Social Inclusion and Community Activation Programme (SICAP)

Mid-Year Report 2016

An Roinn Tithíochta, Pleanála,
Pobail agus Rialtais Áitiúil
Department of Housing, Planning,
Community and Local Government

pobal
government supporting communities

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Ireland's European Structural and
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2014-2020

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Glossary of Terms

DHPCLG	Department of Housing, Planning, Community and Local Government
BMW	Border, Midlands and Western Region
DSP	Department of Social Protection
ESF	European Social Fund
FTE	Full Time Equivalent
HI	Headline Indicator
HSE	Health Service Executive
ILDN	Irish Local Development Network
INOU	Irish National Organisation of the Unemployed
IRIS	Integrated Reporting and Information System
ISUG	IRIS System User Group
KPI	Key Performance Indicator
LCDC	Local Community Development Committee
LCDP	Local and Community Development Programme
LCG	Local Community Group
LECP	Local Economic and Community Plan
LEO	Local Enterprise Office
LES	Local Employment Service
MABS	Money Advice and Budgeting Service
NEET	Not in Education, Employment or Training
PAP	Personal Action Plan
PEIL	EU Programme for Employability, Inclusion and Learning
PI	Programme Implementer
PPSN	Personal Public Service Number
S&E	Southern and Eastern Region
SICAP	Social Inclusion and Community Activation Programme
VAT	Value Added Tax
YEI	Youth Employment Initiative

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Chapter 1 Introduction and context

1.1 Introduction

This mid-year report provides an overview of the implementation of the Social Inclusion and Community Activation Programme (SICAP) between 1 January and 30 June 2016. SICAP, which is funded and overseen nationally by the Department of Housing, Planning, Community and Local Government (DHPCLG), aims to reduce poverty and promote social inclusion and equality through local, regional and national engagement and collaboration.

This report outlines key information about the programme in this reporting period, describing its overall performance in relation to finance, key performance and headline indicators as well as an analysis of programme target groups and access routes. An overview of training and supports delivered during this period is provided and key themes, issues and learning during the reporting period are identified. LCDC experiences and feedback arising from the delivery of SICAP are also included.

The information presented in this report was prepared using data from a range of sources including data submitted through the Integrated Reporting and Information System (IRIS), feedback from LCDC progress reports and learning identified from the finance, programme and community support units in Pobal.

1.2 SICAP overview

SICAP is funded and overseen by the Department of Housing, Planning, Community and Local Government (DHPCLG). The programme is co-funded by the European Social Fund (ESF) and receives a special allocation under the Youth Employment Initiative (YEI). It aims to tackle poverty, social exclusion and long term unemployment through local engagement and partnerships between disadvantaged individuals, community organisations and public sector agencies.

SICAP's vision is to improve the life chances and opportunities of those who are marginalised in society, living in poverty or in unemployment through community development approaches and targeted supports. The programme commenced on 1 April 2015 and will run until December 2017. It is the successor programme to the Local and Community Development Programme (LCDP). The programme is overseen and managed at county level by Local Community Development Committees (LCDCs) and implemented by 45 Programme Implementers (PIs) in 50 geographic areas (known as Lots[1]).

SICAP has been designed to impact on the following areas:

- Engagement with the most hard to reach in the most disadvantaged areas;
- Focus on youth interventions to address youth unemployment;
- Preparing and supporting disadvantaged people to take up mainstream services;
- Contribute to citizen engagement in line with national policy.

The Programme has three goals, which are outlined below.

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[1] The country is covered by 51 Lots. SICAP is currently not delivered in one Lot.

Table 1.1 The goals of SICAP

Goals of SICAP
Goal 1: Strengthening local communities. To support and resource disadvantaged communities and marginalised target groups to engage with relevant local and national stakeholders in identifying and addressing social exclusion and equality issues.
Goal 2: Promoting lifelong learning. To support individuals and marginalised target groups experiencing educational disadvantage so they can participate fully, engage with and progress through life-long learning opportunities through the use of community development approaches.
Goal 3: Helping people become more job ready. To engage with marginalised target groups/individuals and residents of disadvantaged communities who are unemployed but who do not fall within mainstream employment service provision, or who are referred to SICAP, to move them closer to the labour market and improve work readiness, and support them in accessing employment and self-employment and creating social enterprise opportunities.

1.3   Changes in operating environment

From January to June 2016 there have been a number of changes to the operating environment which have impacted on SICAP. The SICAP End of Year Report 2015 sets out a detailed overview of the European and national contexts and policies for 2015. The key shifts in the operating environment over the six months from January to June 2016 are outlined below.

The main development in the Irish context has been the **formation of a new Government in May 2016** which published its Programme for a Partnership Government, agreed between the Fine Gael Party, the Independent Alliance and Independent TDs. The new Partnership Government is committed to tackling the most pressing challenges Ireland faces, in areas such as housing and health, while continuing to focus on increasing employment across the country.

An objective of the new Partnership Government is to make Ireland a country in which every citizen shares in the benefits of economic growth. A commitment to a 'social economy' model which delivers a strong economy and decent society is set out. The Programme refers to SICAP as a community support action and states that SICAP will be strengthened. Targets are set for new job creation figures, and to prioritise balanced regional development, maintaining the Action Plan for Jobs process and continuing to invest in the network of Intreo offices.

The formation of the new Government led to a **re-configuration of a number of government departments.** The SICAP funding department has been re-named the Department of Housing, Planning, Community and Local Government and a new Minister has been appointed. Also related to the activities of SICAP, a new Department of Arts, Heritage, Rural, Regional and Gaeltacht Affairs was established. The Department of Social Protection has remained unchanged, albeit with a new Minister in place.

Other **relevant decisions in the Programme for Partnership Government** are the re-establishment of the RAPID Programme for disadvantaged urban areas via Local Authorities, and the establishment of Community Development Schemes for rural areas. Community development features prominently in the Programme for Government and it commits to developing a new Integrated Framework for Social Inclusion to tackle inequality and poverty. This framework will outline measures to help eliminate any persisting discrimination and will draw on existing/new strategies, including the new National Women's Strategy, the National Disability Inclusion Strategy, and the National Traveller and Roma Inclusion Strategy. A continued government priority remains tackling the housing crisis and increasing the housing supply.

Throughout 2016, **the European Social Fund** will finalise its management verifications systems in respect of the national programmes that it is co-financing in Ireland under the Programme for Employability, Inclusion and Learning (PEIL) 2014-2020. The effort in respect of SICAP is focused on aligning the national and European Commission financial management systems to simplify European reporting and auditing. This process is ongoing and on this basis, the targeting of NEETs under SICAP was extended into 2016. Later in 2016, the ESF will establish a national IT system to capture financial and participant data and Pobal is working closely with the ESF to simplify data transfer processes from IRIS.

The **Brexit vote** for the UK to leave the EU took place in June 2016 and this decision is likely to have significant implications for Ireland in terms of trade, investment and cross-border relations, particularly impacting on the border counties. While it is not expected to directly impact on SICAP, it will have a broader effect on the Irish economy and political sphere henceforth.

The **macro-economic context and labour market indicators have improved**. Unemployment has continued to fall since Q2 2015 and the overall health of the labour market appears to be improving. There has also been a decline in long-term and youth unemployment. It is worth noting however that the economic improvement has not been spread equally across the country.

Table 1.2 Key labour market statistics between Q1 2015 and Q1 2016

	Q2 2015	Q2 2016
Unemployment rate	9.8%	8.6%
Long-term unemployment	5.5%	4.4%
Youth unemployment rate	22.4%	19.0%

*Source: CSO QNHS Q2 2015, CSO QNHS Q2 2016

1.4   Programme developments

Over the first six months of 2016 there have been a small number of programme developments. The key developments during this period are outlined here:

An updated version of the Programme Requirements was released in late December 2015, primarily relating to the **incorporation of low income workers/households**[2] as a programme target group. The new target group is bedding down. Details on the level of engagement with this target group can be found in Section 2.2.

In addition, a **recommendation from the ESF in respect of self-declaration on registration forms** was implemented and information on new versions of ESF guidance was communicated. Updates to Annex D were particularly relevant, as was the development and circulation of the PEIL Communications Strategy, as two examples.

In late 2015, Pobal piloted five inspection visits to assist in identifying the core issues that may emerge in verification/audit visits of SICAP, and to look at the appropriate responses that should be put in place by PIs to address these. Pobal issued a communication on the **key issues that need to be addressed by PIs in order to ensure full compliance with SICAP rules and regulations** (19 April

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[2] People or households are considered to be at risk of poverty when their income is less than a particular threshold. Persons may also be receiving in-work financial supports from the state e.g. Family Income Supplement, Transitional Payment or Farm Assist etc.

2016). This related to beneficiary files, apportionment and supporting documentation, public procurement/tendering, and Personal Action Plans[3].

Greater clarity regarding Personal Action Plans (PAPs) was given in the same communication, again on the back of verification visits carried out in late 2015. This was designed to ensure more consistency in how PAPs are prepared nationally and that the information contained within them and expectation for clients would be comparable.

A number of **meetings were held with the Department of Social Protection**, the Department of Housing, Planning, Community and Local Government, Pobal and the ILDN in order to further examine the inter-connectedness of SICAP Goal 3 supports and DSP/Intreo welfare and activation provision. Reports were submitted to DSP indicating the number of referrals from DSP to SICAP by Lot to evidence the substantial level of cross-over between both, and low levels of engagement in some Lots. This will be an area of ongoing activity and the intention is to pilot the gathering of PPSNs for some SICAP participants in order to improve data collection.

A **large SICAP event focusing on the targeted nature of the programme** took place in 2016, jointly hosted by the Department and Pobal. It involved inputs from a wide range of organisations including the INOU, the Migrants Rights Centre, Pavee Point and the National Women's Council of Ireland. The event was useful in serving as a reminder of the importance of providing truly targeted and specialised supports to people who generally do not engage with mainstream services and supports.

Headline indicator 15 was amended to highlight the Government priority in assisting social enterprises. The indicator relates to the number of social enterprises supported by the programme instead of social enterprise initiatives.

The **requirement that 50% of disadvantaged individuals engaged under SICAP live in deprived areas (Headline Indicator 1b) was altered for 2016** in recognition of the difficulties in meeting this target in 2015, due to varying deprivation levels across counties. The 2016 target for this indicator was set based on the number of disadvantaged people residing in the Lot area according to the Pobal HP Deprivation Index with an additional 5%. This ensures that the level of engagement in deprived areas reflects the level of deprivation in the Lot with an additional allocation.

Indicative 2016 Headline Targets were set by the Department for each Lot in January 2016 based on the 2015 targets with a pro-rata increase (i.e. the twelve month equivalent of the 2015 nine month value). Targets also took into account performance in 2015, programme budgets and feedback from LCDCs. The final targets for each Lot were agreed by the LCDC who had the flexibility to amend targets further by 10% (upwards or downwards) as appropriate.

Programme development is an ongoing process and continual amendments to SICAP are required to further improve and strengthen the programme and ensure it continues to benefit individuals and communities and reflects national priorities.

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[3] Personal Action Plans are drawn up by specialists together with clients and set out plans for clients for the coming months.

Chapter 2 Programme performance

This chapter provides an overview of the key performance and headline indicators for the programme, a brief analysis of the target groups and information relating to referral routes to the programme within the six month reporting period (January to June 2016).

Please note that data quality controls, programme compliance and clarifications issued during the reporting period may have an impact on actuals reported for mid-year. Any subsequent changes to data will be reflected in the end of year report.

2.1 Key performance and headline indicators

The programme's performance is measured against two Key Performance Indicators (KPIs) and a range of other headline indicators, which are presented in Table 2.1 and Figure 2.1. The table presents the annual targets for the two KPIs and the headline indicators alongside the actual achievement towards these targets during the period between 1 January and 30 June 2016.

Table 2.1 Headline indicators January - June 2016

Ref	Headline indicator	Annual target	Actuals achieved	% of annual target
1.	Total number of disadvantaged individuals (15 years upwards) engaged under SICAP on a one-to-one basis (KPI)	45,750	26,109	57%
1.b	% of disadvantaged individuals (15 years upwards) engaged under SICAP on a one-to-one basis living in a disadvantaged area	27 %	7,715 [29.55%]	N/A
2.	Number of local community groups assisted under SICAP (KPI)	2,807	1,952	70%
3.	Number of local community groups whose members have been assisted by SICAP to participate in local, regional or national decision-making structures	959	537	56%
4.	Number of individuals (15 years upwards) in receipt of a Goal 2 educational support	22,184	12,525	56%
4.a	% of those targeted should have educational attainment of Leaving Certificate or lower	70 %	10,065 [80.36%]	N/A
5.	Number of individuals who have progressed along the education continuum after registering with SICAP	1,648	1,990	121%
6.	Number of young people (aged 15-24) in receipt of a SICAP, ESF and YEI Goal 2 educational support	3,405	3,218	95%
6.a	% of those targeted should have educational attainment of Leaving Certificate or lower	80 %	3,070 [95.40%]	N/A
7.	Number of young people (aged 15-24) who have progressed along the education continuum after registering with SICAP	360	359	100%
8.	Number of children in receipt of a Goal 2 educational or developmental support	45,959	25,004	54%
9.	Number of individuals (15 years upwards) in receipt of Goal 3 employment supports	25,449	15,986	63%
9.a	% of those targeted should have educational attainment of Leaving Certificate or lower	60 %	10,318 [64.54%]	N/A
10.	Number of individuals (15 years upwards) progressing to part-time or full-time employment up to 6 months after receiving a Goal 3 employment support	1605	925	58%

11.	Number of individuals (15 years upwards) progressing to self- employment up to 6 months after receiving a Goal 3 employment support	6,067	2,996	49%
12.	Number of young people (aged 15-24) in receipt of a SICAP, ESF and YEI Goal 3 employment support	3,534	2,090	59%
12.a	% of those targeted should have educational attainment of Leaving Certificate or lower	70 %	1,806 [86.41%]	N/A
13.	Number of young people (aged 15-24) progressing to part-time or full-time employment up to 6 months after receiving a Goal 3 employment support	482	217	45%
14.	Number of young people (aged 15-24) progressing to self-employment up to 6 months after receiving a Goal 3 employment support	238	85	36%
15.	Number of social enterprises assisted under SICAP	161	135	84%

Key Performance Indicators

Mid-year targets for both Key Performance Indicators were exceeded by the end of June 2016 and **the programme is on track to meet its annual targets**.

KPI 1 is the *total number of disadvantaged individuals (15 years upwards) engaged under SICAP on a one-to-one basis* and the mid-year target for 2016 was 18,873 individuals[4]. This target was exceeded in the first six months of 2016 with 26,109 SICAP individuals supported. This constitutes 57% of the annual target set for the programme. At the end of June 2016, 78% of Lots achieved 50% or more of the annual target for KPI 1.

KPI 2 is *the number of local community groups assisted under SICAP*. The mid-year target for this KPI was 1,307 groups. This target was also exceeded with 1,952 local community groups supported during this period. This represents 70% of the annual target set for this KPI. 86% of Lots achieved 50% or more of the annual target for KPI 2.

Headline indicators

The programme performance in relation to the majority of indicators has been strong during the reporting period with all but three of the headline indicators on course to meet the annual targets (i.e. have exceeded 50% of the annual target during this reporting period). For four indicators the mid-year (50%) target has been significantly exceeded:

- HI5: *Number of individuals who have progressed along the education continuum after registering with SICAP* (121%). This indicator has already exceeded the annual target of 1,648.
- HI6: *Number of young people (aged 15-24) in receipt of a SICAP, ESF and YEI Goal 2 educational support* (95%). This indicator has almost met the annual target of 3,405.
- HI7: *Number of young people (aged 15-24) who have progressed along the education continuum after registering with SICAP* (99.72%). This indicator has almost met the annual target of 360.
- HI15: *Number of social enterprises assisted under SICAP* (83.85%).

The three indicators where progress towards meeting targets has been somewhat slower within the programme are related to progression to employment and self-employment (HI11, 13 and 14). HI14 (*Number of young people (aged 15-24) progressing to self-employment up to 6 months after receiving a Goal 3 employment support*) had the lowest achievement towards meeting its annual

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[4] The original national target was 47,275, however the revised target of 45,750 reflects the target for the 50 Lots with an active SICAP presence. Table 2.1 includes the revised targets for 50 Lots for all HIs.

target (36%). This is in line with the findings of the end of year report for 2015 in terms of the areas where PIs are finding it more challenging to meet targets. Programme Implementers indicated that progressing individuals into employment and self-employment was a significant challenge, particularly in relation to young people. However, it should be noted that two of the three mid-year figures are only slightly below 50% (HI11 & HI13) and it would be reasonable to expect that all three indicators could achieve the annual target by year end.

The following chart (Figure 2.1) displays the data from Table 2.1 (with the red line indicating the 50% mark for mid-year) showing the significant progress made against almost all of the indicators during this reporting period.

Figure 2.1 Mid-year progress against headline indicator targets

Indicator	Progress
Total number of disadvantaged individuals (15 years upwards) engaged under SICAP on a one-to-one basis (KPI)	57%
Number of local community groups assisted under SICAP (KPI)	70%
Number of local community groups whose members have been assisted by SICAP to participate in local, regional or national decision-making structures	56%
Number of individuals (15 years upwards) in receipt of a Goal 2 educational support	56%
Number of individuals who have progressed along the education continuum after registering with SICAP	121%
Number of young people (aged 15-24) in receipt of a SICAP, ESF and YEI Goal 2 educational support	95%
Number of young people (aged 15-24) who have progressed along the education continuum after registering with SICAP	100%
Number of children in receipt of a Goal 2 educational or developmental support	54%
Number of individuals (15 years upwards) in receipt of Goal 3 employment supports	63%
Number of individuals (15 years upwards) progressing to part-time or full-time employment up to 6 months after receiving a Goal 3 employment support	58%
Number of individuals (15 years upwards) progressing to self- employment up to 6 months after receiving a Goal 3 employment support	49%
Number of young people (aged 15-24) in receipt of a SICAP, ESF and YEI Goal 3 employment support	59%
Number of young people (aged 15-24) progressing to part-time or full-time employment up to 6 months after receiving a Goal 3 employment support	45%
Number of young people (aged 15-24) progressing to self-employment up to 6 months after receiving a Goal 3 employment support	36%
Number of social enterprises assisted under SICAP	84%

2.2 SICAP target groups - individuals

SICAP supports a broad range of target groups who are disadvantaged or marginalised from society and who are unable or unlikely to access mainstream supports. All programme individual beneficiaries must belong to a SICAP target group. Target groups under SICAP are defined as 'issue-based' or 'area-based'.

Area-based approach to tackling disadvantage

Programme Implementers are required to adopt an area-based approach to tackling disadvantage and use the Pobal HP Deprivation Index to identify the greatest concentrations of disadvantage in their respective Lot. This provision allows PIs to target specific geographical areas with high levels of poverty, hardship and social exclusion, as well as working with issue-based target groups. Each PI has a target for the percentage of their caseload which must reside in disadvantaged areas.

The Pobal HP Deprivation Index is based on the combination of three dimensions of relative affluence and deprivation, i.e. demographic profile, social class composition and labour market situation. The Index scale ranges from 'extremely affluent' to 'extremely disadvantaged' (see the scale in Table 2.2 below). The addresses of individuals on the caseload were assigned to a point on this scale based on location[5]. In 2015, at least 50% of the SICAP caseload had to reside in disadvantaged areas which were within the deprivation bands of disadvantaged, very disadvantaged or extremely disadvantaged. A number of PIs commented on challenges regarding meeting this target and based on this feedback the target was amended for 2016. The 2016 target is based on performance in 2015 for individual Lots plus an additional 5% and can be further adjusted based on relevant local factors as agreed by the LCDC. The national target for the programme is now set at 27%. The table below displays the proportion of the caseload within each deprivation band at mid-year 2016.

Table 2.2 Individual addresses categorised by Pobal HP Deprivation Index

Pobal HP Deprivation Range	SICAP end of year 2015 caseload (%)	SICAP mid-year 2016 caseload (%)	National population (%) (2011 census)
Very / extremely affluent	0.78%	0.77%	2.54%
Affluent	6.44%	6.35%	13.75%
Marginally above average	24.38%	25.57%	35.07%
Marginally below average	35.86%	36.16%	33.53%
Disadvantaged	24.23%	22.89%	12.66%
Very / extremely disadvantaged	6.43%	6.66%	2.45%
Individuals not mapped to index	1.90%	1.60%	n/a
Share of Individuals that live in disadvantaged to extremely disadvantaged range	30.66%	29.55%	15.11%

A total of 29.55% of individuals supported under SICAP lived in the areas designated as disadvantaged, very disadvantaged or extremely disadvantaged on the Pobal HP Deprivation Index. This marks a very slight decrease compared to the end of year for 2015 (down from 30.66%). This

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[5] The IRIS database has an auto-address function that uses An Post's GeoDirectory to automatically validate the address of each individual who registers with a Programme Implementer under SICAP. The address is then mapped to the relevant small area/electoral district, which is linked to the Pobal HP Deprivation Index.

figure exceeds the national annual target of 27% and is almost double the national average (based on the 2011 census).

Issue-based target groups

An issue-based target group is defined as "a group of individuals who experience social disadvantage as a result of a particular theme or issue which is common between them, e.g. unemployment, disability etc." The SICAP issue-based target groups are as follows:

- Lone parents
- New Communities (including refugees and asylum seekers)
- People with disabilities
- Roma
- The unemployed (including those not on the Live Register)
- Travellers
- NEETs – young people aged 15-24 years who are not in employment, education or training
- Low income workers/households

In 2016, based on feedback from Programme Implementers and LCDCs, a new target group was introduced to the Programme – '**Low income workers/households**'. As displayed in Figure 2.2 below, this new target group accounts for 8% of programme participants, a greater proportion than some of the original SICAP target groups (People with Disabilities, Roma, or Travellers).

Figure 2.2: Breakdown of programme participation by SICAP target group
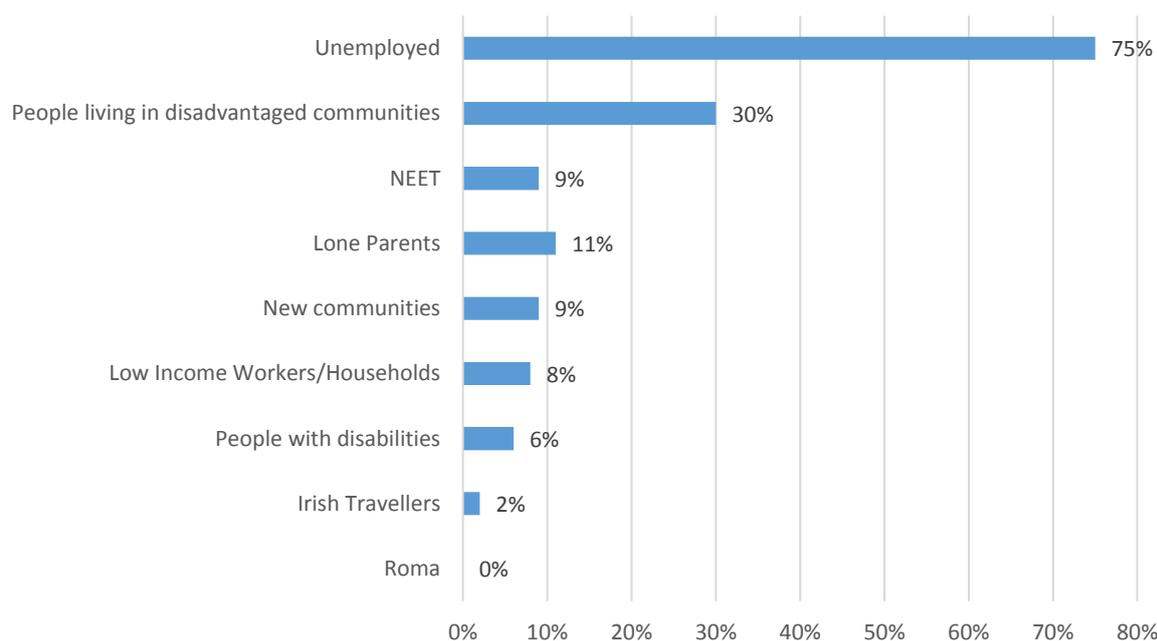
Note: Programme participants can select more than one target group and therefore the total % displayed here will be greater than 100%.

As displayed in Figure 2.2 above, the target group with the highest level of participation in the programme within this reporting period were the unemployed, which constituted 75% of programme participants. This marks a slight decrease compared to the mid-term review for 2015 when 76% fell into this category. 30% of participants were defined as people living in disadvantaged areas. The number of lone parents receiving SICAP supports increased from 8% at

mid-term last year to 11% in 2016. The new target group of low income workers/households accounted for 8% of programme participants. All other target group categories remained largely consistent with 1% or 2% shifts since mid-term in 2015. Travellers and Roma continued to have the lowest levels of participation in the programme (1.6% and 0.2% respectively).

Duration of unemployment

A further breakdown of the 'Unemployed' target group, in relation to the duration of unemployment is provided in Figure 2.3. Of the 17,819 unemployed individuals, (both on the Live Register and not on the Live Register), almost half (49%) had been unemployed for more than 24 months, 21% were unemployed for between 12 and 24 months, and almost one third (30%) had been out of work for less than a year. These percentages have changed somewhat since the 2015 mid-term review, with a 7% increase amongst those out of employment for more than 24 months, an 11% decrease in those out of work between 12 and 24 months and a 4% decrease in those unemployed for less than a year. 85% of all unemployed people participating in SICAP were on the Live Register, while 15% were unemployed but not on the Live Register. This breakdown has remained consistent since the SICAP mid-term review for 2015.

Figure 2.3 Duration of unemployment
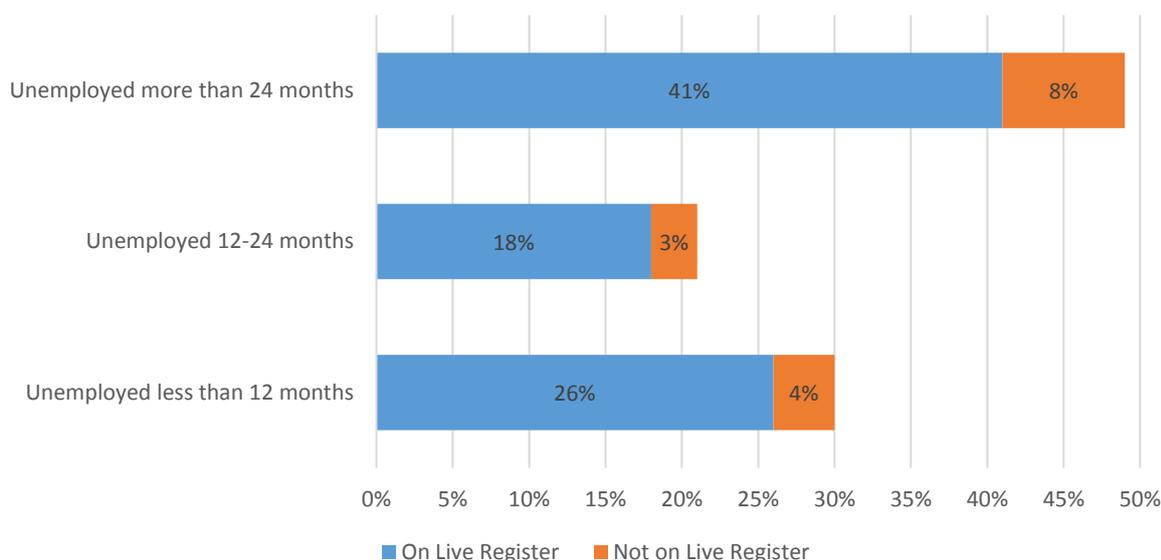
2.3   Referrals

In the first half of 2016, the main source of referrals to the SICAP programme continued to be through a Government body or state agency (such as Intreo, Local Employment Service (LES), HSE, Local Enterprise Office (LEO)) or through a relevant organisation (such as school, college, Irish National Organisation of the Unemployed (INOU) or Money Advice and Budgeting Service (MABS)). This category accounted for 12,265 individuals (47% of the caseload). This marked an increase from 40% at the end of year 2015 figures (please note the end of year 2015 figures are based on 9 months).

Of the individuals who specified the Government body/state agency that referred them, the majority were referred by Intreo/DSP (51%) followed by LES (16%). This pattern remained largely unchanged from 2015.

In total, 24% of all individuals on the SICAP caseload were referred to the programme by Intreo. This compares to 12% of the overall caseload in 2015 that were referred by Intreo/DSP, however,

it should be noted that a high proportion of individuals in 2015 did not specify which Government body or agency they were referred from.

The three other main access routes to the programme continued to be friends/family (19%), local community groups (16%) and publicity/information campaigns with 12% of referrals. There was a reduction in the proportion of referrals from LCGs compared to the end of year 2015 figures (from 20% to 16%). For a detailed breakdown see Figure 2.4.

Figure 2.4 Access routes of individuals supported under SICAP
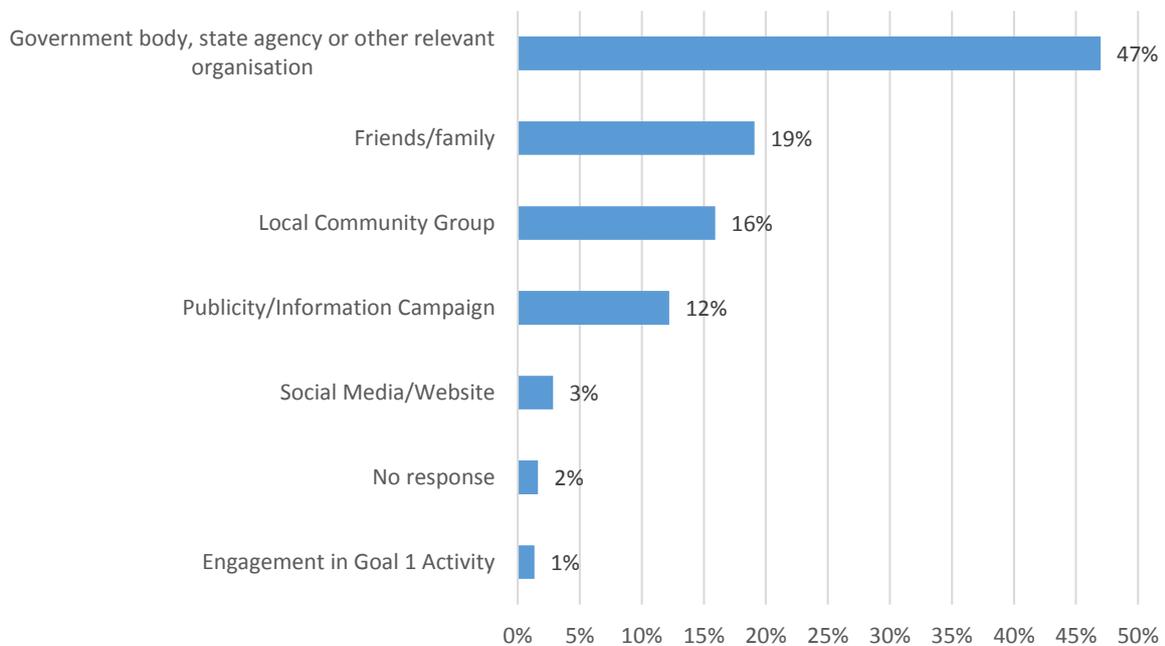
Chapter 3 Financial report

This financial report was prepared using figures extracted from IRIS, where they were recorded by Programme Implementers (their actual spend) and LCDCs (the payments made to PIs)[6].

3.1   SICAP costs charged summary report – mid-year 2016

Table 3.1 below details the total budget and the total costs reported under the various cost categories, for the 50 Lots, for six months to 30 June 2016.

Table 3.1 Costs charged summary report mid-year 2016

		Total 2016 budget €	Total cost reported €	% of total action costs reported
Goal 1	Non-salary	€1,209,983.64	€342,993.06	29.95%
	Direct salary	€6,990,092.73	€3,341,808.25	
	Total Goal 1	**€8,200,076.37**	**€3,684,801.31**	
Goal 2	Non-salary	€2,709,425.76	€1,001,177.99	32.87%
	Direct salary	€6,426,403.59	€3,042,296.43	
	Total Goal 2	**€9,135,829.35**	**€4,043,474.42**	
Goal 3	Non-salary	€2,388,861.86	€935,855.56	36.13%
	Direct salary	€7,193,256.32	€3,508,796.88	
	Total Goal 3	**€9,582,118.18**	**€4,444,652.44**	
(Each Goal cost % reported must be between 28% and 38% of total actions cost reported)				
Monitoring		€389,497.70	€128,410.07	1.04%

	Total 2016 budget €	Total cost reported €	% of total budget
Total actions cost	€27,307,521.60	€12,301,338.24	34.32%

	Total 2016 budget €	Total cost reported €	% of total budget
Total administration cost	€8,532,124.24	€4,172,778.34	11.64%

(The administration cost cannot exceed 25% of the total budget)

	Total 2016 budget €	Total cost reported €	% of total budget
Overall cost	€35,839,645.84	€16,474,116.58	45.97%

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[6] Payments made by the Department to the LCDCs are not represented in this report as these figures are not reported on IRIS.

Commentary on Table 3.1

The total costs reported at the mid-year of the 30 June 2016 were €16,474,116.58 which equates to 45.97% of the total budget.

Schedule D is an appendix to the contract between the LCDC and the PI and it represents the budget of the Lot for a particular period, i.e. from the 1 January to 31 December 2016. This budget is comprised of action costs and administration costs. The action costs are broken down into goal costs and monitoring costs.

Certain financial rules are required to be complied with as outlined in Schedule D, and these are as follows:

- The total of each goal cost must be between 28% and 38% of the total actions cost reported.
- The total administration cost reported cannot exceed 25% of the total budget cost.

Administration costs

- As per the parameters of Schedule D, total administration costs reported for the year cannot exceed 25% of the total SICAP budget.

- The amount reported for administration costs is €4,172,778.34. This amount represents 11.64% of the total budget and therefore demonstrates that the programme overall is compliant with the parameters of Schedule D up until this point.

Actions costs

As per the parameters of Schedule D, the amount reported for each goal must be between 28% - 38% of the total action costs reported.

Goal 1

The amount reported for Goal 1 is €3,684,801.31. This represents 29.95% of the total action costs reported and therefore demonstrates that Goal 1 is on target to be compliant with the parameters of Schedule D.

Goal 2

The amount reported for Goal 2 is €4,043,474.42. This represents 32.87% of the total action costs reported and therefore demonstrates that Goal 2 is on target to be compliant with the parameters of Schedule D.

Goal 3

The amount reported for Goal 3 is €4,444,652.44. This represents 36.13% of the total action costs reported and therefore demonstrates that Goal 3 is on target to be compliant with the parameters of Schedule D. However 36.13% is approaching the maximum threshold of 38% and PIs should be vigilant in ensuring they remain within this % at the end of the year.

Underspends as at 30 June 2016

While the above figures indicate an under spend against budget in relation to the 6 months being reported, it is expected that the level of costs reported will increase over the second half of 2016 thus reducing the final under spend at the year end.

Payments

The total Lot payment for the six month period to 30 June 2016, excluding VAT, was **€19,044.486.12.** €249,285.99 of this was paid in December 2015 and €18,795,260.13 paid in 2016. The balance of funding will be paid to PIs following approval of the mid-year report by the LCDCs.

VAT

Table 3.2 VAT costs reported by the PIs and paid by the LCDCs

|	VAT costs reported by the PIs for the period January – June 2016	VAT payments made to the PIs in the period January – June 2016
Mid -year period - January – June 2016	€187,989.99	€202,470.19
Total	**€187,989.99**	**€202,470.19**

The VAT costs reported by PIs for the period January - June 2016 is €187,990. The amount of VAT paid to the PIs during the period January – June 2016 is €202,470. These payments relate to VAT costs reported by PIs in 2015 but not paid by the LCDCs until 2016.

Payments relating to the VAT Costs reported in the period January – June 2016 in the amount of €202,470 are expected to be made by the LCDCs during the second half of 2016.

3.2   Lot budgets

The total spend reported for the period can be broken down into the Border, Midlands & Western Region (BMW) €4,811,975.68 and Southern & Eastern Region (S&E) €11,662,140.90 across the budget cost categories as outlined in Figure 3.1.

Figure 3.1 Costs charged summary Border, Midlands & Western Region (BMW) & Southern & Eastern Region (S&E)
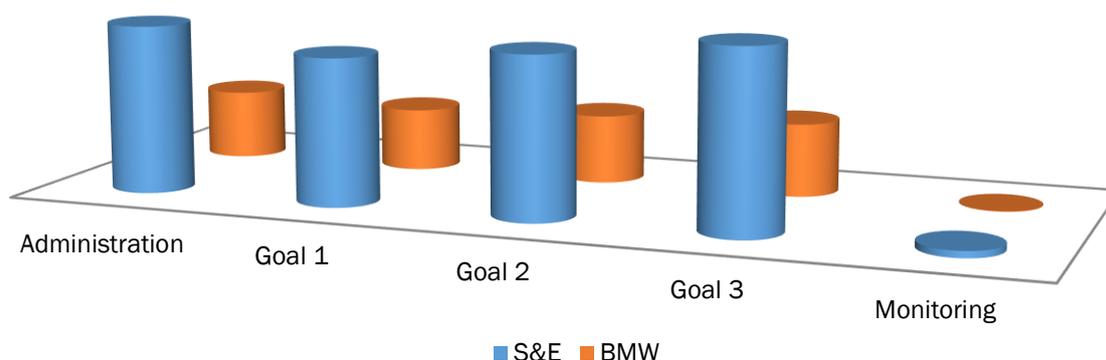
- Taking 3 bands of Lot allocations as an example for each of the two regions:

- Band 1 - €0 - €500,000

- Band 2 - €501,000 - €1,000,000

- Band 3 - >€1,000,000.

Table 3.3 Band 1 Lot budgets €0 - €500,000

	S & E Region	BMW Region
No of Lots	9	3
Total Lot budget €	€1,927,787.00	€864,559.00
Total spend reported €	€942,760.06	€384,611.46
% of Lot budget reported as spend	48.90%	44.49%

Table 3.4 Band 2 Lot budgets €501,000 - €1,000,000

	S & E Region	BMW Region
No of Lots	13	12
Total Lot budget €	€8,839,018.00	€7,612,425.27
Total spend reported €	€4,070,472.72	€3,391,174.96
% of Lot budget reported as spend	46.05%	44.55%

Table 3.5 Band 3 Lot budgets >€1,000,000

	S & E Region	BMW Region
No of Lots	11	2
Total Lot budget €	€14,270,030.08	€2,325,826.49
Total spend reported €	€6,648,908.12	€1,036,189.26
% of Lot budget reported as spend	46.59%	44.55%

The percentage of Lot budget reported as spend is consistent between both regions for the Lot budgets in Band 1, 2 and 3.

Total Lots split by S&E and BMW Regions

Table 3.6 Overall Lot allocations

	S &E Region	BMW Region
No of Lots	33	17
Total Lot budget €	€25,036,835.08	€10,802,810.76
Total spend reported €	€11,662,140.90	€4,811,975.68
% of Lot budget reported as spend	46.58%	44.54%

The percentage of Lot budget reported as spend for the period is consistent between both regions based on their overall Lot allocations.

3.3   Analysis of the number of SICAP funded Full Time Equivalents (FTEs)

Table 3.7 below represents the salary for the period 1 January – 30 June 2016.

Table 3.7 Analysis of the number of SICAP funded FTEs

Budget category	No. of SICAP funded FTEs	Salary budget cost of SICAP funded FTEs €	Salary spend reported for SICAP funded FTEs €	% of total salary spend reported
Administration	102.10	€5,652,611.67	€2,743,540.28	21.71%
Goal 1	138.40	€6,990,092.73	€3,341,808.25	26.45%
Goal 2	126.98	€6,426,403.59	€3,042,296.43	24.08%
Goal 3	137.07	€7,193,256.32	€3,508,796.88	27.77%
Total	504.55	€26,262,364.31	€12,636,441.84	

The average budget cost per annum for a SICAP funded FTE is €52,051.

At the mid-year, 48.12% of the total salary costs budget was reported as spend, which amounts to €12,636,441.84.

Overall conclusion

The percentage of salary costs ranges from lowest % under administration costs of 21.71% to the highest under Goal 3 costs of 27.77%, which means the spend is reasonably evenly split across the four cost categories.

3.4 Administration costs

The total budget administration cost reported is 11.64% of the total overall SICAP budget and is on target to remain within the 25% maximum threshold at the year end.

Administration costs (overheads) are split across four headings as detailed in Table 3.8.

Table 3.8 Administration costs (overheads)

Budget category	Budget amount €	Spend amount €	% of total administration spend reported
Financial/professional fees/other	€243,222.24	€115,358.20	2.76%
Indirect salary (management/administration)	€5,652,611.67	€2,743,540.28	65.75%
Office/administration/establishment	€2,488,703.39	€1,258,921.64	30.17%
Travel and subsistence for indirect salary	€147,586.94	€54,958.22	1.32%
Total administration	€8,532,124.34	€4,172,778.34	

At the mid-year, 48.91% of the total administration costs budget has been reported as spend, which amounts to €4,172,778.34. Of the total administration costs reported as spend at the mid-year, salary costs are the largest component of these costs at 65.75%.

Chapter 4 Supports provided

4.1 Training and advisory supports

Pobal, in conjunction with the Department of Housing, Planning, Community and Local Government, organised a support event on 4 May 2016 for members of Local Community Development Committees and Programme Implementers on the theme of effective engagement with the core SICAP target groups.

The support event sought to:

1. Present good practice on engagement strategies with disadvantaged target groups and to disseminate a set of common principles that should underpin any engagement strategy.
2. Support SICAP Programme Implementers to develop engagement strategies with the core SICAP target groups that are based on a common set of principles.
3. Support LCDCs in their role to have oversight of SICAP and to ensure that appropriate targeting is undertaken by the Programme Implementer.

An opening plenary session included an update on SICAP related developments from the Department of Housing, Planning, Community and Local Government and an input from Community Work Ireland (CWI) on the common principles that should underpin engagement strategies. The CWI input was based on the All Ireland Standards for Community Work which is a key resource in the application of the SICAP horizontal principle of community development across the three SICAP goals.

The event was planned and delivered on a collaborative basis with a range of national organisations including the National Women's Council of Ireland, National Collective of Community Based Women's Networks, Pavee Point, Irish National Organisation of the Unemployed, Disability Federation of Ireland, Migrant Rights Centre and Community Work Ireland. A central component of the support event was the delivery of five workshops led by the national organisations, with local inputs that demonstrated learning in relation to effective engagement with target groups.

The five workshops focused on the following:

1. Engagement of people with disabilities
2. Engagement of new communities
3. Engagement of young unemployed
4. Engagement of Travellers and Roma
5. Gender mainstreaming

Supports required

Workshop participants identified a number of future supports that would further assist efforts under SICAP for effective engagement with named target groups. These include as follows:

- Additional SICAP support events to facilitate discussion and sharing of learning amongst PIs and LCDCs in relation to effective targeting. These could be done through a mix of national, regional and local events, as well as through an online platform.

- Documentation of learning/good practice from local settings and sharing of the learning through support events.

- Further collaboration with national organisations to enhance the supports provided to LCDCs and PIs in working with specific target groups.

- Training for PI/LCDC/local authority staff in relation to obligations on public bodies under the new positive duty outlined under Section 42 of the Irish Human Rights and Equality Act 2014.

- More evidence based research that presents a clearer profile of the target groups and their support needs at a local level.

- Local workshops in relation to translating the community work standards into practice locally via SICAP. There is also the need for training in relation to translating the other horizontal principles into practice, especially gender mainstreaming. Workshops on how to 'gender proof' and 'disability proof' strategies could be a useful consideration.

- Provision of the facility to enable PIs to allocate grants to local community groups via SICAP.

- Funding to be provided to cover 'participation costs'.

- Strengthening qualitative indicators within the programme, and effectively combining both the quantitative and qualitative data to convey more accurately what the programme is about.

Support workshops for LCDC staff

Between 21 June and 30 June, Pobal organised four regional support workshops for LCDC staff and members. The primary focus of these workshops was to support the LCDCs in undertaking their role in reviewing and signing off on the mid-term finance and non-finance reports submitted by PIs. Additionally, these workshops included inputs from Pobal's Monitoring Unit on the qualitative monitoring elements of SICAP and the role of LCDCs in this area. At each regional workshop, one LCDC per region agreed to give an input on the processes and systems that they put in place to ensure an oversight of SICAP. These events proved to be good networking and peer learning space for both LCDC staff and members. They enabled them to share and discuss their own experiences in overseeing SICAP locally.

Table 4.1 presents further detail on the events organised between January and June 2016.

Table 4.1 SICAP training/support events

Training/support event	Date	Location	No. of LCDC members/LA staff	No. of Programme Implementer staff	No. of participants
SICAP Targeting Event - May 2016	06/05/2016	Dublin	58	68	126
SICAP regional workshop for LCDCs - Cavan session June 2016	21/06/2016	Cavan	21	-	21
SICAP regional workshop for LCDCs - Mullingar session June 2016	23/06/2016	Westmeath	22	-	22
SICAP regional workshop for LCDCs - Limerick session June 2016	28/06/2016	Limerick	21	-	21
SICAP regional workshop for LCDCs - Dublin session June 2016	30/06/2016	Dublin	30	-	30
Total					220

In the period June – early September 2016, Pobal also undertook 31 individual support visits with LCDCs. The objectives of these visits were as follows:

1. To review Pobal's feedback on the 2015 end of year report and the 2016 annual plan and to look at the progress of any follow up actions by LCDCs and PIs.
2. To discuss any follow up actions that were agreed with those PIs where underspends were greater than 5%.
3. To give feedback to LCDCs on the quality of the 2015 narrative report submitted by PIs and on the quality of the 2016 annual plan and to agree any follow up actions to be undertaken with PIs.
4. To look at the overall progress of meeting mid-year targets and engagement with PIs regarding this.
5. To discuss the oversight role of the LCDCs for SICAP in order to identify positive aspects and challenges.
6. To provide on-site IRIS support if required.

These visits were attended by a variety of staff members including the LCDC Chief Officers, LCDC Chairs, LCDC members and other Local Authority staff.

Feedback received from these support visits is included in Chapter 5.

4.2 Technical supports

In the period January – June 2016, Pobal continued follow up training on the IRIS system to both LCDCs and PIs. This also included specific training for any new LCDC staff that came on board in this period. See Table 4.2 for further detail.

Table 4.2 SICAP technical training sessions delivered by Pobal

Training/support event	Date	Location	No. of LCDC members/LA staff	No. of Programme Implementer staff	No. of participants
LCDC IRIS Training	18/01/2016	Cork	8		8
PI IRIS Training	20/01/2016	Cork		9	9
LCDC IRIS Training	26/01/2016	Kilkenny	9		9
PI IRIS Training	27/01/2016	Kilkenny		13	13
LCDC IRIS Training	04/02/2016	Dublin	9		9
PI IRIS Training	11/02/2016	Dublin		14	14
IRIS Training with new LCDC staff	16/06/2016	Dublin	9		9
IRIS Training with new LCDC staff	22/06/2016	Dublin	13		13
Total					**84**

In addition to the delivery of regional training, ongoing technical support was delivered through the IRIS helpdesk. During the period January – June 2016, a total of 600 queries (phone/email) were processed. Figure 4.1 gives a detailed breakdown of calls/emails processed over this period.

Figure 4.1 Number of calls/emails related to SICAP received by Pobal between January and June 2016
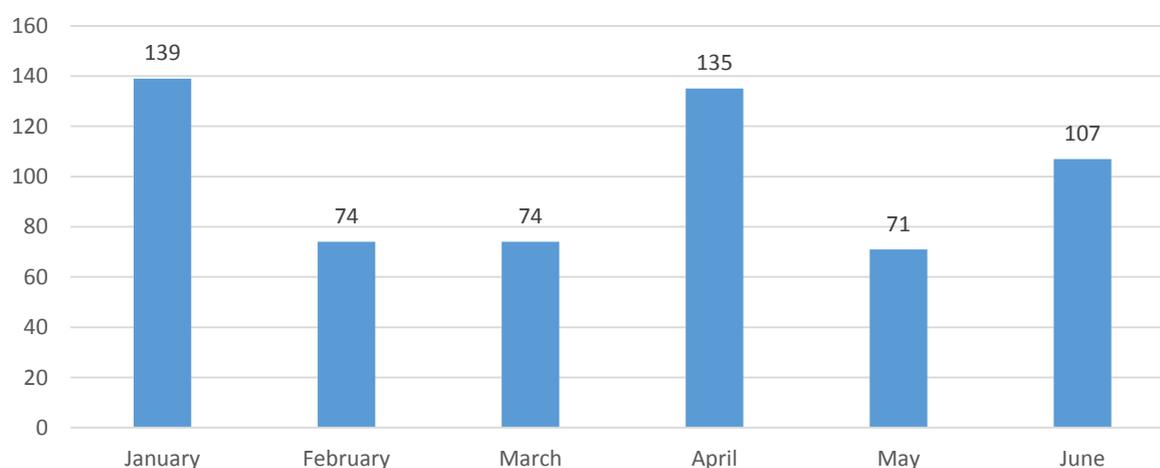

The queries covered a wide range of issues related to:

- **Technical error queries** – mainly technical errors encountered by PIs while inputting data into the IRIS system (e.g. auto-address);
- **System functions queries** – user queries related to use of the IRIS system by PIs (e.g. setting up views, changing views, running reports etc.);
- **Programme queries** – specifically about the implementation of the SICAP programme.
- **User technical queries** – queries related to general site navigation, internet browser etc.

Figure 4.2 shows the breakdown of queries by category. Almost half of the queries received by the helpdesk (44%) were related to user technical issues and 30% to system functions. 13% of queries related to programme implementation and 13% were technical error queries. When compared to the type of queries received in 2015, the share of technical error queries was significantly reduced from 31% in 2015 to 13% in the first six months of 2016, while the share of programme queries increased from 4% to 13%.

Figure 4.2 Number of SICAP/IRIS queries received by Pobal by category
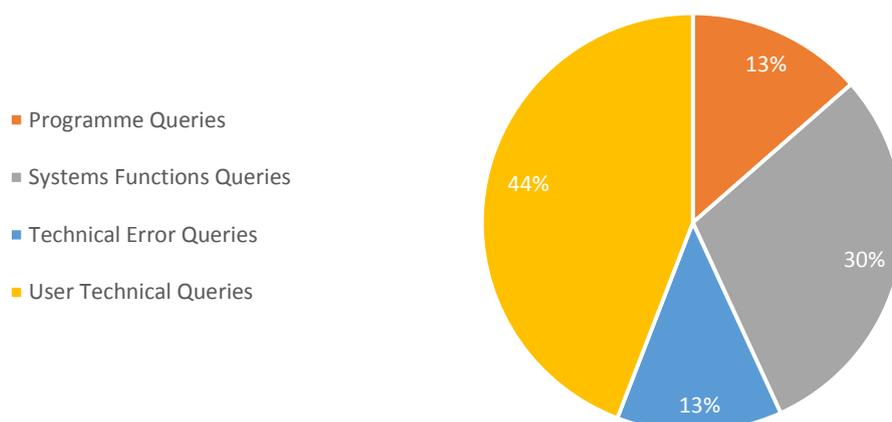
Other IRIS Supports

An updated version of the SICAP Training Guide to Completing the Individual Registration Form V1.2 was published in January 2016. This outlined the changes to IRIS to reflect the updated programme requirements in relation to low income status and system enhancements to improve data quality. Further general guidance was given on other registration questions.

A series of IRIS Video Tutorials was made available on YouTube. There are **nine short videos** giving an overview of IRIS for the different user roles, e.g. for PIs, LCDCs and Pobal as well as guides on how to carry out a range of tasks or functions. To date, these tutorials had a low number of viewers and it is hoped that PIs and others involved in SICAP delivery will increase their usage of these video resources.

Following consultation with the ILDN, an IRIS System User Group (ISUG) was formed and had its first meeting in January 2016. The group is comprised of Pobal staff and PI representatives nominated by the ILDN. Its role is to identify technical issues and support the development and implementation of the IRIS system.

In June 2016, the IRIS database was updated and a number of fixes to technical issues identified earlier in the year as well as enhancements to improve data quality and caseload management were deployed.

Chapter 5 Feedback from LCDCs

In the first quarter of 2016, LCDCs were given the opportunity to submit a progress report on their role in overseeing the implementation of SICAP in 2015. Of 31 LCDCs, 25 submitted a progress report. The review of progress reports and feedback gathered during the 2016 LCDC support visits show that the majority of LCDCs established internal processes/structures to oversee the implementation of SICAP. For example, SICAP subcommittees (established by 88% of the LCDCs that submitted a progress report) were reported to be working well.

General feedback

A review of the feedback received from LCDCs through progress reports and support visits highlighted the following issues:

- The majority of LCDCs reported that they had good relationships with PIs. While the methods of communication varied between different LCDCs (face to face meetings, presentations, visits etc.), LCDCs indicated that the engagement with PIs helped to improve shared understanding of the issues in the local area.
- Staff resourcing to support their role in SICAP was a common issue identified across most LCDCs.
- Many LCDCs reported having a good relationship with Pobal and receiving beneficial supports through training or by working with development coordinators.
- Some LCDCs felt that there is too much focus on meeting targets and activation which they identified as having a potential detrimental impact on community development work and the quality of supports delivered. They reported that the programme could be strengthened by focusing on the quality of life and building strong sustainable communities.
- LCDCs recognised the importance of collaboration and building relationships with local stakeholders and indicated that the programme was successful in fostering good relationships with a wide range of stakeholders.
- Some LCDCs pointed out that their PIs are having difficulty in meeting the NEETs target and are looking for good models of practice from other areas. In some urban areas, the challenge in meeting NEET targets is related to a number of ESF funded projects targeting the same cohort. Also, there is a sense amongst LCDCs that the self-employment targets for this group are not realistic. LCDCs also highlighted that this age cohort are also more likely to present with mental health issues, meaning the intensity and frequency of interventions required can be higher than for other target groups.
- There were concerns reported by some LCDCs on the geographical targeting by some PIs. LCDCs have been engaging with PIs on this issue, however, a level of reluctance amongst certain PIs to change the focus in annual plans was reported. LCDCs were unclear how they can address this issue.
- Some LCDCs pointed out that the mid-year review is scheduled during the holiday period, which causes difficulties, including getting a quorum at a meeting in July. Some LCDCs suggested that the mid-year review period should be brought forward in 2017 to the end of May instead of the end of June.
- Further information and clarification was requested on the process around planning for the new iteration of the programme. LCDCs wish to have an input in programme development, particularly around setting national and county targets for the plan. LCDCs also highlighted the need for sufficient time and guidance to be allowed for a tendering process (if applicable) for the new programme.

Examples of engagement with PIs

LCDCs' engagement with PIs varied across the country with regard to form and focus. However, it is visible that the way LCDCs work with PIs is changing and is becoming more consistent. Examples of good practice in regard to this were identified through the review of progress reports and support visits. These include:

- A number of LCDCs put in place systems, including more frequent engagement with PIs, to ensure that there are no underspends in 2016.
- One LCDC requested their PI to present more specific information on goals and actions rather than the broad overview that had been provided previously. This presented a good opportunity for the LCDC to feed into the 2016 annual plan based on progress made in 2015, gaps identified and the contents of the LECP.
- Some LCDCs visited each PI as part of their oversight role in SICAP. During these visits, PIs presented the work that had been carried out under SICAP to date.
- One LCDC plans to engage with the PI more closely on the quality of the delivery of services supporting LCGs. As part of this, they intend to visit some LCGs to get feedback on supports these groups received under SICAP.
- Some LCDCs organised site visits to learn more about projects supported by SICAP.
- One LCDC agreed a target with the PI for the number of individuals to be supported outside of the city area. This was to support the PI in engaging in a new area that was not previously covered by the PI.

Chapter 6 Findings, actions and conclusion

6.1 Findings

This section highlights the key trends identified in the analysis of the KPIs and headline indicators, engagement with target groups and referrals to the programme during the reporting period. It also includes the main findings related to LCDCs.

Indicators and targets

- Key Performance Indicators 1 and 2 have achieved their mid-year target and are on track towards meeting the end of year targets, subject to data quality and programme compliance.
- 78% of Lots are either on or above 50% of annual target for KPI 1 and 86% of Lots are either on or above 50% of annual target for KPI 2.
- Progress against targets has improved across the programme in comparison to the mid-term review for 2015 – significant progress towards annual targets has been achieved in most cases.
- Progression to employment (and particularly self-employment) for young people continues to be a challenge (but there is some improvement in comparison to 2015).

Targeting of disadvantaged individuals

- Targeting of individuals in disadvantaged areas has been successful with the national target of 27% being exceeded (29.6%) at mid-year point.
- Issue-based target groups have remained broadly similar with a slight reduction in the proportion of individuals classed as 'unemployed' (1% reduction compared to mid-term 2015) and a similar proportion of the caseload **(8%) falling into the new category of 'low income workers or households'**. There was a 4% increase in the share of lone parents accessing the programme in comparison to the 2015 mid-term review.
- The largest proportion of individuals continue to be unemployed (75% of the caseload) and of these, almost half had been unemployed for more than 24 months. The percentage of Individuals unemployed for more than 24 months increased by 7% compared to the 2015 mid-term review.

Access routes to the programme

- The top four access routes or referral pathways into the programme have remained broadly consistent since the beginning of the programme. The main changes were an increase in the number of referrals from Government agencies/bodies and other relevant organisations and a decrease in the number of referrals from LCGs.

LCDCs

- While the level of understanding of and engagement with SICAP amongst LCDCs has significantly improved, LCDCs are still on a learning curve and report that they require continued Pobal support in engaging with the programme and PIs.

6.2 Actions

This section outlines actions planned to address some of the issues identified during the reporting period. It also includes information on other programme activities that will take place in the coming months, such as the SICAP evaluation.

Short-term actions

Arising from the review of the programme performance in the first six months of 2016, the LCDC progress reports and feedback from LCDC support visits, the following actions will be undertaken.

- Pobal staff will attend LCDC SICAP sub-committee meetings at least once a year to support them in their engagement with the programme.
- The schedules for annual planning for 2017 and the review of 2016 will be decoupled and will now take place at different times. The annual planning process will start in October/November 2016 to manage the workload of LCDCs more effectively and to allow for more resources to be dedicated to the review process in January/February 2017.
- The mid-year review for 2017 will take place in May 2017. This change has been included in the programme requirements.
- A joint message will be issued from the Department and Pobal to both PIs and LCDCs on the role of the LCDC and LECP in determining the work and focus of the PI under SICAP. It will also include information on the role of the LCDC in engaging with PIs with regard to the quality of the end of year narrative reports and case studies.
- Concerns have been raised regarding one-to-one engagement with 15-18 years olds in schools and some PIs appear to be engaging with a high number of this age cohort in a classroom setting. There will be further consultation with the Department on this and analysis of the data in IRIS. Following the consultation, a decision will be made as to whether this type of work would be better recorded as non-caseload engagement. Communications will go out to PIs and LCDCs on this matter.
- The target group 'Children and families in disadvantaged areas' will be changed to 'Disadvantaged children and families'. This will resolve issues whereby some children and young people have not been eligible for programme support because they do not live in disadvantaged areas but are in need of SICAP assistance. The child or young person may be disadvantaged in other ways such as showing signs of school disengagement in advance of potential early school leaving.
- Re-issuing of SICAP infographic videos that can be used as induction material will assist LCDC members in gaining a better understanding of SICAP.
- Data quality issues will be identified and followed-up with IRIS users to ensure data is recorded and reported accurately. Clarifications regarding changes to programme requirement as required will be issued.

Areas for exploration

Further areas that will be explored under the programme in the coming months include the following:

- The planning process for the next iteration of SICAP (2018 – 2020) will begin in autumn 2016. This will consider the shape of the future programme and which areas and goals would be best suited to a national social inclusion programme of this type. The SICAP 2018-2020 planning process will involve a detailed consultation with the relevant stakeholders.

- Examine the piloting of gathering the PPSN for certain SICAP target groups with a view to informing the next SICAP programme.

Other programme activities:

- **SICAP qualitative research study**. Pobal is in the process of commissioning a qualitative research study on young people Not in Employment, Education or Training (NEET). The study will analyse the engagement strategies, interventions, and outcomes delivered for NEETs under SICAP. It is envisaged that the study will be conducted and completed in the first half of 2017.
- **SICAP evaluation.** The Department of Housing, Planning, Community and Local Government and Pobal are currently preparing for an evaluation of the SICAP programme. One of the objectives of this evaluation will be to feed into and provide an evidence base for the next iteration of the programme. Further information on the evaluation and the consultation process therein will be provided in the coming months.
- **SICAP 2018 - 2020.** A series of consultation events will commence to ascertain the learning from the programme and where improvements can be made for a stronger and more effective SICAP in 2018.
- **Supporting PIs** with qualitative indicators/monitoring. Pobal will engage with the ILDN in relation to existing work on the identification, promotion and dissemination of learning in relation to the monitoring of qualitative indicators. This need has been identified by both LCDCs and PIs.

6.3 Conclusion

As at the end of this reporting period, SICAP has been operational for 15 months. Analysis of the progress to date shows that the programme is now well bedded-in and many issues raised in the 2015 mid-year review have been addressed and resolved. The vast majority of LCDCs established appropriate structures and processes for the oversight of the programme and are actively engaging with PIs to address local issues. The majority of PIs are well on target to meet end of year targets for KPIs and most of their headline indicators. Challenges remain around progressing Individuals to employment and self-employment, however, a higher number of individuals progressed to employment/self-employment in the first half of 2016 compared to the first reporting period in 2015. The programme continues to support a significant proportion of people living in disadvantaged areas, people with low educational attainment and the long-term unemployed.

Appendix 1 – PI and Lot details

Lot	PI	Address
Carlow County (1-1)	Carlow County Development Partnership Limited	Main Street, Bagenalstown, Co. Carlow
Cavan County (32-1)	Breffni Integrated Limited	Unit 6A, Corlurgan Business Park, Corlurgan, Ballinagh Road, Cavan
Clare County (16-1)	Clare Local Development Company Limited	Westgate Business Park, Kilrush Road, Ennis, Co. Clare
Cork Bandon & Kinsale (18-6)	West Cork Development Partnership Limited	West Cork Technology Park, Clonakilty, Co. Cork
Cork Charleville & Mitchelstown (18-2)	Ballyhoura Development Limited	Ballyhoura Centre, Main Street, Kilfinane, Co. Limerick
Cork City (17-1)	Comhar Chathair Chorcai Teoranta	Heron House, Blackpool Retail Park, Blackpool, Cork
Cork Kanturk, Newmarket & Millstreet (18-1)	IRD Duhallow Ltd	James O'Keeffe Memorial Institute, Newmarket, Co. Cork
Cork Mallow & Fermoy (18-3)	Avondhu/Blackwater Partnership Limited	The Old Mill, Castletownroche, Co. Cork
Cork South & East Cork (18-4)	South and East Cork Area Development Partnership Limited	Midleton Community Enterprise Centre, Owenacurra Business Park, Knockgriffin, Midleton, Co. Cork
Cork West Cork District (18-5)	West Cork Development Partnership Limited	West Cork Technology Park, Clonakilty, Co. Cork
Cork West Cork Islands (18-7)	Comhar na nOilean Teoranta	Inis Oírr, Árainn, Co. na Gaillimhe
Donegal (33-3)	Donegal Local Development Company Limited	1 Millenium Court, Pearse Road, Letterkenny, Co. Donegal
Donegal Gaeltacht (33-2)	Donegal Local Development Company Limited	1 Millenium Court, Pearse Road, Letterkenny, Co. Donegal
Donegal Inishowen (33-1)	Inishowen Development Partnership	St. Mary's Road, Buncrana, Inishowen, Co. Donegal
Dublin Ballyfermot & Chapelizod (2-1)	The Ballyfermot/Chapelizod Partnership Company Limited	4 Drumfinn Park, Ballyfermot, Dublin 10
Dublin Ballymun, Whitehall & Tolka (2-2)	Dublin North West Area Partnership	Rosehill House, Finglas Road, Dublin 11
Dublin Canal, Rathmines & Pembroke (2-4)	The Bluebell, Inchicore, Islandbridge, Kilmainham and Rialto Partnership Company Limited	2nd Floor, Oblate View, Tyrconnell Road, Inchicore, Dublin 8
Dublin Inner City (2-5)	Dublin Inner City Community Co-operative Society Ltd	22 Buckingham Street, Dublin 1
Dublin Northside (2-3)	Northside Partnership Limited	Coolock Development Centre, Bunratty Drive, Coolock, Dublin 17
Dun Laoghaire/Rathdown (5-1)	Southside Partnership DLR Limited	The Old Post Office, 7 Rock Hill, Main Street, Blackrock, Co. Dublin
Fingal (4-1)	The Blanchardstown Area Partnership Limited	Unit 106, Dillon House, Porters Road, Coolmine Industrial Estate, Dublin 15
Galway City (26-1)	Galway City Partnership Limited	3 The Plaza, Headford Road, Galway
Kerry North East & West Kerry (19-1)	North and East Kerry Leader Partnership Teoranta	Áras an Phobail, Croilár na Mistéalach, Tralee, Co. Kerry
Kerry Rathmore & Gneeveguilla (19-2)	IRD Duhallow Ltd	James O'Keeffe Memorial Institute, Newmarket, Co. Cork

Kerry South Kerry & Killarney (19-3)	South Kerry Development Partnership Limited	West Main Street, Caherciveen, Co. Kerry
Kildare County (6-1)	Cill Dara Ar Aghaidh Teoranta	Jigginstown Commercial Centre, Old Limerick Road, Naas, Co. Kildare
Kilkenny County (7-1)	County Kilkenny Leader Partnership Company Limited	8 Patrick's Court, Patrick Street, Kilkenny
Laois County (8-1)	Laois Community and Enterprise Development Company Limited	Block 2, Áras an Chontae, James Fintan Lalor Avenue, Portlaoise, Co. Laois
Leitrim County (28-1)	Leitrim Integrated Development Company Limited	Church Street, Drumshanbo, Co. Leitrim
Limerick East Rural (21-3)	Ballyhoura Development Limited	Ballyhoura Centre, Main Street, Kilfinane, Co. Limerick
Limerick Urban (21-2)	PAUL Partnership (People Action Against Unemployment Limited)	The Tait Business Centre, Dominic Street, Limerick
Limerick West Rural (21-1)	West Limerick Resources Limited	St. Mary's Road, Newcastle West, Co. Limerick
Longford County (9-1)	Longford Community Resources Limited	Longford Community Enterprise Centre, Longford Business & Technology Park, Ballinalee Road, Longford
Louth County (10-1)	Louth LEADER Partnership	Unit 3, Partnership Court, Park Street, Dundalk, Co. Louth
Mayo Ballina & Mayo West (29-2)	Mayo North East Leader Partnership Company Teoranta	Lower Main Street, Foxford, Co. Mayo
Mayo Castlebar & Claremorris (29-3)	South West Mayo Development Company Limited	Carey Walsh Building, George's Street, Newport, Co. Mayo
Mayo Islands (29-1)	South West Mayo Development Company Limited	Carey Walsh Building, George's Street, Newport, Co. Mayo
Meath County (11-1)	Meath Community Rural and Social Development Partnership Limited	Unit 7, Kells Business Park, Cavan Road, Kells, Co. Meath
Monaghan County (34-1)	Monaghan Integrated Development Limited	Monaghan Road, Castleblayney, Co. Monaghan
Offaly County (12-1)	Offaly Integrated Local Development Company Limited	Millenium House, Main Street, Tullamore, Co. Offaly
Roscommon County (30-1)	Roscommon Integrated Development Company Limited	Roscommon West Business Park, Golf Links Road, Roscommon
Sligo County (31-1)	County Sligo LEADER Partnership Company Ltd	Sligo Development Centre, Cleveragh Road, Sligo
South Dublin County (3-1)	SDC South Dublin County Partnership Ltd	County Hall, Block 3, Belgard Square North, Tallaght, Dublin 24
Tipperary North (22-1)	North Tipperary Leader Partnership	2nd Floor, Friar's Court, Nenagh, Co. Tipperary
Tipperary South (23-2)	South Tipperary Development Company Limited	Unit 2C, Carrigeen Industrial Estate, Clogheen Road, Cahir, Co. Tipperary
Waterford City & County (24-1)	Waterford Area Partnership Limited	Westgate Retail Park, Tramore Road, Waterford
Westmeath County (13-1)	Westmeath Community Development Limited	Mullingar Enterprise Technology and Innovation Centre, Zone C, Mullingar Business Park, Mullingar, Co. Westmeath
Wexford County (14-1)	Wexford Local Development	Spawell Road, Wexford
Wicklow Arklow, Wicklow & Baltinglass (15-2)	County Wicklow Community Partnership Ltd	3rd Floor, Avoca River House, The Bridgewater Centre, North Quay, Arklow, Co. Wicklow
Wicklow Bray & Greystones (15-1)	Bray Area Partnership Limited	4 Prince of Wales Terrace, Quinsborough Road, Bray, Co. Wicklow