



# Learnings and Experience of International Protection Applicants in Kilkenny City 2023

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# 1 Introduction

This report presents an in-depth analysis of the arrival and integration of International Protection Applicants (IPAs) in Kilkenny City during 2023, focusing on the collaborative efforts of Kilkenny LEADER Partnership (KLP) and other stakeholders. As the number of people seeking asylum in Ireland has increased significantly, Kilkenny City has become a key location for accommodating these individuals. This report outlines the challenges faced by the IPAs, the initial response by KLP, and the ongoing efforts to support their integration into the community.

The report begins with an overview of the national context regarding international protection in Ireland, highlighting the rights and support available to asylum seekers. It then delves into the local response, detailing the establishment of Direct Provision Centres in Kilkenny, the profile of the IPAs, and the specific challenges they encountered, such as language barriers, mental health issues, and the impact of prolonged waiting periods on their well-being.

Through this report, we aim to provide a comprehensive understanding of the situation in Kilkenny, identify the successes and learnings from KLP's engagement with the IPAs, and propose strategies to enhance the integration and support systems for future arrivals. This report aims to capture a picture of the work that the SICAP team carried out over the course of 2023, with inputs from the New Arrival IPA community as well to assist us and other collaborators or relevant agencies in Kilkenny. We aim to work from the community development ethos; 'Nothing about us, without us', to ensure that the voices, ideas and input is sought from the IPA community themselves.



## 2 Background

### 2.1 National context of International Protection Applicants

International Protection Applicants, commonly known as asylum seekers, are individuals who have fled their home countries and seek safety and protection in another nation. This influx highlights the ongoing global need for refuge and the importance of comprehensive support systems for those seeking asylum. Seeking asylum is a human right. When someone asks for asylum at the border of a country, that country's authorities must examine their application. If someone asks for asylum in Ireland, they must make an application for international protection. While they are waiting for a decision on their application, the Irish State gives them accommodation, food and medical care. They are entitled to legal aid and support with their application and appeals if needed. Accommodation Centres provide accommodation for people who have sought International Protection from their home country. Living in a centre is voluntary and residents can leave at any time. Some International Protection applicants may also choose to live with family or friends already living in the community or can source and provide for their own accommodation. Full access to public medical services is provided and a weekly personal allowance is also paid to each person (€38.80 for adults and €29.80 for children). After six months, International Protection applicants are eligible to work if they have not received a first decision on their application. For more information, please see the Irish Naturalisation and Immigration Service's website. A number of Non-Governmental Organisations (NGOs) provide support to International Protection applicants. These include initiatives funded by the Department of Children, Equality, Disability, Integration and Youth (DCEDIY) such as a confidential resident helpline, (and) psychosocial support in a number of locations.

Since June 2018, people applying for international protection have the right to work in Ireland and like everyone else, they have the right for that work to be decent. As the numbers who have applied to work since 2018 illustrate, people applying for international protection are eager to find employment and get their lives back on track.

In 2023 Ireland received in total 13,277 IPA applications, the five nationalities that were the biggest cohort were Nigerian 15.7%, Algeria 11 %, Afghanistan 8.3%, Somalia 8 %, Georgia 8% and other 48.7%.

## 2.2 Kilkenny LEADER Partnership (KLP)

KLP is a non-profit, community-led organisation with nearly 30 years of experience in community development, through a wide range of services including training, employment supports, grants and advice. KLP has been at the forefront of driving local development and improving the economic, social, and cultural quality of life for the people, communities, and small enterprises of County Kilkenny. KLP works through the Rural Development Programme (LEADER), Social Inclusion & Community Activation Programme (SICAP), Local Area Employment Services (LAES), and other supporting programmes and initiatives. The organisation empowers local communities to improve their quality of life by providing grant aid to innovative rural businesses and communities and development officer support to disadvantaged or marginalised communities and individuals.

## 2.3 What is SICAP

The Social Inclusion and Community Activation Programme (SICAP) is a government-funded initiative in Ireland aimed at addressing poverty and social exclusion through community engagement and strong partnerships. The programme runs from 2018 - 2023 and provides funding to support disadvantaged individuals, community organisations, and public sector agencies in working together to improve the quality of people's lives.

The programme is delivered by a team of Community Development Officers who use a community development approach to engage with marginalised communities and individuals. This approach focuses on empowering individuals and communities to identify and address their own needs and priorities, with a view to achieving sustainable change.



# 3 International Protection Applicants arrival in Kilkenny City 2023

In February/March 2023, The Kilkenny Inn in Vicar Street, Kilkenny City, became a Direct Provision Accommodation Centre, with the potential to house 120 International Protection Applicants (IPAs), which was then increased to 140. IPAs began to be relocated or housed directly in the Centre, with little or no notice of their move. Although Kilkenny City and County had been housing many Ukrainians, this would mark the first time in over twelve years that a Direct Provision Centre would be located in Kilkenny.

Another smaller hostel in the same area will soon open for families and couples. To date, 115 from the direct provision centre have been registered with SICAP for individual support or are in the process of registering. Some have moved to other accommodation providers.

## 3.1 KLP initial response

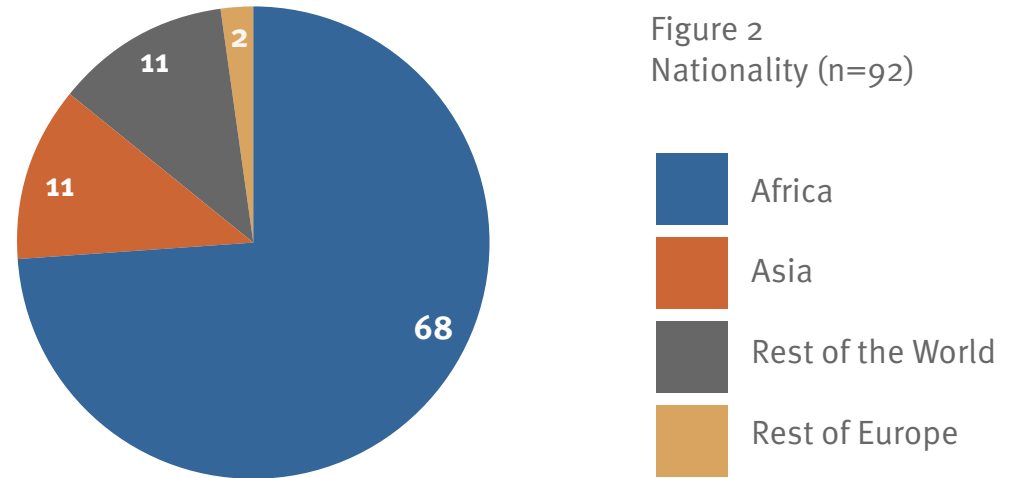
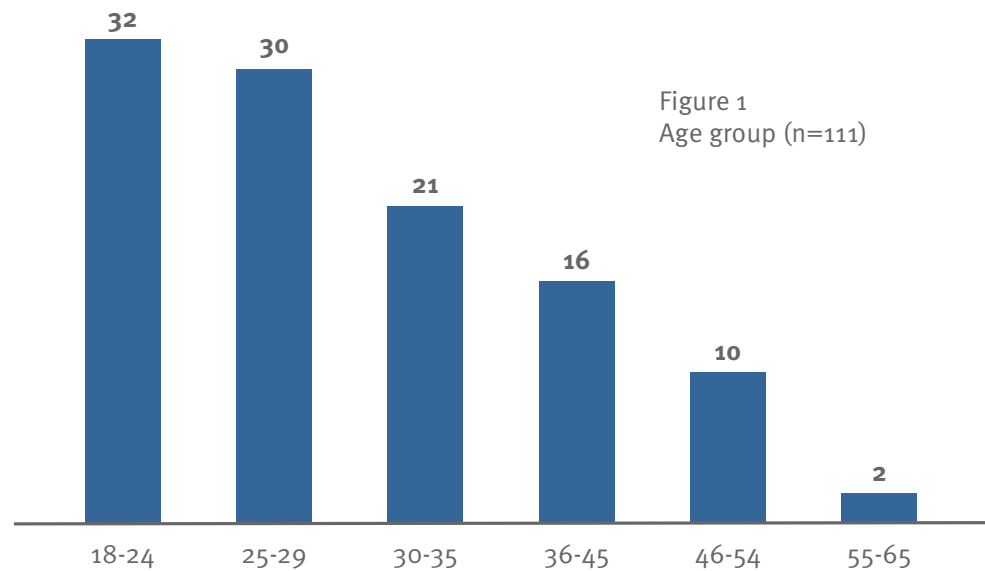
KLP became aware of the API in the spring of 2023 and immediately began to establish links - relationships were built with reception staff, and KLP linked with the Education and Training Board's (ETB) Adult Education and Guidance service to meet individuals and begin to map needs. Initially, much of the work was around addressing immediate needs, such as access to medication, dental issues or urgent GP access. Links were established with the Health Service Executive (HSE) Intercultural team, who assisted with the residents making medical card applications and accessing urgent care. Many residents required clothing or had not received any weekly Direct Provision payment until their arrival in Kilkenny. KLP staff liaised with Community Welfare to support clients to make applications for clothing allowances and back pay.

KLP staff supported over 100 individuals from the hotel in the first two quarters of 2023. Clients were offered Manual Handling Courses, and many accessed Safe Pass or Kilkenny and Carlow ETB (KCETB) Adult Education courses where possible. During the first six months in the country, IPAs cannot access the labour market. However, at month five they can submit a work permit application, and these permits are generally processed within 6-8 weeks from application date. KLP staff have observed that for many of the residents, especially those who may have beginner or very limited English language skills, they struggled to fill their time, and often daily sleep hygiene habits became very poor. The men are living four to a room, and often reported finding it difficult to sleep, some experienced mental health difficulties throughout this time, and may have had trauma or previous experiences that their living situations exacerbated. KLP worked collaboratively with Social Prescribing Service and the HSE intercultural Team to address barriers to access and look at community supports that could complement clinical ones.



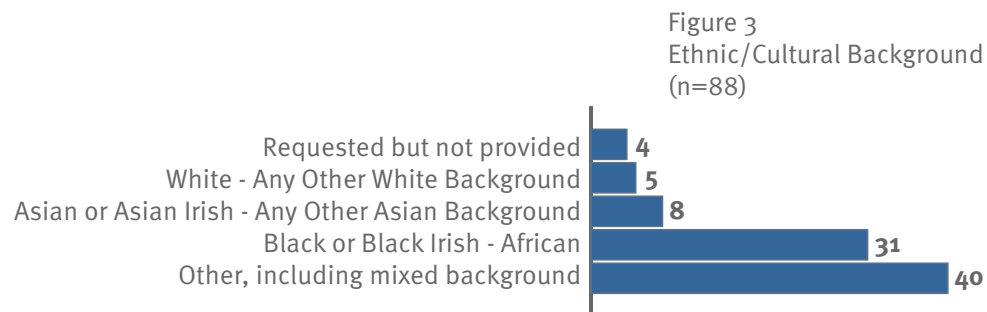
# 4 Kilkeny International Protection Applicants 2023 Profile

**Age:** It is remarkable to see from their age profile just how young most of the IPAs are (Figure 1). Over half were in their late teens and twenties (62). Another 21 were still young men in the prime years of their early 30s. A further 26 men spanned the middle-aged years from their late 30s to mid-50s, while just two had reached pre-retirement age.



**Ethnicity:** Almost 3-in-4 of IPAs being supported by KLP came from the African continent while the remaining quarter were from Asia, the Middle East and Eastern Europe (Figure 2). The largest group had a mixed ethnic background (40) while the next largest group was of Black African heritage (31). Of the remainder, some had Asian heritage (8) and just a few were White (5).

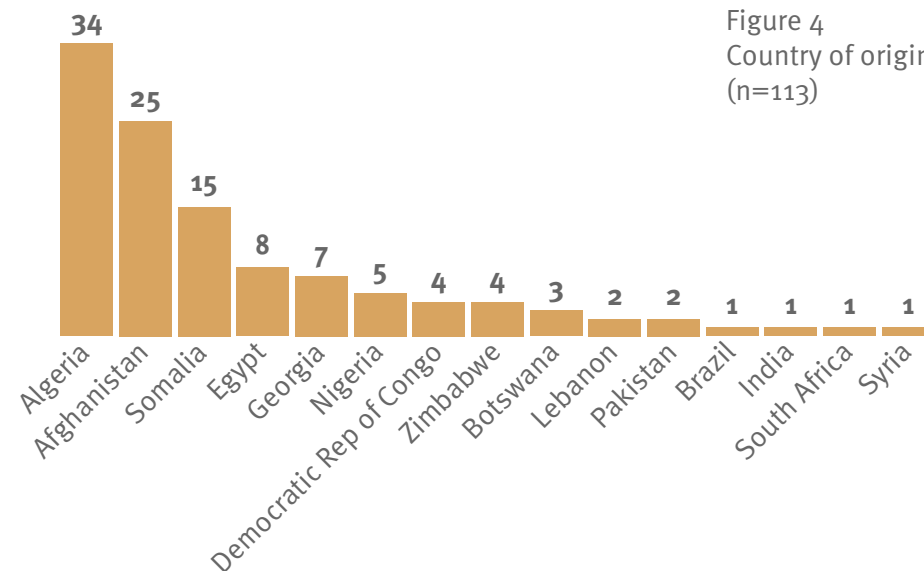
**Nationality and Language Skills:** The men in Kilkenny hailed from at least 15 different countries (Figure 3). The largest group was from Algeria (34), in North Africa, followed by Afghanistan (25) in Central Asia and Somalia (15) in East Africa. The remainder accounted for 8 nationals or fewer, and included people from Eastern Europe (Georgia), Middle East (Egypt, Lebanon, Syria), Indian Sub-continent (India, Pakistan), West Africa (Nigeria), Central Africa (DRC), Southern Africa (Botswana, South Africa, Zimbabwe) and South America (Brazil).



Altogether, the men spoke at least 18 languages fluently and some spoke two primary languages, including English, French, Portuguese and Russian (Figure 4). The most common foreign language spoken was Arabic (42), followed by Pashto (25) and Somali (15). All other languages were spoken by 7 or fewer individuals. Six languages were only spoken by one individual each, highlighting how some IPAs may be extremely socially isolated if they cannot speak any other language.

**Composite Picture among the Top 5 Nationalities** (Figure 4)

**Algerian:** While there was a broad educational range among the Algerian cohort, many had a good (Leaving Certificate equivalent) and English. Several held third-level degrees, including in law, finance and business. However, the level of English for many continued to pose a barrier, including after they acquired permission to work.



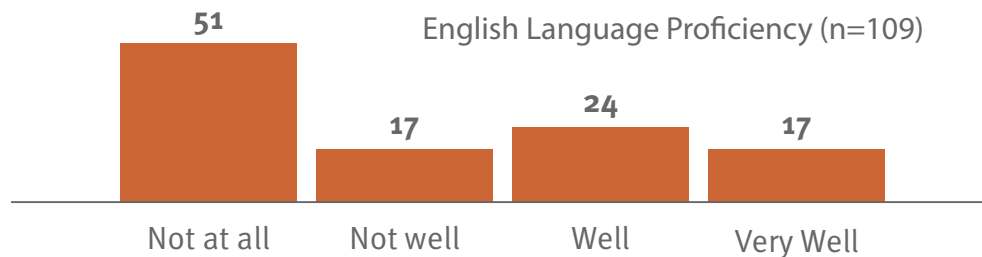
**Afghani:** The Afghans tended to have a very low level of educational completion, as they lacked opportunities for education or training in Afghanistan. They also tended to be younger and without social network support. Encouragingly, many have engaged with the Cricket Club, which created beneficial links. Over time, this group’s trust in KLP has grown, resulting in better engagement.

**Somali:** Many Somalians had a good level of English and were either already in work or tended to find work quickly.

**Egyptian:** The fourth largest grouping was from Egypt. The language barrier often posed difficulties for them at the job interview stage to gaining employment, although many possessed a good level of experience in fishing, cargo shipping, and construction.

**Georgian:** The fifth group was from Georgia, a former Soviet republic. This cohort had not engaged as much with the SICAP team as many had already found employment, and demonstrated a high level of work experience, often in the construction sector. While language appeared to be a significant barrier for this group, they tended not to avail of the ETB English classes.

**English Proficiency:** Overall, 51 of the men did not speak English at all during KLP’s first meeting with them (by which time they had been in Ireland for 1-2 months), and a further 17 had only a basic grasp of the language (Figure 5). As outlined earlier, KLP staff observed that residents with no or very basic English struggled to develop a good daily routine leading to poor sleep hygiene habits. Conversely, over one-third of the men spoke English ‘well’ or ‘very well’. This broad range of backgrounds highlights the diversity of responses required of KLP. The organisation has established good links with the community post the settlement process. Some of these now-settled Syrian refugees in Kilkenny are interested in peer mentoring the new refugees and asylum seekers to share their own experiences of overcoming barriers such as not speaking the language and learning how to navigate the Irish culture along with its systems and structures.

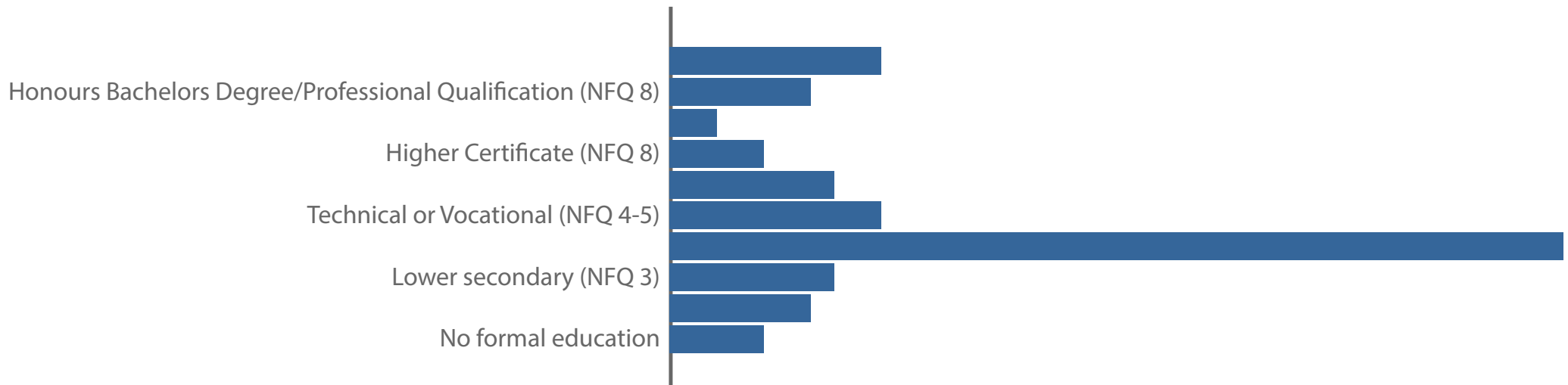


**Realising the Value of Multilingualism:** Once Kilkenny’s new residents go on to learn and/or improve their English language skills, their fluency in multiple languages may become an asset both personally and locally. For instance, interpreter services are expensive and tend to be used online as they are not found in Kilkenny. It would be desirable to establish more affordable, community-based interpreter services in the county. Through the local Immigrant Support Service called ‘Fáilte Isteach’ and the Immigrant Support Clinics at Fr. McGrath Centre (FRC) in Kilkenny city, KLP has been made aware of fluent English speakers who speak Arabic, Somali and Ukrainian. Consequently, KLP has hired a Cork-based company called TransLit to deliver a 1-day training in September to boost participants’ confidence with interpreting with a view to developing much-needed interpreter services in Kilkenny in the long-term.



**Educational Attainment:** Figure 6 highlights the men’s very diverse back stories in terms of their educational attainment to date. This in turn indicates the life opportunities they experienced before leaving their home countries depending on State regimes or social class. Some 30% (28 men) had completed either further or third-level education, ranging from apprenticeships to postgraduate qualifications. Another 59% (54) had either attended or completed second-level education. But 11% (10) had either no formal education or had primary-level only. For example, most of the men from Afghanistan had left school aged 12, although one did attend university. Conversely, many of the men from Algeria had completed their secondary education.

Figure 6  
Highest Level of Educational Attainment  
(n=92)



# 5 Wellbeing, Training and Education

## 5.1 Trauma and Mental Health

Lack of a daily routine and poor sleep hygiene habits were associated with some of the men who had no or very basic English. From early on, some men began to present with mental health difficulties, likely exacerbated by previous traumas and other troubling experiences. As their residency lengthened, KLP staff observed more complex psychological needs emerging as the impact of their traumatic lived experiences became increasingly apparent. At this stage, the following concerns came to light: grief, social isolation, mental illness, addiction, self-harm and suicidal ideation, and “KLP staff offered a compassionate and committed response to the sensitive nature of the personal stories shared”. This therapeutic element of work highlights the importance of access to trauma informed training for KLP staff working with IPAs to support them around the risk of vicarious trauma.

KLP initiated a wrap-around response for those residents impacted by trauma to ensure that they could access appropriate primary care services as a priority, alongside the existing social and personal supports they were providing. KLP’s role here also involved ensuring that residents in need of care were not disadvantaged further by any language or literacy issues. Medical interventions were again supplemented by the Social Prescribing Service, which offered additional advocacy support to them in liaison with their GPs and other primary care health professionals, along with Integration Staff and Intercultural Health Workers Employed by the HSE.

Throughout the rest of 2023, the SICAP continued to build its internal knowledge base and link with relevant services in relation

to the IPA systems and presenting needs. Staff signposted and advocated for clients with many other services, including the ETB, the Public Employment Service (INTREO), International Protection Accommodation Service (IPAS), Legal Aid Services, Community Welfare, training bodies and employers. Over the year, 109 men individuals were registered on SICAP under Goal 2 and allocated a Development Worker. The group was composed exclusively of men from a diverse range of countries and backgrounds, and many had little or no English. To work with them the team often ran training or meetings by language, with the support of an interpreter. Over the year, the team worked to identify new working patterns and supports which met the needs presenting.



# 6 Community, Well-being, Integration, Training and Education Supports

Many clients identified the need to fill their time, practise English and socialise. They found the waiting period of 6+ months for their work permission to be quite challenging. SICAP staff aimed to develop activities they could engage in work on their progression planning in terms of employment and training, as well as to look after their wellbeing and integration into wider society.

## 6.1 KLP SICAP in-house training

The KLP SICAP team delivered in-house targeted training and supports including:

- Manual Handling training
- Advocacy for Social Welfare payments and form filling ie for Legal Aid, Social Housing, and registering for income tax upon employment
- Support with Work Permission applications or follow up where issues arose
- Skills identification and CV workshops
- Completing CV's for clients
- Job search and Interview Skills Workshops
- Revenue and mygov support
- Signposting to relevant services
- Specialised employment mentoring program in collaboration with local business Aztec to develop progression plans and prepare those looking for office, admin or other professional services employment
- Additional Funding was leveraged towards the end of the year to deliver a targeted training program that IPA clients could access without any barriers while they were awaiting their work permission

and/or immigration status outcomes.

- An Employability Skills course was developed and delivery began in Q4 of 2023

## 6.2 ETB training

The KLP team collaborated with the ETB and other private training services including:

- KCETB and adult learning for English language classes and training courses such as Forklift
- Safe Pass delivered in Arabic
- Safe Pass delivered in English FRS Training service
- Joint Job Fair with Local Area Employment Service (LAES) was a success



There is a good overview that is up to date on what they can access here:

[Further Education and Training Education in Ireland, How to get Started](#)

For more details see the Appendix

### 6.3 Community-focused supports included:

- Establishing a Telegram Channel to share information and upcoming events
- Weekly Football sessions with support from the Irish Football Association (six weeks of training) and Freebooters (use of the pitch)
- Participation in the Global Kitchen events
- Offering of use of ‘Community Kitchen’
- Weekly Walk and Talk
- Links with and support with fees for local Cricket Club
- Boxing Gym, Volleyball and links with running groups and Kilkenny Recreation & Sports Partnership (KRSP)
- Clothing Drives and Clothing Fair
- Conversation Club
- Community Interpreting Training - Translit
- Men’s Shed participation (Kilkenny Good Shepherd)
- Healthy Food Made Easy courses
- Trip to the Oireachtas Building and meeting with Minister Malcolm Noonan
- Volunteer opportunities via the Volunteer Centre

### 6.4 Joining the Workforce

KLP staff worked with clients to look at activities and courses they could access while awaiting their work permit. In working closely with many of these clients through this ‘waiting period’ many find it extremely difficult to fill their time in meaningful, productive ways.

What KLP staff also observed is that it could have a knock-on effect in terms of their abilities around effective timekeeping and follow through on tasks or short courses that they would indicate they strongly wished to do. Essentially, although finding work and getting the work permit became a primary goal, when the time came to find work, there could be patterns that had developed in that six month period that the residents would then need to address around timekeeping, hygiene, sleep hygiene etc .

Staff shared information online through a bulletin-board format called a Telegram channel, which allows for information sharing via a phone app in a secure way. While somewhat effective, it has not been as well used as in the Ukrainian refugee community. Thus, KLP staff plan to establish a WhatsApp community group, which might elicit stronger engagement from the IPAs, and ensure posters for events are put up in the Hotel.

KLP’s experience with IPAs to date has been that once they get a work permit, many move quickly into employment. This is especially the case for men with a good command of English, stronger online job searching/application skills and better peer support. KLP has been responding with workshops to help the men with these important factors, while collaboration with employers has been key. Those with poor English, less work experience and weak peer support have been less successful to date and will require further targeted support through the SICAP. Furthermore, the younger age groups need support around increasing their buy-in to education, even part-time or short-term courses.



# 7 Learnings, Observations and Successes

## 7.1 Learnings from the experience of the first arrivals of IPAs to Kilkenny

- ‘Six month wait’ to get a work permit can have a very negative impact on mental health
- There are barriers to access in this time period, cannot take up many courses as they require the permission to work letter, ETB, ecollege etc
- Cannot access INTREO training grants until have work permission letter
- Many struggle with lack of routine or purpose, develop poor sleep habits, timekeeping becomes an issue
- Getting in early with information on services they can access is important
- Over time the men in the hotel have formed informal support networks, information is shared about local services and how to access supports – overall peer support, shared learnings from other refugees/migrants could be a useful model
- KLP set up a Telegram channel to share information in a bulletin board style. This has been somewhat effective, but is not as frequently used as in the Ukrainian community, whatsapp community group might be better engaged with

## Living conditions in the Hotel

- Many reported being very unhappy with the food served in the Hotel, and find it difficult that they lack options to make their own.
- Food was repetitive, undercooked, unhealthy, not Hallal, and lacked flavour.

- Crowded conditions - the men are living four to a room, getting out of the environment is important to wellbeing.
- The hotel itself lacks any green outdoor space, there is a communal eating space, no facilities to meet individuals with some degree of privacy /confidentiality.

## 7.2 Observations

- Starting English classes early and offering comprehensive courses if possible is of benefit to many who learn well in this environment.
- The classroom learning format does not work for all – more opportunities to practise English in a conversational and social setting could benefit.
- Many look for opportunities to volunteer. Some men got involved with the local Men’s Shed and enjoyed this. More could be done here to establish links.
- Sports activities links were very successful. Football was played twice weekly through the Freebooters club. Over time, this group could evolve into a more diverse group to support community integration.
- Several men volunteered with the Global Kitchen series, and the feedback was very positive.
- Opportunities to support overall well-being that tap into areas of interest to individuals could be explored—a Personal Ongoing Development/POD-type program that looks at planning out the next steps in Ireland.
- Workshops on accessing services, workplace culture, exploring and navigating differences could be of benefit.
- Better cross-service communication could avoid duplication of

work, e.g., some clients accessing CV support through ETB and getting two CVs done.

- An interagency group could be beneficial to all stakeholders to support the integration of IPAs, similar to the Refugee Resettlement working group, which has supported families settling into Kilkenny County in the past.
- Delays in the work permission processing are increasing (from 30 days to 145 +)
- Developing a professional-looking CV for the Irish job search context is a priority need for most.
- Recognition of foreign driving licences, degrees, and skills-based qualifications can be problematic.
- Gaining an Irish driving licence is expensive and impossible on weekly Documents Against Payment.
- Significant barriers still exist in accessing higher education and training courses due to the length of time in the country and/or not having a work permission letter. For example, ETB courses such as Forklift and INTREO training grant look for work permission letters
- Difficulties with community participation include finding social outlets for integration on a low income of 38.80 per week.
- Mental Health and Wellbeing, including accessing appropriate supports, overcrowded living conditions and lack of agency exacerbating mental health conditions.
- IPAs with low levels of English and less educational or training/ work experience face additional obstacles. More targeted support, and identifying effective interventions for this group would be helpful, e.g., a linked program with ETB and/or Children and Young People's Services Committees (CYPSC).

### 7.3 Successes

- Good relationships were established with the Direct Provision staff and other relevant agencies, establishing awareness of the supports offered, and developing trust in the service delivered amongst the IPA community
- 75 IPA clients obtained employment in 2023

- Six advanced into full-time further education or are doing part-time education courses.
- The SICAP team has good engagement with employers and links established for future opportunities
- Effective collaborations with other agencies and local community groups, look for opportunities to expand ie CYPSC
- Staff gained more confidence and experience working with an interpreter, both in-person and remotely
- Community Interpreting training was delivered to individuals in Kilkenny who were interested in providing local community interpreting
- Staff undertook intercultural awareness training from the Immigrant Council of Ireland. This training went well, and staff expressed an eagerness to do more
- KLP sought feedback from the IPA clients at the end of 2023 on their experience of KLP support, as well as wider integration into the community.



Some of the feedback is below:

*“First of all, I would like to thank the Kilkenny Leader Partnership who really welcomed me here. I say thank you. Kilkenny’s Leader Partnership did a lot of things for us including free training and they helped us with the challenges of not understanding the documents to get a common understanding.”*

*“Everything is very good. Just one thing, provide the interpreter for those guys who can’t understand and speak English.”*

*“KLP should just sustain the momentum”*

*“The KLP is already doing everything to help migrants settle in Kilkenny.”*

*“There are people who are experiencing and suffering homesickness, anxiety, depression and culture shock. I think the solution to this is to start working in the community. This way you can easily get to know about how the locals work together, meet together, the do’s and don’ts of the workplace. Everybody is waiting from past few months and this wait is taking a toll on their mental health. The KLP team should have direct contact with the labour market to make sure everyone gets their work permit on time.”*



# 8 Recommendations

## Collaboration with Kilkenny County Council's Integration Team

The IPA cohort of SICAP clients are in themselves a diverse group, with varying levels of English proficiency, education and work experience can vary greatly. The largest groups are from Afghanistan, Somalia and Algeria. It is anticipated that the numbers of IPA Centres will grow in Kilkenny in 2024. The team recognizes that this will bring additional challenges, including relationships with the local community and perceptions around migration. However it is anticipated that the newly-formed Integration Team within the County Council will be a welcome support. The SICAP team with the Integration Team to ensure its supports are targeted to address the gaps, linking and collaborating with other services to support and work towards integration and wellbeing for those new to the community.

## Trauma supports

KLP staff suggest putting in place an evidence-based and accessible response to trauma for residents before the end of 2023, which could consist of trauma-informed individual and/or group therapy.

## English Language

For those IPAs who learn well in a formal educational environment, offer ETB English classes as soon as possible along with comprehensive courses. Since the classroom environment does not work for everyone, offer more opportunities to practise conversational English in a social setting.

## Integration: Meaningful Recreation and Meeting Locals

Many of the men have sought opportunities to volunteer and some have enjoyed engaging with e.g. the Men's Shed. Establish further

links with volunteering, possibly through the Volunteer Centre. Several men who volunteered with the Global Kitchen series found it very beneficial.

Participating in sports activities has also been very successful e.g. football twice weekly through the Freebooters Club, and connecting young Afghans with the Cricket Club. It would be desirable to deepen and expand links between more of the IPAs and local sporting or recreational groups to support community integration. Expanding national groups include the Sanctuary Runners, Sanctuary Swimmers and Sanctuary Hillwalkers, where residents in Direct Provision join members of the public for recreation and friendship in a spirit of solidarity. Such initiatives build global citizenship and inter-cultural society in Ireland.



### Personal Development

Tap into individuals areas of interest in order to support their overall wellbeing e.g. through a POD/Personal Ongoing Development-type programme that helps them to plan out their next steps in Ireland.

### Peer Support

Over time, the men have formed informal support networks within the hotel through which they share information about local services and how to access support with each other. This highlights the value of developing a peer support model for sharing learnings from other refugees/migrants.

### Navigating Irish Culture

Provide workshops on accessing services, workplace culture, and exploring and navigating possible cultural differences, for example about making eye contact, social etiquette when meeting people, etc). Offer training that targets workplace cultural barriers and ties in with ‘Kickstart’-type programmes.

### Interagency Collaboration

Improve communication and coordination across services through an interagency working group in order to avoid duplication e.g., some clients accessed CV support through both KLP and the ETB.



# Appendix

## KLP Training Programmes/Courses/Initiatives:

Course	Total
Individual CV supports delivered	102
Interview skills workshops 25/05	5
CV workshop 31 Aug	4
CV workshop 11 May	6
CV interview skills workshop 3 Aug	26
Job Fair 27 June 2023	50
Manual Handling KLP in house trainer inc English and with interpreter	117
Safe Pass English 3 July	11
Safe Pass in English 30 August	10
Safe Pass 7 October FRS	4
Safe Pass in Arabic 25 July 2023	14
Skillet Hospitality course in Ormonde Hotel	4
Ref to ETB: Skills to Advance: CompTIA Cybersecurity Analyst	1
Ref to ETB: Skills to Compete IPA with Work Permit course - Forklift	14
Ref to ETB: Professional Bus and Coach Driving - D License Part-time	1
Commenced PLC courses	8
Men's Shed referrals and uptake	6
Laptop Loans	8
Global Café series volunteering Home Rule Club	8
Freebooters football practice and friendly matches	25
Walk and Talk group (weekly sessions)	45
Trip to Oireachtas	10
Aurora information sessions	6

Red Mills Interview (CV's and Int Prep)	6
Driving Ambitions courses	4
Twilight referrals and uptake	13
Noreside Employability Programmes x 2	13
Transit Community Training	3
Conversational English Classes (with State Street employee volunteers)	15
Community Kitchen (Involvement Centre)	10
Security course funding	1
Healthy Food Made Easy (HFME) Involvement Centre	1
Community Food Initiative funded course HFME Noreside	9
Winter Wellness - Pottery 2023	4
Clothes Fair October	70

**Total Courses And Initiatives IPA's engaged with: 640**





Rialtas na hÉireann  
Government of Ireland



Có-mhainithe ag an  
Aontas Eorpach  
Co-funded by the  
European Union



**“The Social Inclusion and Community Activation Programme (SICAP) is co-funded by the Irish Government, through the Department of Rural and Community Development, and the European Social Fund Plus under the Employment, Inclusion, Skills and Training (EIST) Programme 2021 -2027.”**