inner City Enterprise, Fingal Leader and the Dublin Northwest Partnership. This consortium entitled Social Enterprise Communities OF Practice (SECOP) supported by the Department of Rural and Community Development (DRCD) funding delivered a training and mentoring programme which was launched in quarter one. This programme provided training workshops aimed at existing social enterprises and was delivered by the Entrepreneurs Academy- <https://entrepreneursacademy.ie/2021connect/>

The workshops held in quarter 1 of 2022 were as follows:

- 6 January 2022 Tapping into Corporate Social Responsibility
- 10 January 2022 CEO Facilitated Peer Learning
- 11 January 2022 Board Members Facilitated Peer Learning
- 12 January 2022 Marketing Team Facilitated Peer Learning
- 13 January 2022 Fundraising Team Facilitated Peer Learning
- 18 January 2022 Selling Skills
- 20 January 2022 Maximising Your Website
- 25 January 2022 Leading with Resilience
- 1 February 2022 Smartphone Video Skills
- 3 February 2022 Leading Yourself and Leading Others
- 10 February 2022 Tendering and Grant Applications

Attendance was low at these workshops with social enterprises within the Lot reporting a sense of online learning fatigue. The following social enterprises received mentor supports under SECOP:

- Hair Together Assistance with governance and strategic planning.

- Innovate Dublin Production of a promotional video.
- Little Fitness Business plan production.
- Finglas Childcare Mentoring with social media and development of their website.

The SECOP programme concluded in May 2022 with final reports submitted in June 2022. Through this consortium a successful application was made to the Irish Local Development Network (ILDN) for funding under the DRCD Awareness Raising Initiatives for Social Enterprises (ARISE) programme. This application was focused on promoting Dublin based social enterprises and was successfully launched in quarter 2.

The SECOP ARISE programme produced a series of podcasts, press releases and interviews focussed on promoting Dublin based social enterprises. A website was developed as a resource, containing podcast links, useful documentation, checklists, and templates for social enterprises. The website can be accessed via the link below:

[Social Enterprise Supports and Resources | Social Enterprise Dublin](#)

Following the success of a youth eco-competition in 2020, work commenced in quarter 1 on developing a youth workshop focussing on how social enterprises can promote positive environmental change. Co-designed with a local youth service, Cabra for Youth, this one-day workshop was held in early quarter two in the Rediscovery Centre, Ballymun, with the following format:

10:30 Introduction and Icebreaker

10:45 Quiz

11:00 Tour of Rediscovery centre

12.00 Presentation on environmental issues and sustainability

12.30 Lunch

13.00 Case Studies on recyclable materials

Discussion of case studies

13.40 Presentation with videos of Social Enterprises who upcycle. Videos as follows:

- Recreate, A Dublin social enterprise which redirects packaging from landfill to schools as art supplies- [Recreate's tour - YouTube](#)
- Eco Mattress, a social enterprise based in the DNP Lot which reduces used mattresses down to materials which can be recycled or repurposed- [Eco Mattress Recycling - YouTube](#)
- The Upcycle Farm, a Dublin based social enterprise which sources used coffee grounds to grow high end mushrooms for the restaurant trade. https://youtu.be/Wr8_rFC1h5U

14.00 Upcycling plastic bottles into plant holders

14.30 Second Quiz

14.45 Presentation of Sustainable Development badges and Close

The objective of this workshop was that of promoting knowledge and understanding of local social enterprises and how the social enterprise business model works in practice. Nine young people from Cabra for Youth participated in this workshop.

Responding to a request from a local social enterprise, a promotional video was produced for Finglas Childcare. Management in this social enterprise acknowledged the need for video content to help attract new staff, strengthen funding applications and to attract new children to the service but did not have the skills in house to produce a high-quality video. DNP sourced a local videographer and worked closely with the team in Finglas Childcare to produce the following promotional video:

[Finglas Childcare - YouTube](#)

Five mentor assignments were initiated under this action in 2022.

Crosscare Finglas approached DNP to explore the feasibility of developing a social enterprise in a disused stable in Finglas South. Significant mentor supports were provided in exploring the feasibility of the project.

Finglas Community Playgroup Association sought supports in assessing the sustainability of their business. A mentor was assigned to conduct a review of the business and to provide advice on how to progress.

Little Fitness, a local social enterprise primarily working with children in direct provision to promote fitness through fun approached DNP for mentor assistance with expanding their business into new geographical areas. A mentor was assigned to work with the founder on their sales pitch and lead generation.

Hair Together is local social enterprise working with at risk school aged young people by providing barbering and hairdressing courses that include coaching and personal development modules. Hair together requested mentor support with assigning board member roles, sales pitch development and short-, medium- and long-term goal setting.

Eco Mattress is a local social enterprise who recycle mattresses and provide both Tús and Community Services Programme positions. Eco Mattress requested assistance with updating their staff handbook and human resources policies for which DNP provided mentor assistance.

[1.04/A Community Care and Repair](#)

The DNP Community Care and Repair Service provides a range of services which enhance quality of life for older people in the community. An in-depth review in 2022 highlighted a need for major restructuring of the service. This service was intended as a social enterprise which would generate income. It was envisaged that revenue from service delivery would make a significant contribution to the overall running costs. As a result of COVID-19 and the need to reduce provision to that of an emergency nature, income

was significantly reduced in 2020 and 2021. The Care and Repair Team was comprised of Tús and Community Employment participants with the aim of enhancing participant employability as well as delivering a range of quality services in the community. The review also highlighted challenges in terms of recruitment of participants and the impact this had on continuity and consistency of service. In late July a decision was taken to reconfigure the service using a targeted approach which would ensure the most marginalised would receive free services. This was a move away from provision of services to all and services which were not of an emergency nature e.g., grass cutting and house painting. Existing CE and Tús participants moved to a neighbouring LCG in order to complete their placements. Existing clients were provided with the option of linking in with Age Action and Alone Befriending Service. 9 Care and Repair clients expressed a desire to avail of the Alone Befriending Service and DNP staff facilitated these referrals. DNP continues to process applications for the Senior Alert Service and engagement with older people in relation to these applications can sometimes indicate additional needs. The Care and Repair Service is now being delivered by members of the DNP Community Garden Team comprised of Tús and CE participants. Initial requests are followed by an assessment visit to determine the extent of work required and suitability for the team. In 2022 work included mowing grass areas, weeding, pruning plants, and clearing and removal of garden debris. Clearing and removal of debris was very important for one vulnerable family. In this situation 2 young children were unable to play outside due to debris in the garden. As a result of the support from the Care and Repair team garden space was made available to this family enabling the children to play outside in a safe environment.

It is envisaged that the appointment of the DNP Older Person's Support Officer will also inform and enhance future development of the Care and Repair Service. This role allows for in-depth assessment of need informed by consultation with older people and organisations working with this target group. Work to date through the Empowering Communities Programme has also highlighted needs of older people which may impact on further development of the Care and Repair Service. The HSE funded Social Prescribing role in DNP also provides insight into older persons support needs and refers to the Care and Repair Service.

1.05 Promoting Social Inclusion for Ukrainian Refugees

In response to emerging need due to the conflict in the Ukraine, DNP organised events to welcome Ukrainian refugees into the local community. These welcoming events provided a social outlet, an opportunity for Ukrainian refugees and local people to meet and a forum for provision of information on available supports and services. A collaborative event between DNP and Dublin City Council's Community Development team was held on July 1st, 2022, in Muck and Magic, a local community garden in Ballymun. This event was attended by the Lord Mayor of Dublin, Caroline Conroy, Ukrainian refugees, people seeking protection under the International Protection Programme, representatives of local community groups and statutory services and residents. On August 17th, 2022, a 'Coming Together Community Barbecue' was held in collaboration with Ballymun Child and Family Resource Centre (Tús/la Ukrainian Contact Centre). This event featured live music, children's entertainment, food, and information on DNP services such as free English language classes, Education, Wellness Initiatives and Employment Services. Partner organisations also presented information on their services. DNP also arranged a trip to Tayo Park for Ukrainian families in temporary accommodation in DCU student accommodation. 52 individuals participated on this trip in August. Transport was provided to and from accommodation. DNP staff travelled on the coach with these families, promoting DNP services and supports. Unfortunately, these families were moved from this accommodation

shortly afterwards and moved to other parts of Ireland. Where possible DNP staff contacted these refugees and linked them into Local Development Companies in their new areas of residences.

Lack of information as to the location of Ukrainian refugees has proved extremely challenging and a major obstacle to DNP's provision of services and supports to this target group. Despite participation on the Children and Young People's Services Committee (CYPSC) Dublin City North Ukrainian Response Group, the DCC Community Forum and collaboration with partner agencies such as The Peter McVerry Trust and the CDETB, progress has been limited and extremely slow. In early 2023 DNP will continue to develop strategies to ensure that services and supports are available to Ukrainian refugees

GOAL 2

2.01 Supporting Educational Success in School Age Children

The activities of this goal are channelled through DNP's Regional Education Network. This network is made up of School Completion Projects (SCP), HSCL's, school Principals, Family Resource Centres, youth services and community and voluntary organisations with an interest in education.

Three meetings of this network took place in 2022, February 15th, May 17th and October 4th. While the first meeting took place on Zoom, the others were in person. The meetings were widely attended with a number of new attendees notably a member of the STAR (Supporting Travellers and Roma) team from Northside Partnership and the new Employability Worker from FYRC (Finglas Youth Resource Centre) as well as additional SCP coordinator attendance. The meetings were more dynamic with more energy and engagement and a lot more sharing and discussion than pre Covid. Discussions which took place at the first two Regional Education Network meetings highlighted the fact that teachers and frontline workers were overstretched as a result of staff shortages. This led to a half day workshop on mindfulness for network members. The session was well attended with very positive feedback.

Each of the clusters; Ballymun, Cabra and Finglas (which form the DNP Regional Education Network) met to assess and prioritise needs ahead of submitting applications for collaborative programmes funded through SICAP, by March 18th.

SICAP has supported programmes in five services in Ballymun: Ballymun Child and Family Resource Centre, Ballymun Initiative for Third Level Education (BITE), Ballymun Principals Network, BEST SCP and Ballymun Anseo SCP. Programmes were focused on homework clubs, summer provision, attendance and training placement supports.

Cabra SCP delivered collaborative programmes for summer supports, transition programmes and SEN (Special Education Needs) additional academic support.

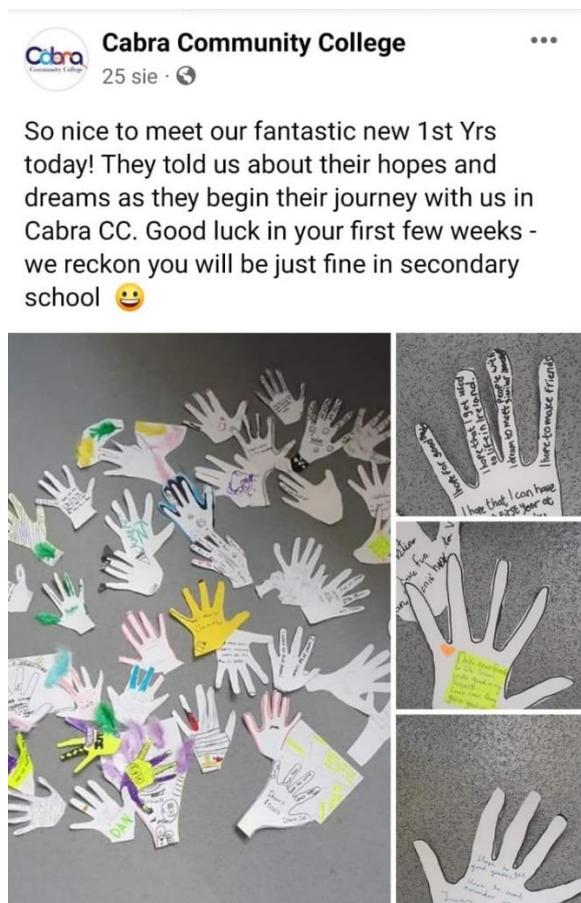
In Finglas DNP worked collaboratively with three partners, Finglas A SCP, Finglas BEO SCP and Finglas C SCP. A range of programming took place focusing on therapeutic supports, transitions to secondary school, attendance, and summer provision.

The Education Programmes Coordinator worked closely with and visited programmes in person in 2022. Again, this year SICAP supports delivered flexible provision for school going children and can

respond to the needs identified on the ground. The themes remain similar to previous years with a focus on therapeutic supports, attendance and summer supports. 2023 will begin with an admin review of DNP processes for working with collaborative partners.

DNP expects that additional supports will be necessary in 2023 due to an additional five schools in the catchment now having a DEIS status following a review in March 2022: St Vincent’s Primary, Broombridge Educate Together, Scoil Caitríona, Colaiste Mhuire, St Mary’s HFC.

DNP continues to endorse a trauma informed approach by active membership of the Trauma Informed Learning Network and a commitment to continuing to deliver trauma informed workshops to professionals. DNP also supports Restorative Practice training, specifically in 2022 with Cabra Community College.



Cabra SCP – (SICAP Funded) Transfer Programme August 2022

2.02 Pre-Development & Promoting Wellbeing

DNP strive to address the challenges facing clients across our catchment through the provision of low threshold, quality of life enhancement programmes. It is hoped that by participating in wellbeing activities, it will assist this vulnerable group manage their complex personal and domestic environments. Covid 19 restrictions continued to impact the delivery of in person programmes at the beginning of 2022. Despite this draw back a total of 775 local people availed of wellness programmes. 430 individual beneficiaries and 345 non caseload participants

Given the high demand for courses, in 2022, budget underspends from other goal 2 actions were diverted to provide additional wellness supports.

In 2022 DNP facilitated 4 Failte Isteach English conversation classes three in Cabra Library and a class in Ballymun Civic Centre. Our Community Wellness Officer organised a further class in collaboration with Ballymun Child and Family Centre specifically for people fleeing the war in Ukraine

Mental health initiatives continued to be popular this year. There was good attendance at mindfulness and meditation workshops. Other courses/workshops included building resilience and confidence, journalling, and decluttering. Arts and craft sessions proved extremely popular with older clients with over 50 people attending workshops throughout the year. The Mental Wellness through Physical Exercise programmes continued this year with Yoga, Thai Chi, and Walking workshops. Over 60 people attended our gardening and composting workshop.

DNP bolstered this action with funding secured from DCC mental health initiatives. This funding was used to facilitate a barbering course in collaboration with Finglas Youth Resource Centre. Co terminus with the practical skills participants participated in Mindfulness and Meditation workshops and motivational training .

In 2022, DNP secured funding from the HSE for a Coordinator to expand the delivery The Healthy Food Made Easy programme. The HSE have funded over 50 Healthy Food Made Easy courses with a further 14 funded through SICAP. DNP secured funding from the HSE to run four We Can Quit programmes. Four local Peer Leaders were trained by the HSE to facilitate the programmes. HSE funded Social Prescriber link worker signposts clients to DNP's wellness initiatives.

A total of 18 clients (9 females and 9 males) availed of counselling in 2022. Appointments were a mixture of telephone and face to face appointments, with client attendance being very consistent and averaging around 9 sessions each.

The main presenting problems included: anxiety, panic attacks, bereavement, depression, low self-esteem, low self-confidence, family and financial pressures and homelessness. Two new presentations this year also included a client impacted by the Ukrainian war and one asylum seeker. Clients who presented with issues relating to addiction were referred onto appropriate services.

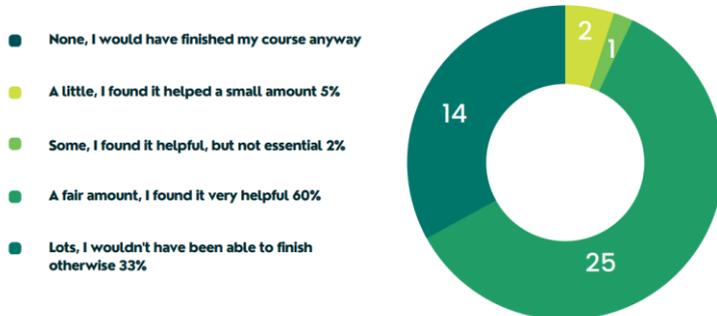
All clients who attended either via telephone or for face-to-face counselling self-reported making significant progress as a result of their therapy. All clients who were in need of any additional counselling were referred onto appropriate support services.

2.03 Supporting Access to Education and Progression

The DNP Education Access Fund (EAF) supports full time students in a practical way with travel or a small grant for resources. While these supports are undoubtedly helpful, what it really enables is a relationship to be built with students who are underrepresented in our colleges nationally. All students who applied for EAF were met in person in 2022 across DNP's three offices and initial conversations led to students being signposted to other supports available e.g., SUSI, student assistance funds in HEIs (Higher Education Institutions). Throughout the year DNP link in to support students (applications also remain open all year) and at the end of the academic year for those who are finishing their course, offer guidance support. 170 students were met in autumn 2022 and 147 applied for and were approved for EAF for the 22/23 academic year. Overall, between the two academic years in 2022, 203 students were supported.

All 21/22 EAF students were surveyed with a focus on measuring impact, and the results speak for themselves:

What Impact did DNP have on your college experience?



DNP hosted a graduate lunch on June 28th to celebrate with students who finished their courses this year, and also conducted a focus group on the same date. Findings have influenced actions and now students will be invited to informal conversations about college and possible barriers to engagement. DNP continues to maintain strong links with DCU and build stronger links with TU Dublin, the two HEIs in our catchment. This helps with advocacy at an individual level and shared appearances at online talks/events create a unified message to DNP communities that these HEI (and others) are open to local students.



DNP Graduate Lunch (June 28th, 2022)

Building on the work of previous years, DNP delivered in school programmes, and talks about apprenticeships for the sixth years finishing in summer 2022. While support was offered by DNP to secure apprenticeships following leaving school, students came through in small numbers. More school talks were completed during college awareness week in November 2022 and DNP plan to host an Apprenticeship Fair in spring 2023, promoting the wide opportunities offered by apprenticeships.

Several other activities complement and leverage the SICAP funded initiatives for this action. DCU Access funded a number of places for students with JumpAgrade academic supports.

The DNP Lifelong Learning Hub was officially launched by the president of DCU Daire Keogh on May 18th. It is funded through the PATH (Programme for Access to Higher Education) funding stream from the HEA and DCU Centre for Education Disadvantage to promote teaching as a profession in the catchment for direct progression and mature students. 2022 has been a really successful start with six local young people starting their studies to become teachers; three in the B Ed, one post primary and two starting BA degrees as a pathway to teaching.

In November 2022, DNP launched a Laptop Loan Scheme for students in FE (Further Education) colleges. This REACH (through SOLAS) funded initiative additionally supports EAF students.

2.04 Supporting Access to Employment

As individuals and communities emerge from the COVID-19 pandemic, the demand for employment services and industry specific training has increased significantly in 2022 in line with the economic labour market demands of enterprises across most sectors. While the numbers in employment increased overall since the start of the year, there remains a significant cohort of long-term unemployed clients that have not gained employment and are presenting with complex issues emanating from social isolation, poor health, rising cost of living, homelessness, and the other fall out effects of the pandemic. These issues have compounded the situation for those seeking employment with low levels of educational attainment, poor digital literacy, and intergenerational unemployment. This has led to intensifying unemployment blackspots which previously persisted in the catchment area prior to the pandemic.

The return to face-to-face support allowed frontline staff to assess the levels of overall needs of the clients and respond appropriately. Additionally, service users with no access to IT equipment or little or no e-skills have been able to attend in person for relevant training courses. This action will continue to provide a range of individual, and group guidance and training supports designed to address the needs of the long-term unemployed, those closer to employment, and those of working age who fall outside the current activation process (including disadvantaged women, people with disabilities and the underemployed). As a result of the factors above, The Education and Employment Projects Officer has designed and developed a number of labour market activation and digital literacy programmes to address these needs. The programmes developed are as follows:

- 2 – week Pre – Employment Skills programme for long- or short-term unemployed individuals in need of extra support.
- 2 – week basic digital skills programme for long term unemployed individuals who require more intensive support with developing digital literacy skills.
- 2 – week intermediate digital skills programme for individuals closer to the labour market.
- 4 – week Ready 4 Work programme tailored to specific industry, this programme is due to take place twice annually in 2023 and will focus on the warehousing and healthcare sectors.
- Pre – Apprenticeship Support programme for individuals interested in apprenticeships, this is an ongoing support that has been in place throughout the Covid19 Pandemic. Next year will see the first in person apprenticeship fair since the pandemic, in Spring 2023.

Additional supports provided by the Education and Employment Projects officer include a biweekly CV review drop-in service, for individuals needing additional one to one support around CV building skills. Regular manual handling training is also provided for individuals, this has emerged as one of the gaps in training needs in 2022 and will continue into 2023.

The first meeting of the Education Practitioners Network was held in November 2022, which brought together practitioners from DNP and the local community to share information and discuss needs of target groups. The network will continue to meet quarterly in 2023.

Referrals both from and to SICAP programmes ensured DNP clients were supported along a continuum of interventions addressing their social, personal and employability needs.

Services delivered included:

- The development of a Personal Action Plan for each jobseeker
- Collaboration between the DSP guidance team, SICAP Employment, Employer Engagement and Education teams to create, pilot and deliver a variety of key programmes to meet the needs of those furthest from employment.
- The delivery of one-to-one and group career guidance
- IT and literacy assessments
- Referrals to community and CDET training and educational courses
- Identifying the type of employment, the jobseeker wishes to pursue in the open labour market.
- Preparing / updating Curriculum Vitae and Letters of Application
- Interview preparation
- Active job search and placement of participants into mainstream employment and labour market activation programmes

DNP has allocated additional funds to this action to fund individual training and programmes as outlined above. The new Local Area Employment Service commenced in September. The new contracting arrangements has removed the Training Support Grant to support clients progress into industry specific training. In response to this, complementary SICAP funding and referrals to external vocational training have been required to progress clients on their employment journey.

2.05 Enterprise & Economic Development

In the period January to December 2022, 145 new clients (85 males and 60 females) registered with the service and were provided with information and advice on self-employment. In the same period 16 Group Information Workshops were held providing information on self-employment and were attended by 86 clients.

Between January and December, 16 Introduction to Business Courses were held and were attended by 88 clients. All of these courses were delivered in person rather than via Zoom as in the previous year. In addition, 16 Introduction to Book-keeping Courses were held and attended by 89 clients, these were also delivered in person.

One to one Tax Return mentoring sessions via Zoom and phone were made available to assist clients who were more than 12 months in business to complete their tax returns and these sessions were availed of by 24 clients.

Due to COVID restrictions our evening Start Your own Business Course was suspended in 2020 and was not run during 2022. It is, however, hoped to re-introduce the course in 2023. A new online SYOB course was introduced in 2022 which was delivered on two mornings per week over three weeks via Zoom. Two courses were run in 2022 and attended by 15 clients.

In the period January to December, 46 clients progressed into self-employment, 30 males and 16 females. All these clients availed of the BTWEA (Back to Work Enterprise Allowance) or STEA (Short Term Enterprise Allowance) schemes. Due to COVID restrictions a large number of clients have been forced to put their business plans on hold.

During the year many meetings took place between our Enterprise Officer and staff in the local Intreo offices to ensure that clients continued to receive a comprehensive service

During 2022 we continued to support Ballymun4business, both financially and with administration support. This organisation supports a large number of small businesses in the Ballymun and Finglas area. We also continued to support 2 established social enterprises, Mellow Spring Childcare Development Centre, and Eco Mattress Recycling Ireland.

2.06 Employer Engagement

As society and the economy emerged from the pandemic employers reengaged with DNP to gain information on employer supports and advertise, and job match clients to available vacancies. The Employer Engagement Officer (EEO) left the company in April and Jobs Club Employment Facilitator who worked alongside the EEO over the past number of years was appointed to the role in September when the Jobs Club contract ended.

The employer engagement work for the second half of 2022 focused on building our existing links with employers and reaching out to new local and regional employers to establish links which would lead to employment opportunities for DNP clients. In addition to delivering 4 pre-employment Jobs Club workshops and 12 'Positive Steps' group and individual sessions for clients applying for jobs and attending interviews. Positive Steps is a personal development programme that supported LTU clients to increasing a client's confidence, self-image, and focus.

Over 80 employers were contacted to gain an understanding of their training needs, recruitment requests, Corporate Social Responsibility participation and offerings. While the main method of communication with employers was through one-to-one sessions through Zoom, telephone, and email in 2021, 2022 saw the return of face-to-face meetings with employers.

The annual employer survey was sent to current and prospective employers to gain feedback on the needs and support services required by employers. Employers reported that Covid-19 had a significant impact on the profitability of their business, but the majority were in a position to return to normal working practices. DNP produced a document highlighting Government grants and supports available to employers who hire people from the live register. Over 50% of owners/managers reported finding it challenging to fill entry level and semi-skilled positions and were seeking the EEO's support with their recruitment needs. The EEO worked directly with Martin Packaging, Bon Secours Consultant Clinic, Group Travel International, Sodexo, Indeed.ie, Dublin Airport Recruitment, Orpea Healthcare, Protyre and Ascot Cleaners. The vacancies comprised of warehousing, administration, customer service / accounts, healthcare personnel, retail, and cleaning staff. The EEO updated the employer database of businesses located in the Dublin Industrial Estate and the Jamestown Business Park.

The EEO attended jobs fairs in Tallaght and Ballymun. The EEO worked with the DSP, Dublin City Council, and the Ballymun Jobs Centre to deliver a successful 'Return to Work' event at the Civic Centre in Ballymun. The EEO facilitated several employability workshops that were well attended during the event. Several direct links with employer were also established at both recruitment events. Furthermore, the EEO attended the Food Retail & Hospitality Expo and connected with several food and drinks producers for employment / work placement opportunities and with the Food & Hospitality Federations for possible presentations at Employer Events (2023).

Through the EEO's employer links a member of Indeed.ie recruitment team will deliver a recruitment talk at our Finglas office in February 2023. The EEO and the Education team will host an apprenticeship event early next year, Joanne Reynolds, Community Engagement Manager with AWS, Amazon, has agreed to attend to promote AWS's technical traineeships.

There has been increased numbers of refugees in our catchment area seeking employment support. The EEO is currently supporting 10 individuals with the support of the DNP's Refugee Support Worker to produce a CV, cover letter, to develop employability skills and to secure employment.

Employer Engagement presence on Facebook, Twitter, Instagram, and LinkedIn continued to grow throughout the second half of 2022. The EEO recorded training and recruitment videos with Dublin Airport Recruitment and Orpea Healthcare Group.

2.07 Education & Wellbeing Supports for Ukrainian Refugees

As Ukrainians fleeing the war began the resettlement process, DNP endeavoured to support them to integrate into Irish society. DNP worked collaboratively with existing services particularly those already working with refugees such as our local Contact Point The Ballymun Child and Family Resource Centre (BCFRC), DCC, Peter Mc Verry Trust, FIT and other agencies in hotel and student accommodation across the catchment. This was done on the basis that they would be best placed to advise of emergent needs and assist with conducting needs assessments to signpost people to Employment, Enterprise, Training, and wellness supports for individuals. DNP was represented on the CYPSC led Dublin City North Ukrainian Response Group and Ukraine Community Forum convened by DCC. This collaborative approach ensured that services were targeted efficiently and not duplicated.

An assessment was conducted to identify need. The results of this assessment coupled with intel from front line workers informed a plan of activities. The two highest emergent needs were English language classes and social events to help integration into the local community.

DNP facilitated English language classes in collaboration with Ballymun Child and Family Resource centre. Six local people volunteered weekly and over 200 students attended these classes. All students were provided with information on DNP services, including employment opportunities and educational opportunities. It became apparent that there were high levels of trauma, anxiety and uncertainty among this cohort and people were not ready to engage in any substantial progression at this point.

Other collaborations with BCFRC included a Summer programme for children which incorporated HSE funded Cool Dudes healthy eating programme and an exercise programme. This proved very popular as most families were living in one room accommodation.

A cultural event was held in the AXIS theatre in Ballymun. The purpose was to bring the local community together with new communities to build relationships and to bring joy to families dealing with war, trauma, and turmoil in their lives. It comprised an evening to celebrate and welcome new communities to the Dublin Northwest area. The evening consisted of Irish dance, music, and poetry.

The majority of Ukrainians in DNP catchment were living in student accommodation and were moved at the end of August to areas all over the country. DNP followed up with phone calls and where possible linked refugees who had moved to other parts of Ireland into LDCs in their areas.



Lack of knowledge on where Ukrainian Refugees are housed has been and remains the biggest barrier to working with this cohort. DNP continues to work collaboratively with other agencies engaged with refugees in order to ascertain where Ukrainian families might be living. Information regarding DNP services and supports has been translated into Ukrainian and Russian for dissemination and it is hoped these agencies will act as a conduit to ensure this information reaches the refugee population.