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CPLN AREA PARTNERSHIP

LDSIP Annual Progress Report 2008

A1. STRATEGIES 2008

Measure A: Services to the Unemployed

There were no changes to the strategies under this measure over the period.

Strategy 1/1a: Third Sector Support, Advice and Promotion (A1111a08/A041108) Progress made

The activity in this area includes capacity-building, participation on boards of management and producing sustainability plans and providing ongoing professional supports to local 3rd sector companies. The Partnership continued to support six third-sector businesses in this way in 2008.

Due to the introduction of NICP funding for childcare four childcare projects required further supports in the area of financial management. The Corporate structure in these four projects was also examined and a proposal to merge Clondalkin After schools and St Ronan's Playschool was implemented. This process of merging these projects continued throughout 2008. After the success of this merger further reorganisation was considered and it is planned to investigate the possibility of setting up a single corporate entity for childcare projects in South West Clondalkin. It is felt that this would increase the sustainability of these services.

The partnership funded the provision of over 100 man hours of professional HR advice and support. This service is being used by eight third sector organisations in Clondalkin. In addition the Clondalkin Travellers' Development Group received book keeping supports for individual seeking to set up their own business, through Enterprise Action under action A041108.

CEEDS (former CCU – Clondalkin Centre for the Unemployed) continued to receive support for the employment of a manager. Arising out of this support and the support offered by LES and E&E officers and extension of the training facility in Rowlagh is being planned. The possibility of private sector funding for the extension is being explored.

The feasibility of setting up a new third sector project in the area of CCTV monitoring is being investigated.

Strategy 2: Information / Dissemination (A142108)

Progress made

The Partnership employed a Communications and Information Officer that started in January 2008. A Communications Policy has been drafted, approved and is currently being implemented throughout the Partnership.

The Partnership has continued to build an excellent public profile in Clondalkin over the period, and started to raise its profile with the communities in Lucan, Palmerstown and Newcastle.

Through active information dissemination and day-to-day involvement in local activities and developments the Partnership has raised its profile locally. During 2008, three issues of the Partnership FOCUS newsletter have been produced and distributed throughout the area to over 36 000 households and local organisations, both by hard copy and electronically by email. The FOCUS has also been published on the Partnership's new website, www.cpln.ie.

The Partnership sent out numerous press releases during the year which are well covered in the local press. Coverage in the national press has increased with articles about CPLN Area

Partnership featuring in the Irish Times and the Evening Herald. The Partnership also participated in a Liffey Sound FM radio show on two occasions.

The re-development of the website has been a priority during 2008. The content management and updating of the website is now handled in-house. All publications and applications are now made available on the website. The feedback on the new website has been positive.

Challenges faced

Due to budgetary constraints it will be difficult to produce the Partnership FOCUS to the same extent next year, although the newsletter has proved to be an efficient tool of communication. It has been difficult to get coverage amongst radio and other broadcast media, despite repeated attempts.

Strategy 3: Supporting the Development of Locally Based Training Initiatives (A033108)

Progress made

In 2008 the Partnership has funded a number of local organisations to meet growing demand for IT and other training throughout the year. The growing numbers of unemployed and the very high numbers of single parent households result in local based training being in demand.

Name of course	Number of participants
Health and Safety	14
Diploma in Education CCU	12
Vocational English and IT Skills	28
Counter Balance and Safe Pass	14
Warehousing Skills	10
Basic Computers	16

In addition to the above training courses the partnership also provided funding for the development and improvement of community training infrastructure in the following centres;

- Clondalkin Centre for the Unemployed
- Clondalkin Training Centre (Nangor Road Business Park)

The investment in these community training projects has ensured that an additional 1,000 sq ft of training space is available and that the IT infrastructure is upgraded. The new spaces now available includes an 18 place fully fitted IT training room, a small training room suited for groups up to 14 people and a seminar room which will cater for circa 50 participants. This centre is now fully booked throughout the week.

Strategy 4: Development of Business Community Network (A164108)

Progress made

The Business Community Network has continued to develop and consolidate since its re-establishment in 2006. The Network's members contributed an estimated €65,000 in cash payments and approximately 500 hours of labour to worthwhile projects in 2008. These projects include funding for the following projects; Colaiste Bride school garden project; a wind turbine; a reverse vending machine in Bawnogue Community Centre; health age programme with Health Initiative; introduction to computers for the elderly. Wyeth part funded the refurbishment of the Community Healthy living centre which now provides a large range of community health services to the local area.

Challenges faced

Attracting new members is also an ongoing challenge as is finding projects that meet the needs of businesses. It is projected that the finance available to the BCN projects will contract in 2009 in line with the economy.

Strategy 5: Supporting Access to Employment – Local Employment Service (A155108)

Progress made

The Local Employment Service continues to engage with people who are distanced from the labour market. The numbers of people availing of the service over the period are summarised in the following table. A detailed account of the LES's work appears at Section A4 of this report. In 2008 863 people used the service.

Challenges faced

The down turn in the economy that was becoming an issue at the start of the year worsened and the economy is now in recession. By the third and fourth quarters of 2008 job vacancies were becoming very limited particularly in entry level employment and low/semi skilled labour markets. The issues of sourcing employment for our client group were made all the more challenging due to the number of redundancies in the area. Increasing numbers of well trained job seekers with good employment histories are chasing a smaller number of vacancies, leaving individuals with multiple barriers to work finding it harder to source employment. In addition training budgets were reduced in the final quarter of 2008 making appropriate progressions even more challenging.

Strategy 6/1: Community Education Access (A166108)

Progress made

The Partnership has employed a Community Education Access Officer in order to develop a co-ordinated network to support students.

Financial support under the Millennium Fund is an important part of the overall support structure needed by students. The Community Education Access Officer also organises a range of non-financial supports.

- On-going support for students and families applying for financial support (VEC/County Council/Student Assistance Funds)
- Following a series of meetings and consultations, a proposal was submitted under the title "Access Clondalkin" for a pilot initiative which aims to develop a model of good practice of community-based support to achieve equity of access to higher education. This successful proposal is one of only two such projects approved in the country.

Access Clondalkin is currently in the final year of the three year pilot. We have been involved in outlining the lessons learnt in anticipation of the roll-out of a new model of community based access which is likely to replace the current Millennium Partnership Fund for disadvantage in late 2009. We hope that our experiences will inform and guide some of the new model. As the pilot progressed we have moved more and more towards an outreach model trying to change long-term attitudes towards third-level education. Initiatives have included a summer camp, after schools club and academic supports. There has also been extensive work carried out on attitudes towards third level from students, parents and specific target groups e.g. the travelling community and people with disabilities. This work will continue in 2009.

An increased number of Clondalkin students are now accessing third-level education and remaining at college. From the 3 second-level schools taking part in the DEIS programme, 79 were offered places in third-level or further education in 2008, compared to 41 in 2000.

Strategy 6/2: Further and 3rd Level Supports (A026208)

Progress made

A challenge was highlighted in the 2005 Annual Report – namely the fact that students on certain courses were ineligible for Millennium funding. The Partnership responded by setting up a Further Education Support Fund to support up to 25 students for each academic year from 2004/5 onward. This has proven to be successful particularly in relation to part-time courses but additional funding would enable us to expand it significantly. Thirty-four students were supported in this way in 2008. Many of these students were part-time and hence didn't qualify for Millennium grants.

Challenges faced

An ongoing challenge is the increasing number of students wishing to access support (approximately 250-300 in each of the last 3 years) as the total fund available under the Millennium Partnership Fund each year has stayed at about €100,000. This means that many students cannot access adequate financial support. The re-orientation of the Millennium Partnership Fund nationwide in 2009 will significantly alter the focus of supports in the area of third level. CPLN hopes to be one of the new models of community based access so that we can provide a programme that supports local students to access third level.

Strategy 7: Facilitate the Development of Innovative Adult Education Programmes (A027108)

Progress made

The following projects were supported through funding over the period:

- Collinstown Park Community College – Supported programme for parents returning to education with a particular emphasis on members of the travelling community. The aim was to improve self-esteem and confidence. One programme was based on history and another on English language. FETAC accreditation was available.
- St. Mary's Junior National School- Occupational first aid and health and safety training for parents. Intervention was targeted at those who are disadvantaged. FETAC accreditation was available.
- Clondalkin Women's Community Education Forum has been working with UCD to deliver a Certificate in Women's Studies to over 40 women in Clondalkin. As the course comes to an end, this highly innovative proposal aims to enable the transition of approximately 15 women to a degree level course. It has also set up, with the aid of the Partnership, a system to support students in their endeavours.
- Clondalkin Women's Network - A training programme in public speaking and presentation skills supported.
- Archbishop Ryan Senior National School - Providing a language and literacy programme for parents.
- Colaiste Bride - A training course for parents whose children suffer from emotional or behavioural difficulties.

Strategy 7: Facilitate the Development of Innovative Adult Education Programmes – Literacy Research (A027208)

Progress made

The Partnership commissioned research on literacy and numeracy in the area, with special emphasis on North and South-West Clondalkin. The results and recommendations of this

research became available in 2007 and are informing the Partnership's work going forward. We hope to facilitate the development of innovative adult education ensure that additional resources are made available to enhance and support future educational provision at all levels.

Challenges faced

Budget constraints, particularly in the current national budgetary climate, limit the number and type of programmes that can be supported. This is happening at the same time as a significant rise in unemployment rate thereby increasing the need for such support.

Strategy 9/1: Support for Community Childcare Training – Provide Training Supports and Information for Childcare Providers (A039108)

The Partnership had a key role in supporting Community Childcare Facilities. Through the Childcare working group of the Partnership up to date information is disseminated and support is provided on an ongoing basis. The working group took on a wider remit this year in two ways.

Firstly by broadening its focus in line with the needs of the area by addressing wider issues to do with young children and their parents. As such the group took the decision to change its name to Early Childhood Development Working Group and changed its mission statement. This wider remit was reinforced by the cohesion process as the group's membership indicated broader representation than those engaged in solely childcare. In line with this the group became a more informative group in terms of a variety of issues. The group became an important forum for the sharing of issues to do with children, childcare and parenting. This was an important change for the working group.

Issues addressed included the ongoing challenge for services digesting and implementing the new funding arrangements under the Community Childcare Subvention Scheme. There appeared to be considerable lack of clarity regarding the scheme and this was very confusing for all those involved in the delivery of Community Childcare. The Partnership sought clarity on a number of issues directly from the Office of Minister for Children and also had the opportunity to meet with senior officials to clarify issues for many childcare services within the Clondalkin area.

The Partnership hosted a major conference in 2008 attended by 250 delegates to highlight some of the issues related to the Subvention scheme and showcased models of best practice in the provision of childcare.

Addressing the need for increased access to Out of School childcare the Economic Development Co-ordinator worked together a proposed new development to the Lime Tree Community Childcare Service. This process involved both liaising on the ground with local community groups, drawing up plans, securing planning permission and completing and submitting a capital funding application under . Out of School childcare places will increase by 32.

The Early Years Development Co-ordinator continues to provide supports for quality development in Community childcare facilities through the following activities:

Board Member in Lime tree Community Childcare, Bush Playgroup Balgaddy and Clondalkin Afterschool Childcare

One to one supervision and support meetings were provided to Lime Tree Manager/Bush Playgroup Manager and Project Leaders of Kozy Kids and St Ronan's Playgroup.

Lime tree Community Childcare in terms of – quality by engaging and working with Canavan and Byrne as they completed an operational audit of the project.

Engaging consultants to develop Childcare Policies and Procedures. Four services came together through the Early Childhood Development Worker to collectively fund external consultants to support the Boards of Management in developing effective Childcare Policies and Procedures.

Ongoing non financial supports such as helping to seek extra funding from other sources.

Access to Mandatory Training for Community Facilities continued to be a focus for the working group, as services still had needs to meet minimum standards of essential training. Through LDSIP the Partnership was able to support the following:

14 staff from Limetree Community Childcare to achieve Fire Prevention Training.

18 childcare workers attended a Hanen Teacher Talk Training over 2 days – 13 services were represented at this training and so information was feedback to each service.

9 staff from the Bush Centre Balgaddy arranged an intensive Play Workshop through the IPPA, National Voluntary Childcare organisation.

5 Childcare workers participated in a Fetac Level 5 module in Childcare from the Lime Tree Community Childcare

6 Childcare Workers participated in a Fetac Level 5 module in out of school childcare from Kozy Kids Childcare

Fetac Level 5 module in Integrating Children with Special Needs into a Pre-school Setting supported. Was carried out in conjunction with the HSE and attended by 12 participants.

The area of training and development of Childcare Workers remains a key priority for the Early Childcare Development Group.

Challenges Faced

The need for ongoing training for Community services and their staff continues to be a necessity especially in the area of quality delivery of services. The challenges faced by the introduction of new Childcare Regulations, which came into effect in September 2007 threaten the ongoing sustainability of Community Childcare Facilities at a time when funding may be cut. Given the new regulations which insist on 50% of Childcare Workers to achieve a qualification with a commitment that the remaining 50% are undergoing training it is essential that progression through childcare qualifications is encouraged. Furthermore this offers a pathway for those unemployed considering a career within Childcare.

Strategy 9/2: Support for Community Childcare Facilities – HR Supports (A039208)

Under this strategy the Coordinator supported a number of services:

HR workshop 28th February 08 – brief introduction to HR practice with 5 services present. Funded through Enterprise and Employment.

Support for Lime Tree in terms of review of contracts/job descriptions/provision of staff handbook and a full board and staff induction day.

Recruitment/induction and job contracts for new staff in 4 facilities.

Strategy 9/3: Research on Employment Costs and Standards (A149308)

Two key areas were supported under this strategy. Firstly, the completion of the Review of Community Childcare in Clondalkin compiled by Stephen Rourke and the Working Group. This report captured a 10 year period in the development of Community Childcare in Clondalkin. It celebrated the huge success in the creation of over 500 childcare places and over 50 jobs. However it highlighted many challenges to the sector and its sustainability. The recommendations have already been addressed through some of the actions this year – e.g. provision of staff handbook for all community childcare services. However the primary recommendation entails the revisiting of a broader unifying management structure over the community childcare sector in Clondalkin. This will present the key challenge for the Working Group.

The report was launched at the Community Childcare conference.

Following a tender process the Working Group commissioned research into what the current salary scales for community childcare staff are within the Clondalkin area. This reflects back on the valuable HR work carried out in this area where it became apparent that in the absence of agreed national salary scales those recommendations which do exist are beyond the reach of many community childcare facilities. Furthermore it became apparent that securing childcare staff with good practice and high levels of qualification was proving extremely challenging given the considerably low wage. (Many childcare workers are on a salary of €10 an hour). It also became clear that there was inconsistency between services.

As such we commissioned a piece of research which will explore this within Clondalkin. It will include some of the statutory bodies/agencies and some private childcare facilities. The outcome will be twofold. Firstly to highlight the current level of salaries in the sector linked to qualifications etc. Furthermore we hope to have a recommended workable salary scale which will be accessible to services in the area should they choose to use it. The research is ongoing and we hope to have it completed by March 09.

Measure B: Community Development

There were no changes to the strategies under this measure in 2008.

Strategy 1: Support and Develop Participation in Community Activities (B031108/B011208/B041308)

Progress made

During this period the Partnership supported 11 groups in delivering 12 training courses and programmes which targeted older and disadvantaged women, people with disabilities, families affected by drugs and members of new communities. The Initiative supported a the broad range of activities and programmes, including community development and leadership, personal & interpersonal skills development, IT skills, English language training and accessible summer programmes.

Based on the common needs identified by local organisations a training workshop on Human Resource Management for Community Groups was directly organised and provided by the Partnership under the action Training & Development Support for Community Groups (B031108). It was availed of by 8 organisations from the local community and voluntary sector.

The Partnership supported the South Dublin County Volunteer Services to employ an outreach worker in order to maintain linkages with groups, maximise the amount of volunteering opportunities on the database, and to provide practical advice and support to organisations on

developing volunteering opportunities and advising on best practice principles in volunteer management. Additionally, the Partnerships community development worker as a member of the Board of the SDC Volunteer Services provided ongoing support and advice with regard to this provision, the development of a new strategic plan and supported the outreach worker in establishing links and contacts in the local area. The Volunteer Bureau worked with 41 different organisations in Clondalkin and Lucan. They had 280 volunteers registering with the Clondalkin office during 2008. The placement rate is currently 35% (97 volunteers placed in Clondalkin in 2008).

Challenges faced

The need for further capacity building work with community organisations is a continuing issue. In terms of the Volunteer Bureau, the long placement process due to Garda vetting etc, is an issue.

Strategy 2: Create Opportunities for Local Groups to Engage in Collective Creative Processes – Community Arts (B032108/B032208)

Progress made

A total of three initiatives were supported by the Community Development Working Group under this heading (B032108).

An Arts and Dance Programme aimed at young people at risk was run under this programme which aimed to raise greater awareness of the art form, improve social and communication skills and physical well being. 30 young girls participated. A weaving project for the mothers of young people affected by drugs and a participative arts project for older people was also supported.

The Partnership Equality Development Worker and representatives of SDCC and Stewarts Hospital met during the year to further develop an Arts and Disability Training Project (B032208). A Coordinator was contracted to implement the programme, a course schedule was designed, venues were allocated and tutors identified. 18 participants were recruited who were artists / facilitators in the local community arts sector. The first 3 modules ran from September 08 to the end of the year and it is expected that the course will finish in May 09. A funding shortfall for the programme was met through a contribution from Social Welfare.

Challenges faced

Links were made with various national third level institutions who demonstrated interest in accrediting the programme. This will take time and further funding is likely to be required.

Strategy 3: To address Health Inequalities and Inequity of Access to Health Services in Clondalkin. (B043108) - Clondalkin Community Health Initiative

Progress made

The implementation of this strategy is supported by the Clondalkin Community Health Initiative group which identifies with the local community health issues and needs and develops and monitors actions based on these needs. This group consists of local residents and workers. This group meets monthly. Its aim is to address health inequalities and inequity of access to services through the use of community development principles and inter agency co-operation leading to improved health of the population. This Initiative believes that a person's health is determined by both individual and social factors. The Initiative membership therefore consists of members from both voluntary and statutory agencies working in health services and services whose direct remit is not health, such as South Dublin County Council, Clondalkin Women's Network and local CDP's.

The following activities were undertaken during the year:

Renovated, Moved into and launched the new Community Healthy Living Centre in Nielstown in September 08. This is a 'one stop health shop' in Clondalkin.

Healthy Food Made Easy programme coordinator and peer trainers facilitated 12 courses with 129 participants.

4 baby massage courses held in North Clondalkin and South west Clondalkin. 20 mothers and babies

Facilitated and funded a community bug busting campaign alongside the local primary schools and the health centre.

Updated information on the health information kiosks. Began a project with local transition year students to put information on the system.

Ran 3 yoga courses with older people in the community. 30 participants.

On the steering committee of the North Clondalkin Community Action on Suicide Group. A mental health awareness campaign held in the month of May

Finished a 10 week Speakeasy programme. This is a course aimed at training parents on how to talk to their children about relationships and sexuality. In collaboration with the Irish Family

Planning association and Cumas Family project. 8 participants

Post Natal depression workshop held in May 08 with 68 participants

Ran 4 Paediatric first aid courses with local parents. 28 participants

Printed and delivered a health directory to every home in Clondalkin

Ran a two day ASIST suicide prevention skills training course. 22 participants

Funded a stress management programme with parents and children in Deansrath

Funded an anxiety awareness programme with children in Dochas

Launched and facilitating a counselling service with Pieta House. This service operates two mornings a week from the Community Healthy Living Centre and is for people at risk of suicide and self harm.

Involved in the development of a youth mental health strategy for North Clondalkin with the aim of becoming a pilot area for the national Headstrong Jigsaw programme

Older person's health programme completed. This is a 10 week programme consisted of healthy eating workshops, exercise programme, Tai Chi, Yoga, complementary health and social activities. 114 participants

Facilitated Beacon of light the local counselling service provide counselling from the healthy living centre

Started a breastfeeding support group

Planned and carried out a 3 week relaxation programme with grandparents from the Cumas programme. 7 participants

Planning and development of the ante natal outreach clinic with the Coombe hospital due to start on the 14th January

Ran a weaning workshop for parents with babies aimed at supporting parents wean their babies onto healthy home-made food. Goody bags with recipes, storage pots and blenders given to participants. 10 participants

Ran a four week relaxation skills programme with women from Rowlagh women's group in the multi sensor room. 9 participants

Ran three relaxation/multi sensory skills programme taster sessions with Bawnogue parents support group, Liscarne older persons centre and Ballyowen Traveller care support project. 13 participants.

Funded the training and up skilling of staff and volunteers from Ronanstown youth service to use the heart defibrillator in the centre. 7 trainees.

Funding a children's health living programme in Cumas.

Held an open day and pamper day for local residents in the healthy living centre.

Supported the development of a health programme for grandparents raising grandchildren in Bawnogue. Funding a tai chi course and workshops on cancer and menopause.

The development of a men's health programme to be rolled out in 2009.

Health and Hygiene packs distributed to 4 centres working with homeless people.

Challenges

The difficulties in getting a GP involved in the Initiative have been highlighted. Securing the involvement of local GP's is a challenge for the Initiative in the next 12 months. Developing the membership of the Community Health Initiative and developing its terms of reference, in order for the initiative to become an effective mechanism for promoting health service delivery development and change. Overall the need for mainstream funding to continue the above actions is a major issue. This funding is essential in order to continue supporting local people who wish to go on and do further training. The importance of always working in collaboration with groups and projects in the community so to ensure maximum community leadership in the initiative and the best use of resources.

Key target groups in the area and issues of concern to them

Women: Issues around certain cancers such as breast cancer, screening programmes and stress reduction programmes, domestic violence. Men: Cancers such testicular and prostate cancers, need for screening, healthy living and stress reduction programmes. Young people: mental health issues, drug use and sexual health.

Children: Injuries and poisoning. Play safe, safety in the home and road safety programmes.

Parents: Appropriate parenting courses and child health promotion.

New Communities: culturally appropriate health services, mental health due to trauma and physical health. Travellers: culturally appropriate health services, further development of Traveller Primary Health Care projects.

Homeless People: Access to basic health care services and equipment.

Strategy 4: Community Environment (B064108/B064208/B064308/B064508)

Progress made

In 2008 the actions associated with this strategy, Community Environment Fund, Community Technical Assistance Fund, Promoting & Encouraging Recycling and Supporting the Development of the Canal contributed to an improved quality of life of local residents.

A total of 15 groups/initiatives, including local resident/environment groups, schools and community facilities, involving hundreds of participants were supported under action 4/1 Community Environment Projects (B064108) to implement a range of participative environmental enhancement, educational /awareness and recycling projects in the area.

These activities and programmes were complimented by the direct provision of a canal awareness activities programme for 9 local schools and facilitated planning workshops under the Environment heading which further enhanced the skills and knowledge of local people and increased their ability to contribute to improving and enhancing their own area and having a say in the decisions affecting them.

The Clondalkin Community Recycling Initiative continues to receive ongoing executive and advisory supports from both the Community Development Worker with responsibility for Environment and the Enterprise and Employment Co-ordinator. This project continues to go from strength to strength and now provides a free-door to door collection service for WEEE (waste electronic & electrical equipment) to over 25,000 households and in particular reached all households in the most disadvantaged areas of Clondalkin. It also extended its services to a wider geographical area in 2008.

Under the same action in 2008, an innovative initiative was run – “Fashioning Clondalkin’s Environment. Through the Environmental Working Group and in conjunction with Clondalkin Women’s Network, many local women were engaged in the design and production of garments from various waste materials which had reached the end of their life. This was done through a series of facilitated workshops and the hosting of a fashion show. The project aim was to encourage the active promotion of recycling at a local level.

Also under the action, a schools energy saving project was run in conjunction with one of the local schools. It involved students in monitoring wind levels and power and aimed to educate and raise awareness among the students about environmental issues. The project also aimed to seek to justify the future provision of a wind turbine which would significantly reduce school’s energy costs.

Strategy 8: Create an Awareness of Equality and Human Rights Issues and Promote Equality of Access and Opportunity for the Target Groups (B028208, B038508, B038108, B038308, B038408)

Progress made

Considerable progress was made during the year to develop the Intercultural Centre based in Clondalkin. The Centre workers supported by the Equality Development Worker developed and implemented a range of actions focused on the integration of the local ethnic minority community. These included English language, art classes, after school activity and sports and musical intercultural work. Some work was done with local schools around raising intercultural awareness. The Centre also played a central role in giving information to the local minority ethnic community on rights and entitlements. Over 1000 people have availed of the information services of the Centre, over 500 were involved in the intercultural activity and a further 50-100 in direct activities put on by the Centre.

The Equality Development Team continued to work with ethnic minorities locally as a priority target group in terms of capacity building and developing integration and intercultural initiatives. The Intercultural Development Worker continues to support the development of the Ethnic Minority Women's Forum which meets on a monthly or bi-monthly basis. Topics such as immigration, health, schooling and domestic violence provided material for sessions with the women. Over 150 women attended information sessions during the year.

The Intercultural Development Worker continued to facilitate the development of the local Accommodation Centre Support Group which links asylum seekers into local social and cultural life and seeks to understand the needs of participants in the Centre.

A project was established with South Dublin County Council to put in place a work experience scheme for Black Ethnic Minorities in Council offices which allowed participants to demonstrate skill levels and competencies. The scheme was rolled over at the end of the year.

Work has taken place with local schools to host a number of coffee mornings with parents of ethnic minority children attending schools. The mornings were designed to foster understanding of the Irish school system and explore issues and difficulties for parents in that regard.

A second phase of research identified by the Childbirth Research Steering group – looking into the needs and experiences of ethnic minority women including Travellers re childbirth in Ireland – was completed in 2008. It will be published in early 2009.

A local disability network comprising local disability organisations, community groups and people with disabilities has been established. The network looked at policy and coordination issues for people with disabilities. He also worked on developing the Arts and Disability Training Project. See Measure B, Strategy 2 – Community Arts.

The Equality Development Worker participated on the Steering Group which guided the research looking at the needs of older people in North Clondalkin and Palmerstown respectively. The research which was commissioned by the Community Development Working Group was published and launched in 2008. The Steering Group continues to meet to follow up on the report's recommendations.

Support was given to an LGBT network in North Clondalkin. It organised a number of awareness raising sessions with local community and youth groups.

Challenges faced

The persistence of racism in society at community level and isolation of many people with disabilities in local communities continue to be issues. Fear of giving public identity to sexual orientation for many in LGBT community.

Strategy 9: Provision of Community Childcare Facilities - Early Years Development (B039108)

This initiative was aimed at promoting links between statutory and voluntary agencies in prioritising the needs of families of pre-school age children. A number of new initiatives were funded under this strategy and they target parents directly through agencies/groups. It is also focused on developing the skills and training of staff to equip them to provide ongoing and sustainable support to parents.

The later focus saw the training of both a Community Mother (volunteer participating in Community Mothers Program) and a Public Health Nurse participate in the Incredible Years training for trainers. This will equip them to co facilitate the Incredible Years Parenting program within the contexts in which they work.

Other initiatives saw services/groups take on a new focus and broaden the range of activities they have available in their supporting roles to parents.

The Community Mothers were funded to bring parents they support together on a number of occasions to break issues of social isolation but also to highlight the importance of broadening their children's experience by taking them to new venues/engaging in new activities – thereby challenging expectations and parenting practice.

The Community Mothers in conjunction with Public Health Nurses were funded to deliver an intensive developmental parenting group, called Getting to Know your Child. Using the Marte Meo approach Parents will learn how to engage their small babies and present to them activities which scaffold their development. 15 parents have participated to date with the program ongoing.

Another collaboration which originated through the working group was with the Community Mothers, the Health Initiative and the HSE in the delivery of a Healthy Eating/Weaning Program for the parents of small children. Parents attend a one day workshop where they were instructed into how to provide a healthy diet for their children at this important stage. The aim was to support 60 parents in this way. To date 30 parents have been supported and the program is ongoing with the support of a HSE Dietician.

Initiatives which focused on the needs of parents and engaging groups of parents in developing new skills were also evident in the Play Program run for 15 parents from Deansrath Family Centre. Although there were challenges in engaging families in this program, important lessons were learned in terms of timetabling and presenting parents with a more accessible program initially which could then develop into a Play workshop. Feedback suggested that perhaps parents didn't value the importance of exploring how their child plays or how they promote this.

Bawnogue Women's Group ran a 3-day parenting workshop for 25 families. The feedback has been very positive.

Measure C: Community Based Youth Initiatives

No changes occurred under this measure over the period.

Strategy 1: Supporting Schools to Work in a Multi-cultural Environment (C061108)

Progress made

The Partnership's work on this strategy over the period has focused on the development of programmes for schools on multiculturalism and the promotion of anti-racism and interculturalism in education.

Key Activities - Funding was provided to the following groups to support their implementation of programmes to promote anti-racism and interculturalism:

Coláiste Bríde - The Partnership gave financial support to this school's multi-cultural centre to provide necessary materials as well as support for the intercultural week. Support was also given to provide school policy documents to minority ethnic parents in their own languages.

St. Kevin's Community College - The Partnership supported St. Kevin's by funding intercultural events such as music and drama workshops, a food event and intercultural signs and flags.

Adamstown National Schools - Support was given to the three national schools in the area to provide information to parents on the Irish education system, and to prepare them for helping their children with homework assignments.

Challenges faced

Language continues to be a barrier, and there is still a need for extra language classes for both parents and children from different linguistic backgrounds. One electoral area within our boundaries has a non-Irish population rate of 48%.

Strategy 2: Developing Young People's Leadership and Citizenship Programmes (C052108)

Progress made

In conjunction with equality section of the Partnership, and Quarryvale Family resource Centre, we were able to provide training in lesbian, gay, bisexual and transgender issues for youth leaders

Other Key Activities - Funding was provided to the following groups to support their implementation of programmes to promote Leadership and positive citizenship both by young people and also for them:

Youth Bank - A weekly programme to encourage young people to actively engage in their community as leaders and role models.

Youth Support and Training Unit - Cross border exchange exploring prejudices.

St. Kevin's Community College - Training for senior cycle students in the Gluais Leadership Programme was supported. Particular emphasis was placed on targeting participants from low income backgrounds.

Challenges

In the light of the changes in Irish society recently, it is likely that greater focus on citizenship programmes would be desirable. This will have obvious resource implications.

Strategy 3: Supporting Students with Special Needs (C023108)

Progress made

The Partnership was able to support schools in assisting students with special needs. The types of support provided are outlined below.

Archbishop Ryan Junior National School - We supported the purchase equipment to improve motor skills and co-ordination.

St. Mary's Junior National School - We supported the school in providing a programme for parents of children with special needs as well as paying for a numeracy programme for special needs children.

St. Peter Apostle Junior National School - The Partnership was able to help by providing Incredible Years training and resources.

St. Ronan's National School - CPLN was able to support the provision of a life skills programme to students with special needs.

Clonburris National School - CPLN was able to provide training in Incredible Years as well as resources for the programme.

Challenges faced

The level of need involved in such a programme is over-whelming. We can only hope that in future years additional funding would be available.

Strategy 6: Programme for Children with Emotional and Behavioural Difficulties (C026208)

Progress made

CPLN Partnership has continued to develop its Families First programme delivering Functional Family Therapy to adolescents presenting with emotional and behavioural difficulties, in particular, those adolescents at risk of anti-social behaviour or already involved with Juvenile Justice. A team of 3 full-time and 3 part-time staff deliver the programme.

Following on from the initial developments to establish a pilot FFT programme in Clondalkin, the following activities took place in 2008.

- The management committee previously established continued to guide proceedings and over see the effective operation of Functional Family Therapy. The Management Committee is made up of members from local agencies like the local Drug Task Force, Cumas, Schools, and Probation Services etc.
- A number of meetings were convened with the team, the management committee and a facilitator to help to develop a business plan going forward. This resulted in defining a number of activities to be undertaken including marketing, funding, research, governance etc.
- The Families First team has received funding from a range of sources, including Atlantic Philanthropies. It has also been successful in securing funding from Atlantic Philanthropies and is also continuing to seek funding from other state bodies such as the Irish Youth Justice Service to in an effort to secure long term funding.
- Research is an important component of the Atlantic Philanthropies funding and meetings took place to engage a local research partner and this was achieved.
- Families First focuses on a community collaborative approach to working with families and continues to link with other support agencies to help to ensure a personalised comprehensive supportive fit for families requiring additional support. Recognising the importance of Inter- agency co-operation our team continues to prioritise establishing and maintaining relations with local and national inter-agencies.

As at December 31st 2008 there were 140 families referred to Families First.

Challenges

Securing long-term funding for the project will be challenging under current economic conditions.

Strategy 7/1: Addressing Language and Literacy Deficits – CLOVER (C017108)

Progress made

The CLOVER (Children Learn on Very Early Reading) project has been running since the early years of the Partnership's work in Clondalkin. It was established in recognition of the fact that children's literacy is heavily influenced by their parents' attitudes to books and the presence (or

not) of books in the home. CLOVER gives 'gift packs' of books to children just before they start primary school and also as they move from 2nd to 3rd class.

It connects with parents in 3 ways: through an induction meeting at which a Speech and Language therapist gives tips on language development; through information leaflets distributed with the book packs; and through home visits to parents who are unable to attend the induction meeting.

A total of 770 children received book packs in 2004, and 360 received them in 2005. Almost 1,000 children benefited in 2006 and 2007, when the scheme was extended for the first time to entrants to 3rd class. 2008 was the first year in which the number of book packs rose above one thousand. A number of donors contributed valuable sponsorship over the period.

Challenges faced

The need to provide culturally appropriate materials was a challenge. Another challenge was to back up this initiative (and related initiatives) with in-school supports such as Speech and Language therapy.

Strategy 8: Community Childcare Facilities – Promoting Creative and Developmental Opportunities for Children (C018108)

This is a new funding initiative, to promote a range of activities in childcare and other community settings for children under 5 and their parents, to increase their developmental potential.

The following projects were funded under this initiative:

Home Start - To establish a child and parent group in Quarryvale Family Resource Centre. To run a 12 week 2 hour group from September to December in an area where there are no such groups. 15 Parents participated.

Young Mothers Group - This group arranged a number of activities focused on the developmental needs of children. Mother Toddler swimming sessions were arranged, in addition to arts and crafts for working with children in the home, cooking in the home and a parent toddler group for 14 young mothers.

Deansrath Family Centre - ran a very successful arts and crafts group for 8 weeks supporting 30 children.

St Mary's National School – ran a Creative Dance Program for 130 children in Junior Infants. This was an opportunity that many children would not have secured in the local community and allowed the children to explore an alternative creative side.

Emerging Literacy and learning were promoted through the following initiatives:

Archbishop Ryan Bed Time Reading Club – supported 180 children and their families. The aim of this initiative was to set up a library within the school following information visits to the Clondalkin Library. The parents of the junior infant class will run the library and the initiative will have a wider impact by the carry over effect to other children within the family.

Lime Tree Community Childcare and Honey Bears Childcare arranged for a mobile farm to visit their centres. Over 70 children benefited through the learning experience.

Three childcare facilities were funded to arrange trips to the local library in their aim to promote positive early experiences with books and emerging literacy.

A2. PARTICIPATION

During 2008 nine working groups of the Partnership were actively involved in developing and implementing the Partnership's work programme. The working groups met on average once a month and had cross-sectoral membership. They have an average membership of 12 representatives per group. These included:

- Enterprise and Employment Working Group
- Early Childhood Development Working Group
- Equality Working Group
- Community Development Working Group
- Homeless Working Group
- Education Working Group
- Youth Working Group
- Environment Working Group

In addition there are a number of sub-groups, including the Community Health Initiative, Millennium Committee, the Access committee and the Families First committee.

Over a 100 people have participated through these groups in the work of the Partnership.

A3. LOCAL EMPLOYMENT SERVICE NETWORK

Supporting Access to Employment

The LES provides a bridge between job seekers in Clondalkin who are long term unemployed or otherwise profoundly detached from the labour market, into secure, non-supported employment.

The objective is to offer a range of services that reflect a client centred approach. This recognises the impact of long-term unemployment and the degree of personalised support needed to facilitate entry or re-entry into employment. To provide a co-ordinated and effective network of employment support services which will meet the range of needs for local unemployed people seeking to access employment. To provide specially targeted guidance, training and progression supports for people who are unemployed and those seeking employment. Designing and developing innovative training and progression programmes, which will provide tailor, made responses to those experiencing particular difficulties in accessing employment.

Key Activities in 2008

Through mediation support the CLESN provides focused career guidance to help individuals plan a way back to work. The CLESN seeks to set a realistic career path back to work, exploring skills and options and aptitudes of a client. The service provides information on work experience, training and education options, CV and interview preparations, and assistance with letters of application and in the completion of application forms.

CLESN within 2008 developed a Job Matching service for its job ready clients. The objectives of the Job Matching service are two-fold; firstly to have the best chance for our clients to secure interviews for advertised jobs. A dedicated team of three officers match employment advertisements from the FAS site, employment agencies and media advertised vacancies with the database of clients with relevant skills and interests. Secondly, with higher numbers of clients using the services of CLESN the Job Matching frees up more time for members of the mediation team to work on clients who have multiple barriers to work and enables mediators to progress

these clients to the job ready stage quicker and with better motivation. The Job Matching process has been very successful in allowing best use of limited resources.

CLESN have linked with a multiple services and training providers to recruit for and fill a number of training programmes including a number of IT courses, office skills, warehouse work and facilitating individuals training progressions. In particular within 2008 CLESN sourced additional funding to provide driver training, motivational and self development training and security training for our clients.

Through the ongoing Outreach work undertaken by the mediation service of CLESN the service has been able to extend the already strong links with partner organisations. Services have included delivery of self development programme, and Job Seeking Programme to CUMAS a family support agency, CAIRDEAS a support service for drug users, Clondalkin Travellers Development Group (CTDG), CASP an addiction support service and Phoenix Club House a service for disabled people.

Outreach activities have been increased to provide clinic based mediation service to the job seekers of Lucan. This has been provided with minimal costs to the service by working closely with Lucan Youth Services, a linked agency in the area.

The Employment Liaison position is funded by the LDSIP and carried out the following activities in 2008:

- Engaging with local employers promoting the services and the clients of the CPLN LES.
- Promoting local employees to over 100 employers in the area
- Jobs managed 371; CV's forwarded for these jobs 221, 110 interviews were achieved and 28 placements, all within the CPLN area LES target groups.
- Aftercare with Employers once a person has been placed
- Providing feedback to mediators
- SMS Texting Service continues to be a popular resource - Allows for all job vacancies sourced to be texted to a database comprising of local active job seekers including all LES clients.
- BCN – Linking BCN to LES role – Continually sourcing new companies for membership

B. REPORT FOR 2008 ON LEVERAGE OF FUNDS FROM OTHER SOURCES

Details of actual funding received in 2008 (in €):

FÁS LES	1,136,296
FÁS CE	97,788
FAS JOBS INITIATIVE	1,488,053
Other FÁS LTI Training Programme	102,511
VEC - YPSFF	60,322
Department of Justice, Equality & Law Reform	5,400
Local Authority-South Dublin Co-Council:	
FFT – Provide services	20,000
Equality - Disability Research	5,000
Com dev – Sports Equip	1,500
Re-branding	30,000
Health Services Executive:	
HFME	38,000
Equality/S.W.	7,000
Higher Education Authority	100,000
Private Cash Matching Funding (including philanthropic monies)	275,000
Other sources – please give details: (see below)	
Dublin Employment Pact	18,750
Wyeth	29,750
Archways	42,061

POBAL Grants:

Local Development Social Inclusion Programme	1,375,282
Millennium Partnership Fund for Disadvantage	104,250
Dormant Accounts Funding:	
Health promotion	52,345
Family Therapy (FFT)	9,000
Integration Programme (Intercultural Centre)	66,000
Community Based CCTV Scheme	86,782
St Stephen's Green Trust	2,775