



Community Services Programme



Annual Report 2016

Contents

1	Executive summary.....	1
	1.1 The CSP supported service providers.....	2
	1.2 CSP supported roles.....	2
	1.3 Operational issues	2
2	Introduction	3
	2.1 Support fund	4
3	Case study: Butler Community Centre	5
4	Profile of CSP services	7
	4.1 National Distribution.....	6
	4.2 Services by service type	8
	4.3 FTE and manager positions	9
	4.4 Non-CSP supported workers.....	10
5	Case study: FoodCloud HUBS.....	12
6	CSP supported workers	14
	6.1 Target groups	14
	6.2 Age	16
	6.3 Nationality	16
	6.4 Educational attainment.....	17
	6.5 Geographic spread	18
	6.6 Deprivation Index and Urban/ Rural designation	18
	6.7 Employment history	20
	6.8 Length of time unemployed	22
7	CSP supported work	23
	7.1 Category of work.....	23
8	Worker progression.....	25
	8.1 Reason for leaving	25
	8.2 Activity after leaving	26
9	Monitoring and supports.....	27
	9.1 One-to-One Support	27
	9.2 Collective Supports	27
	9.3 Group Training and Business Coaching.....	28
10	Re-contracting	28
	10.1 CSP re-contracting process	28
11	Expenditure summary.....	28

12. Conclusion.....	30
Appendix 1. Description of eligible activities and services by strand.....	31
Strand 1: Community Halls and Facilities	32
Strand 2: Community Services for Disadvantaged communities	32
Strand 3: Companies employing people distant from the labour market.....	33

Acronyms

BPP.....	Blind Persons Pension
CE.....	Community Employment Initiative
CSP	Community Services Programme
DA.....	Disability Allowance
DC.....	Pobal Development Co-ordinators
DSP	Department of Employment and Social Protection
EU.....	The European Union
FTE.....	Full Time Equivalent
HSE.....	Health Service Executive
IP.....	Invalidity Pension
JA.....	Jobseekers Allowance
JB.....	Jobseekers Benefit
JI.....	Jobs Initiative
LTU.....	Long term unemployed
OGFP.....	Other Government Funded Programmes
OPFP.....	One Parent Family Payment
OPS	Other Paid Staff
RSS.....	Rural Social Scheme

1. Executive summary

This report provides an overview of the Community Services Programme (CSP) between the period 1st of January 2016 and 31st of December 2016. The report details information about the service providers who received funding through CSP along with a profile of the individuals in the CSP supported roles in these organisations. It also covers finance and supports provided to service providers as well as giving an overview of the 2016 re-contracting process. Two case studies have been included to provide additional information about the type of services that benefit individuals and communities as a result of the CSP.

1.1 The CSP supported service providers

- A total of 404 social enterprises received payment through the CSP during 2016.
- 50% of all service providers supported by CSP were community halls and resource centres.
- Dublin was the county with the greatest number of CSP services (68) while Cavan had the lowest number of services (3).
- 21% of CSP service providers reported employing only CSP supported staff.
- The average cost of employment for an FTE was €11.78 per hour, including an average CSP contribution of €9.39 for an FTE.

1.2 CSP supported roles

- The CSP supported 1,688 FTE staff positions and 305 manager positions during 2016.
- 3,246 individuals were employed in roles that were supported by contributions from CSP. Of this figure, 2,889 were employed as staff and 356 as managers.
- It is a requirement of the programme that at least 70% of CSP supported roles are fulfilled from one of eleven identified target groups. This figure was exceeded, with 85% of roles being filled from identified target groups in 2016.
- The majority (62%) of individuals on CSP supported roles in 2016 were female.
- Over half (52%) of individuals in CSP supported roles were over 45yrs of age.
- 93% of individuals in CSP supported roles were born in Ireland.
- 24% of individuals had been unemployed for 10 years or more before commencing their CSP supported roles.

1.3 Operational

- 10 events were organised for CSP support services during 2016, providing support in areas such as business planning, re-contracting, and the overall requirements associated with the CSP. In total, training was provided to 330 CSP supported staff and board members from 161 service providers;
- A total of 200 support visits took place with services in 2016;
- The re-contracting process undertaken in 2016 saw 118 service providers sign new three year contracts, as part of strand 2.

2. Introduction

The Community Services Programme (CSP) evolved from the Social Economy Programme with the aim of supporting legally incorporated community organisations and industrial and provident societies (co-operatives) to provide local social, economic and environmental services through the application of a social enterprise model of delivery. The CSP is funded by the Department of Social Protection who are also responsible for setting the CSP policy, as well as securing annual funding. The day to day operational management of the CSP is undertaken by Pobal, on behalf of the Department of Social Protection.

The objectives of the programme are as follows:

- To promote social enterprise as an approach to alleviating disadvantage and addressing local social, economic and environmental needs which are not being met through public or private funding or other resources;
- To create sustainable jobs for those most distant from the labour market, in particular for those who are long term unemployed and from specific target groups;
- To promote sustainable social and economic development;
- To enable service providers to lever additional public investment to improve facilities and services;
- To strengthen local ownership through participation in decision making;
- To support social innovation and encourage sharing of learning and expertise between participating service providers.

Funding is allocated to eligible services under 1 of 3 strands. A full description of each strand has been included in **Appendix 1**.

Table 1 Eligible services and activities by strand

Strand	Category
Strand 1	Community Halls and Facilities
Strand 2	Community Services for Disadvantaged communities
Strand 3	Companies employing people distant from the labour market

Funding is provided to service providers as a contribution towards the costs of employing a manager and/or a specified number of full time equivalent positions (FTEs).

At least 70% of the CSP supported staff (full-time equivalents or FTEs) must be drawn from the following categories: -

- Persons in receipt of Jobseeker's Benefit (JB), Jobseekers Allowance (JA) or One Parent Family Payment (OPFP);
- Persons employed from Tús, CE and JI schemes. Former RSS workers who were previously on CE placements are also eligible;
- Persons in receipt of Disability Allowance (DA), Invalidity Pension (IP), Blind Persons' Pension (BP), or other disability benefit;
- Members of the Travelling Community in receipt of JB, JA or OPFP;
- Stabilised and recovering drug misusers;
- Ex-Prisoners.

In addition to CSP supported workers 79% of service providers also employ or otherwise engage non-CSP supported staff¹ drawn from the following categories: -

- Volunteers;
- Other Paid Staff (OPS);
- Community Employment Initiative (CE), or Jobs Initiative (JI);
- Tús;
- Other Government Funded Programmes (OGFP);
- Rural Social Scheme (RSS).

2.1 Support fund

Service providers are expected to pay a reasonable and adequate rate of pay to staff in line with local market rates. For FTE positions, all employers are expected to meet national minimum wage standards. Due to increases in the national minimum wage to €9.15 (January 2016), the Department of Social Protection established a 'CSP support fund' to assist service providers to enhance their sustainability and meet their wage obligations. Successful applicants are provided with additional funding on a sliding scale for up to three years.

¹ It is important to note that unlike CSP supported worker figures Pobal undertakes no auditing or review of non-CSP supported worker figures. All figures for non-CSP supported workers are self-reported by the service providers and should be viewed as approximate and unverified.

3. Case study: Butler Community Centre



The Butler Community Centre was built in St. John's Park, Waterford City in the early 1980s to provide facilities for the community at an affordable price, in order to run social, recreational and educational programmes. The centre was originally developed with assistance from FÁS, CE scheme workers and the social economy programme. The centre's employment supports were transferred to the CSP when it was launched in January 2006.

What do they do?

The centre generates traded income by providing affordable access to quality, well maintained facilities for local residents, community and voluntary organisations and businesses.

The centre's leisure facilities include indoor and outdoor sporting fields, an all-weather AstroTurf pitch, and a publicly accessible playground.

The centre has a suite of maintained rooms that are equipped to accommodate adult education courses, public service and information clinics, childcare facilities and rooms for private rent by local businesses.



The provision of such facilities greatly supports the delivery of services within the area and facilitates the development and availability of community development and educational programmes together with physical activities, youth work, supports to the elderly and health services.

How does CSP funding contribute?

CSP funding supported two and a half FTE positions and one manager position in 2016. For the Butler centre, moving from voluntary staff to paid staff allows them to operate with more reliable opening hours resulting in an increase in user footfall. As CSP funding facilitates service provision

within the centre, a similar increase was reported in the number of businesses operating out of the facility.

In 2016 individuals in CSP supported roles assisted the Centre to :

- Consistently open six days (77 hours) a week
- Increase the number of businesses using the facilities by over 25%, thus increasing the amount of income generated
- Increase the number of community based groups operating out of the facilities by almost 10%
- Increase user footfall from 49,883 to 52,375

For many local groups the accessibility and affordability of the facilities within the centre is the reason they can continue to operate. In addition, a number of small enterprises and sole traders operate from the centre providing services, such as dance classes, which in turn facilitates employment opportunities for local residents.



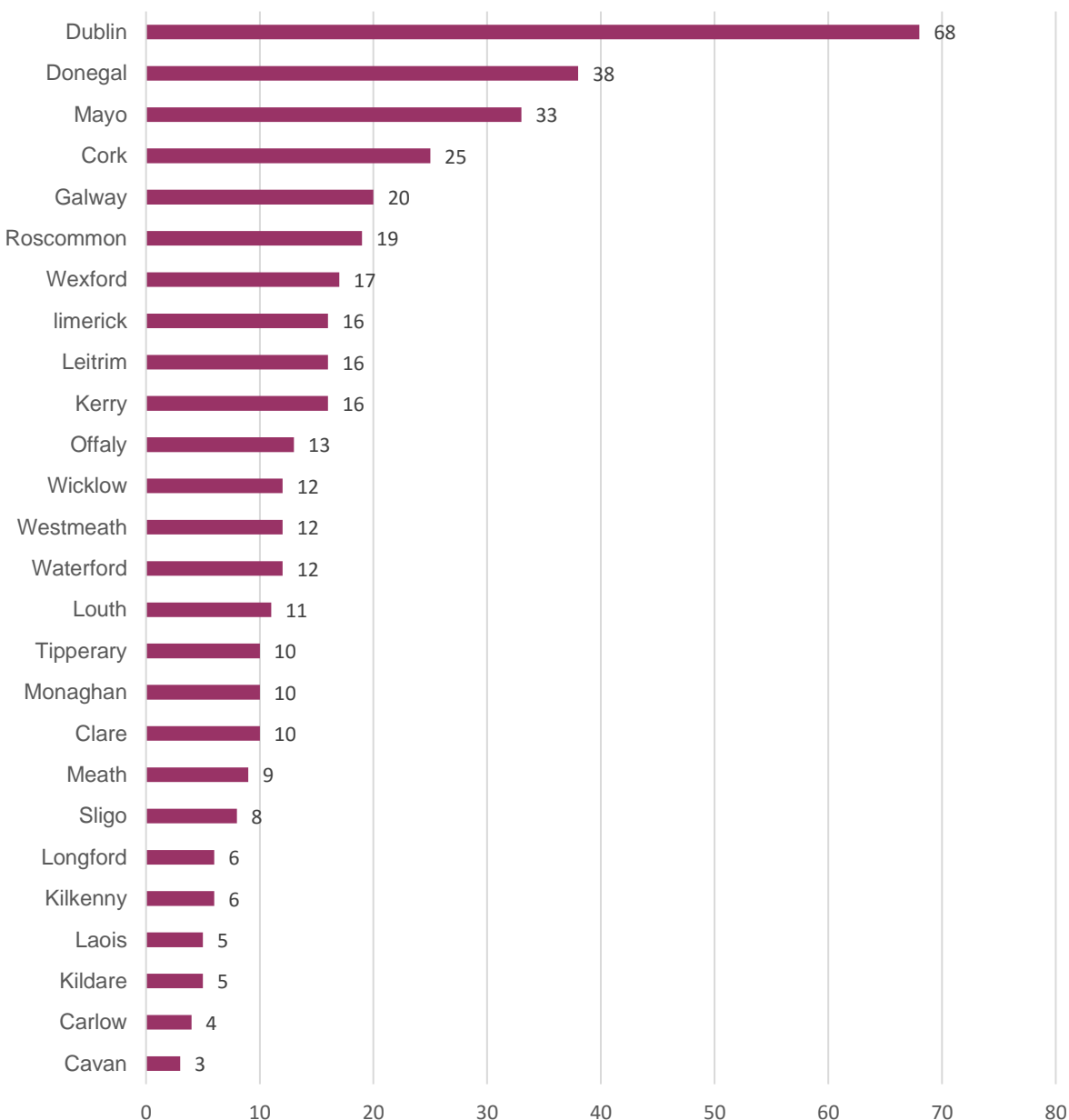
Photos: Top left - Meeting rooms equipped with computers and whiteboard; Top right - Adventure together playground; Bottom - Indoor sports hall.

4. Profile of CSP services

4.1 National distribution

The CSP supported 404 service providers between January and December 2016. **Figure 1** shows the percentage of services in each county who received funding through the programme.

Figure 1. National distribution of CSP funded Service Providers



Dublin had the highest number of CSP funded organisations, with Donegal, Mayo, Cork and Galway making up the remainder of the top five counties. Cavan had the lowest number of CSP funded organisations, with less than 1% of the national total.

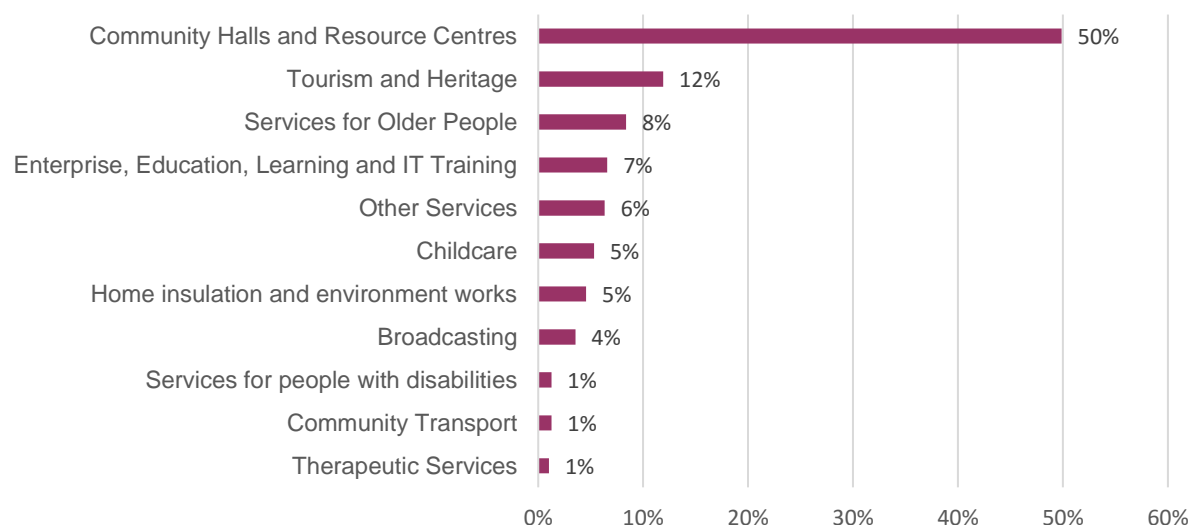
4.2 Services by service type

Services are required to define the type of service they provide as primarily relating to one of the following eleven categories of service type:

- Community Transport;
- Home Insulation and Environmental Works;
- Enterprise, Education, Learning and IT Training;
- Therapeutic Services;
- Services for People with Disabilities;
- Childcare;
- Tourism and Heritage;
- Services for Older People;
- Broadcasting;
- Other Services; and
- Community Halls and Resource Centres.

Figure 2 shows that half of all CSP service providers funded throughout 2016 identified as a community hall or resource centre. The second highest category of service type provided by CSP service providers was tourism and heritage, followed by services for older people.

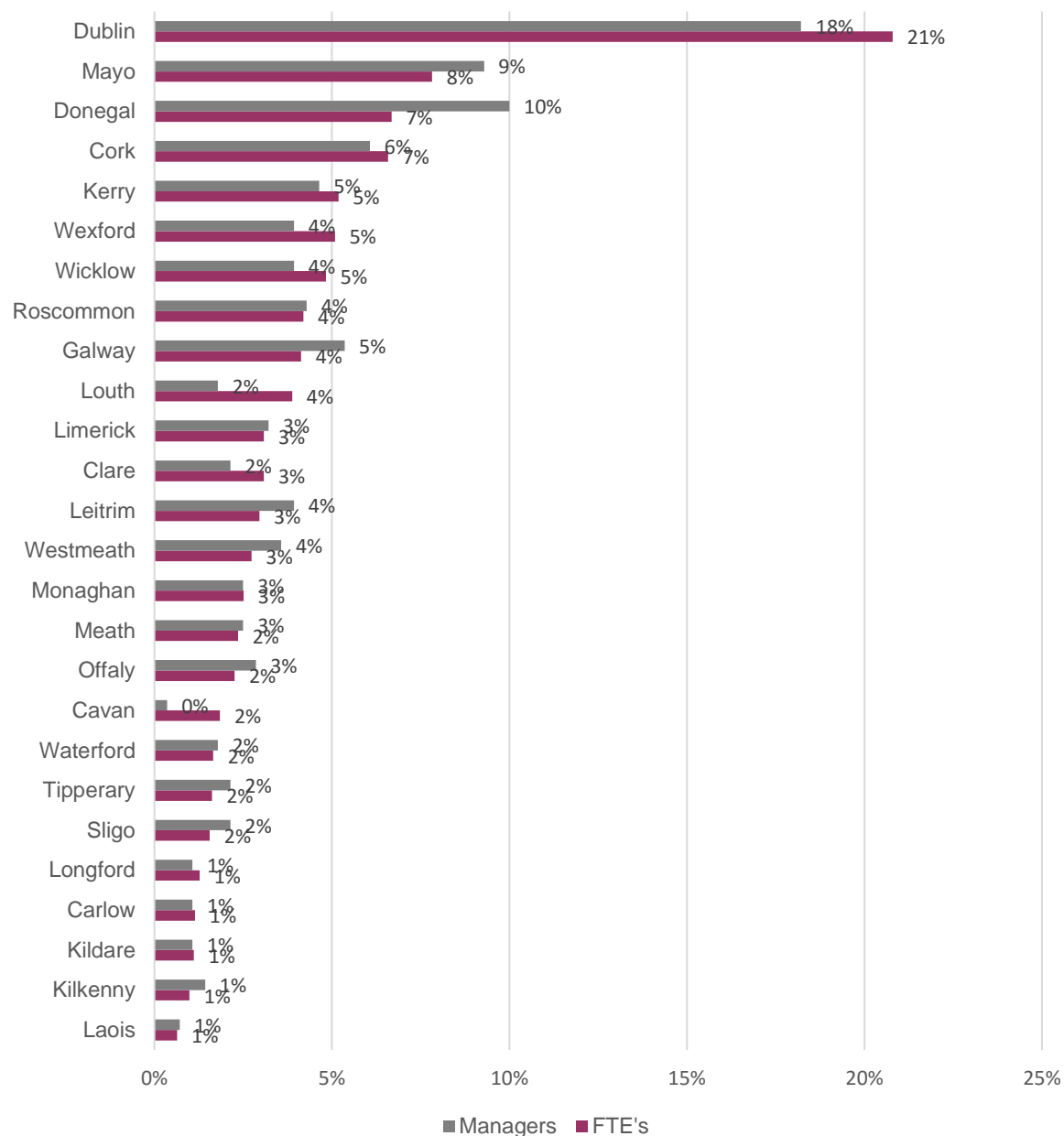
Figure 2 CSP funded service providers by service type



4.3 FTE and manager positions

In 2016 there were 1,688 active FTE and 305 manager positions. This gives a ratio of one manager position to five and a half staff positions. The following county level data, shown in **Figure 3**, is representative of the percentage of FTE and manager positions in contract as at 10 December 2016. Dublin recorded the highest percentage of FTE and manager positions overall (20%) and Laois the lowest (1%).

Figure 3 National Distribution of CSP funded contracts by contract type

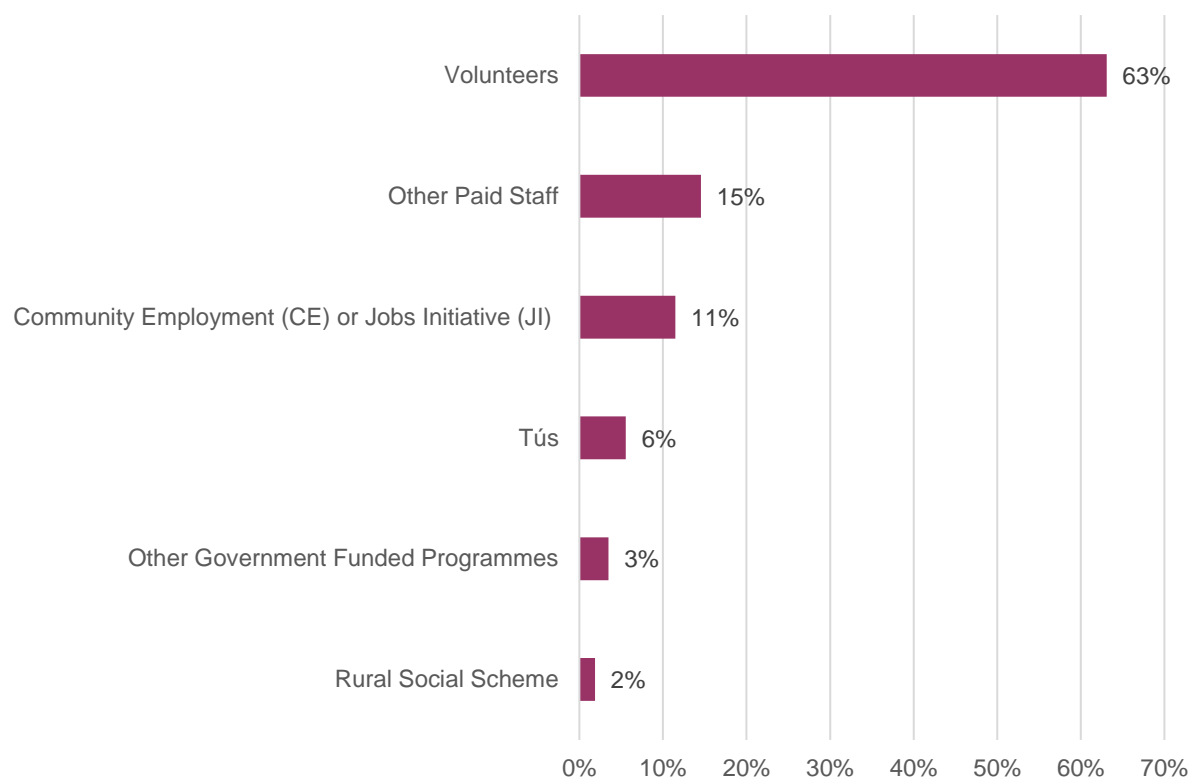


4.4 Non-CSP supported workers

The total number of non-supported CSP employees in the year was 7,779. This represents an increase of 7% during the same period in 2015.

Figure 4 shows the percentage of non-CSP supported workers by their category of engagement. The majority of non-CSP supported workers were categorised as volunteers followed by paid staff. The lowest percentage were engaged through the Rural Social Scheme (RSS).

Figure 4. Non-CSP supported roles



The total of non-CSP supported roles is made up of individuals from the following categories – CE/JI, RSS, Tús, volunteers, other government funded programmes and other paid staff.

5. Case study: FoodCloud HUBS



FoodCloud Hubs supports the infrastructure, logistical and warehousing needs of FoodCloud, and has helped to develop a network of food storage and redistribution centres around the country since first opening a collection depot in Cork in July 2014. FoodCloud Hubs generate their traded income by charging charities to cover the costs of food storage and transportation.

What do they do?

FoodCloud Hubs collects surplus food from over 100 supplies such as manufacturers, farms and distributors like Tesco, Aldi, and Musgrave's, taking surplus stock early in their supply chain, before it appears on stores shelves. Each day the Hub team call their designated charity partners to share a list of the available stock and take orders for delivery or next day collection.

FoodCloud Hubs have partnered with over 130 charities, community and voluntary organisations nationwide including homeless shelters, youth drop-in centres, community support centres and charities specializing in food redistribution such as CrossCare Food Bank.



Businesses who donate food benefit from a reduction in money spent on disposing of surplus stock as waste. Access to surplus food stock has two main benefits for partnering charities. It offers considerable savings on food costs, allowing organisations to redirect that money to other parts of their services and it offers access to a greater variety of fresh and frozen food.

How does CSP funding contribute?

FoodCloud Hubs were given CSP funding in 2016 towards supporting 12 FTE and four manager positions in order to staff their collection depots. Currently FoodCloud Hubs has three collection depots in Cork, Galway and Dublin, combined they provide a national service.

In 2016 individuals in CSP supported roles assisted FoodCloud Hubs:

- In the redistribution of 770 tonnes of surplus food
- The equivalent to over one million meals for people experiencing food poverty
- To reduce CO2 emissions by over 10000 tonnes

CSP's support has allowed FoodCloud Hubs to concentrate on building the infrastructure necessary to expand their collection depots and distribution network across the country. Their infrastructure and national reach have been key in their successful partnership with the Department of Social Protection (DSP) to deliver the FEAD project (Fund for European Aid to the Most Deprived), a programme designed to assist people take their first steps out of poverty, jointly funded by the European Union and the DSP.



Photos: Top; Fresh fruit and vegetables at FoodCloud Hubs collection depot; Bottom; FoodCloud Hubs fleet of refrigerated vans.

6. CSP supported workers

3,246 people were employed in either FTE or manager contracts supported by the CSP throughout 2016.

6.1 Target groups

A condition of programme eligibility is that individuals from designated target groups must fill 70% of all FTE contract positions. **Figure 4** shows that 85% of all FTE positions nationally were filled by persons from the programmes' designated target groups.

Figure 4 Individuals in CSP supported roles on FTE contracts by target group

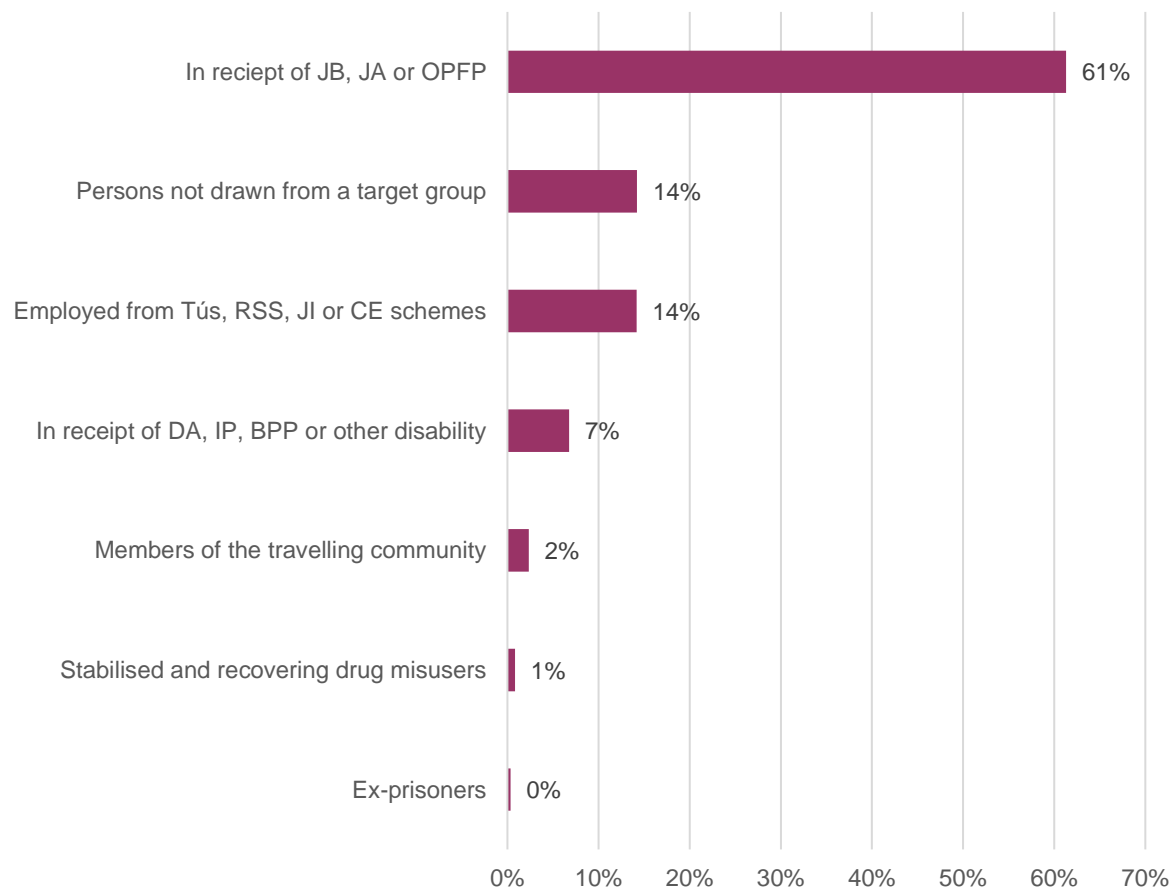
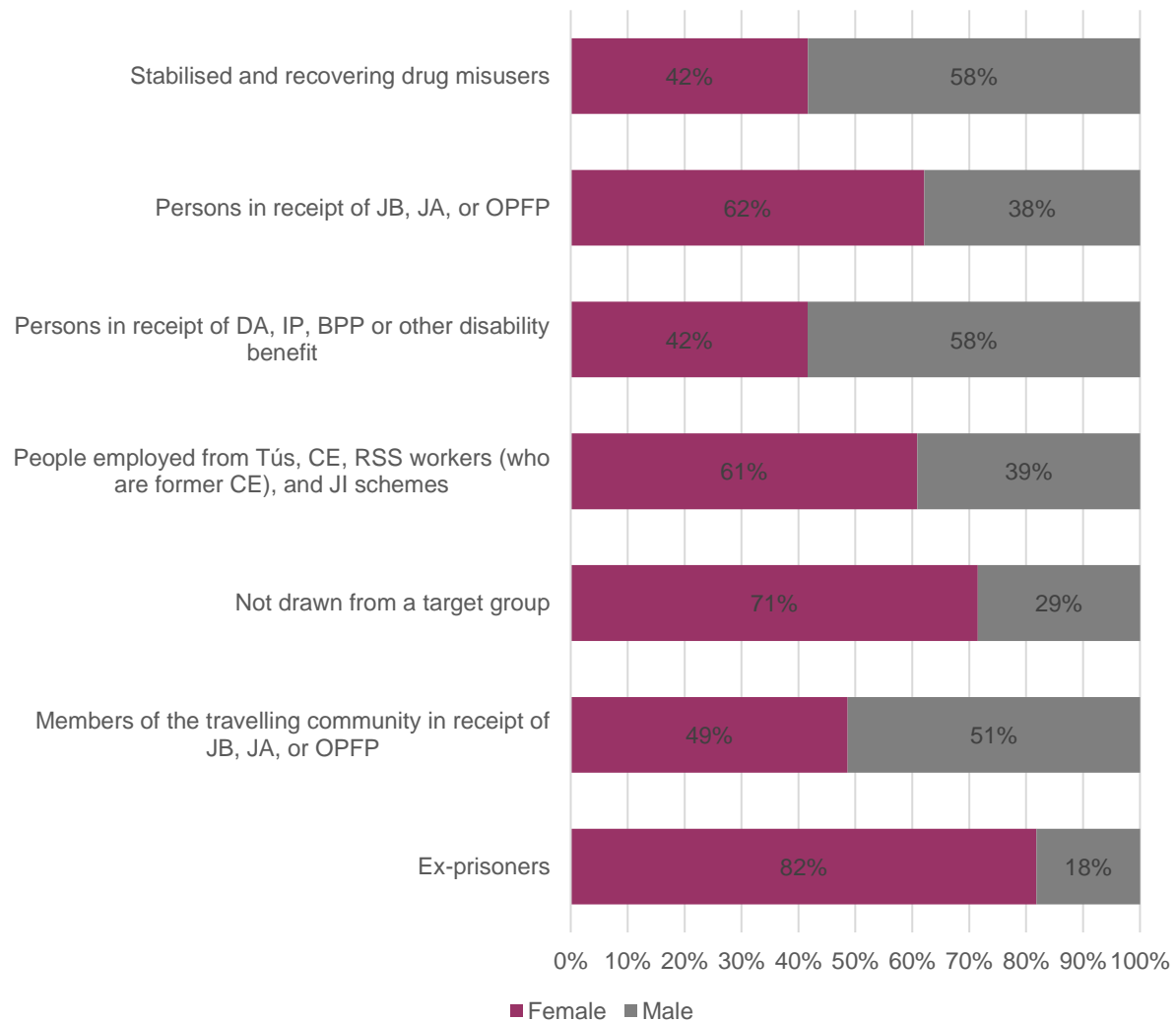


Figure 5 shows the percentage of individuals in CSP supported roles by their target group and gender.

In terms of gender breakdown, 62% of CSP supported workers were female and 38% were male.

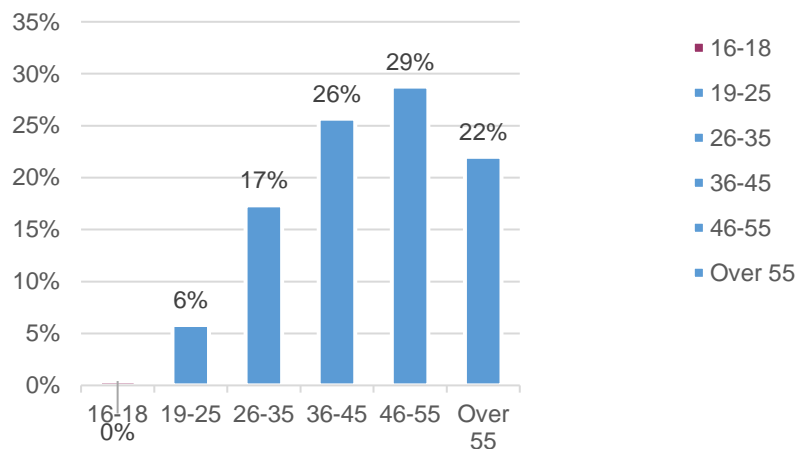
Figure 5 Individuals in CSP supported roles on FTE contracts by target groups and gender



6.2 Age

Figure 6 shows that just over half (51%) of all individuals in CSP supported roles were over the age of 45. From a national perspective, this figure is 16% higher than the CSO 2011 Census data which recorded two thirds (35%) of the population as aged between 45 and 64 years of age. Just over a quarter (26%) were between 36 and 45 years old, with the remaining 23% all aged between 18 and 35 years old. This is similar to the Census 2011 data, which found that 23% of the population were aged between 36 and 45 years of age. 2011 figures also showed that two thirds of the population fell within the 19-25 age band- 13% higher than the corresponding age group in CSP supported roles. Individuals under the age of 35 were more frequent in FTE contracts than manager contracts. 23% of workers in FTE contracts were under the age of 35 compared to 10% of managers.

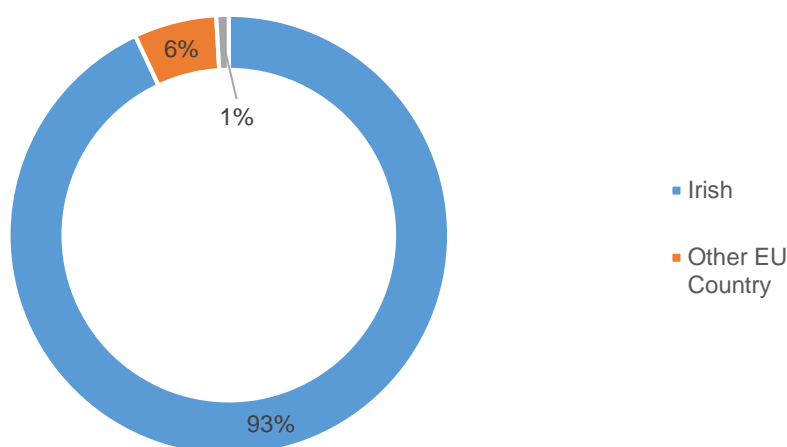
Figure 6 shows individuals in CSP supported roles by their age-band



6.3 Nationality

As with previous years the vast majority (93%) of individuals in CSP supported roles identified as Irish. Of the remaining staff, 6% were from another European country and 1% were from countries outside of Europe. These figures are slightly higher than the 2011 Census data which recorded 87% of the population identifying themselves as Irish.

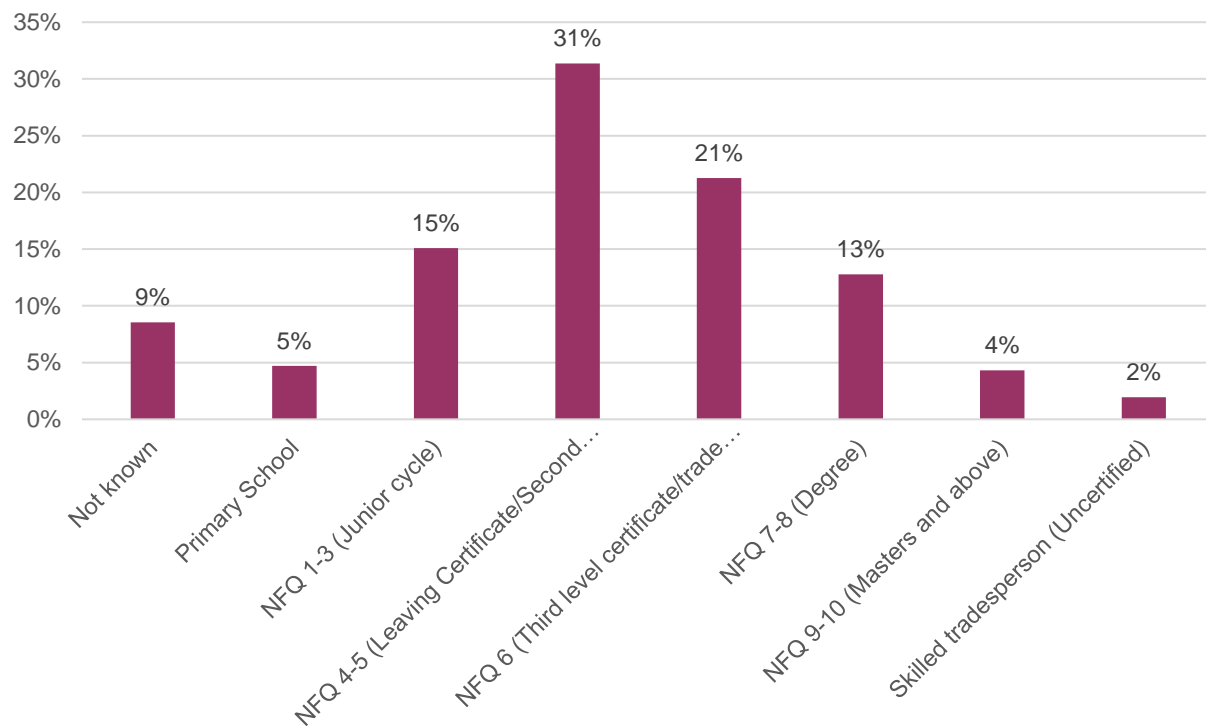
Figure 7 shows individuals in CSP supported roles by nationality



6.4 Educational attainment

Figure 8 shows that the most common level of educational achievement for people in CSP support roles was NFQ Level 4-5 (Leaving certificate). Almost half (46%) of the individuals in these roles had attained either a Junior or Leaving certificate. As with previous years, females recorded higher levels of educational attainment than their male counterparts did. Over half of all female workers had attained third level education or higher compared to under a third of their male counterparts. In terms of gender distribution across the work categories, figures show that the majority of those working in administrative, accounting and childcare areas are female. Male workers primarily work in the caretaking, general operative and transport areas.

Figure 8 individuals in CSP supported roles by education level attained

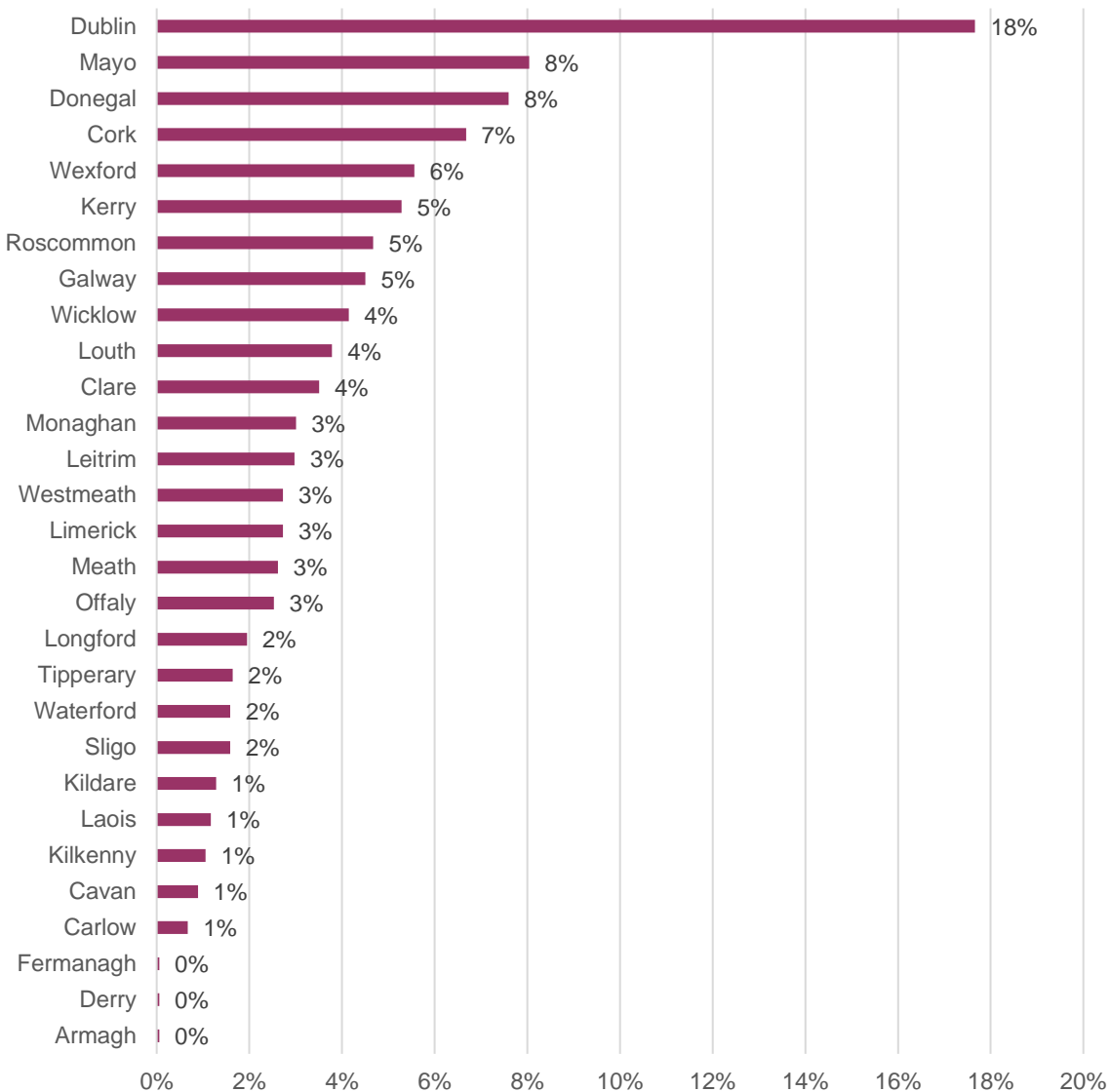


6.5 Geographic spread

Figure 9 shows the percentage of individuals in CSP supported roles recorded in each county.

Almost one sixth (18%) of individuals in CSP supported roles were located in Dublin, broadly in line with the percentage of service providers located in that county. Less than 1% of the programmes total individuals in supported roles combined, lived in communities in Northern Ireland.

Figure 9 Individuals in CSP supported roles by geographic spread



6.6 Deprivation Index and Urban/ Rural designation

As can be seen from **Figure 10** below, 65% of CSP supported roles are filled by people living in areas of below average levels of affluence. Likewise, 19% of people in CSP supported roles live in disadvantaged or very disadvantaged areas.

Figure 10 Individuals in CSP supported roles by their Trutz-Haase² Deprivation Index category

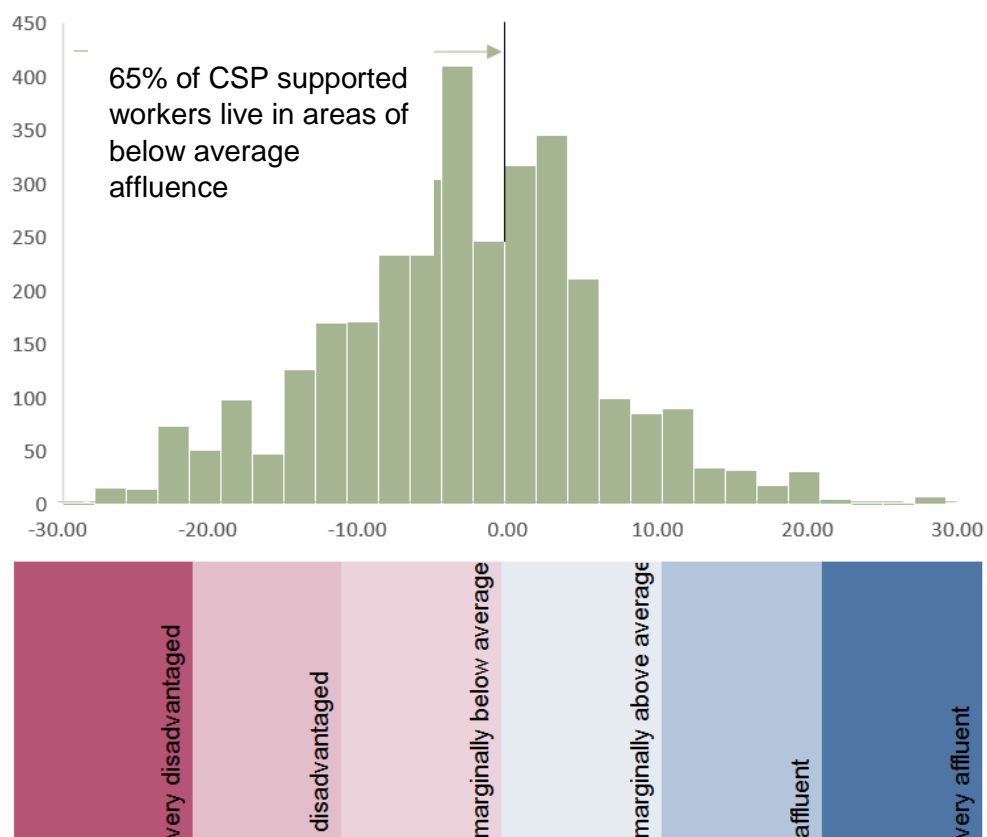
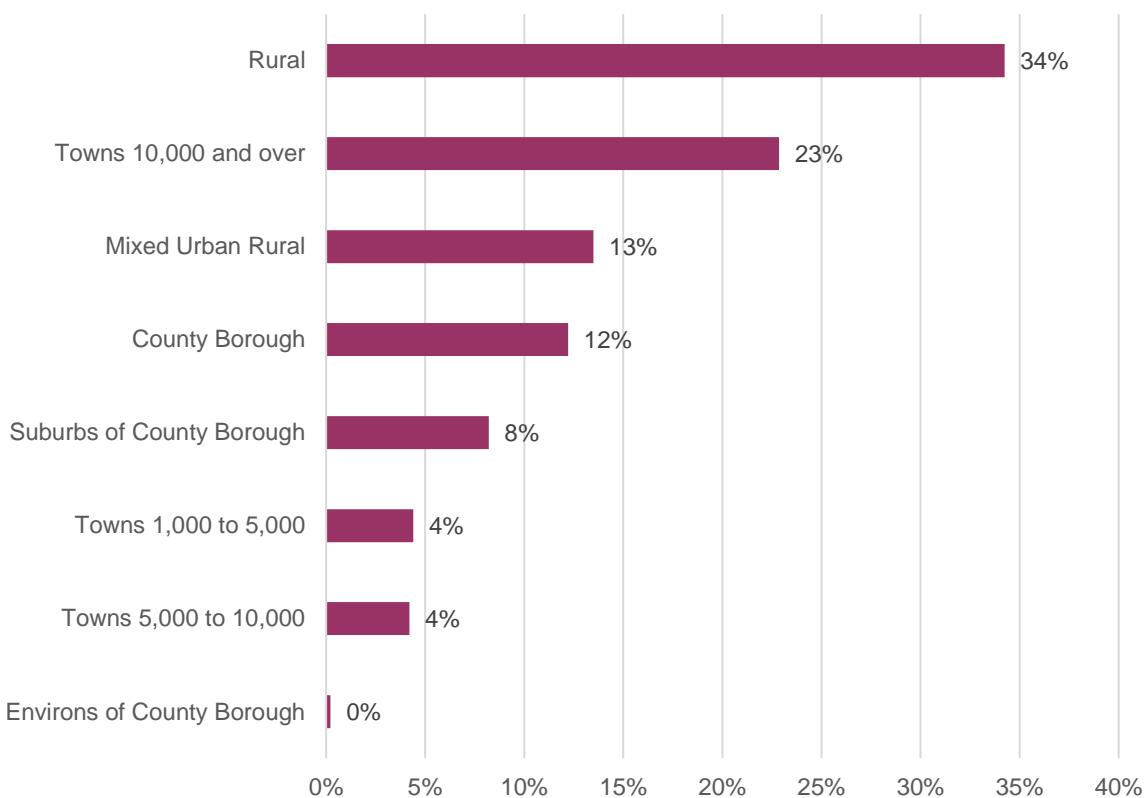


Figure 11 shows that overall 34% of individuals in CSP supported roles lived in rural areas with the other 66% living in urban areas³. Five counties recorded over half of their workers living in rural electoral districts, these were Carlow 50%, Longford 51%, Cavan 56%, Clare 63%, and Leitrim 69%.

² The 2011 Pobal HP Deprivation Index was developed by Trutz Haase and Jonathan Pratschke, and was funded by Pobal. It calculates the relative level of affluence or deprivation in an electoral district and small area level.

³ Urban/Rural designation is assigned by the CSO and is allocated according to the individual's electoral district.

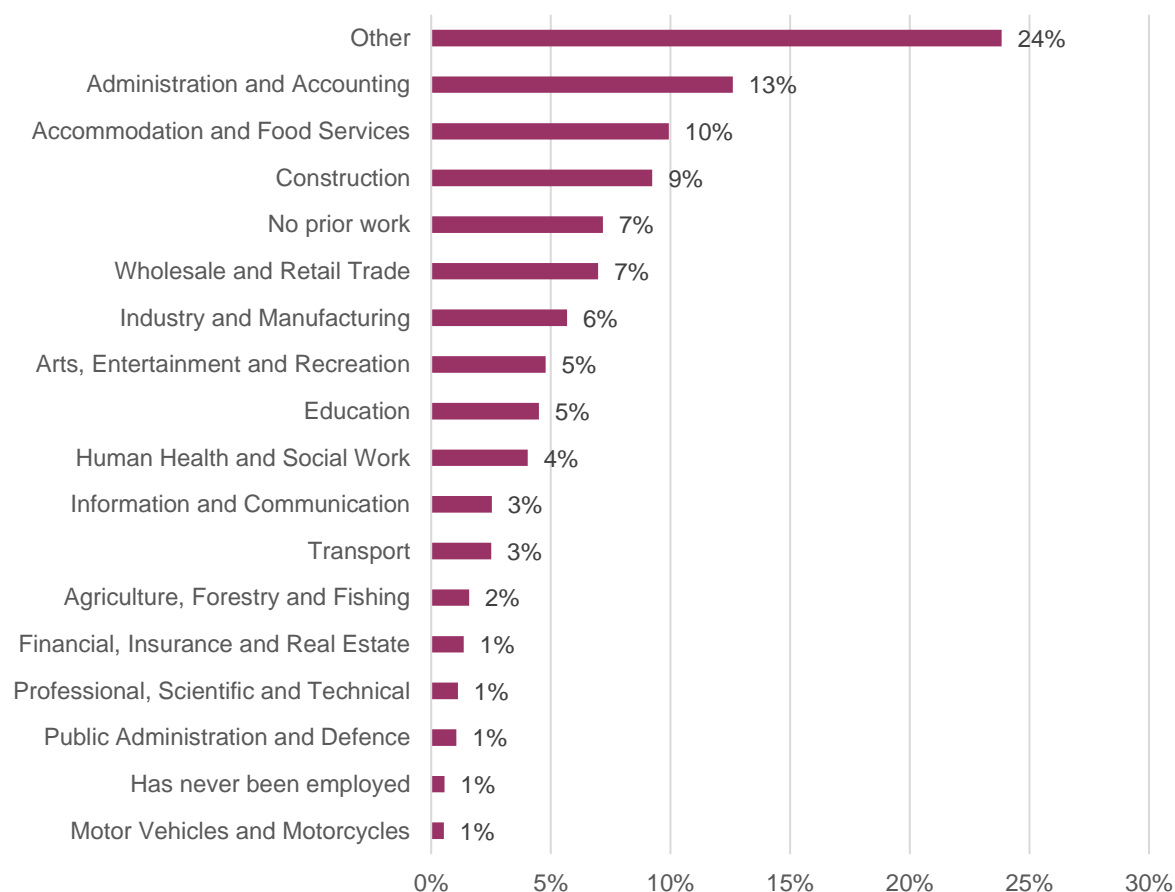
Figure 11 Individuals in CSP supported roles by urban or rural electoral division



6.7 Employment history

Figure 12 provides a breakdown of individuals in CSP supported roles by category of recent employment history. Of those who chose from a category, the highest percentage picked administration and accounting (13%), followed by accommodation and food services (10%). Just under a quarter (24%) of staff reported recent work history which did not match any of the categories, which was recorded as other. 1% of CSP supported staff identified as never being previously employed.

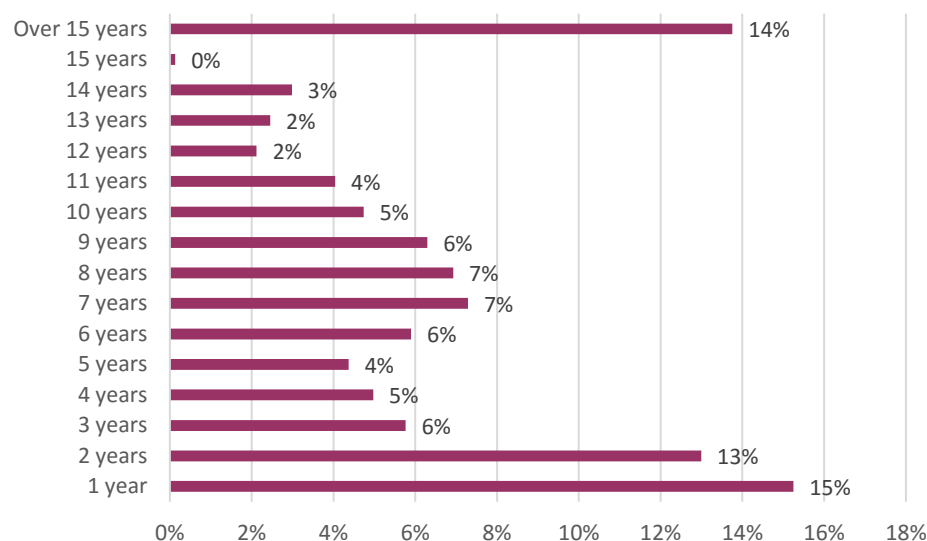
Figure 12 Individuals in CSP supported roles by category of their previous employment



6.8 Length of time unemployed

As can be seen in **Figure 13**, just over one quarter (28%) of individuals in CSP supported roles had been unemployed for between one and two years. A third of all staff in CSP supported roles had been unemployed for ten years or more.

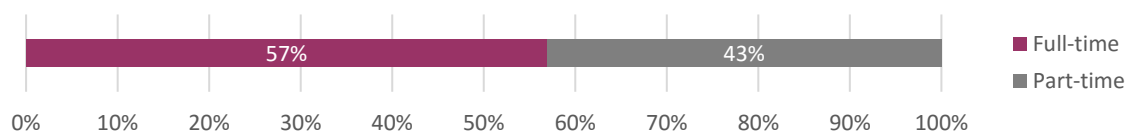
Figure 13 Individuals in CSP supported roles by period of unemployment immediately prior to Programme entry



7. CSP supported work

Figure 14, shows that the majority (57%) of individuals in CSP supported roles worked full-time hours⁴. When broken down by gender, 53% of females were on full time contracts.

Figure 14 Individuals in CSP supported roles by contracted hours



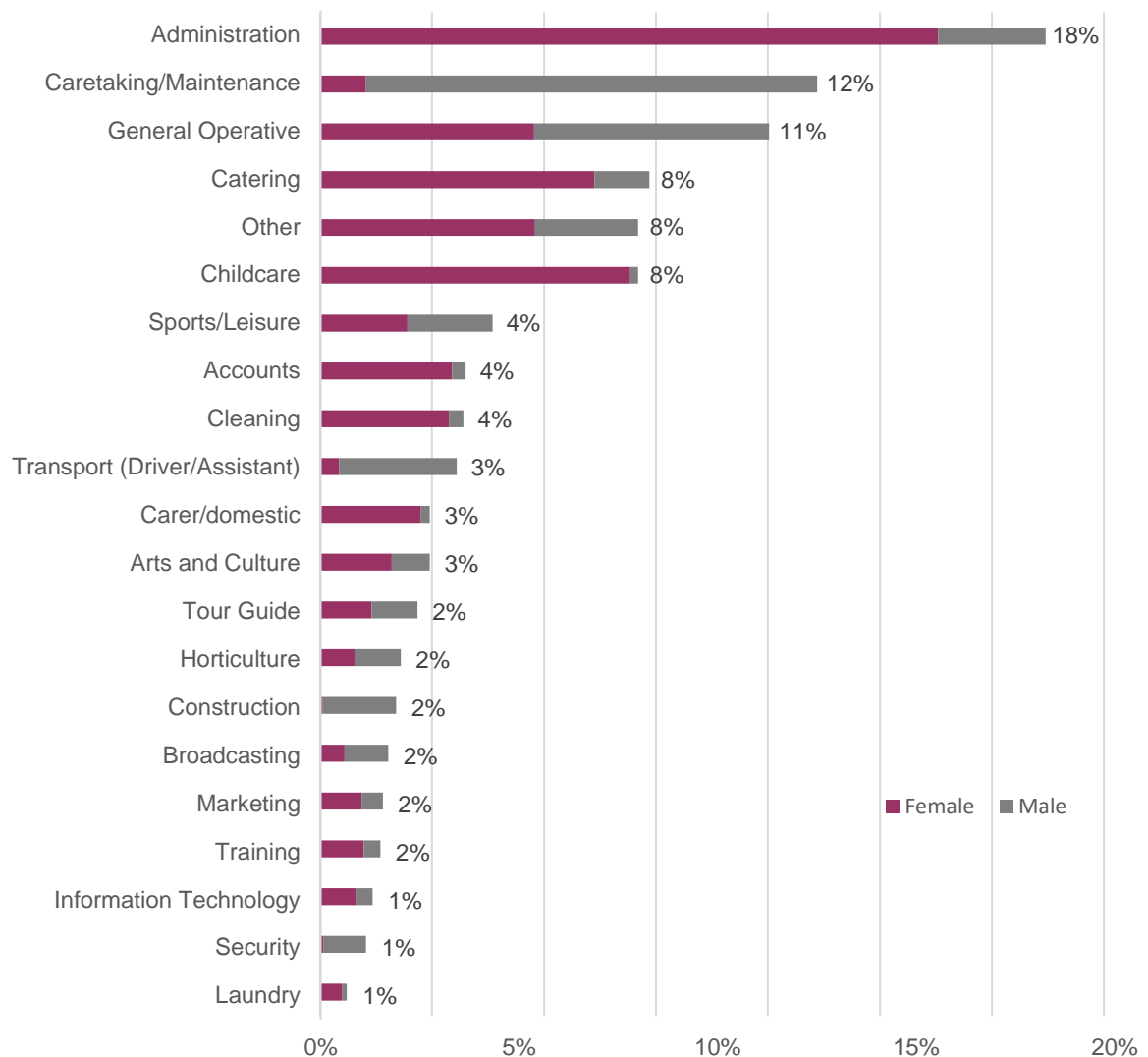
7.1. Category of work

The most common category of work was administration (18%) followed by caretaking/maintenance (12%). The vast majority of individuals involved in administration were female (91%) and almost all those categorised under caretaking/maintenance (93%) were male. Previous educational attainment seems to be an indicator of what category of work CSP supported workers would engage in. The most common category of work for CSP supported

⁴ Full time hours equate to working over 19.5 hours per week. Part time hours equate to working up to 19.5 hours per week

workers with a junior certificate or primary level education was caretaking/maintenance (25%). The most common category of work for CSP supported workers with a leaving certificate or above was administration (23%). This percentage was even higher amongst CSP supported workers who had attained a Degree (29%) or Masters Degree or above (29%).

Figure 15 Individuals in CSP supported roles by their category of work



8. Worker progression

8.1 Reason for leaving

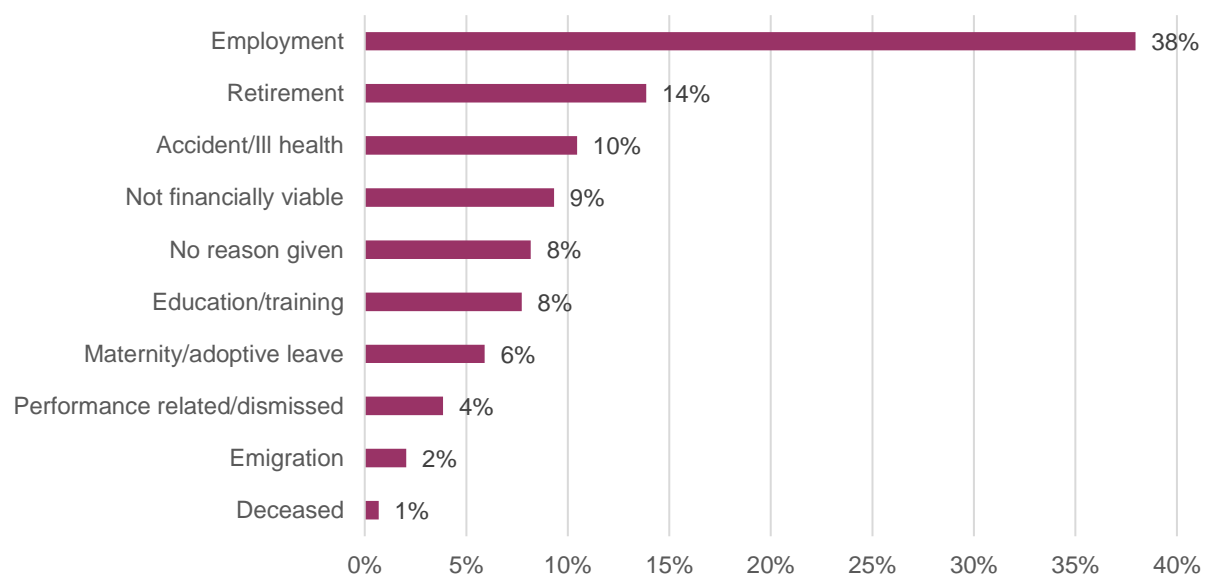
Pobal collects information on individual's progression after they have left their CSP supported role. This information is used to monitor whether the assigned CSP supported work was suitable to provide personal and/or career development and what progression leavers are experiencing; whether into education, onto an activation schemes or into employment.

506 workers left their CSP supported roles in 2016 for a variety of reasons. 66 (13%) of these individuals left due to their placement ceasing and a further 3 (0.8%) were deceased. **Figure 16** illustrates that, of the remaining 437, 38% left their positions to commence other full or part-time employment and that 14% retired. 8% gave no specific reason for their departure.

On further analysis, it would appear that there is a correlation between gender and progression type. Females were more likely than their male counterparts to leave to pursue education or to cite financial reasons.

Age was also applied as a variable in this regard, and it was discovered that while just 8% of all individuals in CSP supported roles left to return to education, this figure stood at a quarter of all those under the age of 25.

Figure 16 Leavers by their reason for leaving



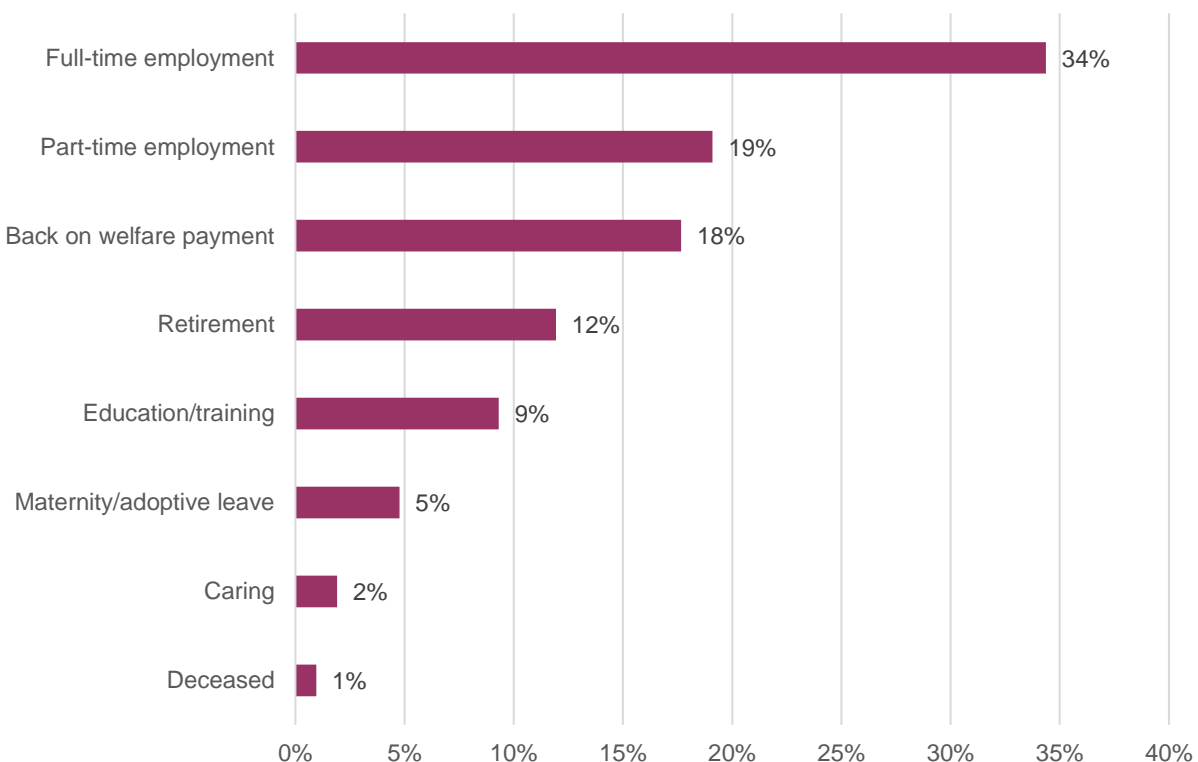
8.2 Activity after leaving

Figure 17 shows the percentage of leavers by their activity after leaving their role.

Service providers were also required to provide details on these leavers after they have left. There are a number of challenges in collecting this data, however follow up data was available for 415 (82%) individuals during the 2016 period. Over half (54%) reported commencing full-time or part-time employment upon leaving. Of these, over half (64%) reported being in full-time and 36% reported being in part time employment. 30% of females recorded returning to full-time work compared to 43% of their male counterparts.

The previous period spent in unemployment proved to have little effect on an individual's progression after leaving their roles. Employment remained the most cited activity for leavers who had previously been unemployed for 1-14 years. After this retirement became the most frequently stated activity.

Figure 17 Individuals by their activity after completing their programme



9. Monitoring and Supports

Pobal provides a suite of supports to build and develop the capacity of the CSP funded organisations. The strategy underpinning the provision of capacity building supports to CSP services consists of three distinct but related elements. These include one-to-one support from Pobal staff, collective supports delivered at a regional and/or national basis, and training and business coaching targeting individual services. Further detail on each support is set out below.

9.1 One-to-One Support

One-to-one supports are primarily provided to services by a team of Pobal Development Coordinators (DCs) and can range in focus from advising on the rules and conditions of the programme, to how to properly address contract conditions, or, to the future development of the service in question. This is an important aspect of the role of DCs alongside their role in monitoring progress and compliance with CSP requirements. Support visits are used on occasion as a means of fulfilling this role, particularly in the context of groups where there are ongoing issues relating to sustainability. A total of 200 support visits with service providers took place in 2016.

9.2 Collective Supports

These supports are targeted at board and staff members of CSP services and are delivered on a regional and national basis. Such supports range from regional support meetings organised and delivered by Pobal staff to training delivered on a regional basis by external trainers. The following collective supports were delivered in 2016.

- Six Strand 2⁵ '*business planning regional support*' events in February 2016 with 128 services and 211 individuals in attendance.
- One Strand 1s '*business support*' event with 7 services and 12 individuals attending.
- One '*new entrants support*' event with 16 services and 25 individuals attending.
- One '*new manager's support*' event with 63 individuals in attendance.
- One support event for 10 CSP '*Expression of Interest*', services with 9 organisations and 19 individuals in attendance.
- Delivery of four two-day '*Growing a Social Enterprise*' programmes in Dublin, Sligo, Kilkenny and Cork with 40 services and 58 individuals attending. The Carmichael Centre delivered this programme for Voluntary Organisations, Dublin.
- A revised CSP operating manual was introduced in April 2016.

⁵ 'Strands 1, 2, and 3' refer to the three different categories of organisation that can receive funding, see **Appendix 1**

9.3 Group Training and Business Coaching

The third element of the strategy involves more intensive supports to CSP services that are deemed as having significant sustainability issues. Procurement for a panel of training and business coaching suppliers commenced in 2016 and this element of the capacity building strategy will be rolled out in 2017.

10. Re-contracting

10.1 CSP re-contracting process

Every three years, CSP funded organisations must submit a new business plan in order to have their contracts reviewed. In 2016, 131 business plans were appraised as part of the strand 2 (community service for disadvantaged people) re-contracting process in 2016.

Business plans are given a score based on how the organisation has performed. An overall score of less than 35 indicates that the service has not met the minimum required standard. Depending on the circumstances, this may lead to the organisation seeing a reduction in their funding levels, a reduction in the length of their contract or, exiting the programme.

Table 5 shows the recommendations Pobal made following appraisals in 2016. 13 organisations were recommended to exit the programme or transition to HSE and a further quarter were recommended to continue with reduced funding. Of the remaining 118 services 35 services received one year contracts and will resubmit business plans again in 2017.

Table 5 Recommendations made in re-contracting 2016

Recommendations	Number	Percentage
Recommended at current levels	91	69%
Recommended at reduced levels	22	17%
Recommended to exit or transition to HSE	13	10%
Recommended at increased levels	5	4%
Total	131	100%

11. Expenditure summary

A total of €43,024,203⁶ was allocated to service providers in 2016. This included €42,514,153 in contributions towards FTE and Manager positions, as well as Non-Wage costs. A further €510,050 was allocated to some services providers to meet their minimum wage obligations.

The co-funding contribution towards employing each FTE position was €19,033 per annum and €32,000 for each manager position.

Table 6 gives a breakdown of the allocations across each category of expenditure across 2015 and 2016. The 2016 allocation represents an increase of 2.5% on the previous year's allocation:

Table 6 Allocations from 2015 and 2016

Year	Total	FTE	Manager	Non-Wage	Support Fund
2015 Allocation	€41,963,023	€31,887,655	€9,341,057	€734,312	€0
2016 Allocation	€43,024,203	€32,107,681	€9,705,531	€701,041	€510,050
Increase/(Decrease) %	2.53%	0.69%	3.90%	-4.53%	n/a

In terms of county breakdown, Dublin received the largest allocation accounting for a quarter of the total national allocations in 2016. The second largest allocations were provided to Donegal and Mayo with 8% respectively. In 2016, the average allocation amount per service provider was approx. €105,190. **Table 6** provides a full county breakdown of the 2016 funding allocation.

⁶ A copy of the 2016 expenditure profile including the annual programme spend is included in **Appendix 4**

Table 6. Accumulative allocations by county

County	Service Providers	2016 Allocation
Dublin	68	€8,829,505
Mayo	33	€3,305,480
Donegal	38	€3,304,065
Cork	25	€2,890,729
Wexford	17	€2,347,435
Kerry	16	€2,056,215
Roscommon	19	€2,041,041
Galway	20	€1,976,194
Wicklow	12	€1,834,084
Louth	11	€1,413,905
Leitrim	16	€1,258,586
Westmeath	12	€1,255,701
Clare	10	€1,245,383
Offaly	13	€1,122,272
Limerick	16	€1,115,794
Monaghan	10	€1,108,772
Meath	9	€938,221
Waterford	12	€829,674
Tipperary	10	€686,292
Sligo	8	€677,259
Cavan	3	€583,957
Kilkenny	6	€495,028
Longford	6	€491,760
Carlow	4	€438,594
Kildare	5	€429,078
Laois	5	€349,179
Total	404	€43,024,203

12. Conclusion

This report provides an overview of the CSP for the year 2016. Some key achievements in the year include;

- The CSP provided funding to 404 service providers nationwide in 2016; this supported 3,246 workers into 1,993 FTE and manager roles. The total cost of supporting these FTE and manager positions was €42,128,855.
- A condition of programme eligibility is that individuals from designated target groups must fill 70% of all FTE positions; this target was successfully met and exceeded by 15%. This targeting also resulted in 65% of all CSP supported roles being filled by people living in areas of below average levels of affluence.
- The majority (62%) of CSP supported roles were contracted to female individuals. Over half (52%) of individuals in CSP supported roles were over 45yrs of age. Of the 506 CSP supported workers who left the programme during 2016, 44% are known to have progressed directly into other employment.
- Although the CSP is not an activation programme there is evidence that it has had a beneficial effect on some individuals who have been in long term unemployment. 116 leavers had spent between six and ten years immediately prior to joining the programme in unemployment. Almost half (44%) of these are known to have progressed directly into other employment upon leaving the programme.
- 131 organisations were appraised for re-contracting in 2016, 90% of which were successful.
- Capacity building supports continued to be rolled out on a national, regional and service level. In 2016 these included but were not limited to 10 support events for CSP supported workers, board members and over 200 support visits to service providers.

2016 represent a busy year for the Community Services Programme, supporting over 400 organisations, completing Strand 2 re-contracting and the introduction of the Support Fund. The year has also seen an increasing policy priority placed on social enterprise as a model of services provision for disadvantaged communities. The services supported through the CSP generate additional revenue which is then reinvested back into their communities. In the context of a changing labour market and ongoing challenges for the community and voluntary sector, the CSP has continued to enable organisations to deliver vital services to communities across Ireland.

Appendix 1. Description of eligible activities and services by strand

Strand 1: Community Halls and Facilities

The CSP helps ensure that community halls and facilities are open and accessible on a day-to-day basis in local settings and operate on a social enterprise model.

The term 'community facility' is used to describe physical premises or open spaces for customer use and benefit. They are often characterised by being open to the public rather than serving a defined client base.

Examples include-

- Community centres
- Theatre and arts centres
- Heritage centres
- Sports and leisure centres
- Parks and woodlands

Larger grants for community facilities, including support for employing a manager, have been awarded where a demonstrable case has been made that the facility serves a high density of population and/or disadvantage, with a commensurable level and range of activities, and where significant state funding has been invested.

Strand 2: Community Services for Disadvantaged communities

Typical community services delivered include home insulation, repair and maintenance for the homes of older people and people with disabilities; transport for people with disabilities; meals-on-wheels and centre based day-care and social services; respite care, personal security and visitation services. This strand of CSP also funds community radio stations and other forms of community media. Service providers are often focused on providing services to disadvantaged

groups, including older people, people with disabilities and Travellers. However, service providers may target a wider range of groups and communities.

Strand 3: Companies employing people distant from the labour market

This comprises service providers who have twin objectives of delivering services while also creating employment opportunities for specific disadvantaged groups (such as people with disabilities, Travellers, recovering drug mis-users, ex-prisoners). In the case of services that transferred from the FÁS Social Economy Programme to the CSP, this can also include the Long-term Unemployed (LTU). As with all services providers in receipt of a funding contribution from the CSP, the employing company or co-op must operate as a social enterprise and demonstrate some form of progression for workers (e.g. personal development, progression in the company or in the labour market).

Examples of service providers under this category in CSP include re-use and recycling businesses, craft businesses, grounds maintenance and security services, horticulture and food production businesses, and community cafés.

There are a number of areas of activity that the CSP does not support as they are viewed by DSP as being more appropriately funded from other sources. These include as follows:

- (a) additional FTEs in existing CSP funded childcare services.
- (b) Enterprise centres other than those currently funded within the programme.
- (c) Care assistants and medical services.
- (d) Community development and youth projects and workers.
- (e) Citizen's information and advice centres.
- (f) Health service delivery.
- (g) IT or other training projects.
- (h) Advocacy, mediation and counselling.