



## **Opportunity**

**Renewal** 



**Progress** 

Ballymun Partnership Annual Progress Report 2004

to

Area Development Management Ltd.
Local Development Social Inclusion Programme

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#### INTRODUCTION



Declan Dunne, CEO

Ballymun and Ballymun Partnership have seen significant change on a number levels. Seven hundred and forty families have moved into their new homes with a further 1,313 currently under construction, a further 3,553 homes are at pre-construction stage and the demolition of the flats is underway. By November 2005 2054 homes will have been completed, 53% as replacements for the flats, 8% voluntary/ affordable housing and 39% private housing. The demolition and

re-housing process will be completed in between five and seven years. The main street has been transformed with new buildings. A major shopping centre is planned for the main street by Treasury Holdings and one new hotel is under construction with another planned. The Government has agreed to lift the size restrictions on major retail developments, which is anticipated to allow IKEA to establish itself in Ballymun, bringing with it the promise of 500 jobs. The population is said by the regeneration company to grow from 17,000 to 30,000 over the next five to seven years.

#### **Social Regeneration**

Yet Ballymun is still faced with a huge challenge, whether the improvement in housing can have any effect on the deep-seated disadvantage experienced by local people. This is the challenge for the Partnership. A core issue for the future of people in Ballymun is whether children can begin for the first time to fully benefit from the educational system and acquire the education, social development and marketable skills to support a better future for themselves and their families.

#### An integrated, interagency approach

The extent of the concentration of multiple disadvantage throughout Ballymun is unlike most other areas. The Partnership finds itself seeking to support members of target groups, not in pockets of disadvantage, but working with the other key agencies to lift an entire community. Supported by Atlantic Philanthropies, the

Partnership is playing its role in developing a Ten-Year Plan for Children and Young People with other Agencies, such as; RAPID, the Drugs Task Force, Ballymun Regeneration, Ballymun Regional Youth Resource along with an Assistant Secretary General of the Department of Education & Science and the Manager of the Primary Healthcare Initiative. The Development Group is chaired by Dr Noirin Hayes, a developmental psychologist from DIT.

"The partnership finds itself seeking to support members of target groups, not in pockets of disadvantage, but working with the other key agencies to lift an entire community."

Noirin previously chaired the Ballymun Partnership Childcare Taskforce throughout the development of the Ballymun Childcare Plan. Initial funding of €158,000 has been received by the Partnership from Atlantic to assist the Development Group to develop a plan and a funding application.

#### Addressing educational disadvantage

The Partnership's Education Strategy with its significant engagement with all fourteen school principals is seen as one central plank of the proposed ten year plan.

# A period of growth and change for Ballymun Partnership

The Partnership itself has undergone rapid change with the appointment of a new Chair, Chris O'Malley from the Presidents office in DCU, and a new Deputy Chair, Damian Drumm the Northwest Area Manager of DCC.



Chris O'Malley was appointed Chairperson of Ballymun Partnership in 2004.

All three newly elected councillors joined the Board. The Partnership has also greatly increased its engagement with the community, with 96 members

of the board and sub structures in 156 different positions.

#### **Community Participation**

The central role of the Partnership with local community organisations has been established and welcomed. Work has begun to map out community participation in Ballymun, in the Partnerships own structures and all other local development and community development structures and to develop a new model of participation which will underpin renewed community engagement and active citizenship. Plans are underway for the formal launch of a Ballymun Partnership Parents Network and five local parents groups.

# A more balanced programme of activities

The Partnerships Programme of Activities has been changed from previous years to reflect a much more balanced programme of activities. The Community Development and Childcare Working Groups have been significantly expanded with five sub groups. It is planned to recruit a second Community Development Co-ordinator, an Education Programme Manager and an Economic Development Manager early in 2005. The Education and Economic Development Working Groups will then be expanded also. The Partnership is looking forward positively to playing its role in delivering significant improvement in the lives of children and families in Ballymun with the support from ADM and the Local Development Social Inclusion Programme

# Summary of LDSIP Outputs 2004

### **Summary Outcomes for ADM LDSIP 2004**

### **Targets Versus Outputs**

Most of the targets set out in the Ballymun Partnership Programme of Activities for 2004 have been met and for many, exceeded. There are some targets that were not achieved, and mainly this was in the area of Enterprise, which was without the full personnel resources to drive the intended programme for the year. However, concentrated energies on more focused supports to LES clients, maintaining limited but quality Business Advisory Services to individuals, increasing activity in the areas of Community Development and Childcare, and the continuation of the Education Strategy development process have all yielded tremendous return for us in 2004.

The table below sets out the positive quantitative outcomes for Ballymun Partnership this year under the LDSIP Programme of Activities.

As we wait our final SCOPE analysis for 2004 from ADM, we can estimate that we have directly touched over 2,500 individual lives, and over 20 self help/grass roots groups in Ballymun, through this programme. This does not include the relationships we are building up with the people who meet around our structures (96 individuals), and the many collaborations, (38 in total) we have formed with a range of agencies and organisations through joint work on our shared interests.

LDSIP Target for 2004	Estimated Outcome	<b>Actual Outcome</b>
Services to the	Outcome	
Unemployed		
Numbers receiving	316	547
supports through SUE		
Number of these LTU	200	191
Total number of those	96	226
receiving supports		
assisted into Employment		
(FT, PT & ST)		
Numbers receiving pre-	46	67
start up enterprise support		
SUE Initiatives	5	7
		(5 LES, 1 Nordubco
		Research, 1 Economic
0115 0 11 1		Development Agenda)
SUE Collaborations	2	2
		(CE & JI)
Community		
Development		
Groups receiving pre-	7	12
development support		(Through Cluster Groups
		Needs Analysis by CAP)
Groups receiving	15	16
developmental support for		(Assisted through

a atablish a di arauna		Davidonment
established groups		Development
		Grants/Support)
Numbers receiving	10	80 individuals
Community Development		(Through CAFTA)
Training Support		
CD Initiative	2	6
		(Includes Community
		Trust Research,
		Community Participation
		Research, Community
		Evaluation Tool,
		International Women's
		Day Committee, Local
		Election Debates, Radio
		Production Course)
CD Numbers		1,000 individuals
directly/indirectly engaged		Directly involved.
in promotional events		(Further 15,000 general
		population receiving
		information through
		various media).
CD Collaborations	1	5
		(Includes Intercultural
		Group, Festival
		committee, BCON, BAPN)
Community Based		
Youth Initiative	150	075
CBYI Number of	150	875
children/young people and		(Estimated number of
adults engaged through		adults and young people
this measure		and children involved
		directly through the range
		of events last year,
		including training of
		trainers).
		This does not include
		Time decenter interact
		wider audiences through
		information dissemination
		etc.
ESL Initiative	1	1
		(Gateway: 24 young
		people)
CBYI Initiatives i.e.	6	6
Research, promotion,		(Includes ED Strategy,
information dissemination		LLL research, Childcare
		Centre, Parents Network,
		Principals Forum, 10 year
		plan for children and
		youth)
CBYI Collaborations	1	1
		(Includes Atlantic
		Philanthropies)

## CO-OPERATION, COLLABORATION & LINKAGES

## **CO-OPERATION, COLLABORATION & LINKAGES**

Ballymun Partnership was involved in over <u>38 collaborations in 2004</u>, either self initiated in an attempt to pursue the actions of the Ballymun Area Implementation Plan, or initiated by others with interests in similar actions and target groups in Ballymun/Regionally/Nationally.

AGENCY	Partnership Working Group / Structure	Description of Co-operation
FAS	CE Framework Group	The CEO Chairs the Framework Group, which is the forum for formal communication between Ballymun and FAS Community Services department. All community services funded activities are reviewed at these meetings, including Community Employment, Jobs Initiative, Supported Employment, Jobs Clubs etc. The focus has been on ring-fencing the current allocation of numbers on CE in Ballymun as the largest RAPID area in Dublin and ensuring quality development, training and progression of individuals.
	Ballymun Job Initiative Advisory Committee	This advisory group is chaired by the CEO. It oversees the administration of JI in Ballymun jointly with the agent, the sponsors and the community.
	North Dublin Supported Employment Programme Committee	Administered and chaired the NDSEP on behalf of a North Dublin consortium, which was responsible for implementing the programme for people with a disability.
DSFA	Ballymun Partnership Economic Development Working Group.	This working group was set up in 2004 to progress the Enterprise/Economic Development strategies of the Ballymun Partnership as defined in our Action Plan 2004 - 2006

VEC	Ballymun Partnership Community Development Working Group	The VEC is a member of this working group, providing advice and assistance in a range of activities carried out under the Community Development Measure of the Ballymun Partnership including training hours and development support to targeted groups.
	The CDVEC through the CEO of the CDYSB is a member of the Education Working Group	The VEC supports this working group and the development of an education strategy for Ballymun
	Ballymun Partnership Childcare Working Group and Childcare Funders Quality Assurance sub Group	Mary McKevitt Childcare VEC Development Manager of Dublin City is a member of this sub group which is developing service contracts between funders of childcare places and childcare providers
HEALTH BOARD	Ballymun Partnership Childcare Working Group	The main focus of collaboration with the Health Board is in relation to childcare actions carried out under Ballymun Partnership's Community Based Youth Initiative Measure and the Ballymun Childcare Action Plan.  The Health Board Childcare Manager Colman Duggan is one of the members along with other stakeholders involved in this working group. (Please see table below in relation to Partnership structures for full list of membership).
	Ballymun Development Group for Children & Youth	The Primary Health Care Initiative Manager Mary Kenny is involved as a key partner in this Development Group, which is currently devising a 10-year strategy for children and youth in Ballymun funded by Atlantic Philanthropies. Ballymun Partnership provides administrative support to this process.

	Ballymun Partnership Childcare Funders Quality Assurance Sub Group	The Health Board local welfare Manager Fergus Kelly, Carmel Muirrin pre school inspectorate, Cathal Morgan addiction services are all members of this working group, which was initiated by the Ballymun Partnership's Childcare Working Group, providing advice and assistance in developing the quality actions as outlined in the Ballymun Childcare Plan.
	Ballymun Partnership Community Development Working Group	The local Health Board welfare Manager Fergus Kelly is a member of this group, providing advice and assistance in a range of activities carried out under the Community Development Measure of the Ballymun Partnership
	The Primary Healthcare Initiative Advisory Group	The CEO is member of this group convened by the Primary Healthcare Manager
	The Local Child Protection Committee	This is an initiative of the Health Board and is led by Colman Duggan, Childcare Manager. The Childcare Co-ordinator is a member of this committee.
RAPID	Area Implementation Team	The CEO of Ballymun Partnership is a member of this team. The focus of energies within the RAPID AIT is to ensure that the projects nominated by Ballymun for RAPID accelerated investment are provided for and to prioritise projects seeking funding from Dormant Accounts, JE&LR Women's Measure, YF&SF and CRAGA RAPID leveraged funds from various Department.
	Ballymun Development Group for Children & Youth	The RAPID Chair and Co- ordinator are active members of the Development Group currently devising a 10-year strategy for children & youth in Ballymun, initiated by Atlantic Philanthropies. Ballymun Partnership provides administrative support to this process.

Ballymun Partnership The RAPID Co-ordinator is a Community member of both the Community **Development Working Development Working Group and Group and Community** its Community Participation sub Participation Sub Group. group. The working group is supporting RAPID to look at its community participation structures and ways in which the residents of Ballymun can feed into the RAPID structure. The RAPID Co-ordinator is a Ballymun Partnership Childcare Working member of the Childcare Working Group Group The CEO is a Director of Centre Local **Axis Arts & Community** Authority/BRL **Resource Centre Boar** along with the MD of BRL and a **Community representative. They** were given direct responsibility in 2003 for correcting a dysfunctional operation and bringing about stability, reconsidering the business plan and devising appropriate structures so that the resource remains in trust for the community. An Art Director and Arts Team have been put in place and an agreement for the ongoing funding of the centre by DCC/BRL Ballymun Partnership DCC Area Manager & BRL Childcare Working Finance Manager are members of Group this working group **Ballymun Regeneration** The CEO of Ballymun Partnership is a Board member of the Regeneration Company The Managing Director of BRL, **Assistant City Manager DCC is a Director of the Partnership Audit Committee** The CEO is a member of the **Audit Committee of BRL, which** is responsible for corporate governance matters and mechanisms to monitor the financial spend and actions of the Regeneration company and the Integrated Area Plan in Ballymun.

	Ballymun Development Group for Children & Youth	Ciaran Murray the MD of BRL is a member of this development group, which is currently devising a 10-year strategy for children & youth in Ballymun. Ballymun Partnership provides administrative support to this process.
	Ballymun Partnership Community Development Working Group and Small Grants Sub Group.	The Community Section of Dublin City Council is a member of both the working group and the small grants sub group. DCC Community Section and the Partnership have developed a working relationship over the past two years and are now working collaboratively on a number of community initiatives, including the Ballymun Festivals Committee.
Dublin City Development Board	North West Area Social Inclusion Task Force (NWASITF)	The CEO is a member of this Task Force and the focus is to ensure that Local Area Social Inclusion Plans are considered at the Local Area Committee Level before going to SIMS.
County SIMS Committee	The NWASITF is the sub group of he SIMS Committee for the North West area Committee Area of Dublin	5 Dublin Partnership (including Ballymun) are represented by 2 Partnership Managers at the SIMS.
Dublin City Childcare Commmttee  Dublin Northwest CHILDCARE	Dublin North West Childcare Resource Centre	Ballymun Partnership is contracted by DCCC to provide and develop this service based in the Partnership offices in the Shopping Centre for the North West Area Committee area of Dublin.
RESOURCE CENTRE Payer of the season of the s	Ballymun Partnership Childcare Working Group	The Executive Chair of the DCCC is an active members of the Partnership Childcare Working Group and the Ballymun Partnership Childcare Funders Quality Assurance Sub Group  The Co-ordinator of the DCCC is also a member of the Ballymun Partnership Childcare Funders Quality Assurance Sub Group

	Dublin City Childcare Committee Training Sub-Group	Ballymun Partnership's Childcare Co-ordinator is a member of this sub-group working on training and quality enhancement in the childminding/childcare sector.
	Dublin City Childcare Committee EOCP mentoring sub group	Ballymun Partnership's Childcare Co-ordinator is a member of this sub-group. The Equal Opportunities Childcare Programme set up a sub-group on training and mentoring in 2004, which aims to enhance the quality and standards of childcare/childminding in Ireland
Other NGO's	Local Drugs Task Force	The Ballymun Partnership is represented on the Local Drugs Task Force and its Admin Committee by the CEO to ensure that there is co-operation on a range of policy issues and actions locally that have an impact on similar target groups.  The Community Development Co-ordinator is also a member of the LDTF Prevention and Education Sub Committee.  The LDTF is a member of both the Ballymun Partnerships' Childcare and Community Development Working Groups.
	Community & Family Training Agency (CAFTA)	CAFTA is a long established community group and it is one of 4 CDPs in the Ballymun Area. It delivers the Housing Transition Programme for BRL for all DCC tenants being re-housed as part of the Regeneration. In 2004, CAFTA invited the CEO onto its board of management to support the strategic development of CAFTA and also to encourage joint actions that affect our similar target groups.
	Nordubco (DCU)	Ballymun Partnership, along with the other 2 North Dublin Partnerships are represented (and are co-founders) of the North Dublin Coalition which

	addresses mainly employment, education and other economic issues and opportunities that affect the three Partnership areas together. The CEO of Nordubco is a member of the Partnership Economic Development Working Group
Ballymun Education Support Team (BEST)	BEST manages the school Completion Programme in Ballymun. BEST invited the CEO of the Partnership to join their Management Committee in 2004. The main focus of BEST is to address early school leaving through working with the schools and identifying young people at risk of dropping out or who have already dropped out, and plans a range of activities to encourage the young person back into the school system.
Local Education Committee	The CEO is a member of the Local Education Committee, which is a long time established, and was encouraged by earlier work of the Partnership's previous Education Co-ordinator. This committee is made up of teachers and principals from all of the primary schools in the area, parents and home school liaison officers. Their primary focus is to ensure good communications between all of them as key stakeholders in the education and welfare of children attending local schools.
Irish Childcare Policy Network (National)	This is a new initiative at national level, which has been spurred on by the need for a forum that encourages discussion on Childcare policy in Ireland, with all interests. The Ballymun Partnership Childcare Coordinator is a founder of this new network.

<b>Ballymun Community</b>	BCON was set up in 1998 and
Organisations Network	has representatives of over 30
(BCON)	community and voluntary groups
	in Ballymun. Ballymun
	Partnership is a member and
	also provides executive support
	through its Community
	Development Co-ordinator.
	Development Co-ordinator.
BCON Accommodation	In 2004 the Community
	In 2004, the Community
Sub Group	Development Co-ordinator was
	instrumental in the establishment
	of a sub-group, which was
	formed to focus on the
	accommodation needs of local
	groups in Ballymun, who will be
	forced to consider alternative
	accommodation as a result of the
	regeneration programme.
Ballymun Partnership	This is a new initiative of the
Parents Network.	Ballymun Partnership, The
	Childcare Working Group and
	The Childcare Resource Centre.
	In 2004, the working group/centre
	wanted to progress this network
	as a key action, as set out in the
	Ballymun Childcare Action Plan.
Della marcan Deuts e melaine	This is a new initiative of the
Ballymun Partnership	This is a new initiative of the
Childcare Providers	Ballymun Partnership's
Network	Childcare Working Group made
	up of local childcare providers
	and Lifestart. The Childcare co-
	ordinator assists them to come
	together to address their needs
	commence a plan for training and
	other supports
Ballymun Anti-Poverty	Ballymun Partnership, in
Network – (BAPN))	collaboration with a range of core
(	
	funded programmes, the four
	funded programmes, the four local CDPS, RAPID and Drugs
	local CDPS, RAPID and Drugs
	local CDPS, RAPID and Drugs Task Force came together in
	local CDPS, RAPID and Drugs Task Force came together in 2004 to establish the Ballymun
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	Ballymun Initiative for Training and Education (BITE)	BITE promotes access to third level education and receives support from the Partnership through the Millennium Fund.
	Ballymun Animal Caring Association.	The Community Development Co-ordinator is a member of the BACA Youth Sub-Group. This group supports the development of the youth element of the organisation.
	Irish Pre-School Play Groups Association (IPPA)	Carmel Brennan the IPPA Quality Improvement Programme Co- ordinator is a member of the Partnership Childcare Working Group, the Ballymun Partnership Childcare Funders Quality Assurance Sub Group
	The National Children's Nurseries Association	The NCNA National advisory officer is a member of the Ballymun Partnership Childcare Working Group and the Childcare Funders Quality Assurance Sub Group
Depts DES DETE etc	Ballymun Development Group for Children & Young People	The Director of Regional Services Frank Wyse and his deputy Ian Murphy from the Department of Education, Science and Technology are members of this development group, which is currently devising a 10-year strategy for children and youth in Ballymun. Ballymun Partnership administers the funding from Atlantic philanthropies for his process.
	Ballymun Partnership Childcare Working	The DES visiting teacher for Travellers is a member of this
	Group	group

Leverage of Direct Funding

## Leverage of Funds

Ballymun Partnership <u>directly levered a total of €1,803,973.00 in 2004</u>. This equates to over two and a half times the LDSIP allocation to Ballymun Partnership, demonstrating <u>a leverage capacity of over 250% return on ADM's investment</u> in the Partnership's Programme of Activities for last year.

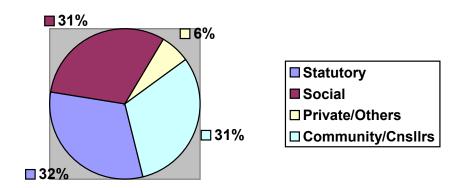
SOURCE OF FUNDING	AMOUNT	LDSIP Contribution
FAS	€850,165 for LES	€140,050
FAS	€500,000 for NDSEP	Staff Time and
DOEA	CO FOO for Doronto Noticedo	Administration
DSFA	€2,500 for Parents Network	1,884 <b>0</b>
HEALTH BOARD	€1,000 for Childcare Funders	
	Quality Assurance Research	€1,000 <b>②</b>
Millennium Access	€69,300 for 3 <sup>rd</sup> Level Support	Staff Time and
Dublin City Council/BRL	€635 for Parents Network	Administration.
Dubiiii City Coulicii/BRE	eoss for Farents Network	1,004
	€2,200 for Parents Network	1,884❶
	€30,000 for 10 year Strategy for Children & Youth	€54,877.09
Dublin City Childcare Committee	€65,000 for Childcare Information Resource Centre	€1,000
	€2,562 Childminders Training	€1,000❷
	€1,611 Paediatric First Aid Training	
	€5,000 for Childcare Funders Quality Assurance Research	
Other NGO's Atlantic Philanthropies	€158,000 for Devising 10 year strategy for children & youth	€30,000
Ballymun Local Drugs Task Force	€5,000 for Childcare Funders Quality Assurance Research	€1,000❷
Dublin City University	€6,000 for Parents Network	€1884 <b>①</b>
Depts/Gov Programmes CRAGA - Cohesion Fund	€100,000 for Ballymun Anti- Poverty Network	€15,000
RAPID AIT	€5,000 for Community Trust Research	€5,000

Notes I and 2 refer to the total allocation given to the Childcare Resource Centre and the Childcare Working Group to carry out a range of activities in 2004.

# Organisational Structures

#### ORGANISATIONAL STRUCTURES

In 2004, <u>96 individuals in total</u> were involved<u>in 156 positions</u> on the board and sub-committees, working groups and related structures of the Ballymun Partnership, each representing various areas of interest. There are just 3 members of the Partnership Project Staff, including the CEO, facilitating the participation of all our partners at this time. The following pie chart gives an overview of the make up of the types of representation when we combine all our structures. As you can see, Ballymun Partnership has achieved a fairly balanced representation in 2004.



BOARD: 19 MEMBERS			
Name	Role	Organisation	Representing
1. Chris O'Malley	Chairperson	DCU	r to processing
Damian Drumm	Vice Chairperson	DCC	
Anne Keating	Company Secretary	SIPTU	
2. Anne Marie Hughes			Community Organisations
3. Donnachada Hurley	Community Director	BRYR	Youth
4. Hughie Greaves	Community Director	Drugs Task Force	Drugs
5. Mick Creedon	Community Director	Ballymun Job Centre	Employment
6. Ollie Mac Glinchey	Community Director	Ballymun Communications	CE Sponsors
7. Anne Keating	Social Partner	SIPTU	ICTU
8 Ciaran Murray	Social Partner	Ballymun Regeneration	IBEC/EMPLOYER
9. John Dunne	Social Partner	ICTU/SIPTU	ICTU
10. Pauline Logan	Social Partner	Logan Assoc/Nordubco	IBEC/EMPLOYER
11. Tony Kelly	Social Partner	ICTU/Ordinance Survey	ICTU
12. Tim Tynan	State	FAS	
13. David Treacy	State	CDYSB	
14 Damian Drumm	State	Dublin City Council	
15. Fergus Kelly	State	Ballymun Health Centre	
16. Gerry Hickey	State	Dept Social & Family Affairs	
17. Andrew Montague	Other	Councillor	Dublin NW
18. Julia Carmichael	Other	Councillor	Dublin NW
19. Ray Corcoran	Other	Councillor	Dublin NW

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2004 Incoming Chair, Chris O'Malley, presents outgoing Chair, Peter Davitt, with a piece of crystal art work in acknowledgement of his time with, and contribution to Ballymun Partnership over the last 6 years.

Ballymun Partnership has <u>14 subsidiary structures</u> operating either directly to the Board, or, as a result of programme development in the last year. These groups, their members and the types of representation they bring are as follows:

ADMIN	ADMIN Committee: 6 Members				
Name		Role	Organisation	Representing	
1.	Chris O'Malley	Chair	DCU	Independent	
2.	Damian Drumm	Deputy Chair	DCC	State	
			Women's		
3.	Anne Keating	ICTU	Resource Centre	Social Partners	
4.	Mick Creedon	Community	LESN	Employment	
5.	Ollie		Ballymun		
	McGlinchey	Community	Communications	CE Sponsors	
6.	David Treacy	State	CDYSB	Education/ CDVEC	

Research & Policy Advisory Group: 5 Members				
Name	Role	Organisation	Representing	
1. Hugh Greaves	Community	Community	Drugs	
2. Damien Drumm	State	DCC		
3. David Treacy		CDYSB	Education/ CDVEC	
4. Ciaran Murray	IBEC	BRL	Social Partners	
5. Mick Creedon	Community	LESN	Employment	

"In 2004, Ballymun Partnership began rejuvenating the

## **Economic Development Working Group,**

as a direct sub-structure of the Board.

It will grow in 2005, as it is intended to assist greatly in the process of adopting a wider agenda, informed but not limited, by the issues outlined in the document Economic Development and Enterprise Agenda, which was produced as part of our Programme of Activities in 2004."

**Economic Development Working Group: 7 Members** 

Name	Organisation	Representing
1. Chris O'Malley	DCU	Independent
2. Ollie McGlinchey	Community	CE Sponsors
3. Pauline Logan	Logan & Associates	North Dublin Chamber of Commerce
4. Deiric O'Brien	Nordubco	
5. George Ryan	Expert	
6. John Dunne	SIPTU/ICTU	Social Partner
7. Patricia Swords	DSFA	State

CE Framework Working Group: 9 Members			
Name	Organisation	Representing	
1. Iggy Fields	FAS	IState	
2. Ollie McGlinchey	CE Sponsors	Community	
3. Tim Tynn	FAS	State	
4. Neilidh Mulligan	FAS	State	
5. Aine Rooney	CE Sponsors	Community	
6. Eileen Lally	FAS	State	
7. Bredan Bent	CE Sponsors	Community	
8. Mick Creedon	Ballymun Job Centre	Community	
9. Mick Mulkern	FAS	State	

JI Advisory Group: 8 Members			
Name	Organisation	Representing	
Gordon Muego	Ballymun Job Centre	Managing Agent	
2. Aine Rooney	CE Sponsors	Community	
3. Mary Callaghan	Ballymun Job Centre	Managing Agent	
4. Eileen Lally	FAS	State	
5. Mick Creedon	Ballymun Job Centre	Community	
6. Brendan Bent	CE Sponsors	Community	
7. Anne McCluskey	Ballymun Job Centre	JI Co-ordinator	
8. Anne Keating	Women's Resource Centre/ ICTU	Social Partners	

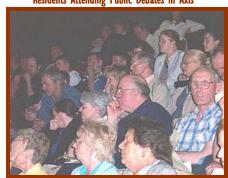
"In 2004, Ballymun Partnership invited local school principals to form the Ballymun School Principals Forum, as part of its Education Strategy development process. All 14 principals in the local area have joined the Forum and Ballymun Partnership has been invited to provide the secretariat in 2005."

**Education Working Group: 7 Members** 

Name	Organisation	Representing
1. Chris O'Malley	DCU	Independent
2. Hugh Greaves	Drugs Taskforce	Community
3. George Ryan		Expert
4. Frank Byrne	Comprehensive	Schools
5. Donnacadh Hurley	BRYR	Youth Services
6. Anne Keating	Womens Resource Centre	ICTU
7. Mick Creedon	LESN	Community

School Principals Forum: 13 Members			
Name	School		
1. Tom Hickey (Chair)	St Josephs Senior		
2. Ray O'Diomsaigh	Gael Scoil Bhaile Muna		
3. Donal O'Loinsigh	Scoil An Seachtar Laoch		
4. Mary Downey	Girls Comprehensive		
5. Frank Byrne	Boys Comprehensive		
6. Anne Carty	Our Lady's of Victories		
7. Maire O'Halloran	Our Lady's of Victories		
Paddy Fitzgerald	Holy Spirit Boys National School		
9. Marie O'Brien	St Josephs Junior National School		
10. Eileen Marinan	Virgin Mary Girls National School		
11. Angela Murray	Ballymun Senior Comprehensive		
12. Marian Hackett	Holy Spirit Girls National School		
13. Des Deegan	Virgin Mary Boys National School		
14. Paddy Fitzgerald	Holy Spirit Boys National School		

Residents Attending Public Debates in Axis



## Community Development Working Group: 20 Members

	Community Development Working Cloup. 20 Members				
	Name	Organisation	Representing		
1_	Ciara Doyle	Manager, Drop in Well Family Resource Centre	Community		
2	Anne Keating	Ballymun Partnership Board, Social Partner	ICTU		
3	Brian Mongey	Community Section, Dublin City Council	DCC		
4	Hugh Greaves	Ballymun Partnership Board, Co-ordinator, Ballymun Drugs Task Force	Community		
5	Emma Freeman	Manager, Community Action Programme	Community		
6	Liz Hartigan	Ballymun Active Disability Interest Group	Community		
7_	Camilla Fitzsimons	Manager, Community and Family Training Agency	Community		
8	John Murphy	Manager, Ballymun Men's Centre	Community		
9	Fergus Kelly	Ballymun Partnership Board, Senior Community Welfare Officer, Health Board	NAHB		
10	Eileen Gleeson	Sports Officer, Dublin City Council	DCC		
11	Maria Carnicier	St. Margaret's Traveller Project	Community		
12	Dave Flynn	Prison Links Support Worker, Ballymun Job Centre	Other		
<u>13</u>	Colm O'Muiri	Housing Transition Co-ordinator, CAFTA	Community		
14	Brian Healy	Liaison Officer, City of Dublin Youth Services Board	CDYSB		
15	Mary Dimas	Town Planner, Ballymun Regeneration Ltd	Statutory		
16	Julie Mason	Family Support Co-ordinator, DCC Dublin City Council			
17	AnnMarie Hughes	Ballymun Community and Voluntary Groups, Ballymun Partnership Board	Community		
18	Bernie Roe	Co-ordinator, RAPID Ballymun	RAPID		
19	Simon Cocking	Global Action Plan	Community		
20	Rena Rockford	Ballymun Youth Action Programme	Community		



A number of Ballymun Partnership Directors pictured here from left to right; Gerry Hickey, Statutory Director, representing Social Welfare, Mick Creedon, Hugh Greaves, Ollie McGlinchey, Community Directors and, Anne Keating ICTU.

# Community Participation Sub Group of the Community Development Working Group: 5 Members

	Name	Organisation	Representing
1	Ann Marie Hughes	Ballymun Youth Action	Ballymun Partnership
		Project	Board
2	Camilla Fitzsimons	CAFTA	Community
3	Ciara Doyle	Drop in Well Family	Community
		Resource Centre	
4	Bernie Roe	RAPID	Statutory
5	Dave Flynn	Ballymun Job Centre Prison	Community
		Links Worker	

	Small Grants Sub Group of the Community Development Working Group: 6 Members			
	Name	Organisation	Representing	
1	Simon Cocking	Global Action Plan	Community	
2	Emma Freeman	Community Action Programme	Community	
3	Brian Healy	CDYSB	Youth Organisations	
4	Brian Mongey	DCC	Statutory	
5	Fergus Kelly	NAHB	Statutory	
6	Anne Keating	ICTU	Social Partner	



## Childcare Working Group: 22 Members

Ciliucate working Group: 22 Members				
Name	Representing	Name	Representing	
1. John Tymon	Dublin City Council			
2. Lisa Walsh	DNW Childcare Resource Centre Project manager	13. Catherine Finnerty	C.A.F.T.A Creche Manager	
3. Marie Cooper	Ballymun East Community Centre Sponsor Creche	14 Pauline Logan	NorthDubCo	
4. Sr. Malen Del Valle	Aisling breakfast and after schools clubs (St Joseph's School)	15. Hugh Greaves	Ballymun Drugs Taskforce	
5. Ashling Hooper	National Children's Nurseries Association National Advisory Officer	16. Fergus Kelly	Ballymun Health Centre Superintendent Welfare Officer	
6. Carmel Brennan	IPPA Early Childhood Organisation Co ordinator of Quality Improvement Programme	17. Anne Keating	Women's Resource Centre	
7. Evelyn Hanlon	BRL Finance and Administration Manager	18. Newly appointed will take up post in February	Ballymun Pre- school Playgroup Co-ordinator	
8. Mary Brady	Ballymun Day Nursery Manager	19. Ann Thornton	Dept of Education Visiting Teacher for Travellers Service	
9. Coleman Duggan	NAHB Childcare Manager	20. Edel Caffney	Parents rep	
10. Sr. Majella McCabe	Our Lady's Nursery Manager	21. Ruth Barry	Parents rep	
11. Eileen Keogh	An Garda Siochana	22. Niamh Kavanagh	Childminders rep	
12. Bernie Roe	RAPID Co ordinator			

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"Members of Childcare Working Group, with the assistance of the Childcare Co-ordinator and in co-operation with the Dublin North West Childcare Resource Centre, were involved in a number of pre-development activities and initiatives in 2004. In 2005, we hope to further consolidate 3 particular initiatives. They are: The Childcare Providers Sub-Group, the Childcare Funders Quality Assurance Sub-Group and The Parents Network."

**Childcare Quality Sub Group of the Childcare Working Group: 10 Members** 

	Name	Organisation	Representing	
1	Carmel Brennan	IPPA	Chair of Dublin City Childcare Committee	
2	Nuala Nic Giobun	DCCC	Co-ordinator of Dublin City Childcare Committee	
3	Fergus Kelly	Health Board	Statutory	
4	Lisa Wheelan	LDTF	Community	
5	Ashling Hooper	NCNA	Other NGO	
6	Mary McKevitt	VEC	Statutory	
7	Annette Head	STAR Project	Community	
8	Brian Mellaugh	ICON	NGO	
9	Carmel Murrin	Health Board	Statutory	
10	Cathal Morgan	Health Board	Statutory	

Ch	Childcare Providers Sub Group of the Childcare Working Group: 8 Participants					
	Name	Organisation	Representing			
1	Mary Brady	Day Nursery Manager	Community			
2	Ciara Doyle	Drop in Well	Community			
3	Aine O'Suilleabhain	PSPAssoc., Co-ordinator	Statutory			
4	Mary Fitzpatrick	Lifestart	Community			
5	Freda Cahill	Sesame Street	Community			
6	Geraldine Nic Giolla Rua	Glor na nGael Naionra	Community			
7	June Ni Fhaolain	Glor na nGael Naoinra	Community			
8	Lisa Walsh	North West Childcare Resource Centre	Statutory			

Par	Parents Network: 11 Participants					
	Name	Organisation	Representing			
1	Ruth Barry	Parent	Community			
2	Edal Swan	Parent	Community			
3	Yvonne Geoghan	Parent	Community			
4	Edel Gaffney	Parent	Community			
5	Hazel Walsh	Parent	Community			
6	Roisin Kelly	Parent	Community			
7	Catriona Lawrence	Parent	Community			
8	Lena Lawrence	Parent	Community			
9	Suzanne Irwin	Parent	Community			
10	Mary Fitzpatrick	Parent	Community			
11	Lisa Guerin	Parent	Community			

# Description of the Rotation Policy of the Board.

Directors of the Board of Ballymun Partnership are nominated by the appropriate organisation at the AGM, each member serves 3 years. A third of the membership resign every year from each sector, but they may stand again. Where more than two of the longest serving directors have equal service they can draw lots or agree among them who stands down.

Where a vacancy occurs between AGMs, the board may co-opt a director to fill the vacancy on the nomination of the remaining directors from their sector. Directors who were co-opted during the year have to be re-elected at the subsequent board meeting. There are no vacancies on the Board at the end of 2004.

Full details can be found in the Memo & Articles of Association of Ballymun Partnership, a copy of which is already kept on file by ADM Ltd.

# Details of the number of meetings held by the Board/Committees each year.

There are approximately 8 to 9 meetings of the Board each year, plus the AGM. The Sub-committees/Working Groups meet accordingly, as agreed by the membership (usually every 4 to 6 weeks). However, a minimum of 4 per year is required for quarterly review purposes.

# Progress/challenges facing the company's organisational structure.

In terms of gender balance on our structures, currently, we have a gender ratio of 56:42 in favour of women.

This is tremendous progress overall in generating interest and participation by

women in our structures. However, when we drill down into each committee, the ratios show that the presence of women in the areas of community development and childcare is much greater than in male dominated areas of education, economic development and the board and admin committees specifically. The challenge to us here will be to achieve a balanced representation across all of our structures in the future.

## We have begun a process of rejuvenating our working groups

which had been small sub committees of the Board. The objective is to establish large representative working groups which cover the sectors and local organisations, target groups and the local community. In 2004, we made great progress overall, in terms of encouraging larger numbers of relevant, representation in our overall structures, with a total of 14 subsidiary or related groups.

We started with the expansion of the Childcare & Community Development Working Groups, which now are greatly expanded and now have five sub groups between them. We will address the Education & Economic Development Working Groups in 2005. As stated at the start of this section, we now have 96 individuals participating in 156 positions on our board and directly related sub-structures altogether.

We intend to continue our focus and efforts in increasing the levels and effectiveness of participation, particularly local participation overall in 2005.

Strategies, Actions & Outcomes for 2004

Services to the Unemployed

#### Services to the Unemployed

#### Strategy 1

Labour Market Planning: This strategy focuses on actions to promote and develop the quality of labour market intelligence, to identify future labour market trends to encourage more effective responses to identified trends. To promote networks and inter-organisational cooperation and to facilitate more effective labour market services, to enable them to respond to the needs of those most distanced from the labour market.

Action 1: Inter-organisational Co-operation for Provision of Services to Most Marginalised

#### **Description**

This LES action supported activities to encourage and support greater cooperation between organisations providing labour market services in Ballymun. The activity included organising seminars for individuals from various organisation and agencies to come together to share experiences and best practice, including the publication of the interorganisational research. The activity will also look at the recommendations of the research and will examine practical steps to implementation the recommendations.

#### Outcomes under this action included:

- Publication of Inter-Organisational Research
- Organisation of seminar based on the Inter-Organisational Research in the Helix
- Development of interorganisational protocols between BJC and PACE and between BJC and Rehab Integration
- Development of modules and organisation of a training course which ran over two half

A total of 547 individuals were supported through the actions under this measure.

478 of these availed of a range of supports within the LES specific actions

64 of the LES clients availed of skills development training 14 availed of further education

There were 226 Job Placements.

67 individuals availed of Enterprise specific supports with 2 enterprise start-ups

days in December for staff from various services in the area. This is been developed in co-operation with the Health Board.

#### **Challenges**

The challenge is to develop a process of inter-organisational co-operation that can take into account the specific focus of the various organisations involved in the delivery of labour market services: achieving greater co-operation within a system that does not encourage such co-operation. Some issues coming from the work include concern about the duplication of services / actions; a lack of real inter-organisational linkages between the programmes and services of

different organisations; the presence of a lack of trust between some organisations; a lack of a culture of cooperation between local management; and, the lack of a system to track the involvement of different organisations with the same client.

# Action 2: Future Skills Labour Market Intelligence Project

#### **Description**

This LES action involved activity to enhance the level and quality of labour market intelligence available by using the extensive database in the BJC as a sample to track trends within the labour market. This involved tracking the using the database in the BJC to track and monitor clients' progression through the range of labour market services, analyse placement and outcomes to determine trends in type of employment, level of wages, gender, etc. The action also supported the implementation of a research project on measuring employability.

#### Outcomes under this action included:

- Development of the database to provide more effective reporting systems, this included a new registration and appointment system, training database, and development of more in-depth reports, reports for SCOPE.
- Undertaking questionnaires with clients regarding their labour market experiences.
- Analysing data on various aspects of the service, including placement and outcomes to determine trends in type of employment, level of wages, gender, etc.
- Data produced to enable presentation to be made to various local, national and EU groups
- Analyses made of employment in the regeneration, data on

- employment provided to BRL, Forums.
- Development of the database to accommodate the SEP Job Coaches in terms of the reporting requirements
- Involvement in the analyses and collocation of data for the employability study.

#### Challenges

The main challenge for this action is the different methods of reporting that the various agencies have. Another challenge is ensuring that the information is up-to-date and that it does provide good quality reports that can reflect the activities of the service and the labour market status of individuals. This challenge is successfully met by the activity carried out. Detailed SCOPE records were provided this year for all of these activities. Work is underway to ensure that the outcomes from the LESN are recorded in the FAS CDB system.

# Action 3: Bridging the Digital Divide/Provision of ITC Training

#### Description

This LES action was to focus on working with employers, community and state agencies in order to enhance the capacity of local disadvantaged individuals to improve their ICT skills and to identify future trends and to break down barriers that generate the digital divide in relation to labour market access.

#### Outcomes under this action included:

- Upgrading ECDL from manual to on-line testing with target group
- Supporting the delivery of ICT Web classes to older people two nights per week in the LEC

#### Challenges

The amount of money allocated to this action was small and not enough to coax matching or additional funding

from significant bodies. None-the-less the activity carried out provided an enhanced ICT service for individuals in Ballymun and assisted individuals to have a greater understanding of benefits of ICT, not just in terms of the labour market but also on the impact that ICT has on their everyday lives. However, there is a need to undertake additional actions to ensure that individuals in Ballymun, young, old, employed and unemployed can benefit from the use of ICT both in terms of their day-to-day lives and their future labour market prospects. An understanding and usage of ICT in its various forms is increasingly become an important indicator of an individuals quality of life. Thus in terms of actions to improve the quality of life for individuals in Ballymun ensure access to ICT and given individuals an understanding of ICT is an important action that is required to be undertaken. Providing greater access and understanding of ICT should form an important element of the strategy surrounding the regeneration. Additional resources are required for this action in the future.

Strategy 2

Support for Labour Market Services:
Focus is to support the provision of specialist labour market services and programmes for disadvantaged groups that are not provided by other agencies or funds. The services compliment those supported and provided by other agencies. The services and programmes are identified as necessary in the progression of disadvantaged individuals into the labour market.

#### Action 1: Career Development Service

**Description** 

This is an LES action. The provision of career assessment, guidance and support to disadvantaged individuals, many of whom are alienated from the world of work and have no appreciation of their own skills, abilities and aptitudes.

Profile of LDSIP Target Groups Supported under Services to the Unemployed						
Total	M 227	F 320	Total <b>547</b>			
LTU (> 1 year) 74 LTU (>3 Years) 11 Traveller	85 21 1					
Disadvantaged Young Person Disabled Person  STU (< 1 Year) 100	40 7 104	17 12 204	57			
Low Income Family Low Income	6	9	15			
Smallholder Lone Parent Disadvantaged		94	95			
Women Underemployed/ Seasonal Worker 24	92 36	92 60				

By participating in guidance interview/s and by undertaking interest inventories and tests the individual becomes more aware of their own abilities, the type of employment that would suit their personality type and their innate skills. This clarity increases their level of confidence and motivation to enable them to access appropriate training/education leading to a career.

Outcomes under this action included:

Provision of aptitude tests, interest inventories, and career guidance interviews.

#### Challenges

One of the main challenges is the development of an integrated, seamless and client centred service within a context where the different elements that make up the totality of the service provided to clients are funded by different agencies, each with their own administrative and accounting systems. One issue facing the Project is the cost of assessment products and the lack of assessment tools specifically designed to meet the needs of the client group. There are no appropriate tests that have norms for the target group or are suitable given the client's labour market profile.

# Action 2: Post-Placement Literacy Programme

#### **Description**

This LES action designed and implemented a Post Placement Literacy/Career Guidance activity targeting local employing organisations and clients of BJC/LESN currently in low-skill employment.

#### Outcomes under this action included:

- An analyses of the LES's data base to look at the profile of individuals obtaining employment
- Training of 1-1 voluntary literacy tutors to work with Post Placement clients.
- Literacy Awareness Training for Mediators to ensure that the issue of adult literacy is embedded in the mediation process. Two training sessions were organised.
- Evening group work for clients in Employment on Computer Literacy and literacy. Course commenced in October.

- Support to tutors working with Post-Placement clients with literacy difficulties.
- Ongoing Liaison with Ballymun Adult Read and Write Scheme in order to develop the services available to post – placement clients. Joint actions included the development of work based literacy Proposal. This was undertaken in order to access additional resources for postplacement support. The proposal was a joint submission with the Ballymun Adult Read and Write Scheme. The proposal was submitted to the CDVEC but not agreed. Linking with the Ballymun Reading and Writing scheme in order to refer clients placed into employment into the literacy support service.
- Training for 12 staff.
- Tutor training numbers: 35

#### **Challenges**

The provision of post-placement supports are not yet clearly defined at a policy level within various Government Department, such as Department of Enterprise, Trade and Employment, Education and Welfare. State Agencies such as FAS and CDVEC appear to have no clear strategy or programmes that can provide supports to individuals

in low paid, unskilled employment. They are not yet acknowledged as a group experiencing social and economic exclusion in the same way as other more obvious groups. Thus the main challenge is the development of activities such as those carried out under this action within a policy framework that is not clearly defined and where the target group of the actions are not yet see as a priority.

The main issues relate to the cost of undertaking training or education for individuals in low paid unskilled employment. While individuals can

obtain tax breaks for fees there are no other supports available to individuals such as cost of materials, books, etc. Individuals in low paid/unskilled employment have to pay to undertake FAS courses in the evening, are not eligible for support from grants.

#### Strategy 3

Direct the primary work of Ballymun Enterprise Service as a catalyst for developing two strands of economic development in this time of regeneration i.e. Inward Investment and Local development, by bringing together local businesses/ agencies/other economic parties, to offer IDA style service specific to Ballymun and develop proposal with DCU to support local knowledge-based industrial development.

# Action 1: Director of Economic Development & Support Costs

#### Description

Ballymun Partnership to employ an expert who will establish an economic plan, and implement it, for local and inward investment into Ballymun to take advantage of the Regeneration of the area and the opportunities for economic development/activity. The Director of Economic Development will establish a partnership with the Regeneration Economic Interests, the IDA, DCU and other interests and develop a strategy for joint action in developing local and inward investment

#### Outcomes under this action included:

The Director Enterprise moved on mid year and the position was vacant to December. However, our administration officer who had previously worked with the Director in the Enterprise Centre, supported by the CEO, took responsibility in the intervening period.



#### Architects Drawing of New Industrial Campus at Ballymun M50 junction

As part of the review and rebuilding of the Economic Development Working Group (see below)

> Ballymun Partnership contracted an economic consultant to conduct an assessment of the Partnership's Economic Development and Enterprise Agenda 2004-2006.

Despite a lack of personnel resources for this action,

Ballymun Partnership began the rejuvenation of the Economic Development Working Group, as a direct sub-structure of the Board.

This group has representatives from the Department of Social & Family Affairs (the Jobs Facilitator), Nordubco, Ballymun Job Centre, North Dublin Chamber of Commerce, Local Social Enterprise, DCU, Trade Union and independent Economic Experts. The new Economic Development and Enterprise Working Group structure will be grown in 2005 as it is intended to assist greatly in this process of adopting a wider agenda, informed but not limited by the issues outlined in the document Economic Development and

terprise Agenda mentioned above. s document addresses the need to courage local development that is sustainable, socially inclusive and targeted at the most disadvantaged in the community.

#### **Challenges**

This strategy is greatly hindered as a result of the lack of expert personnel to give it the attention it requires on a full time basis. It is proposed to recruit a Economic Development Manager in 2005 who will lead the Economic Development and Enterprise function. His/Her line manager will be the CEO of the Partnership and she/he will work to the agenda agreed by the Economic Development and Enterprise Working Group. Resources for this post will be included in our POA for 2005.

#### Action 2: Admin & Office Support

#### **Description**

To support the establishment and development of new and existing businesses by creating local employment opportunities put in place by providing business incubation space with front of office staff in Workspace 2000. The staff will be responsible for reception, support to tenant enterprises, and general administration for the maintenance of the space.

#### Outcomes under this action included:

Workspace 2000 is a valuable resource to both new and established local businesses and training programmes in the area. Despite the lack of resources to employ a Director of Economic Development to devise an expansion strategy in 2004 for workspaces in Ballymun,

there was an increase in interest levels which resulted in 100% occupancy of units in Workspace 2000 for the first time ever.

This is due in part to the resources into reception and admin services and

general maintenance support to clients, who in turn are beginning to promote the centre to others.

#### **Challenges**

While Admin & Office Support can assist in maintaining good level of support to clients, the further development and expansion of workspaces requires the expertise of the proposed Director of Economic Development, as mentioned above.

#### Strategy 4:

To continue and improve management of existing workspace units while at the same time develop a community trust to attract more investment in support for the Ballymun community emerging as a result of the opportunities of the regeneration programme

Workspace 2000 achieved 100% occupancy for the first time

### Action 1: Management & Development of Workspace Provision

#### **Description**

Ballymun Enterprise Services will not only continue to provide and develop workspaces for local entrepreneurs and established businesses recruiting local people. It will also continue to research, develop and provide new workspaces within the regeneration programme.

#### Outcomes under this action included:

There was no direct activity under this action in 2004, however the research on community trusts being conducted

under the Community Development Measure, in co-operation with RAPID AIT, will help inform this action in 2005.

#### Challenges

Please refer to strategy 3 above.

#### Strategy 5

Maintain but redirect the current advisory services of the Ballymun Enterprise Service to mainstream support services i.e. through Dublin City Enterprise Board/Social Welfare for Ballymun people who have an ability to take up self-employment through business start-up, as an employment option.

### Action 1: Provide Business Support/Advisory Services Through Mainstream Agencies

#### **Description**

To maintain business advisory services for people in Ballymun, but to deliver it through the resources of mainstream agencies such as the Dublin City Enterprise Board and Social Welfare. The services to local entrepreneurs will be maintained from the premises of workspace/Ballymun Partnership, but the services will hopefully move from being primarily supported financially by us, in terms of providing a business expert, to becoming a responsibility of the relevant agencies by the end of 2004.

#### Outcomes under this action included:

In the absence of a Director of Economic Development, Ballymun Partnership did not pursue the intention to mainstream these particular services in 2004. However, the Ballymun Partnership retained the services of a business advisor on a contractual basis in order to ensure minimum services to local entrepreneurs.

The total number of individuals seeking and receiving assistance under this action was 67 in 2004

This demonstrates a constant need for basic enterprise advice and guidance.

#### **Challenges**

It has been a long time since Ballymun Partnership has been able to provide enterprise skills training, despite the constant levels of local people coming forward each year to use basic enterprise advisory services. Next year, with the Director of Economic Development on board, we hope to provide at least two training programmes for up to 20 people on each to support their enterprise skills development. We hope that ADM will consider the resources required to do this in its allocation of funding for our POA 2005.

#### Strategy 6

To promote knowledge-based economic development in North Dublin – with a specific focus on industry demands for labour and skills and the untapped potential of Ballymun people, particularly in the area of Medical Instruments and Bio-Pharma sectors and where existing jobs are threatened by the shift of certain types of employment to the Far East & Eastern Europe.

### Action 1: Evaluation of Industry Sector Types

#### Description

To establish the new market needs of companies on the North Side of Dublin and to estimate the labour skills and market supports which might be

addressed from the potential pool of workers from Ballymun

#### Outcomes under this action included:

- In 2004, Nordubco (North Dublin Coalition) carried out a piece of research on behalf of Ballymun Partnership to called The Potential for a Pharmaceutical/ Biopharmaceutical Accelerated Skills DevelopmentProgramme in North Dublin.
- Recommendations from the research include adopting a pilot programme for about 20 people here in North Dublin, based on a successful programme in North Carolina, called the BioWork Programme.

This pilot programme would include participants from our catchment area, and arrangements are already being progressed through the Economic Development Working Group of Ballymun Partnership. Potential partners include pharmaceutical/ biotech companies on the North Side of Dublin, training and education providers like VEC, Tallaght ITC and DCU, and the Employment Services of the 3 North Side Partnerships.

#### Challenges

This action requires the support of the Director of Economic Development to pursue the recommendations with the Working Group.

### Strategies, Actions & Outcomes for 2004

**Community Development** 

#### **Community Development**

#### Strategy 1

To develop and support individual and community sector participation within local development structures and decision making processes, specifically those most marginalised from such structures and processes

### Action 1: Development Grants Fund for Targeted Self-Help Groups

#### **Description**

To provide small grants to targeted groups who are initiating development actions to enhance local development strategies in Ballymun.

#### Outcomes under this action included:

In total, 17 voluntary groups were assisted under this action in 2004.

- 1. Sportlife Promoting sports among young people, the LDSIP grant supported their own promotional campaign to increase participation.
- 2. Allsorts Activity family club for young people with a disability and their siblings. The LDSIP grant supported their own education/training activities for the group.
- 3. Global Action Project (Bounty Hunters),— promotes environmental awareness through activities within the community. The LDSIP grant provided support to the setting up of their 'ecoclub' for young people in Ballymun and the publication of their community information booklet.
- 4. Parents Network a new network for parents which was set up to identify and begin to meet the needs of local parents. The LDSIP grant assisted the network to organise its first family day event.



Participants in the Halloween Otherworld Festival 2004.

#### 5. Ballymun Men's Centre -

provides a drop in centre and a range of activities for men most marginalised through unemployment, family separation, and mental disabilities. The centre is particularly aimed at supporting young men in the area. The LDSIP grant supported the Men's Centre to carry out their own needs assessment of marginalised men in their locality.

- 6. Drop in Well Family Resource Centre— provides a quiet space to a range of adults (particularly disadvantaged women) looking for counselling, guidance, natural healing therapies and arts and crafts stimuli. The centre also runs an introductory course in community development and leadership. The LDSIP grant assisted the group to produce their own promotional material in the hope that it would increase the numbers of people using the services.
- 7. Community Arts Factory Is primarily a special training programme funded by FAS for young women (particularly young mothers) who have completed their training with Youth Reach but are not yet able or in a position to take up employment due to a need for further skills development and motherhood). The LDSIP grant provided the opportunity for the women on the course to get involved

in local election debates through the production of advertising /information/signage etc.

- 8. Welfare Rights Long established, voluntarily led information resource for people needing advice/ guidance on a range of issues that affect their welfare. The group were involved in the promotion of active citizenship and voter registration throughout 2004. The LDSIP grant supported the Welfare Rights to run a Voter Registration Campaign before the local elections in 2004.
- 9. Star Project Is primarily a special training programme funded by FAS to support women who have stabilised their drug misuse and are engaging in personal and basic skills development programme. The LDSIP grant assisted the Star Project to carry out their own evaluation of the service to date.
- 10. Otherworld Halloween Festival Committee This is a yearly event which attracts an estimated 3000 people from Ballymun and into Ballymun. The committee provide a focused skills development programme for 6 months leading up to the event with young people andtheir leaders in schools and in clubs and with other community and voluntary groups. The LDSIP grant assisted the Festival Committee in leveraging the costs to run this years programmes and the event itself, which in total cost about €25K.
- 11. Healthy Cities/ Active Living
  Ballymun this is primarily supported through Dublin City Council and the FAS CE Programme. It promotes and carries out infrastructural work and activities that support the development of the natural and built environment as well as promoting healthy lifestyles and well being through various physical activities, particularly with older people. The LDSIP grant

assisted the group to carry out their own training for trainers programme.

12. CAFTA – CAFTA is one of four Government supported Community Development Programmes in Ballvmun and it is primarily concerned with bringing together, through deliberate training and development programmes, a range of target groups in the community to enhance their lives and the community around them. The Men's Centre above and the Star Project were two initiatives of this CDP. The LDSIP grant assisted the CDP to organise and carry out its own training and skills development programme, to become more knowledgeable around issues of estate management and community development.

# 13. North West Community Directory Working Group – A consortium of people and organisations from the Northwest of Dublin were brought together by DCC to try and manage the collating and production of a new North West Community Directory. The LDSIP grant matched contributions from the various other interests in the Working Group to see this project through from conception, to research to recording to promotion.

In addition to financial support to groups to conduct their own developmental actions, the Community Development Coordinator under this action, also assisted the development goals of the following local voluntary groups through personal support, guidance and mentoring:

**14.** Ballymun Animal Caring
Association (BACA) – This
association is an amalgamation of the
horse owners and the small animal vet
in Ballymun. They are currently
devising a business plan for their own
centre and grounds which are being
developed through the regeneration
programme. The Community

Development Co-ordinator supported the staff to assess their current work plans and assisted them to develop a 6-monthly work plan.

15. Solas Development Group – Solas provides free training courses to women in particular who have young families and are most isolated because of their place of residence and/or non-familiarity with the area. Courses include, parenting, first aid, flower arranging, computers, yoga etc. The Community Development Coordinator supported the Project Coordinator in a review and evaluate operations for 2004, as well as leveraging over €6,000 for the project from the Department of Community Rural and Gaeltacht Affairs.

16. Ballymun Active Disability
Interest Group (BADIG) – This is an
established voluntary self-help group
made up of people who have mainly a
physical disability. The LDO
supported the group in developing an
equality awareness programme, where
members would become trainers
themselves.

#### **Challenges**

The ability to be able to offer support, financial and otherwise, is crucial to the relationship that Ballymun Partnership has and makes with the more vulnerable, self help groups in Ballymun. ADM/Ballymun Partnership need to consider the resources that it allows under this measure, and indeed for this action, in order to sustain interest in local development and to achieve significant outputs in this area.

### Action 2: Cluster Groups Support Costs Description

To support the set up and facilitation/meeting costs of new consultative/review groups for carrying out their own work and for inputting into the work of Ballymun Partnership.

Outcomes under this action included:

In 2004. Ballymun Partnership redeveloped a neglected relationship with the Community Action Programme (CAP), one of the four CDPs in the area. CAP provide an information resource centre and have in the past been involved in many actions that get at the heart of social policy, injustice and inequality. CAP was instrumental in supporting the setting up of a number of self-help groups locally and was the author of On the Balcony of a New Millennium a report in 2001 which looked at the challenges and opportunities presented by the Regeneration Programme, particularly for the Community and Voluntary Sector.

CAP has recently recruited a new Programme Co-ordinator with a primary task of conducting a needs analysis assessment of local community and voluntary groups. Ballymun Partnership under this action, has joined with CAP in their efforts and has allocated resources to assist CAP to do this work and inform Ballymun Partnership of the results and recommendations.

We have asked CAP to include in their assessment 12 groups that include the target groups of people we really want to encourage feedback from, they are:

- 1. **LINX** a local self-help charity which houses and provides for women and men out of home due to mental illness, separation from family etc.
- 2. **Allsorts** Activity family club for young people with a disability and their siblings.
- 3. Active Living It promotes and carries out infrastructural work and activities that support the development of the natural and built environment as well as promoting healthy lifestyles and well being through various physical activities, particularly with older people
- **4. Welfare Rights** Long established, voluntarily led information

resource for people needing advice/guidance on a range of issues that affect their welfare.

- 5. **Life start** is a home-based programme with families of young children aged 0 3 years to support the family in meeting the developmental needs of the children.
- 6. St. Margarets' Travellers
  Group a social partnership
  committee based in St. Margaret's
  Resident Site in Ballymun trying to
  address the social needs of the
  residents i.e. health and education.
- 7. The Star Project Is primarily a special training programme funded by FAS to support women who have stabilised their drug misuse and are engaging in personal and basic skills development programme.
- 8. The Men's Centre provides a drop in centre and a range of activities for men most marginalised through unemployment, family separation, and mental disabilities. The centre is particularly aimed at supporting young men in the area.
- 9. The Men's Network Resource Centre a national resource based in Ballymun supporting men who are separated from the day to day care of their children. It particularly works with homeless men from Ballymun.
- **10. Sophia Housing** a national body, operating locally, providing alternative social housing to particular tenants nominated by the local authority.
- **11.** Hail again, a national body operating locally, providing supported housing to particular tenants nominated by the local authority/health board and LINX.
- **12. Sonas** another alternative social housing body operating locally.

#### Challenges

There is good support for this action locally. We will report on its progress in 2005.

#### **Action 3: Community Participation Model**



New Civic Offices housing Dublin City Council Ballymun Regeneration and the proposed Health Board Centre

#### **Description**

Complete an analysis of community participation and representation in Ballymun statutory and non-statutory agencies and recommend/devise an appropriate model for engagement.

#### Outcomes under this action included:

Towards the end of 2004, Ballymun Partnership contracted this piece of work to an external consultant. This piece of research has started and will include the following actions as part of the approach:

- Desk research into current policy trends in terms of community participation in local development; national models of good practice; current landscape and environment; identification of agencies to be included in research
- Establish a rational argument for community participation – why is it important in local development?
- Using suitable research methods and meeting with staff, board members, participants, and community reps in agencies find out the following:
  - levels of community participation in that agency, notions of community participation, current practice regarding

nomination/election of community reps, expectations and experiences of community reps, reporting structures, to both community and funders, strengths, weaknesses, Opportunities, threats of current methods.

Additionally, using the findings of the research and best practice models, make recommendations on a model of community participation and representation in local development in Ballymun, or how to build on models that are already in existence.

#### **Challenges**

The research is aimed at those agencies/organisations that we have deemed to have a particular role in local development either because of their mandate from Government; they are a recipient of Central Funds emanating from key policies and agendas at national and regional level; or they are a high profile social partnership with a broader local development agenda. This includes about 15 organisations locally. The challenge will be to encourage their active participation in the process. The outcomes from this action will not be seen until 2005.

#### Strategy 2

To invest in the social capital of the people in the area in order to promote and develop community leadership as an important asset for the future sustainability of community.

### Action 1: Community Leadership Training & Development

#### **Description**

To increase the social capital of Ballymun by instilling the need for community leadership awareness, potential and skills for future sustainability of the area. To provide the community with leadership training courses which will help to build upon the participation of local people in the development of the area.

#### Outcomes under this action included:

Ballymun Partnership teamed up with CAFTA, (local CDP) to devise and implement a community leadership Training Programme.

CAFTA is already engaged in one of the longest running community/resident training programmes in Ireland as part of the Regeneration Programme, i.e. The Transition Programme for Residents Moving into New Homes in the Regeneration of Ballymun. CAFTA is also experienced in devising and running accredited training programmes with a variety of bodies including Maynooth Community Development and Leadership Programmes. Rather than re-invent the wheel, and because CAFTA already had an in-road to groups of residents on a weekly basis, Ballymun Partnership asked CAFTA to create 3 additional modules to the Transition Course which promoted Community Development Ideas and Active Citizenship.

The project plans to run 6 workshops in total.

Two workshops have been completed to date, the rest will finish in the early part of 2005. Each workshop had a participation rate of 15-20 people, 80 in total have signed up for the workshops.

These workshops provide residents with an initial introduction to the area of community development and community leadership. The workshops are aimed at those who are not yet involved in their local areas but

are interested in getting more involved, mainly because of the new start presented by their move into new neighbourhoods. Through their work, CAFTA were able to identify people interested in finding out more about community leadership and provided the workshops to suit their needs. The workshops include:

- An introduction to social analysis
- Democratic structures and local government
- Leadership in a community development context
- Estate management
- Managing conflict
- Role of statutory agencies

**Challenges** 

As follow-up to the course, CAFTA hope to run a full time programme in Community Development and Leadership in partnership with NUI Maynooth for anyone interested from communities like Ballymun. The workshops provided CAFTA with the opportunity to recruit people onto the Maynooth course, maximising participation from Ballymun residents. Ballymun Partnership will work with CAFTA in supporting their efforts.

#### Action 2. Community Trust Model

#### **Description**

To research a study of Irish and International Community Trust models and to establish the viability of establishing a trust in Ballymun which would attract the support of State Agencies, the local community and charitable foundations

#### Outcomes under this action included:

Ballymun Partnership, as a member of the RAPID AIT has been investigating the potential for and viability of a Community Trust for Ballymun, one that take advantage of the Investment in the Regeneration Programme, via the IAP, and which considers the community equity in terms of infrastructure, community buildings etc. Towards the second half of 2004,

➤ Ballymun Partnership in conjunction with the RAPID AIT in Ballymun, co-funded and contracted an external consultant to carry out research into community trusts and foundations and to present the results and recommendations for a model to Partnership and to the AIT on completion.

#### Challenges

While two drafts of the findings have been presented to the AIT and Ballymun Partnership at the end of this year, we will not see the final results from this action until 2005, from which the challenges in going forward will no doubt present themselves.

#### Strategy 3

To ensure that the Partnership continues to inform the community and other interests of its work and general progress in the local development field, through newsletters, promotional events, website, community seminars, TV infomercials.

### Action 1: Public Meetings (& Communications)

#### **Description**

Communicate with the Ballymun community on important issues through the medium of public meetings/debates and coffee mornings.

#### Outcomes under this action included:

There were a number of initiatives under this action in 2004 which directly involved over 1,000 local people Provided information on a variety of topics to the rest of the community, which has a population of about 16,000 people, through the local newspaper and promotional campaigns and the further development of the Ballymun Partnership's website.

#### Some notable initiatives in include:

**Hosted 2 Public Debates with Nominated/Elected Local** Councillors – Estimate up to 350 people attended over the 2 nights During 2004 the Ballymun Partnership, in association with Ballymun Welfare Rights, organised two public debates. The debates were held before and after the local and EU elections in June. The debates formed the basis for the Partnership's Active Citizenship Campaign, which was aimed at encouraging people to register to vote in the elections, while at the same time encouraging people to publicly debate the local issues of concern to them.

The purpose of the debates was twofold. Firstly, it gave the people the opportunity to meet the local election candidates and the finally elected councillors and put their concerns/issues to them. Secondly, it also gave the candidates the opportunity to present their mandates to the people and campaign on issues relevant to them and their parties. Another important reason for debates was that there had not been any opportunity for people to come together to highlight issues of common concern to them, in particular issues related to the regeneration.

Following the first debate before the elections there were many requests made for another to take place once the councillors were elected. Many people had felt that the debate had given them a worthwhile opportunity to air grievances and voice their concern about the kind of representation needed by the people of Ballymun

from their councillors. The common issues of concern that arose at the debate included:

- Employment of local people in the regeneration
- Childcare: cuts to benefits
- Regeneration monitoring committee
- Housing issues
- Education



Olivia O'Leary pictured with organisers of the Public Debates in 2004

The debate took the style of a 'Questions and Answers' format, with the candidates each getting an opportunity to present their mandate to the people followed by questions from the floor.

This debate was the first of its kind to take place in Ballymun in many years. The feedback from those in attendance was very positive and invigorating. Many felt that this was the first time they had the chance to highlight areas of concern to their potential future councillors, and the candidates felt that they had got an insight into the real issues affecting people's lives.

The Second Public Debate took place some months after the local elections in October 2004. The panel for this debate included Olivia O'Leary as Chairperson and the newly elected local councillors.

This debate also took on a similar format to the previous debate, with the most topical issues being:

- Childcare services in Ballymun
- The health centre
- New leisure centre
- Housing
- Opening of pub in Shangan area
- Services for people with disabilities

Once again, there was energy among those who attended, and a request from people that these debates continue into the future, so that the people have the opportunity to air concerns with the councillors and the councillors can keep in touch with the needs of the area.

The debates also sought to bring a new wave of active citizenship into Ballymun, by getting people interested in meeting with their councillors and finding ways in which they could feed into the development of the area.

### International Women's Day – 70 people involved:

This involved the establishment of a committee to organise an event for the day. The committee included:
Ballymun Welfare Rights, Drop in Well Family Resource Centre, local residents and the Ballymun Partnership Community Development Co-ordinator. The event included:

- An information exhibition in shopping centre with over 20 local groups Free relaxation therapies for local women
- Free childcare facilities for the day
- Discussion groups
- A Writers group
- Presentation of Art Work by local women.

### Supported a Radio Production Course – 15 people involved

In partnership with Nordubco, Ballymun Regeneration Ltd, Finglas/ Cabra Partnership and DCU, the Ballymun Partnership Community Development Co-ordinator was involved in the running of a community radio training course. The course was aimed at community/voluntary groups in Ballymun and Finglas/Cabra with the aim of giving local people the skills to develop community radio programmes.

➤ The course ran for five weeks in May-June 2004 and had 12 participants from both Ballymun and Fingls/Cabra. Some of the participants have been working with Ana Livia FM and local community groups in the development of radio programmes for their areas.

Support for this action will continue into 2005.

### Supported Events Hosted by Ballymun Intercultural Group – 300 people involved overall

Ballymun Intercultural Group was set up in 2003 by the Ballymun Partnership Community Development Co-ordinator and Ballymun Regional Youth Resource. The group also includes:

- Dublin City Council
- Ballymun Adult Read and Write Scheme
- St. Margaret's Traveller Group
- Community Action Programme

#### Activities during 2004 included:

 Information features in local newspaper on asylum seekers and refugees which aimed to dispel the myths about rights and entitlements.

#### Activities during 2004 continued.

 An intercultural social event in Axis Arts & Community Resource Centre to celebrate European Week Against Racism which included music, stories and food from different cultures. The event was attended by over 70 local people.

- A cultural exchange between a local youth group from the Geraldstown House Family Resource Centre and group of unaccompanied minors. The groups collectively made a video on antiracism in schools which was launched in the Irish Film Institute in June 2004.
- A cultural exchange between a mother and toddler group from Geraldstown House and a group of mothers from Herbert Street Resource Centre.
- Display of intercultural flags in the local shopping centre which were made by various youth groups
- Art display by the Priorswood Traveller Support group in the new Ballymun Civic Offices.
- Three coffee mornings with guest speakers including Tom Hyland and Niall Crowley from the Equality Authority.

Anti-Racisim Talk in Ballymun with Nial Crowley from the Equality Authority

#### Challenges

A challenge for Ballymun Partnerhsip will be getting more community/voluntary organisations involved in the promotion of antiracism and interculturalism in Ballymun. Also, to encourage local participation and involvement in events such as public debates, coffee mornings and social celebrations around these themes. There is a concern that anti-racist sentiment. which became an issue with residents last year, will deepen in the area with the increase in private housing and lettings. This is an issue that needs to be tackled by all organisations both statutory and non-statutory.



#### **Action 2: Community Evaluation Tool**

#### **Description**

This action was originally aimed at putting in place agreed, measurable

indicators as a reference document for all agencies and interests when planning strategies an actions for local development of the area. These indicators would directly relate to the national indicators as set out by the Combat Poverty Agency NAPs/incl. The indicators would be used to influence local policy direction and investment.

#### Outcomes under this action included:

Originally envisaged as one piece of research, this action has now progressed to a point whereby

 a local collaboration has been established called the Ballymun Anti-Poverty Network

which has re-interpreted the way forward for this action, while retaining the core objective, which is to bring about closer co-operation among local players. This Network is made up of the key local development organisations/agencies in Ballymun including:

- Ballymun Partnership
- Local Drugs Task Force
- Community Action Programme CDP
- St. Margaret's Traveller Project CDP
- Community and Family Training Agency CDP
- Ballymun Men's Centre CDP
- RAPID

In 2004, it worked on

- Devising a plan
- Making an application for the CRAGA Cohesion Funds entitled: Proposal for Alignment of the Work of Ballymun Local and Community Development Organisations. This was

received well and resulted in a favourable response with funding of up to €100K for various actions under the plan.

These actions will include:

- Sharing Facilities Rehousing existing community organisations following demolition
- Supporting the Development of a Community Foundation in Ballymun
- Sharing Administrative Supports - Potential Saving through Group Purchasing of Services & Potential Saving through Common Communications strategy
- Co-ordination within the area - To increase accountable community representation on local bodies
- Co-operation in delivery of services -Establishing an Anti-Poverty data collection, assimilation and monitoring system for Ballymun.

#### **Challenges**

There is great support for and commitment to this action locally. As the news of the grant of €100K only came through towards the end of the year, it will be 2005 before we can expect further progress on this action.

Strategies, Actions & Outcomes for 2004

Community Based Youth Initiatives

#### **Community Based Youth Initiatives**

#### Strategy 1

To put in place a team of educational and change management specialists and innovative projects in order to turn around educational disadvantage in Ballymun, specifically tackling the structural provision of formal education (4 to 18 years old) and delivery from national to local levels

Action 1: Education Strategy/Blueprint Workshops, Presentations and Policy **Development** 

#### **Description**

Through its work in 2004, Ballymun Partnership will begin a process of consultation on the strategy/blueprint, for feedback and for promoting support for the strategy/blueprint both locally and nationally.

#### Outcomes under this action included:

Huge steps have been made in this slow but steady process that has attempted to include all of the necessary stakeholders. As a result of consultation and feedback on the strategy/blueprint for education, there have been

3 re-drafts to accommodate the recommendations of the school principals

who as a key stakeholder group, have really embraced this process and

they have proposed more than half of the thirty three recommendations included in the most recent draft.

Young people attending launch of the Dublin North West Childcare Resource Centre

> Ballymun Partnership invited local school principals to form the Ballymun School Principals Forum. All 14 principals have joined the Forum at the end of 2004. Ballymun partnership has been invited to provide the secretariat in 2005.

#### Next stages include:

- The Partnership has been invited by the principals into in the staff room in each school to begin a process with school teachers, whereby they can input 3 – 5 principle objectives as they see it to the strategy.
- The Schools have identified Parental Engagement as one of a number of key themes emerging from the strategic process i.e. participation of parents in their children's education and child behaviour in the classroom.



**Challenges** 

While Ballymun Partnership has been able to manage a stakeholder process of engagement in this strategic plan, through the efforts of the Board, the CEO and an expert consultant in 2004, the recruitment of an Education Programme Manager will release certain pressures and ignite new energies in bringing the strategic process further on in the new year.

### Action 2: Pilot Local Education Resource Office

#### **Description**

This action proposes to pilot a Local Area Education Resource Office, in an area of low educational achievement. in an attempt to put in place the infrastructure necessary to launch a range of actions to turn around educational disadvantage in Ballymun. The ultimate aim is to free up our educators to develop their teaching styles and their curriculum for the development of more rounded individuals in Ballymun who stay in school, like their school and realise the benefits of a good education. We must then find another mechanism that will draw in all of the supports to the school to allow them to do this: a mechanism that will act on an area basis, and focus supports collectively on each of the schools in the area. The Partnership has been working with the Director of Regional Services for the DES and his Deputy to initiate this process which it is intended will be the local link to the DES regional offices.

#### Outcomes under this action included:

At the end of 2003/early January 2004 we submitted an application to the Dormant Accounts Fund in the hope that this action could be progressed through significant support through this Fund. While a number of discussions have taken place with the Dormant Accounts Assessment Liaison with

the Ballymun Partnership, the Regional Director in the Department of Education, Science and Technology, RAPID and the local schools in the area about this initiative, there has been no decision yet, either way. We remain hopeful.

#### **Challenges**

We see this particular initiative as a key root to the branches of other educational activities proposed through our strategy for turning around educational disadvantage in Ballymun. We would ask that ADM express their support for this initiative as it would greatly enhance the actions under the LDSIP.

#### Action 3: Integrated Schools - I Pilot Project

#### Description

Test the notion of the full service school with one of the Ballymun schools, for learning and consideration for adoption by other schools in the area.

#### Outcomes under this action included:

Through the resources of the proposed Local Education Resource Office in Action 2 above, Ballymun Partnership had intended that one school, or a representative school at each level i.e. early childhood, primary and secondary level, would be supported in its attempts to become an integrated school, whereby all childhood supports are drawn into the school/curriculum to enhance the development of the individual, providing for a more rounded, enjoyable experience for the school, the child and the parents.

While the Principals Forum, as mentioned in Action 1 above, can provide common ground to discuss the potential of centralising extra-resource needs, the development of this action as originally proposed, is dependent on a positive response from the Dormant Accounts Fund.

In the meantime however, the Development Group for Children & Young People (as mentioned in our introduction) which is attempting to develop a Ten Year Plan for Children and Young People in Ballymun, has been allocated €158,000 from Atlantic Philanthropies through the Partnership, to assist in the development of the plan.

This includes site visits to explore examples of the integrated schools Model in the US.

#### **Challenges**

Please see challenges in Action 2 above. Plus, the recruitment of the Education Programme Manager will be a welcome addition to the Partnership in terms of being able to put personnel resources and energies into developing this action in the meantime.

#### Strategy 2

Compliment our primary efforts by providing lifelong learning and community education advice and supports

### Action 1: Lifelong Learning, Mapping Future Strategy

#### **Description**

There are a number of original objectives under this action which included: To put in place advisory and support services for individuals, organisations and other agencies interested in life long learning. To lever funding from a range of available sources to support the efforts of individuals and organisations in pursuing life long learning initiatives, and to implement the funding schemes where necessary i.e. the Millennium Fund. To support the policy objectives of the Ballymun Partnership in relation

to further education. To establish a range of information tools to equip local people, organizations etc on opportunities in 2<sup>nd</sup> chance education etc.

#### Outcomes under this action included:

Ballymun Partnership had hoped that a secondment from the CDVEC would be agreed and in place in the Partnership offices at the beginning of 2004 to develop this action. This did not happen due to a review of secondments by the VEC to Partnership companies.

However, Ballymun Partnership utilised resources available to it for this action and

contracted an external consultant to develop a life long learning strategy to meet present and future educational, social development, economic and labour market needs of individuals living in Ballymun.

As well as to ascertain the Education and Training Requirements needed to avail of the employment opportunities. Opportunities which will become available as a result of the economic development of Ballymun in the short, medium and long term, and to inform the planning of local education and training strategy and provision.

#### Challenges

This piece of work is under way but the outcomes, and the challenges that it may present, won't become apparent until early the new year. But we are glad to have been able to start this work, despite the disappointment of not being able to secure the VEC secondment for 2004. We will need to look at resources in terms of personnel however, if we are to implement such a strategy.

Action 2: Gateway Project or Early School Leavers

#### **Description**

This Action supported a guidance service for young early school leavers aged between 15 and 17 located in the Ballymun Job Centre/Local Employment Centre. Ballymun has a particular problem in terms of school retention. This is reflected in the fact that over 25% of new registrations in the BJC are under 18. This action provided young early school leavers the opportunity to access guidance and support that encouraged them on to further training and to return to education.

#### Outcomes under this action included:

The actions supported the development of a number of programmes to help participants identify a route of progression and prepare them for entry into education/training programmes or work. The main outcomes included the following:

- Participants developed a profile of themselves, outlining their skills and interests and also the areas they needed to work on (anger management, timekeeping etc).
- Development of basic computer skills.
- Literacy levels were assessed and built on.
- Exploration of different career options and possible progression routes through field trips to Youthreach Centres and Community Training Workshops.
- Improved teamwork skills through teambuilding activities.
- Production of a short film, written, produced, performed and edited by participants.
- Production of a C,D involving music development and lyric writing.
- > Participation in photography workshops.
- Participants received one-toone support where possible progression routes were discussed and possible

- barriers to this progression were explored.
- Participants gave their input into the content of the programme and were involved in evaluations throughout the programme.
- Three programmes were organised (nine weeks each) an average of eight on each programme.
- > Total beneficiaries 24.

#### Challenges

The CTC/FAS will continue to provide the bulk of the funding for the Gateway programme. The BJC was approved €79,000 to employ an educational psychologist to support young early school leavers. This resource will be available to the CTC, Youthreach and Ballymun Regional Youth Resource. It is clear that this group are a priority group in Ballymun and efforts will continue to be taken to increase the resources available to support early school leavers improve the quality of their lives. The LDSIP contribution was used to cover material for the programme.

#### Strategy 3

Realise and sustain the specific measures as laid out in the Ballymun Childcare Plan 2000 to 2004

### Action 1: Support the Childcare Information Centre

#### **Description**

Ballymun Partnership, funded by **Dublin City Childcare Committee and** supported by Dublin City Development Board, opened a one-stop-shop for childcare information and resources in the premises of Ballymun Partnership. This Information Centre will service the North West Area Committee level of Dublin City. Ballymun Partnership is responsible for employing and managing the staff of the one-stopshop and to Establish the Childcare Resource Centre. Ballymun Partnership agreed to support the information/publicity actions of the Centre in 2004.

#### Outcomes under this action included:

A range of publicity and information events were initiated by the newly named Childcare Resource Centre, some of the more notable events included:

### Setting up the new offices at Ballymun Partnership premises, which involved

- Developing a resource library as a support to childcare professionals, parents, gaurdians and childminders
- Supporting access to information regarding a range of local childcare and family support services
- Devising a family friendly policy for the centre, which was assisted by two preschool inspectors, who visited the centre to consider health and safety features and the careful construction of open display areas and baby changing facility
- Up-skilling the two information officers: Both are already qualified childcare workers but they received further training in Children's First (child protection

- guidelines) in May 2005, as well as Office Procedures, in December 2005
- Designing and printing a brochure and stationery for the centre which was distributed to over 300 organisations in the North West area
- The total number of people accessing the service in 2004 was 150 and the major type of information being sought was childcare places availability and costs

### The launch of the Childcare Resource Centre

This was a notable event in the diary of families with young children on the Northside of Dublin in 2004, when Miriam O'Callaghan officially launched the centre in July. Face painting, talks on early childhood development and informal chats with Miriam on how to balance Motherhood with work were enjoyed by all.



Miriam O'Callaghan, speaking at the launch of the North West Childcare Resource Centre in Ballymun.

### Awareness and Information Sharing Events included

Hosting a Downs
 Syndrome Awareness Day
 in May 2004 and there
 were 50 people at this
 event

- Hosting a visit from Surestart, an early childhood development organisation from Penn Green in Corby England in May 2004
- Presented the aims and objectives of the Centre at the Inner City 'Local Resource Centre' Seminar in November 2004. There were 200 people at this event
- Early Years Exhibition for the general public in Ballymun Shopping Centre in March 2004
- Presentation in October 2004 to 10 members of staff from the LES
- Presentation to the agencies and organisations around the Partnership Board April 2004
- Christmas event for local providers and parents and their children to see Santa.
   Over 60 people were invited and over 35 children and 10 adults participated

### Training & Development Initiatives included

- Managing, in co-operation with DCCC and Ballymun Partnership's LDSIP CBYI, a free accredited childminding training programme for 14 people, from Ballymun, in October 2004
- Organising First Aid Paediatric training for 6 people from Ballymun, with a mix of childminders and parents, in November 2004.

#### Challenges

Availing of the resources of technology to assist us in recording and promoting the resources that the centre can offer people, we need to upgrade the IT abilities of the Resource Centre Staff and devise an appropriate database

that can assist us in this action. Training in the administration of the centre itself and setting up an advisory group to take in the catchment area are also planned.

Local Childminder, Odkafar, receives training certificate



### Action 2: Childcare Training Initiative Support

#### Description

Under this action Ballymun
Partnership proposed to establish a
training programme that meets the
needs of the local childcare sector, for
established service providers and
potential child-minders in the home.

#### Outcomes under this action included:

In 2004 we had relative success in

Jointly managing the childminders training programme on behalf of DCCC and in co-operation with the Ballymun Childcare Resource Centre.

As described in Action 1 above. We also worked on

devising a training programme for managers of childcare facilities in Ballymun.

This programme will start on the 2<sup>nd</sup> of February 2005, taking place every

Wednesday until October 2005 and will include workshops on the following topics:

- Recruitment and Selection
- Employment Legislation
- Management Committee Function and Roles
- Team Building /Conflict & Negotiation
- Support and Supervision/Performance Appraisals
- Equality and Diversity
- Partnership with Parents/Families
- Policies and Procedures

#### **Challenges**

There is huge interest in this training programme from childcare providers locally. We will be able to report on the outcome in 2005.

#### Action 3: Childcare Forum

#### **Description**

Originally this action proposed that the Forum would provide local professionals, parents & children with the opportunity to network and participate in a number of ways according to individual needs, capacities and levels of interest. It would also be a nominating body, which would provide representatives for the proposed Board of Management of the Childhood Resource Centre.

#### Outcomes under this action included:

This action changed in 2004 to focus less on pursuing the development of a physical central Childhood Resource Centre at this present time, and more on structuring the local potential for greater networking for and between various interests; providing the space to discuss their needs as either providers and/or parents and families with young children.

In 2004, the

Ballymun Partnership established its own Childcare Working Group to assist in pursuing the softer actions set out in the Ballymun Childcare Plan. This group met 7 times in 2004.

Some of the general activities of the Working Group include:

- The development of a training programme for managers of childcare facilities in 2005, as mentioned in Action 2 above.
- Participation in the consultation to develop the 10 year plan for children and youth which is being led by Atlantic Philanthropies through the Ballymun Development Group for Children and Youth. The Childcare Co-ordinator and the Manager of the Childcare Resource Centre are members of the thematic group for Childcare which met 3 times in the second half of last year.

Members of the Working Group, with the assistance of the Childcare Coordinator, were involved in a number of pre-development and promotional initiatives that also met the objectives of the Ballymun Childcare Plan. In 2005, we hope to further consolidate 3 particular initiatives which we have organised as sub-groups of the Childcare Working Group: They are: The Childcare Providers sub-group, the Childcare Funders Quality Assurance sub-group and the Parents Network.

Participants in the new initiative, The Childcare Providers Sub-Group, have been involved in the following activities:

> Survey looking at amount of childcare places available in Ballymun led by

- the Childcare Co-ordinator and supported by the Childcare Resource Centre Staff.
- Survey looking at the amount of children receiving supplementary crèche payments from state agencies i.e. the Health Board, FAS and VEC and assessing the impact of this supplement vis-a-vis the sustainability of the services in relation to the staffing dependency on EOCP and FAS funding.
- Follow up survey on the impact of the withdrawal of Health Board Creche Supplement on local services which was presented to the ADM coordinator of the EOCP, Maura Keating.
- Dissemination of information on opportunities and issues that interest them.
- Participated in the consultation and briefing workshop held locally, and led by the National Council for Curriculum Assessment (NCCA) (0-6years).
- Participated in a consultation led by Centre for Early Childhood Development Education in forming principals to guide a National Quality Framework (0-6years).
- Participated in Anti-Bias Training Workshop led locally by the Childcare Coordinator, in co-operation with the local visiting teacher for Travellers, Ann Thornton and the chairperson of the Ballymun Intercultural Group, Ann Scully.
- Participated in a day workshop organised by the Childcare Co-ordinator to look at developing a vision

- for the Childcare Providers Sub-Group. This action was assisted through the support of an external facilitator and a further 3 sessions are planned to further assist the group to develop structurally.
- 5 meetings of the group in 2004.

#### Members of the Childcare Funders Quality Assurance Sub-Group are involved in:

- Initiating a research project examining service contract agreements between funders, childcare providers and parents and to make recommendations on how to standardise contracts, including establishing quality requirements, across Dublin City. Unique Perspectives were contracted to carry out this work and it is expected to be completed by end of March 2005, with a Seminar in April in Axis, Ballymun's Arts & Community Resource centre.
- 6 meetings in 2004 around this piece of work.

#### Participants of the new initiative, The Parents Network, have been involved in:

 Planning a Family Day Out which developed into an event that incorporated a variety of free informational and fun activities i.e. talks on

Parenting, exhibit of Parent Organisations, creative workshops for children aged 4 -10 years and a free crèche for under 4 years. The launch of the Parents Network will take place in Axis on 27<sup>th</sup> January 2005. It has received support from DCC, DCU and the DSFA and Axis Arts Team for this event which will be launched by Brian Kerr, Ireland International Soccer Manager, who, it is hoped will attract male participation in the Parents Network and future sponsorship.

- Exploration on the setting up of an area-based parent and toddler group.
- 10 meetings in the last year around these two actions.

#### **Challenges**

It is early days yet for the Parents Network initiative. We will report more on this as it progresses in 2005. Framework Agreements

#### FRAMEWORK AGREEMENTS

The Framework Group in Ballymun met 6 times in 2004 and the success of the group to reach agreement on a range of, sometimes challenging issues is no doubt due to the high level of attendance and positive outlook among the people who meet in this group.

In 2004 the Framework Group, which originally dealt purely with CE Framework matters, formally expanded its purpose for meeting to include discussions around all programmes in the Ballymun area delivered in partnership with FAS. This has proven to be hugely beneficial to all concerned and provides a more informed environment to deal with the complexity of the matters that arise for everyone around the delivery of FAS funded community and employment programmes locally.

Currently the make up of the group includes: Ballymun Job Centre, Ballymun Partnership, CE/JI Sponsors, JI Managing Agent and FAS. See full list under structures

#### **CE Scheme**

In 2002, when a significant restructuring of this programme was underway nationally, there were 178 CE placements in the Ballymun area. Through the work of the Framework Group, Ballymun interests in partnership with FAS managed to negotiate maintaining current levels at that time.

Since 2002, figures on CE placements have risen to 233 with a total allocation to the Ballymun area now of 236 places.

This is due to the consistent approach of the Framework Group to work in co-operation with FAS in teasing out some of the issues that arise and positively embracing actions that "The Number of CE placements to Ballymun have never been cut.

They have increased from 176 in 2002
to 236 in 2004.

There is no doubt that this is due to the good relationship built up between Ballymun and FAS, meeting through the Ballymun Framework Group."

are designed to improve the delivery of the programme locally and most of all meet the needs of the target group as well as the sponsors.

There are plans to refocus the scheme towards the participant which will involve all new participants going through an interview process, with job placement officers, who will in turn pass a report to the agencies who will be hosting the CE candidates. This process should benefit both the individuals and the host organisations The Framework Group welcomes this development.

There are of course still issues which will need attention, i.e. support for the supervisors in relation to handling the effects of drug or alcohol misuse among some participants. It is suggested that the Partnership and FAS and other relevant agencies and organisations should look into seeking help and guidance in dealing with these particular issues. CE Supervisors should be able to draw down support and resources to help

them deal with any issues the participants may have, as many of them may not have this experience or feel comfortable dealing with these situations. The Framework Group will look at this further in 2005.

#### **Job Initiative Programme**

This is going well.

The budget allocation for the JI programme in the area was retained in 2004.

There is a level of frustration however for the managing agent and FAS officials working at the local level at times in relation to changes in national Policy .For example, explicit messages from Government were given in January 2004 that extensions to participants who have completed their 3 years on the programme would not be approved, and plans were implemented to address this issue and yet policy changed subsequently. This change in policy can be perceived as being inconsistent. Policy needs to be addressed once and for all at the national level, so as not to compromise the good work and relationships developed by FAS local officials, local groups and agencies on this matter.

#### **Supported Employment**

Ballymun Partnership led out a North Dublin consortium in winning the tender for the North Dublin Supported **Employment Programme for People** with a Disability with FAS in 2003. FAS re-tendered the programmes in November 2004 and the contract was awarded to a new consortium, however, in this transition FAS wrote to express its satisfaction with the coordination and administration role of Ballymun Partnership of the programme. Indeed good relationships have been maintained with the programme and the new consortium has decided to locate all of its staff and job coaches in Ballymun Partnership premises. It is anticipated that this will

enable people with disabilities in Ballymun to have local access to the supported employment programme.

#### **lobs Clubs**

The Framework Group took on the brief to discuss the future of FAS funding to the Jobs Club in Ballymun. The Jobs Club, managed locally by the Ballymun Job Centre came under review, as part of the general review of Jobs Clubs being conducted by FAS at the end of 2003/early 2004.

The Framework Group with FAS negotiated to retain support to the Ballymun based Jobs Club for the immediate future.

We are very satisfied with the working relationship with FAS and our other local partners in this group. We look forward to continuing the good work in 2005.

**Horizontal Issues** 

#### HORIZONTAL ISSUES

#### **Poverty Proofing**

Ballymun Partnership has regularly conducted local area profiles in order to keep in touch and up-to-date with the changing environment and the issues that impact on the lives of people in this area. The bulk of our analysis of what was required for the Implementation Plan 2004-2006, derives from the information acquired from the most recent area profile 2002/2003.

In devising our Implementation Plan, we also consulted with Combat Poverty in relation to our plan, as part of the NORDUBCO workshops on equality and poverty proofing. Ballymun Partnership's plan was used as a sample document for discussions by participants and the feedback we received was generally positive, particularly because our actions are based on solid information collected from the residents themselves and our continuous performance monitoring and review approach.

In 2004, we continued to create avenues for dialogue with our target groups but at a much more intense rate than we have done before. Already, we have made a direct effort to draw in the target groups to our substructures, as outlined in section 2 of this document. We are also leading out a research project that will identify the levels and effectiveness of community participation in Local Development Structures, including our own. This should help to present a model of openness and support for the target groups to participate in particular.

In addition to this, the needs analysis of self-help groups currently being conducted in conjunction with the Community Action Programme, is also another effort to ensure as broad a contact and consultation as possible within this community.

### Commitment to Gender Equality and Proofing.

Ballymun Partnership, through its organisational and working structures, and through its planning and programming is committed to the ongoing development of gender equality actions and in the assessment of their impact.

#### - Non-discriminatory Outlook

We advocate and maintain our current non-discriminatory outlook. We endeavour to encourage a gender balance through participation in organisational structures and in hiring staff and we have always been favourably disposed towards projects and programmes that meet the needs of both men and women and other groups facing elements of inequality in our community.

We live in a community where our population reflects almost a balance of gender (8,496 men and, slightly higher women at 9,290). Thus we must endeavour to consider this balance in all our actions.

#### - Gender Inclusive Development

The lack of a more developed gender equality policy and mechanisms to assessing impacts of our objectives, strategies, structures, processing, targeting and actions to date, is no reflection of our openness and commitment to doing so. Our work this year demonstrates our intention to

bring on board more and more people representative of the target groups on to our structures, and hopefully within that obtain a gender balance. It is more an indication of the stage of development we as individuals, as an organisation and as community are undergoing, but are now beginning to address as we learn and hopefully reach 'gender inclusive' strategies and assessments in the immediate and long term.

### - Developing New Mechanisms to Address the Issue of Gender Equality

In developing our structures to manage this plan, we will continue to operate our non-discriminatory outlook. In reviewing and expanding our structures, we will provide a forum where new board members, working groups and staff can devise and agree gender equality policy, clear statements, and mechanisms for underpinning gender equality in all actions, and how to assess impact.

We will also endeavour to act on these new guidelines in establishing the working groups into the future. In consideration of the key target groups and their needs, which have emerged from our analysis of the profile of the Ballymun area, we will adapt proactive measures to meet these needs specifically, endeavouring to progress both men and women in areas, from which, they have found themselves most isolated.

**Future Issues** 

#### **Future Issues**

Future Issues for Ballymun
Partnership can be considered in
two ways. Firstly, those challenges
that are presenting themselves as a
result of trying to deliver on a
programme of activities, and
secondly, those broader issues that
affect the development of the area.

Summary of challenges in trying to deliver on a programme of activities.

# Services to the Unemployed Challenges relating to the delivery of services through the LES

The challenge is to develop a process of inter-organisational co-operation that can take into account the specific focus of the various organisations involved in the delivery of labour market services: achieving greater cooperation within a system that does not encourage such co-operation. Some issues coming from the work include concern about the duplication of services / actions: a lack of real inter-organisational linkages between the programmes and services of different organisations; the presence of a lack of trust between some organisations; a lack of a culture of cooperation between local management; and, the lack of a system to track the involvement of different organisations with the same client.

### Challenges relating to future skills analysis and development

The main challenge for this action is the different methods of reporting that the various agencies have regarding the skills of their clients. Another challenge is ensuring that the information is up-to-date and that it does provide good quality reports that



Architect's Vision of the New Leisure Centre and Swimming Pool on the New Ballymun Main Street

can reflect the activities of the service and the labour market status of individuals. The amount of money allocated to this action was small and not enough to coax matching or additional funding from significant bodies. None-the-less the activity carried out provided an enhanced ICT service for individuals in Ballymun and assisted individuals to have a greater understanding of benefits of ICT, not just in terms of the labour market but also on the impact that ICT has on their everyday lives. However, there is a need to undertake additional actions to ensure that individuals in Ballymun. young, old, employed and unemployed can benefit from the use of ICT both in terms of their day-to-day lives and their future labour market prospects. An understanding and usage of ICT in its various forms is increasingly become an important indicator of an individuals quality of life. Thus in terms of actions to improve the quality of life for individuals in Ballymun ensure access to ICT and given individuals an understanding of ICT is

an important action that is required to be undertaken. Providing greater access and understanding of ICT should form an important element of the strategy surrounding the regeneration. Additional resources are required for this action in the future.

### Challenges relating to delivering on Career Development services

One issue facing our capacity to deliver this specialised service is the uncertainty regarding future funding. Another issue is the cost of assessment products and the lack of assessment tools specifically designed to meet the needs of the client group. There are no appropriate tests that have norms for the target group or are suitable given the client's labour market profile. We can, and have developed the appropriate tools with responsive funding.

#### Challenges relating to the delivery of postplacement literacy supports through the LES

The provision of post-placement supports are not yet clearly defined at a policy level within various Government Department, such as Department of Enterprise, Trade and Employment, Education and Welfare. State Agencies such as FAS and CDVEC appear to have no clear strategy or programmes that can provide supports to individuals in low paid, unskilled employment. They are not yet acknowledged as a group experiencing social and economic exclusion in the same way as other more obvious groups. Thus the main challenge is the development of activities such as those carried out under this action, within a policy framework that is not clearly defined, and where the target group of the actions are not yet see as a priority.

The main issues relate to the cost of undertaking training or education for individuals in low paid unskilled employment. While individuals can obtain tax breaks for fees there are no

other supports available to individuals such as cost of materials, books, etc. Individuals in low paid/unskilled employment have to pay to undertake FAS courses in the evening, are not eligible for support from grants.

# Challenges relating to trying to develop an Economic Development action plan for the Ballymun area.

This strategy is greatly hindered as a result of the lack of expert personnel to give it the attention it requires on a full time basis. It is proposed to recruit an Economic Development Manager in 2005 who will lead the Economic Development and Enterprise function. Resources for this post are included in our POA for 2005 and we encourage ADM's support in considering the funding allocation to Ballymun Partnership next year.

# Challenges relating to trying to provide Business Advisory services for the target group in Ballymun.

It has been a long time since Ballymun Partnership has been able to provide enterprise skills training, despite the constant levels of local people coming forward each year to use basic enterprise advisory services. Next year, with the Director of Economic Development on board, we hope to provide at least two training programmes for up to 20 people on each to support their enterprise skills development, but we need further resources, either through ADM or other relevant agencies in the future to do this.

#### **Community Development**

Challenges relating to trying to support the development actions of self-help groups/organisations working with the target groups

The ability to be able to offer support, financial and otherwise, is crucial to the relationship that Ballymun

Partnership has and makes with the more vulnerable, self help groups in Ballymun. ADM/Ballymun Partnership need to consider the resources that it allocates under this measure, and indeed for this action, in order to sustain interest in local development among these groups and to achieve significant outputs in this area.

## Challenges in raising awareness of particular issues such as social exclusion, disability, anti-racism, gender equality etc

Ballymun Partnership sees a role for itself in getting more community /voluntary organisations involved in the promotion of anti-racism and inter culturalism in Ballymun. And to encourage local participation and involvement in events such as public debates, coffee mornings and social celebrations around such issues. There is a concern that anti-racist sentiment will deepen in the area with the increase in private housing and lettings. This is an issue that needs to be tackled by all organisations both statutory and non-statutory.

# Community Based Youth Initiatives Challenges relating to delivering on an Education Strategy/Blueprint locally

While Ballymun Partnership has been able to manage a stakeholder process of engagement in developing this strategic plan, mainly through the efforts of the Board, the CEO and an expert consultant in 2004, the recruitment of an Education Programme Manager will release certain pressures and ignite new energies in bringing the strategic process further on in the new year. Resources for this post have been budgeted in our Programme of Activities 2005. We hope that ADM will look favourably on our proposed activities in its allocation of funds to the Partnership next year.

# Challenges relating to delivering on some key actions proposed in the Education Strategy/Blueprint

We see the Local Education Resource Office as an important initiative, as a key root to the branches of other educational activities proposed through our strategy for turning around educational disadvantage in Ballymun. We have not yet received a decision from the Dormant Accounts application we made at the end of December 2003 to support this action. We would ask that ADM express their support for this initiative, as it would greatly enhance the education actions under the LDSIP Programme of Activities.

### Challenges relating to delivering on a Life Long Education strategy in Ballymun

This piece of work is under way but the outcomes, and the challenges that it may present, won't become apparent until early the new year. We will need to look at resourcing this strategy in the near future in terms of personnel.

#### Challenges relating to delivering a Childcare Resource Centre for the catchments area

To progress the Centre, it is important to avail of the resources of technology to assist in recording information and promoting the Centre among the target group. DCCC, through the EOCP, need to put in extra resources allocated to this project in order to upgrade the IT abilities of the Resource Centre Staff and devise an appropriate database that can assist with appropriate data collection.

### Challenges relating to delivering the JI Programme Locally

There is still a level of frustration for the managing agent and FAS officials working at the local level at times in relation to changes in national Policy around this programme. For example, explicit messages from Government were given in January 2004 that extensions to participants who have completed their 3 years on the programme would not be approved, and plans were implemented to address this issue and yet policy changed subsequently. This change in policy can be perceived as being inconsistent. Policy needs to be addressed once and for all at the national level, so as not to compromise the good work and relationships developed by FAS local officials, local groups and agencies on this matter.

### Challenges in attempting to tackle the broader issues for Ballymun

There are a number of questions that we constantly ask of ourselves in our planning and reviews. We will continue to keep these questions high on the agenda, in order to remind key interests of the primary cross cutting themes for the development of the Ballymun area. Themes that don't simply relate to the work of Ballymun Partnership but other agencies locally. regionally and nationally. These questions relate particularly to the social regeneration of the area and local governance. We repeat them here again, to bring their attention to ADM and National interests reading this document.

#### Social Regeneration

Will the social mix be achieved?
Will the budget be there for the social infrastructure?

Where do we fit into the social sustainability plan by the regeneration company?

What will the impact of the new economic centres be i.e. the new shopping centre, Main Street Development and the development of M50 lands at Ballymun?



A variety of housing types are included in the regeneration project to accommodate different family units

#### Local Governance

How can we effect positive change through influence?
Is the voice of the community actually impacting on local government delivery?

How can leadership and active citizenship be fostered? Is there a new generation who will become the next generation of local leaders?

How can we impact on greater voter participation numbers?

In 2004, Ballymun Partnership's attention was focused directly on children and families, the unemployed and vulnerable groups. As we go into 2005, the Education strategy in particular will still be a primary objective and we will try delivering on some, if not all, of the proposed actions within this plan.

The strategy development process has brought, and will continue to bring, its own challenges to the many stakeholders involved in the process to date. The continued active participation of all of the school principals, local youth services, and the regional director from the Department of Education and Science is vital to this process. Additionally, with the necessary funding required to realise the infrastructure necessary to begin implementing the strategy, we are hopeful that a new local area

model of delivery of formal education to 4 to 18 years can be achieved.

# Summary of Research, Awareness & Information Dissemination Activities

# Summary of Research, Awareness and Information Dissemination Actions in 2004

#### Services to the Unemployed

The LES published their findings from the Inter-Organisational Research Project.

The LES conducted an analysis of the LES's data base to look at the profile of individuals obtaining employment.

The Partnership contracted an Economic Consultant to conduct an assessment of the Partnership's Economic Development and Enterprise Agenda 2004-2006 and to produce a report.

The Partnership worked with Nordubco on a piece of research entitled: The Potential for a Pharmaceutical/Biopharmaceutical Accelerated Skills Development Programme in North Dublin.

#### **Community Development**

The Partnership contributed to the design and development of the North West Community Directory in conjunction with the NWCD Working Group led by Dublin City Council.

The Partnership in conjunction with the Ballymun Community Action Programme, initiated a needs analysis assessment of local community and voluntary groups.

The Partnership initiated research into the levels and effectiveness of community participation in local development structures in Ballymun.

Ballymun Partnership, as a member of the RAPID AIT, has been investigating the potential for and viability of a Community Trust for Ballymun. Ballymun Partnership in conjunction with the RAPID AIT in Ballymun, cofunded and contracted an external consultant to carry out research into this topic and to present the results and recommendations for a model to Partnership and to the AIT on completion.

Ballymun Partnership in conjunction with the Community Development Sub-committee hosted 2 Public Debates with Nominated/Elected Local Councillors in order to provide an opportunity for them to present their mandate to local people.

Ballymun Partnership in co-operation with local organisations, hosted events local events, as described under the Community Development section of this report, for International Women's Day.

Ballymun Partnership supported a number of local events, as described under the Community Development section of this report that were hosted by Ballymun Intercultural Group.

### Community Based Youth Initiatives: Education

The process for dissemination and consultation around the development of the Education Strategy/Blueprint continued in 2004. As a result of consultation and feedback on the strategy/blueprint for education, there have been 3 re-drafts to accommodate the recommendations of the school principals, who as a key stakeholder group, have really embraced this process and proposed more than half of the 33 recommendations included in the most recent draft.

Ballymun Partnership contracted an external consultant to initiate the development a life long learning strategy to meet present and future educational, social development, economic and labour market needs of individuals living in Ballymun. As well as to ascertain the Education and Training Requirements needed to avail of the employment opportunities which

will become available as a result of the economic development of Ballymun in the short, medium and long term and to inform the planning of local education and training strategy and provision.

### Community Based Youth Initiatives: Childcare

Ballymun Partnership supported the production of an information brochure for the Childcare Resource Centre, which was designed and printed and circulated to over 300 organisations in the North West area.

Ballymun Partnership supported the launch of the Childcare Resource Centre took place in July and was officially launched by Miriam O'Callaghan.

Ballymun Partnership supported a range of awareness and information Sharing events under the childcare measure, including:

- Hosting a Downs Syndrome Awareness Day in May 2004..
- Hosting a visit from Surestart, an early childhood development organisation from Penn Green in Corby England in May 2004.
- Presented the aims and objectives of the Ballymun centre at the Inner City 'Local Resource Centre' Seminar in November 2004.
- Early Years Exhibition in Shopping Centre in March 2004
- Presentation in October 2004 to the staff of the LES.
- Presentation to the agencies and organisations at the Board April 2004.
- Christmas event for local providers and parents and their children to see Santa.

### **Additional Information**

#### Additional Information

Ballymun Development Group and its 10-year strategy for children and youth, facilitated by Atlantic Philanthropies.



The Partnerships CEO was invited by Atlantic Philanthropies to join six others to form a development group to work on a Ten Year Plan for Children & Young People and a funding proposal to implement it. The members of the group are Dr Noirin Hayes of DIT (Chair) Cairan Murray MD of BRL and Assistant City Manager DCC, Stephen Rourke Chair of Rapid, Donnacadh Hurley Manager of Ballymun Regional Youth Resource, Hugh Grieves Coordinator of Ballymun Drugs Task Force and Bernie Roe the Coordinator of RAPID. The group invited Mary Kenny the Primary Healthcare Manager and Frank Wyse the DES Director of Regional Services to join the group midyear.

As part of the process of plan development the group divided the plan into six thematic areas: Childhood Development, Social Development, Education, Health, Environment and Family Support. Seventy two people from within and without Ballymun were asked to join six thematic groups which each met three times to help develop the thinking behind the needs of children and young people.

Presentations were made by the CEO to other local stakeholders such as local councillors, school principals, the

school completion programme steering committee, the Board of the Community Family and Training Agency and other agencies.

In October following two visits from senior staff from Atlantic Philanthropies in the US they announced that they had selected Ballymun and Tallaght West as the two areas in Ireland to focus on for the development of a major programme over a ten year period.

A funding application submitted by Ballymun Partnership for €158,000 to Atlantic Philanthropies on behalf of the development group was successful.

The grant will fund the employment of a coordinator based at the Partnership, strategic advice, communications advice, specialist consultancy, research into demographic projections, consultation with children, site visits, and generally the development of a plan for a ten year period commencing January 2006.

#### **Audit Information**

#### **Legal Status**

The Ballymun Partnership is a registered company limited by guarantee. Registration Number 06597878K. The Partnership was granted charitable status on April 20<sup>th</sup>, 1995 under Charity Reference Number CHY 11441.

#### **Tax Certificate**

Ballymun Partnership has an up to date Tax Clearance Certificate for 2004 and is available for viewing if required.

#### **Annual Return**

The Annual Tax Return Date for Ballymun Partnership Limited is the 30<sup>th</sup> of September.