

# Social Inclusion and Community Activation Programme (SICAP)

## 2018 End of Year Report Summary Report



**Social Inclusion &  
Community Activation  
Programme**



Ireland's European Structural and  
Investment Funds Programmes  
2014-2020

Co-funded by the Irish Government  
and the European Union



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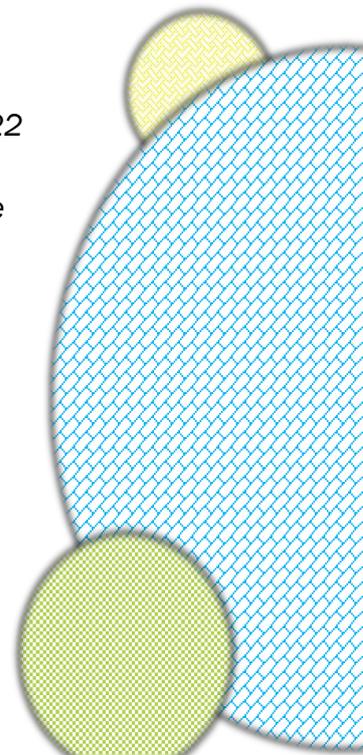


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*The Social Inclusion and Community Activation Programme (SICAP) 2018 – 2022 is funded by the Irish Government through the Department of Rural and Community Development and co-funded by the European Social Fund under the Programme for Employability, Inclusion and Learning (PEIL) 2014 – 2020.*



# SICAP 2018

## Key Achievements



Social Inclusion & Community Activation Programme

# 2,558

LCGs assisted by SICAP (KPI 1)



**270 Social Enterprises**  
received supports



**511 LDC Collaborations**  
received supports

# 31,967

Individuals assisted by SICAP (KPI 2)



**12,339 people** completed a  
lifelong learning course



**1,616 people** got jobs  
**3,070 people** set up their  
own business



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## Introduction

The Social Inclusion and Community Activation Programme (SICAP) 2018 – 2022 aims to reduce poverty and promote social inclusion and equality in Ireland through supporting communities and individuals using community development approaches, engagement and collaboration. The programme aims to achieve two goals:

**GOAL 1: Supporting communities.** To support communities and target groups to engage with relevant stakeholders in identifying and addressing social exclusion and equality issues, developing the capacity of Local Community Groups (LCGs), and creating more sustainable communities.

**GOAL 2: Supporting individuals.** To support disadvantaged individuals to improve the quality of their lives through the provision of lifelong learning and labour market supports.

This is the second iteration of the programme since it commenced in April 2015. The programme is managed at a local level by 33 Local Community Development Committees (LCDCs), with support from local authorities, and actions are delivered by Local Development Companies (LDCs). The programme is funded by the Department of Rural and Community Development (DRCD) with co-funding from the European Social Fund (ESF) as part of the ESF Programme for Employability, Inclusion and Learning (PEIL) 2014 - 2020. In 2018, the total budget for the programme was €37,057,509.

In 2018, SICAP entered a new phase of implementation with a focus on deepening the supports provided and building on the achievements of the previous programme. The overall targets for SICAP 2018 – 2022 have been reduced for both community groups and individuals to allow for increased engagement with the most disadvantaged members of communities in Ireland.

The purpose of this Annual Report is to capture and describe progress on the delivery of the programme in 2018. The report provides an analysis of data from multiple sources: monitoring data recorded in IRIS, Annual Progress Reports 2018 and the surveys conducted with Local Community Groups (LCGs) and Social Enterprises (SEs). This summary report provides an overview of the programme achievements and challenges faced during the year. The detailed analysis of data is presented in the main report.

## Key Progress Data 2018

Ref.	Key performance indicator (KPI)	2018 target	Actuals	Actual %
1.	Total number of Local Community Groups assisted under SICAP (KPI 1)	2,219	2,558	115%
2.	Total number of individuals (15 years upwards) engaged under SICAP on a one-to-one basis (KPI 2)	27,452	31,967	116%
2.a.	% of individuals (15 years upwards) engaged under SICAP on a one-to-one basis who live in a disadvantaged community	29%	30%	100%

### Goal 1: Supporting communities

SICAP recognises that community development is a complex process that requires multiple ingredients for success, including strong community based organisations. Therefore, it places a particular emphasis

on supporting the capacity of the Local Community Groups (LCGs) and Social Enterprises (SEs) so that they are better equipped to deliver locally driven solutions to poverty and social disadvantage.

### *Local Community Groups*

In 2018, SICAP supported **2,558 LCGs across Ireland, exceeding the target of 2,219 by 15%**. Half of these LCGs had transitioned from the previous programme. The type of LCGs supported in 2018 were mainly community / area focused (50%) or target group focused (32%). The highest proportion of the groups (43%) had a generic focus and primarily targeted people living in disadvantaged communities, while an additional 14% worked mainly on issues affecting children and families and 8% represented people with disabilities. The group that was targeted by the smallest number of LCGs was Roma, with only 6 LCGs working primarily with the Roma community.

Based on learning from the previous programme, SICAP 2018 – 2022 aims to intensify its engagement at community level and ensure that relevant and quality supports are provided. In 2018, the LCGs received a total of 15,058<sup>1</sup> interventions. The data indicates a **slight increase in the number of supports provided to the LCGs as compared to the previous programme**. On average<sup>2</sup> a group received one more intervention (4) in 2018 as compared to 2017 (3).

The groups are classified by different stages of community development<sup>3</sup> to assist LCGs in providing the appropriate type and level of support. The majority of the groups (66%) were at the ‘capacity building and empowerment’ stage. Groups that were new to SICAP were more likely to be at the ‘pre-development stage’ (33%), compared to the LCGs that transitioned from the previous programme (15%). It could be expected that the groups at the pre-development stage would receive more and/or longer interventions to support their development, but this was not the case in 2018. Groups at the third stage of development (strategic involvement in policy/decision making) received a higher number (five) and longer duration (seven hours) of interventions than all other groups.

The programme aims to support LCGs to progress on the community development matrix, however as 2018 was the first year of the programme, there was no data available to measure the progression of the groups’ development. This data will be available in 2019 and reported in the future. At the same time, findings from a survey conducted with LCG representatives suggest an overall positive impact of the programme on the groups’ ability to reach more community members, increase the level of activities conducted, as well as improve the skills and knowledge of the groups’ members.

### *Social Enterprises*

SICAP also supports Social Enterprises (SEs) to enhance their social impact and benefit SICAP target communities. In 2018, **270 SEs were supported by SICAP** and 14% of these received grants to enhance their operations. The supports included business development such as corporate governance training, GDPR training, recruitment advice and funding guidance.

Over half of the SEs were trading for five years or more at registration and 22% were in a pre-start-up phase<sup>4</sup>. Over three quarters (76%) of the SEs supported in 2018 provided training, volunteering or employment opportunities for SICAP target groups at the time of registration.

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<sup>1</sup> This number includes supports to develop LCG Annual Action Plans.

<sup>2</sup> As the intervention (LCGs and individuals) data is not normally distributed median was used as a measure of central tendency across the report.

<sup>3</sup> This classification is done through the Community Development Matrix:

Stage 1 = Pre-development and group formation

Stage 2 = Capacity building and empowerment

Stage 3 = Strategic involvement in policy/decision making

<sup>4</sup> SEs in pre-start-up phase are in a set-up or development stage but have not yet started trading.

In 2018, the SEs received 1,164 supports. On average an SE received three interventions and four and a half hours of supports in 2018.

A total of 24 (9%) SEs supported by SICAP created **52 new jobs in 2018**, 65% of which were full-time and 35% were part-time. Similarly to the LCGs, the representatives of the SEs who participated in the survey conducted by Pobal had a positive experience of the programme. They noted improvements in their services and operations, increased skills and knowledge, as well as a wider reach of the services they provide.

#### *Non-caseload*

Non-caseload participants and/or children and families are beneficiaries of the programme who participate in activities where it is not required to register them on the caseload e.g. attendees at LDC information events, job fairs etc. Under Goal 1, LDCs organised 245 events in 2018 to support participation in community planning and service delivery. A total of 28,619 people participated in these events.

## Goal 2: Supporting individuals

SICAP aims to support individuals who are at high risk of poverty and social exclusion, particularly those furthest away from the labour market. The first year of programme implementation shows a mixed level of progress in relation to reaching and supporting individuals who are furthest away from employment and education, and at high risk of social exclusion.

#### *Programme participants*

Overall, the target of 27,452 individuals to be supported by the programme in 2018 was exceeded and **31,967 persons participated in SICAP across the country**. This number includes 20% (6,502) of individuals who continued their engagement from the previous programme.

**Gender:** There was almost an equal participation of females (49%) and males (51%) on the programme, indicating an improved gender balance from the previous programme. A higher proportion of females (43%) than males (26%) received interventions focused on lifelong learning and well-being, while males were more likely to receive employment and self-employment supports. When it comes to progression, 51% of females and 47% males were placed on a course. At the same time a larger share of those who progressed into employment and self-employment were males. The data indicates that while there is an equal gender distribution amongst SICAP clients, there are differences in how females and males engage with and benefit from the programme. This may be a reflection of the broader social context in Ireland as well as the programme's responsiveness to the specific needs of females and males.

**Education levels:** A low education level is associated with lower employment rates and therefore the programme aims to target people with low education attainment. Overall, 2018 clients had higher education levels than those supported in the previous programme, with 38% of the programme participants educated above upper secondary level, compared to 32% in 2017. While the increase in the share of highly educated participants should be noted, SICAP clients have lower education levels than the general population. There were no differences observed between clients with higher and lower education attainment in relation to progression into employment. However, over 60% of the individuals who progressed into self-employment had an education attainment above upper secondary level.

**Principal Economic Status:** There were notable changes recorded in the principal economic status of SICAP clients in 2018, as compared to the previous programme, reflecting the changing economic context in Ireland.

- While the unemployed continued to make up the largest proportion (57%) of the caseload, a 12% point decrease was observed since 2017. In addition, the share of those who were long-term unemployed decreased from 42% to 31%. A quarter of the SICAP participants were eligible for the programme based on their unemployment status only and did not belong to any other target group. Over half of these had an education attainment above secondary level.
- People who are economically inactive constituted a larger proportion of the 2018 caseload (20%) compared to 2017 (12%). This group includes people who have a permanent illness/disability, are in full-time education, are engaged in family duties, are no longer seeking work, are retired or are inactive due to other reasons.
- Almost a quarter (23%) of the SICAP clients in 2018 were employed, equating to a 4% point increase since 2017. The vast majority (94%) of those belonged to the low income worker/household category. This suggests that, as intended, the programme is targeting employed people who are in low quality, low pay jobs.

**Household situation:** Similarly to the previous programme a large proportion of the 2018 caseload (40%) belonged to a jobless household category, which is significantly higher than 10% of the Irish population living in jobless households<sup>5</sup>. In addition, one fifth of the clients reported experiencing a transport barrier and a small proportion was affected by homelessness (5%).

**Multiple barriers:** A new tool called the Multiple Barriers Measure was introduced for the 2018 – 2022 programme. The tool aims to identify individuals who face numerous barriers to social inclusion namely disability, ethnic background, homelessness, jobless households, lone parent or/and transport barrier. In 2018, 25% of the clients experienced at least two of the above barriers and almost one in three of these clients experienced more than two barriers.

**Target groups:** The programme aims to support the most disadvantaged members of the community and has identified a number of specific target groups. Below is a summary of progress in reaching those groups during the first year of programme implementation, as compared to 2017 results. It should be noted that despite increases in the proportion of some target groups that were supported by the programme, the absolute number of people supported within each target group has decreased compared to 2017, due to the overall decrease in the 2018 programme target.

- The programme recorded an increase in the proportion of participants who were employed and belonged to the low income worker/household target group, from 16% in 2017 to 22% in 2018. This increase is associated with a shift in the principal economic status of the caseload and, specifically, an increase in the proportion of employed people on the caseload. It also demonstrates that in response to the changing economic context, the programme supports an increased proportion of the caseload to move into better quality and sustainable employment.
- There was also a small increase recorded in the share of the clients who belonged to new communities, people with disabilities, and lone parents.
- The least represented target groups in 2018 were Travellers (2%), Roma (<1%), and the new group of disadvantaged women (<1%)<sup>6</sup>. There were no differences noted in the proportion of these groups on the caseload as compared to 2017.

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<sup>5</sup> Labour Force Survey Households and Family Units, CSO, 2018

<sup>6</sup> Not like with other target groups, the disadvantaged women category is selected when a woman does not belong to any other target group but is disadvantaged – this explains the low number of individuals who fell into this category. Some of the challenges experienced by the disadvantaged women included social isolation, economic dependency and language barriers.

- A total of 16% (5,097) of the 2018 caseload were disadvantaged young people aged 15-24, which is similar to the proportion of young people supported in 2017.
- The share of individuals supported by SICAP in 2018 who lived in disadvantaged to extremely disadvantaged communities was 30% (9,574), compared to 14% of the national population. This is slightly higher than the proportion supported in 2017 (29%).
- The new emerging needs group accounted for 6% (1,766) of the caseload and was selected by 28 LCDCs. Groups that fell into this category included homeless and those at risk of homelessness, people suffering from mental health issues, socially isolated rural dwellers and substance misusers.

### *Interventions*

The programme aims to provide holistic supports to the individuals recognising complex needs of its clients. The highest proportion (35%) of participants received lifelong learning interventions, followed by employment (31%), self-employment (26%) and personal development and well-being supports (19%).<sup>7</sup> There were differences noted in the type of supports received by different target groups. These are analysed in detail in the main body of the report. As an example, 40% of Travellers received personal development and well-being supports and only 10% received self-employment supports, while 25% of new communities were supported with personal development and well-being interventions and 21% with self-employment supports.

In total, 112,381 interventions<sup>8</sup> were delivered to 31,967 individuals in 2018, the majority (76%) of which were delivered on a one-to-one basis. There was a **small increase recorded in the average (median) number of interventions received by SICAP clients**, from 2 in 2017 to 3 in 2018. However, it should be noted that a relatively high proportion (42%) of individuals on the 2018 caseload received the minimum of two interventions. This trend will be monitored and analysed further in future reports.

There were no differences recorded in the average number and duration of interventions between people with multiple barriers and the overall caseload. There were also no variations recorded in relation to the level of supports received by different target groups.

### *Outcomes*

The programme aims to support clients to progress into education, employment and self-employment. In 2018 the following key achievements were recorded under the three main areas.

**Lifelong Learning:** There was an increase in the proportion of clients placed on a course as compared to 2017<sup>9</sup> (34%). Overall, 47% of the clients were placed on one or more courses and 82% of them successfully completed their placement<sup>10</sup>. Slightly higher proportion (49%) of clients with multiple barriers were placed on a course. As expected, those with lower education levels were slightly more likely to have been placed on a course.

**Employment:** A small proportion of individuals progressed into employment (5%), a decrease from 6% in 2017<sup>11</sup>. The majority (58%) of these individuals progressed into full-time employment. There was no

<sup>7</sup> It should be noted that individuals can receive multiple types of interventions.

<sup>8</sup> This number refers to interventions only and does not include other supports/outputs e.g. LLL placements. It however includes interventions associated with Personal Action Plans to allow comparison of the data with the previous programme.

<sup>9</sup> 2017 data refers to LLL course placements, as captured under Goal 2 of the 2015-17 SICAP programme.

<sup>10</sup> This percentage should increase as outcomes for courses that continued into 2019 are reported.

<sup>11</sup> It should be noted that SICAP 2018-2022 captures individuals who progressed into state supported employment programmes (e.g. TÚS, CE). The 2017 figure has been updated to include this category as it was reported separately under the previous programme.

variation recorded between proportion of clients facing multiple barriers and the overall caseload in relation to progression to employment. However, some target groups, such as Travellers and Roma, were less likely to move into employment.

Additionally, 7% of individuals were referred to external lifelong learning and/or employment services during the year, such as Education and Training Boards, the DEASP, Local Enterprise Offices and Local Employment Services.

**Self-employment:** In 2018, 10% of the individuals progressed into self-employment, as compared to 11% in 2017. Those who faced multiple barriers (4%) were less likely to progress into self-employment as compared to the overall caseload.

#### *Non-caseload<sup>12</sup>*

A total of 16,745 people participated in a variety of lifelong learning and labour market/enterprise information events in 2018.

#### *Children and families*

SICAP supports children and young people (under 18 years of age) who belong to a SICAP target group and who are engaged with SICAP through their school and/or local activities. They can be supported either on their own or as part of a family intervention involving their parents or guardians. A total of 38,832 children and 6,692 parents and guardians participated in activities designed to provide families with education and personal development supports.

## Collaborations

SICAP encourages collaborations between different stakeholders to address multiple issues affecting SICAP clients. Collaboration was viewed by LDCs in 2018 as important for reaching hard-to-reach groups and LCDCs emphasised the importance of collaboration between agencies to address social inclusion issues

#### *LDC Collaborations*

LDCs engaged in 511<sup>13</sup> collaborations to address gaps in service provision, improve the quality of services and address barriers to participation faced by SICAP target groups. This collaboration took many forms: referral of participants, sharing knowledge, expertise and skills, developing joint strategies and projects, co-funding projects and initiatives and identifying and addressing gaps in the provision of services. A total of 76% of the collaborations had partners (one or more) that were from the statutory sector (including Local Authorities, Health Service Executive, Education Training Boards). Some examples of the types of collaborations include:

- working with local employers to develop tailored training programmes for potential employees to respond to gaps in the marketplace.
- working with community organisations to strengthen the LDCs' engagement with target groups and deliver a range of training and advocacy supports.

## Challenges and lessons learned

LDCs and LCDCs reflected on the challenges faced and lessons learned during the year in their annual reports. Challenges raised highlighted difficulties in reaching the most disadvantaged members of communities and still limited resources to effectively support those clients. It was also flagged that clients

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<sup>12</sup> Non-caseload adults and children are beneficiaries of the programme who participate in activities where it is not required to register them to the caseload e.g. attendees at information events, job fairs etc.

<sup>13</sup> There are 511 unique LDC collaborations but it should be noted that LDC collaborations can be recorded under more than one outcome in IRIS.

supported by the programme in 2018 had more complex needs than in the past including mental health issues, and require more intensive supports.

Useful lessons were learned in relation to engagement and outreach strategies that can inform future targeting approaches within the programme. Examples include locating SICAP-resourced development staff within targeted neighbourhoods, establishing a presence where target groups meet, and offering non-threatening activities, such as healthy eating classes, to attract the interest of target groups. These are outlined in more detail in Chapter 8 of the report.

It should also be noted that the annual report process highlighted issues in relation to data quality, particularly in relation to different approaches to data entry across Lots. Guidance will be issued to LDCs to provide greater clarity and improve consistency of reporting going forward.