



2022 Annual Report

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When I ask myself what does SECAD do, it is essentially about helping individuals to grow to their full potential, helping companies to develop and become more sustainable, and helping communities to design strategies for the future and to develop their facilities. It collaborates with others, and helps nature through its Wild Work activities and educational events.

SECAD achieves these outcomes through its many social inclusion initiatives funded through for example SICAP, LEADER, LAES, Tús, Rural Social Scheme, etc. and through distributing a wide variety of funding both from Government, and private sources such as the Community Benefit Funds.

The company has evolved and grown greatly over the years. SECAD's success is due to the work carried out by the staff and management and I have been hugely impressed by their energy, professionalism and enthusiasm. East Cork welcomed 1,700 Ukrainian refugees during 2022 and SECAD can be proud of the direct support it provided through its various programmes.

The impacts and highlights of this work can be seen throughout this year's annual report. SECAD under CEO, Ryan Howard, and the staff have shown great agility and ingenuity in attracting new funding streams, e.g. the Local Area Employment Service (LAES), the EirGrid Community Benefit Fund, and Solar - EDF Renewables, Europe's largest renewable energy company.

SECAD continues to implement the recommendations of the operational review under; (1) HR – specialist review of policies and procedures, (2) IT – significant improvements have been made; and (3) Governance – Board and Management Governance and Performance training carried out by Brendan Lenihan, Navigo Consulting.

The Board over the last few years has been renewed with long serving Directors retiring and new Directors being appointed. The Board was joined by four new Directors in 2022 who bring additional expertise and diversity. The Board of Directors and our Evaluation committee are made up of volunteers and we are grateful for the time and expertise that they bring and the contributions they make throughout the year.

Finally, I would like to thank Ryan Howard, the Management Team and staff for their kindness and co-operation extended to me during 2022.

Gerard Mac Mahon
Chairman
SECAD Partnership



In previous Annual Reports I spoke of the creativity and energy of the SECAD Partnership team, volunteers, and staff who support those in our communities that need most assistance, providing them with the guidance, confidence, skills, plans and abilities to enable their own development and empowerment.

This is easier said than done given the ever-increasing requirements and bureaucracy associated with managing public funds. There is also an increasing focus on measurable 'outputs', with additional targets, reports, measurements, and audits, required at every stage of accessing and allocating these crucial resources. The danger in meeting these ever-increasing reporting requirements is that they can distract from what really matters, which is the quality of our services and making sure that we are delivering actions that meet the 'outcomes' that we are aiming to achieve. A focus on 'outputs' or 'results-based-planning' can also dull reactions and make it difficult to react and adjust our services to meet the ever-changing needs of our communities.

On 5th April 2022, the first 113 Ukrainian refugees arrived at an accommodation centre in East Cork. There were no preparations in place, no state services and the community were not organised to meet such a challenge. Immediately, the Board and Staff of SECAD, and those of our Local Development colleagues across Ireland, agreed to create a direct support for the arriving refugees, to work with local volunteers to develop welcoming committees, and create facilities and appointments with key state services at each location. This required a major and immediate pivoting of our objectives for 2022. This adjustment required energy, dedication, and an ability to be able to think on the move. A focus on developing unity of response with a clear purpose and vision was needed and it was needed immediately.

SECAD's social inclusion team did a fantastic job in adapting our community development, social enterprise, employment support, personal development, and wellbeing programmes so that we, SECAD, were able

to offer these supports in a targeted fashion to the communities that were hosting increasing numbers of refugees. During 2022 a special award was given by the United Nations, recognising the impact and ability of the Local Development Sector's delivery of the Social Inclusion Community Activation Programme (SICAP) in meeting the needs of the most vulnerable at a time of crisis.

SECAD delivers its social inclusion supports within an overall integrated framework, where all our teams support each other. The services we were able to provide, through our SICAP team to the refugees, and communities where refugees were arriving, was only possible because of the additional supports provided across all SECAD programmes. This included our Community Benefit and LEADER teams (supporting investment in community facilities, projects and events that would encourage linkage and integration), the Tus and RSS Initiatives (providing people on the ground to maintain key community spaces and services), the PEIL team (supporting access to healthcare, female entrepreneurship, and ability related supports) and the Wild Work Team (providing wellness and personal development supports). The newly formed SECAD Local Employment Area Services (LAES) team were of critical importance as they were able to take pressure from our SICAP employment support team, allowing them to focus on the needs of the newly arrived refugees, whilst we continued to offer employment pathways to all target group clients across 2022.

Throughout this time, I, as Chief Executive Officer, could not be prouder of the work and dedication of all involved in SECAD, our Board and Committees, our Management and Staff, proving again and again that, despite the pressures created in meeting the requirements of various funds across 2022, we retained our flexibility whilst remaining relevant to our clients and communities. We focused on the most important outcomes we could achieve in supporting those most in need during a period when chaos could have prevailed. The Irish Community and Voluntary Sector has once again played a huge part in leading the response to a crisis. During this period, Local Development Companies have played a critical role in supporting this sector, which has been acknowledged and respected both within the state and internationally. And I am proud of SECAD's role therein.

I would like to close my report for 2022 by remembering Frances Burke, one of our first Tus/RSS Supervisors, who was a believer in the power and ability of the people of East Cork. She was a great listener and always had a lovely way of getting others involved in projects and working with each other. She was a builder of friendships and communities. May she rest in peace.

Ryan Howard
Chief Executive Officer
SECAD Partnership

UN Sustainable Development Goals

...How they link with SECAD Partnership and our Work

The UN Sustainable Development Goals were agreed in 2015 to help frame how we can consider and implement an approach to a fairer, most sustainable, and balanced world. Much of our sustainability issues arises from 'imbalance' creating societal division, greater separation between 'rich' and 'poor', powerlessness, exploitation, resource mismanagement and environmental degradation. Collectively the impacts of these will likely lead to increasing strife, poverty, war and a rapid increase in extinction events.

The UN Sustainable Development Goals (SDG's) invite each of us, from Governments to each of us as citizens, to consider how we can bring about the changes needed to seek a 're-balance' and a more resilient world.

Through our work, SECAD is investing in a variety of ways to positively impact the sustainability of our region, local businesses and communities, and supporting initiatives that are aimed at addressing resource gaps and the restoration of eco-systems essential to a more sustainable future.



Sections 1 and 2 of this report looks at examples of where SECAD is supporting access to employment, self-employment, rural and local business development and initiatives to support more female ownership of enterprises. These are all directly related to UN SDG's (#4, #5, #9 and #10) which promote better employment options and developing the infrastructure to support local enterprise development.

Sections 3 and 5 outline a range of supports for community and local community-led social services development that relate to UN SDG's (#1, #2, #3, #4, #5, #10, #11 and #12) which offer support to the most disadvantaged, promote and provide new educational opportunities, looks to highlight and address issues of equality and integration, focusing on utilising sustainably produced produce whilst encouraging conversations about designing more sustainable rural towns and villages.

Section 4, SECAD Environmental Investments, specifically focus on an initiative developed within SECAD called 'Wild Work' which is a response to the

lack of coordinated or coherent policy instruments and investments to help communities and local businesses (and our citizens) to implement community led projects that would have a true and lasting positive impact in terms of restoring biodiversity and habitat. These in turn reflect the ambitions of UN SDG's #13, #14 and #15.

Finally, as a Local Development Company, SECAD is itself set up a 'Partnership' between the key development actors that are needed to bring about sustainable change and positive action across the 3 pillars of sustainable development (Social, Economic and Environmental) in line with UN SDG #17.

We would encourage all reading this report to consider your response to these challenges and please encourage others to do likewise. We hope this report and the works outlined will encourage more people to play an active role to get involved in positive action with the aim of achieving a more balanced, sustainable future.

SECAD Partnership's Vision & Mission

Vision

To be recognised as a leading European development organisation, enabling vibrant, sustainable and inclusive communities.

Mission

SECAD is a dynamic and pioneering social enterprise which works in partnership with diverse stakeholders to provide services, facilities and investments for the benefit of the communities we serve.

SECAD Partnership Impact 2022



114

People receiving Business Start Up & Business Sustainability support

SUPPORTING ENTERPRISE



5

Social Enterprises receiving SICAP grants

WREN - Female Entrepreneurs receiving:

74

Business training

74

Personal Development training

Tourism - no. of people taking part:

160

Training

243

Networking trips



Wildwork

HELPING PEOPLE HELP NATURE HELP PEOPLE



ENVIRONMENT

SECAD Environmental Investments

50

Education & awareness sessions

16

Wild Work Videos and Podcasts Produced

7

Biodiversity Action Plans & Recommendations Reports

500

Packs of native wildflower seed distributed to the public

10

'Discover the Wild Side' Outdoor Nature & Biodiversity Events for Children & Families

519

Individuals supported on a 1-to-1 basis

71

People progressed into Employment



ENABLING EMPLOYMENT

180

Individuals receiving sector specific skills for work training

20

Active RSS Participants throughout 2022

COMMUNITY DEVELOPMENT

46

Local Community Groups to govern, plan & represent social inclusion & equality issues

32

New Communities' families engaged through community integration projects involved food diversity & celebration through food festivals

42

Vulnerable people receiving wellbeing & personal development supports

287

Children & families supported through healthy eating & lifestyle programmes

3

LEADER Funded SECAD Internal Projects

165

Young people 18-24 years towards training &/or employment options including Young Filmmakers Project

130

Active Tús Participants throughout 2022

Healthcare

21

1-to-1 support

21

Progressed into work

27

Received training

21

Mentoring & Personal Development Training



215

Projects throughout the island of Ireland offered financial support from 2020 Community Benefit Funds.

23

Community Food Initiatives supported in Northern Ireland & Republic to deliver healthy eating actions through safefood CFI



SECAD 

SECTION 1: SUPPORTING ENTERPRISE

Supporting Enterprise

Rural Development Programme Funded Projects

Active Connections – Water-based Equipment Investment

Active Connections is Ireland's leading activity-based intervention service which aims to transform young people's lives with particular emphasis on avoiding family / foster / residential care / home placement breakdown. It is an award-winning social enterprise (SEI 2014, Rethink Ireland 2019) which offers a range of therapeutic programmes and outdoor activities to build on young peoples', families' or placements' strengths, and aims to address any issues that a young person, families or caregivers may have. The organisation provides a 1:1, high support, adventure therapy service to young people aged 10+. They also supply group-based activity programmes for young people with emotional and behavioural difficulties.

Since its establishment in 2011, the organisation has seen significant growth in demand for its services. In order to meet with this demand, there was a critical

need to purchase additional equipment in order to roll out additional support programmes. In 2022, SECAD supported the organisation to secure LEADER funding to purchase new canoes, kayaks, associated safety equipment and a box trailer.

This investment in new, water-based activity equipment has enabled the organisation to provide critical additional services on behalf of their partners such as the HSE and Tusla. Their activity-based therapy service offers an innovative alternative to regular social care services and provides a vital service for families and young people who require support in challenging times. The organisation continues to play a strong role in addressing the mental and emotional impacts of Covid 19 on young people, such as anxiety and societal trauma, in the longer term.

Compiled by Katie Kearns, Development Officer

European Union Recovery Instrument (EURI)

Cuskinny Court Group Activity Centre – Canvas Stretch Tents

Cuskinny Court Group Activity Centre is a woodland country house estate located on Cuskinny Bay to the east of the historic seafaring town of Cobh. This unique destination offers a range of outdoor adventure activities for groups in the spring and summer months as well as indoor group self-catering accommodation. The estate's grounds and native Irish woodlands are home to a wide variety of flora and fauna, providing a unique outdoor destination for local schools and youth groups to learn about and experience nature in a safe and controlled way. They also run indoor seasonal family events at Halloween and Christmas in the old worldy backdrop of the Victorian House.

During the Covid-19 Pandemic, the business was severely impacted by the closure of schools and youth activities, and the restrictions in place at some of their traditionally busiest times of year. In 2022, as part of the European Union Recovery Instrument (EURI) initiative to support enterprises to respond and adapt to the COVID-19 pandemic, SECAD supported the business to secure funding towards the purchase of two canvas stretch tents for use in their main garden areas.

This project has allowed the business to create additional sheltered outdoor space and to move activities from inside the main house to the grounds of the estate. Their flexible, multi-purpose use supports a wide range of activities such as creation of additional outdoor activity areas/changing areas/bag storage/lunch space for groups/sheltered waiting areas/etc. as necessary. Having a sheltered outdoor space has enabled the business to operate year-round activities, regardless of the weather, and widen the calendar of events throughout the year whilst also ensuring that families and visitors experience the natural environment when they visit.

Compiled by Katie Kearns, Development Officer



Mix Coworking Space

Mix Coworking is a working space and hub, designed to serve the remote working community and visitors to the Clonakilty area.

This project involved outfitting a central building in Clonakilty town, with a 7.5-year lease partnership and provides 16 work desks, high-speed internet, printing and scanning, stationery supplies, a conference room for in-person and online group meetings, phone booths for private phone and video calls, a casual area for breaks and light work, a kitchen and coffee area.



This project demonstrates a number of areas of innovation including:

- Provision of fast broadband to a growing community that does not currently have broadband in the hinterland areas
- Creation of an inspiring and feel-good place to do online and digital work, something not so typical of a traditional office setting
- Creation of a hub for professionals and creatives to mix, enriching the exchange between people and having a positive impact on their work
- A rentable meeting room for the community and local enterprises to meet in a professional capacity, indirectly stimulating local business in the area
- Establish Mix Coworking as a key amenity in the Clonakilty area, attracting remote workers, digital workers, and freelancers to the area

Since opening in March 2022, Mix Coworking has continued to grow and support a dynamic community of remote workers, start-ups, support services and community groups in West Cork.

Compiled by Clodagh McGuirk, Development Officer

Mix Coworking Space

The Summer Tubing Park is an activity run on an artificial snow type material, similar to the type used on dry ski slopes, and is part of the outdoor family

activity facility in Rosscarbery. The Summer Tubing is the only one of its kind in Ireland and since opening has been a huge benefit to the well-established Smuggler's Cove and has brought many additional visitors to Rosscarbery.



The project's areas of innovation include the following:

- Suitable for children and adults
- Can accommodate large groups or clubs, such as school tours, youth clubs, social clubs, children's parties
- Situated in a scenic area drawing many visitors and promoting the surrounding area
- Fun, outdoor, family activity
- The Tubing Park runs vary in length to provide a more fun, varied experience and encourage repeat bookings
- Usable in wet and dry weather

Smuggler's Cove is a great example of a successful and resilient rural enterprise, initially established as an agri-diversification strategy and subsequently rebranded and grown by the Wycherley family. Smuggler's Cove aims to offer a fun, reasonably priced experience for all the family, and the Summer Tubing Park has been a huge attraction for visitors and has supported local jobs directly and indirectly. The Promoters continue to be pro-active in growing the business and supporting local community.

Compiled by Clodagh McGuirk, Development Officer



SECAD & Tourism

SECAD through Ring of Cork Supports Tourism

Networking & Support

In 2022, with Covid restrictions easing, we were able to stay connected with members easier and resume the more traditional style Familiarisation Trips. In March, Helen Murphy and the team at Jameson Experience hosted members on their Whiskey tour in their new impressive onsite temporary location. In July, after a rescheduled June washout, Trish Harris of Cork Harbour Tours brought us on a scenic tour of Cork Harbour where sun cream and cool drinks were the order of the day.

After the busyness of the summer, networking events resumed where new developments and activities were showcased for members to enjoy. In October, Ring of Cork members were hosted by Cian O'Callaghan and the team at Middleton Park Hotel for a very enjoyable Coffee and Catch-Up in their stunning new bar; Park 89. In November, members were given the opportunity by Catriona Fenton and the Cool Running team to try their luck and skill on ice at the Alpine Skate Trail a purpose-built indoor skating rink and trail, that was located on the grounds of Fota House Arboretum & Gardens.

Take Me to Church

Seachurch, the former St Colman's Church of Ireland, now a thriving music and comedy venue, was the stage of a different kind on the sunny, frosty morning of Wednesday, 7th December, for the annual Ring of Cork AGM and tourism seminar. This was the first in person seminar since 2019.

Guest speakers Stephen Ryan and Pearse Flynn energised and inspired the audience with their own personal stories. Pearse Flynn, Ballycotton native and entrepreneur spoke about his successes, failures, and his vision for developing Ballycotton as a village for more families to live in as well as developing it as a year-round tourist destination. Stephen Ryan, Narration founder and MTU lecturer told us about how his career evolved and the power in particular of storytelling in successful public relations.

Over forty Tourism related businesses from across the East Cork and Cork Harbour region attended as well as representatives from Cork County Council and Fáilte Ireland.



Training

In 2022, SECAD continued to support the tourism and hospitality industry through the delivery of the Tourism Skills Training Programme. The main focus and demand for training was in digital marketing. The following workshops were delivered: Facebook and Instagram at Beginner and Advanced levels, Facebook Advertising at different levels, Video Marketing, Instagram, Reels, Google Analytics, Canva, Tik Tok, and 10 ways to improve your social media presence.

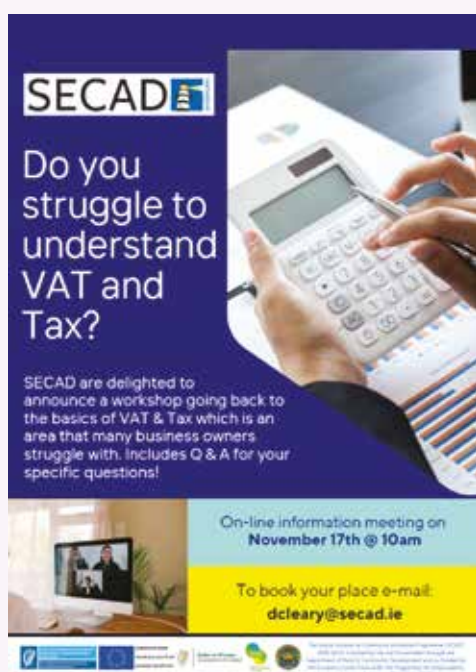
In total, 16 workshops were delivered online for the participants convenience. 11 workshops were held before the summer season kicked off and the remaining 5 workshops took place in October and November.

Course	Dates in 2022
Facebook Beginners	7th February
Facebook Advanced	14th February
Facebook Advertising	28th February
Video Marketing- part 1	1st March
Video Marketing - part 2	8th March
Google Analytics and Google Adwords	31st March
Instagram Beginners	26th April
Instagram Advanced	3rd May
Instagram Reels	12th May
Canva -Create stand out images for your social media posts Beginners to Intermediate Level	18th May
Tik Tok for Tourism Business Beginners to Intermediate Level	24th May
Instagram Reels - Using Instagram Reels to Reach & Convert Your Customers	10th October
Tik Tok Masterclass	20th October
10 ways to improve Social Media Presence online	25th October
SEO Myths & Misconceptions	11th November
Leveraging free digital marketing channels	16th November

Compiled by Elga Ryan, Development Officer

Enterprise Support Service

2022 again saw very high demand for supports in relation to new start-up businesses. SECAD delivered seven start your own business courses throughout the year to help clients progress their journey into self-employment. Six were in English and one was translated in to Ukrainian. We also designed a suite of workshops for existing business owners to help them become more sustainable and respond to their identified needs during what was a pressured year for many. Below is an example of a workshop specifically concentrating on VAT and tax for business owners. Many of our clients struggle with these essential elements and we saw a high turnout for this on-line workshop.



Many of our enterprise clients opt for on-line training as their preferred delivery model whereas job skills training tends to be delivered more successfully in person. At the start of the year we recognised the need for resilience supports within the client base and

we delivered a workshop called 'Minding Yourself and Your Business' which looked at maintaining resilience, recognising burn out and tips to combat stress. These are important skills for business owners in an uncertain market following two years of impact from the pandemic. Again a high turnout followed.

Trends wise in 2022 we saw an increase in the number of clients taking up part-time self-employment rather than the risk of full-time self-employment, with fewer availing of the support of the Back to Work Enterprise Allowance (BTWEA) and the Short Term Enterprise Allowance (STEA). This is a national trend as we are in a period of economic uncertainty. The types of businesses that started varied from those in the wellbeing industry such as yoga, beauticians, physiotherapists and health coaching to a concentration in the creative industries such as art, fashion and graphic design. Others to note were progressing into app development, sports psychology, CCTV installation and BER assessment.

Mentoring was also in high demand in terms of support in 2022. We offer this as part of our suite of start your own business supports. Every client participating on our courses can avail of one-to-one mentoring for their specific needs. We also partnered with MentorsWork in order to access longer term mentoring for our client base. This was accessed through the national Skillsnet in association with the Small Firms Association. We also partnered with the Professional Bookkeepers Academy again through Skillsnet to access mentoring with Irish trained bookkeepers from the Ukraine to offer mentoring to SECAD's Ukrainian enterprise clients. We plan to continue these relationships as the demand is evident and there is no cost to our clients through the partnerships we have developed.

Compiled by Donna Cleary, Development Officer

SECAD Supporting Social Enterprise

During 2022, SECAD again through the Social Enterprise Grant facility under SICAP, supported enterprises that were set up to deliver or contribute toward community, social or environmental activities.

The funding in 2022 was awarded to organisations who used the grant for the purchase of relevant equipment, professional services, advertising and promotional activities. This support enhanced the future development of the social enterprise, allowing them to become more sustainable.

List of successful SICAP Social Enterprise grant applicants:

- Midleton Hub
- An Súcán
- MY Place Midleton
- Praxis Care Carrigtwohill
- East Cork Crafters

Praxis Care Carrigtwohill

Praxis Care is a charity that provides accommodation and supports to people with autism and mental health needs. As part of a broad spectrum of supports, social and therapeutic horticulture has become an important part of client care and overall wellbeing.

The Social Enterprise Capital grant scheme has given Praxis Care the opportunity to purchase essential

garden items to assist in setting up a new enterprise. These funds will enable clients and residents to grow produce to sell in vegetable boxes to service users, parents, guardians and the wider public.

Compiled by Tara Doyle, Development Officer



WREN (Womens Rural Entrepreneurial Network) 2020 – 2022

With great joy and anticipation, 169 women joined the WREN Programme which was delivered from 2020 to 2022. This was a joint programme delivered by SECAD and Ballyhoura and due to Covid 19, it was all delivered online using Zoom. The WREN Programme is co-ordinated by Frances Doyle, SECAD Partnership and Carrie O'Donoghue, Ballyhoura Development with administration support provided by Miriam Montagne, SECAD Partnership. The programme is managed by Suzanne Kearney, SECAD Partnership.

This programme focused on supporting women who wished to start a business and women with existing businesses that were still in the early stages and were seeking support to move forward. The programme included personal development, business related training, mentoring and networking.

The programme ran over 15 weeks, with the entrepreneurs attending both the Personal Development and Business training online. This was followed by one to one mentoring, as well as Digital Marketing training and online networking events with Guest Speakers linked to business creation.

We received very positive feedback from the entrepreneurs on the programme delivery and supports provided. The feedback indicated that the

online classes via Zoom allowed people to stay at home with their children during Covid 19 and learn about setting up a business. This allowed them to feel less alone and surrounded by supports and encouragement. It also allowed the entrepreneurs to save money as they did not need to pay for travel or childcare, so a very positive outcome.

The programme came to an end in September 2022 with our Final Showcase in the heart of GAA in Cork, Pairc Ui Chaoimh. At this event, many of the ladies who took part in the WREN programme used the opportunity to showcase their businesses as they were invited to set up stalls around the perimeter of the room where the event was taking place.



Of the 169 who took part, many are still in business today and SECAD are supporting them through the SICAP programme. We are delighted to say that 2 groups from the Ukrainian community who are living in Youghal took part in the WREN programme and SECAD continues to support them in setting up their businesses.

WREN Business Training Topics	Digital Marketing Training Topics
Creation of a Business Plan	Instagram for Business
The Power of Market Research	Facebook for Business
Importance of Knowing your Finances	Search Engine Optimisation
Sales & Marketing	Website Optimisation
Planning & Taxation	Recording a video on your business for marketing
Branding your Business	Taking pictures of your product / service for digital marketing
Data Protection & Best Practice	

Personal Development Supports	Online Networking Events with Guest Speakers Telling their own Entrepreneur Story
Goal Setting (SMART) – what do we want to achieve	Doireann Barrett – Food Producer
Niall Harty – All Real Nutrition Company	Facebook for Business
Tina O Connor – O’Connell’s Village Kitchen	Search Engine Optimisation
Identify what does success look like to you – how it will impact you	Ingrid Seim, Vice President of Network Cork & owner of Avenues Consultancy and Coaching – Dealing with Imposter Syndrome
How self-employment impacts families	Aislinn Cambridge – Wellness Specialist
Communication skills & why listening is more important than talking	David Williamson, Professional Education at University of Limerick – Future Skills for Entrepreneurs
Time Management	Anna Healy, Light-hearted Women – The Quest for Confidence
Recognizing Imposter Syndrome & knowing how to deal with it	

Compiled by Frances Doyle, Development Officer



SECAD 

SECTION 2: ENABLING EMPLOYMENT

Enabling Employment

SECAD Employment Service

Our Employment service continued its flexibility in adapting to the ongoing significant changes during 2022 and to plan for the upcoming change. From February 2022 onwards, the Government agreed to end almost all remaining COVID 19 restrictions and the Employment Service began to gradually restore our traditional one to one and group in-person services where safe to do so. The Service continued to adapt using video conferencing technology Zoom and MS Teams as well as working by phone with those clients for whom in person or digital continued to prove particularly challenging. The service continued to support these clients to begin using applications such as Zoom via their phone or a computer, as an important stretch point.

The move into post-pandemic life was experienced very differently amongst our client base. A significant number of our client base continued to require increased support on personal development and wellbeing as well as return-to-work supports. This involved signposting to a range of support services including the HSE's Stress management video series as well as helplines. There was increasing continuing need for the team to apply their Coaching skills and active listening to support SICAP clients around confidence, self-belief, strength spotting, transferable skills, mindful practice, reframing challenges (what is in our control, what is not). Writing and updating CVs also resurfaced as a priority among our client base.

The increasing number of refugees noted among our client base in 2021 increased dramatically in 2022. For our part, SECAD has received a higher-than-average cohort of refugees from the Ukraine. As of December 2022, the largest numbers by far within the Lot are residing in private accommodation centres, of which there are 7 in the SECAD area:

Youghal Accommodation Centre (Redbarn)	565+
Old Imperial Hotel Youghal	43
Trabolgan Holiday Village, Whitegate	620 (further arrivals due early 2023)
Warrensgrove Centre, Lissarda	63
Mercy Convent, Cobh	43
Inchegeela	40
Penn's Hotel, Macroom	42 (arrived December 2022)

The total number of people currently living in the Centres is around 1,400 with more Accommodation centres coming onstream all the time. There are also many more Ukrainian people living in family homes/pledged accommodation in the area. From discussions with other agencies, it is estimated that the figures loosely represent those residing with host families in the areas of Midleton, Youghal, Cobh, Carrigaline, Ballincollig, and Macroom to be in the region of 300-400.

This is clearly conservative and falls short of including numbers in the peri-urban conurbations, with the overall Ukraine population in our area now indicating in the region of 1,700 set to rise to 2,000 in early 2023.

Information Sessions at Accommodation Centres

Once urgent needs were addressed, SECAD provided several group sessions around employment supports, including CV and interview support in the Irish context, as well information around qualifications and equivalents in Ireland.

Support will continue to be provided where needed, transitioning to the provision of a series of more specific supports and interventions based on the findings of our Survey.

Compiled by the Employment Support Team

Skills Training & Employment Supports

A team of SECAD Community and Employment Support Officers has been present at Redbarn Accommodation Centre (former Quality hotel) on a weekly basis since the first arrivals there in early May 2022. We have had a similar presence at Trabolgan Holiday Village almost weekly since early April with several group sessions delivered on social welfare supports, access to training, and employment supports. In early June, SECAD was notified of a newly arrived group at Warrensgrove, Lissarda and this group represents a slightly older age demographic who are less in need of employment supports, and more in need of social and wellbeing supports.

We carried out a survey to identify the support needs and the findings revealed that there is a hugely mixed diversity of qualifications and capacity amongst the Ukrainian communities across the SECAD area of operation. The SICAP Employment Support Team delivered group information sessions around the transference of qualifications and signposting to relevant professional bodies in Ireland for those interested in pursuing opportunities. Our survey also revealed that many are looking to gain employment in other sectors in Ireland and seeking access to specific industry training and skills in order to now move forward while in Ireland. The training needs identified included customer facing skills, food safety & hospitality, manual handling, Safe Pass and retail.

SECAD established a schedule of training and supports for the rest of 2022, which covered several of the sectoral skills areas highlighted above. This

schedule covered four different SICAP Goal 2 actions: Employment Pathways, Pathway to Self-employment and Social Enterprise, Get Job Ready and Wellbeing in the Community. These were complemented by the gateway Goal 1 action – Integrating New Communities. These interventions are as much as possible provided directly onsite at Accommodation Centres. There is also an extensive element of interpreting and translation support built into these provisions.

During the employment and training related workshops, the team covered the following topics during 2022:

- General Overview to working in Ireland & National Framework of Awards
- Social welfare supports and working part-time, etc.
- Contents of a good CV and step by step instructions on how to compile it, plus cover letter
- Visit from the Employer Recruitment team
- Understanding pre-screening for jobs – online or by phone. Aptitude Tests and Personality Tests
- Considering Self Employment as an option – what to know and consider in advance
- Course options for the New Year and supports – types of courses BTEI, TSG funding (ETB sites etc)

Compiled by Employment Support Team

SECAD Health Care Initiative

The Healthcare QQI Level 5 supported almost 100 women over the programme duration since 2021. The coordinator was Vicki Kelly and the lead trainer was Mary Hartnett, Cork Education & Training Board (CETB). This programme was a partnership between SECAD and CETB. Due to Covid 19, a hybrid delivery was allowed (online and in person) and as the restrictions lifted a return to the classroom was advocated. However, the effects of Covid were still

at play within the community and in families. Many women had to isolate at various stages of the training due to the virus being present in their homes or work placements. The decision was made to advocate for a classroom-based delivery of every module, but with a recording of the class uploaded to watch for those that could not attend due to Covid. This was a success and helped attendees to stay on top of their studying and keep assignment modules on schedule.

While a modular recruitment emerged from this practice it allowed a greater number of women to earn a qualification as the course progressed and it made this course more accessible to those who were not committed to a Major Award in Level 5 QQI. This Level 5 qualification has been a springboard for those who chose to stay with advancing education in the area of Healthcare, including Healthcare Service Skills and pre-Nursing.

In November 2022, our third cohort of participants graduated at a ceremony held in the Midleton Park Hotel. The event was hosted by SECAD and CETB, with speeches from Ryan Howard and Vicki Kelly representing SECAD, and John Fitzgibbon and Darragh MacNamara from CETB. They expressed their admiration for all that the participants had achieved during a world pandemic. The cohesiveness of the group of participants was an example of how a programme such as this can change many aspects of one's life educationally, economically and personally. There was a sense of pride in everyone in the room no matter how small a part they had played in the previous years. Families were delighted to be there and applaud their mothers, grannies and sisters as they stepped forward in their graduand garb and collected their Major Awards collectively.

All of the women are now economically or educationally active and the success of this programme was tangible. The next cohort will graduate in 2023 and all of these participants are in full time employment now.

Compiled by Vicki Kelly, Development Officer



Strive Programme

The Strive Programme is funded by Pobal through Dormant Accounts and works with people with disabilities to move towards employment and participation in meaningful community roles.

In May 2022, the programme undertook a project remotely with the Crawford Gallery Education Department to explore the gallery's collection, and drawing work from the collection. The Strive Programme has built up good connections with the Crawford Gallery over the years through SECAD's Ability programme. This class was funded by the Gallery's Education Department and was delivered by artist and educator, Julie Forrister via Zoom into the classroom.

The purpose of delivering a programme through the Crawford Gallery is to develop the Strive programme's

strong cultural elements which include drama, music and art. The aim in assisting the Strive participants to access the national collection of art in their local gallery is to develop active citizenship, creativity and wellbeing.

Due to their skill and interest in art, three of the Strive participants, Nicola Moran, Anna Stack and John Noel Keneally were invited to participate as permanent members of the Crawford Gallery and MTU Supported Studio. They have been attending weekly studio sessions and all three have significantly developed their art practice through professional publicising of their work, through publication and exhibition, and through representation on the Gallery and University websites.

With these supports in place, Anna Stack worked with the National Learning Network, SECAD, Cork City Library and the MTU and Crawford Gallery Supported Studios to publish her book *Squirrely's Baby Sister*. This book was launched in the City Library in Grand Parade Cork. Increasing the visibility of people with disabilities is an aim of the Strive and Ability programmes and the programme welcomed the opportunity to assist Anna to use her creativity and to get her message out to the public. Anna says about autism, 'My creative imagination is my superpower.'

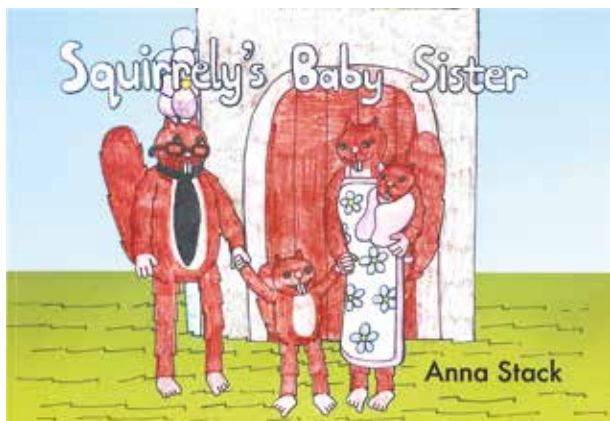
Compiled by Danielle Sheehy, Development Officer



Luke during a Crawford Gallery Education Department class



JohnNoel's drawing from an art class with the Crawford Gallery



Cover of Anna Stack's book - Squirrely's Baby Sister



Nicola Moran on the first day in the Crawford Gallery Supported Studio

Get Job Ready

As part of our work each year we conduct surveys of client needs and keep in regular contact with the client base through on-going in person supports. We also examine local and national trends so that we can respond to these needs and deliver the appropriate supports in terms of skills training. We focus on helping the clients to move into jobs or for those that are part time employed, the focus is to move to better quality employment. The types of training we deliver varies from Safe Pass, manual handling, bus license training, HACCP food safety training, allergen awareness, service etiquette, etc. We also make on-going referrals to other training providers where we do not deliver such training in-house.

Particularly in relation to the Ukrainian cohort that SECAD supports, we undertook a comprehensive survey of the needs of this client base in order to produce a suite of supports that match their needs as new arrivals to Ireland. With a male population of 20 percent of the arrivals we found that manual handling, Safe Pass and our bus license course was very much in demand and we saw many clients progress in to good quality jobs as a result of this training. We expect further progressions in 2023 and will monitor this accordingly. Food safety training continues to be popular to help people progress in to retail and restaurant jobs and we plan to further expand training to the hospitality sector next year.



We approached the Cork Education and Training Board (CETB) in 2022 in order to collaborate on training bus drivers. The national need for drivers is well documented and we spoke with many of our clients to determine interest in taking part in a pilot initiative with the CETB. With the support of SICAP, we were able to fund bus license trainees to acquire their theory test, provisional licenses and medical reports. In 2023, they will proceed to sit the practical testing and move forward into careers in driving.

Compiled by Donna Cleary, Development Officer

Laptop Loan Scheme

In 2021, SECAD Partnership received funding from Cork ETB (through SOLAS) under the Mitigating Against Educational Disadvantage (MAED) Fund which enabled us to purchase twenty-five devices. The initial aim was to support ongoing education and training programmes during the pandemic. Two years on post pandemic, we continue to provide support through our Laptop Loan Scheme to learners, business entrepreneurs and job seekers in Direct Provision centres in Macroom and most recently in Incheegala and across the SECAD region.

In 2022, we arranged thirty-three separate laptop loans, mainly for SICAP Employment Support recipients, eighteen of which were in Direct Provision in Riverside, Macroom. Of those 18, the majority were availing of the Healthcare Training led by Vicky Kelly, while others were in receipt of Employment Supports from Development Officers, Nuala O'Connell and Francis Doyle. On those occasions the devices were used for education, up-skilling, CV development and job searching.



Laptops getting software upgrade at Riverside Park Hotel, Macroom - Direct Provision Residence, December 2022

The Laptop Loan scheme operates like a library where the devices are loaned multiple times, to date on average each device is borrowed three times. The loans are for a varying length of time from 1 hour – the shortest period, to the longest – a year and a half.

The scheme is very successful, with all laptops to-date returned in good condition. Prior to loaning the device the recipient signs a contract to ensure that the laptop will be kept in good care and used for the purpose it is intended, be it study, job search, etc. The loanee's Development Officer also co-signs the contract to ensure that all parties are in agreement with the laptop's purpose and length of loan. On return, with the IT expertise of John O'Connell, each device is completely 'wiped' and made ready for the next recipient.

Feedback from those who have received laptops has been very positive, all very appreciative and recognising the great support the devices have been to help with job searches, online training and to attend college.

Compiled by Eilish Walsh, Community Benefit Funds Officer

SECAD Online Learning Hub

Service	Category	Name	Address	Phone Number
Community Supports	Citizen's Information Centre	Citizen's Information Centre	120 North Main Street, Youghal, P46 YD22	0195 679 040
Community Supports	Community Centre	Community Centre	Colinville Road, Youghal	0194 81900
Community Supports	Department of Social Protection	Department of Social Protection Youghal Branch Office	21 South Main Street, Youghal, P46 WY72	0194 08200
Community Supports	Family Resource Centre	Youghal Community Health Project & Family Centre	Waterhouse Heights, Youghal	017 64 03460

The SECAD Online Learning Hub hosts courses that are delivered as self-paced or blended learning programmes. It has become a valuable repository of training materials designed to engage learners.

An application was made for funding to Cork ETB (through SOLAS) under the Mitigating Against Educational Disadvantage (MAED) Fund to adapt and enhance the Online Learning Hub to provide more access to Ukrainians and other refugees by building in translation software to update all employment supports training videos to provide Ukrainian subtitles. This opened up resources to the migrant population around CV writing, accessing training supports, interview preparation in Ireland, etc.

In addition, a Resource Hub was added which provides information about support and resources

available locally for those who have recently relocated to Midleton, Youghal, Cobh and Macroom.

The information is provided under 6 headings:

- Community Supports – e.g. social welfare office
- Education & Training – e.g. schools for children, training facilities for adults
- Healthcare – e.g. doctors, dentists, pharmacies.
- Financial Services – e.g. Banks, Post Offices, Credit Unions
- Supermarkets – e.g. groceries, retail outlets
- Public Transport – e.g. bus & rail information

The SECAD Online Learning Hub can be accessed at <https://training.secad.ie>.

Compiled by Sinéad Conroy, Development Officer

Virtual Coffee Morning on International Women's Day

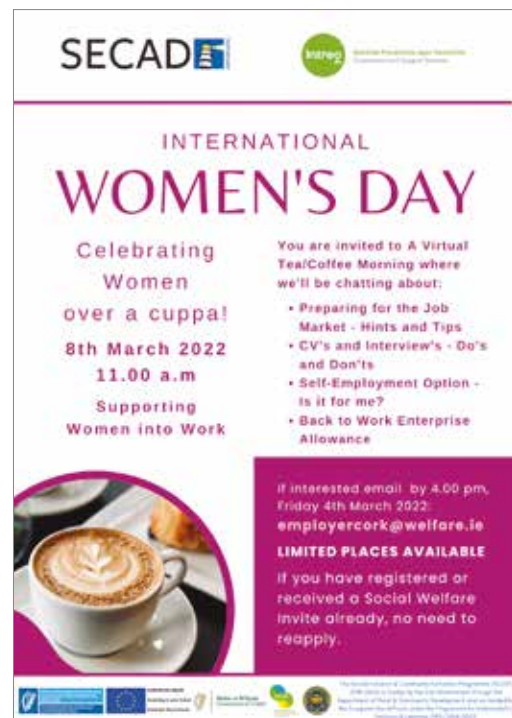
As Covid 19 was still an issue during the early parts of Spring 2022, the DSP Employment Engagement team reached out to the SECAD Enterprise & Employment team to collaborate on an idea for a Virtual Coffee Morning on International Women's Day in March 2022.

With some collective work between SECAD and colleagues in the Department of Social Protection (DSP), a webinar style online coffee morning was organised with the DSP Employer Engagement team as hosts and SECAD providing the vital Employment and Enterprise supports. The format of the online event involved a discussion between the DSP hosts and SECAD staff members.

The DSP hosts discussed the following with Margaret Hartigan and Cora O'Donnell from SECAD: preparing a CV, how to prepare for interviews and jobseeking skills. Donna Cleary and Frances Doyle from SECAD covered the Women in Enterprise section.

It was promoted jointly to clients through direct contact and letters to clients from the DSP (women only) and via SECAD Enterprise & Employment team through emails to clients and via social media. Interested attendees had to register online to attend and then received a link from the DSP. There was very positive engagement on the day and questions in chat were responded to by the SECAD team. The overall success of this resulted in SECAD being invited to take part in other DSP events in person during the remainder of the year including Employment Fairs.

Compiled by Cora O'Donnell, Development Officer





SECAD 

SECTION 3: COMMUNITY DEVELOPMENT SUPPORTS

Community Development Supports

SECAD Tús Community Work Placements

Marmullane Graveyard, Passage West

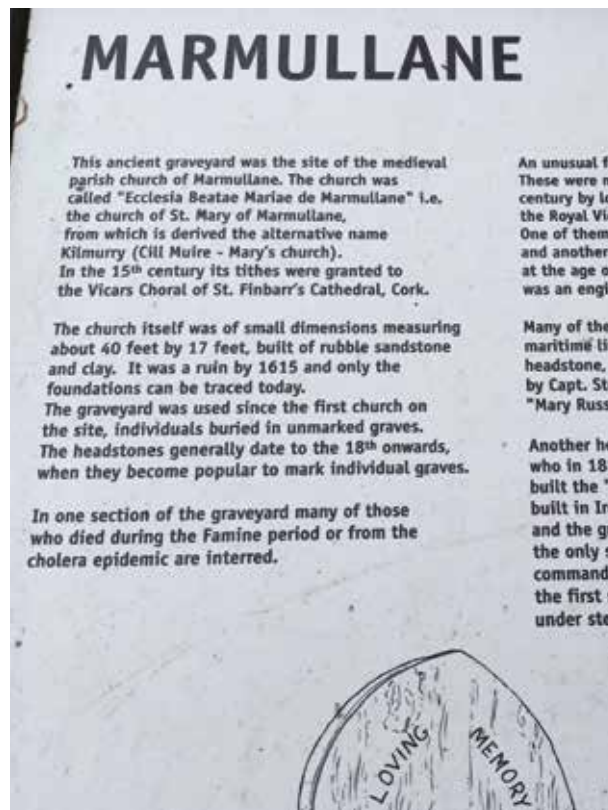
Pawel Zbos commenced the Tús Scheme in July 2022, and he has greatly improved the appearance of the ancient graveyard. The graves date back to the 18th century and before Pawel started many of the graves could not be seen as grass covered a lot of the headstones because there was nobody to maintain the site on a regular basis.

Pawel has done some trojan work and the graveyard now is so different to what it was 12 months ago. Because of this, people can now visit the graves of their loved ones and the Passage West Parish are now holding regular Masses up there.

The Graveyard is overseen by a small committee and chairman, Jim Murphy is delighted with the work that Pawel is doing. Jim said, "Without people like Pawel we would not be able to maintain the graveyard and Pawel has also helped us out in the Passage Museum and that is why the Tús Scheme is so important to groups like ourselves."

Pawel loves the work he is doing and said, "I love helping the community and I take great pride and satisfaction in my work and myself and my family really feel that we are part of the community".

Compiled by Mark O'Connell, Tús Supervisor



Rural Social Scheme

The Rural Social Scheme (RSS) in 2022 went from strength to strength with all 20 available positions filled in a variety of sectors. Again, there was a great need for the Scheme because due to Covid 19, many volunteer-led groups continued to find themselves under pressure to maintain their services which vary from caretaking of halls and community centres, to the upkeep of heritage and tourism sites. Local Tidy Towns Groups were also under pressure to keep their services going.



During 2022, the RSS gave assistance to several groups, be it on an ongoing basis or on a once off occasion where participants would come together to complete a project on the same day. In some cases it might be a few times during the year. Examples of this would include helping with the preparation, planting and harvesting of the pumpkin crop at Field of Dreams in Ballincollig.

On the heritage side of things, St Mary's Abbey in Youghal and Youghal Clock Gate, which are big visitor attractions, continue to be projects that are supported during the year. Both sites have RSS and Tús involvement through the local Tourist Office and Tidy Towns groups.

The expanded section of the Boardwalk to Redbarn is another well used amenity in Youghal especially by the Ukrainian community living in Redbarn as it has become their route into town. The RSS ensures that it is kept clean and litter free.

The RSS looks after a number of rural Graveyards along with sporting facilities in Fr O'Neill's GAA, Killeagh and Lisgoold as well as local walkways in Glenbowe Wood. We try to keep them looking good all year round.

We have had a number of new requests for people and work to be done. We hope that in 2023 that we can accommodate these requests as the RSS continues to be an important support to groups and individuals. The ability of participants to remain on the Scheme is now one of its major attractions so for the foreseeable future the RSS will continue to play its part in the fabric of the local communities.

One such group is Inch National School where in 2022, school Principal Maurice O'Mahony retired and we thank him for his support over the years with the RSS Scheme.

Compiled by Declan Barron, RSS Supervisor

Rural Development Programme Funded Projects

Kinsale Community Health & Wellbeing Resource Centre

Kinsale Community Health & Well-Being Centre (KCHWBRC) is a volunteer led, community-based registered charity, located in the previous HSE Health Centre Building, in a central location in Kinsale. The project involved the renovation of the building for the use by three key community groups: Kinsale Youth Support Services; Kinsale Youth Community Café and Kinsale Men's Shed.

This project involved the following refurbishment works to the Old HSE Health Centre:

- Demolition of floors and walls
- Construction of new ground floor
- Construction of new lift pit
- Upgrade works for insulation in floors and walls
- Installation of new floor finishes
- Installation of new mechanical and electrical system



KCHWBRC's main aim is the promotion of good mental and physical well-being, social inclusion and equality of opportunity for the communities of Kinsale. The Centre provides a safe space for groups involved in related activities to use and operate in.

The project was the first of its kind in Ireland with the collaboration of three local community agencies, supported by the HSE in the provision of a large health centre at a nominal rent, and demonstrates a successful partnership of state and voluntary organisations for the benefit of the wider community.

Compiled by Clodagh McGuirk, Development Officer

Courtmacsherry Rowing Club – Clubhouse

This project was the second phase of a Four Phase plan for the construction of a new Clubhouse and site works. Phase Two involved the fit out of the newly constructed ground floor and completion of all works up to the finished first floor. The completion of this phase resulted in an indoor training area and gym, toilets, showers and changing facilities, and a water safety briefing room. These facilities along with the boat storage area completed in Phase One provides a fully functioning ground floor facility available to club members and the wider community.



The Courtmacsherry Rowing Club is a voluntary run community based organisation which has worked towards establishing a permanent land based facility for many years. Prior to this project the club had basic boat storage in a 40ft shipping container but no electricity, running water, changing or toilet facilities. The construction of the clubhouse has created a sports amenity that is open to everyone and promotes healthy, active lifestyle and community involvement.

Since completion of Phase Two in 2022, the Club has proceeded to Phase Three with the first floor near completion (July 2023).

Compiled by Clodagh McGuirk, Development Officer



Ringaskiddy Community Centre (in conjunction with Ringaskiddy & District Resident's Association)

As Ringaskiddy Community Centre approached its fiftieth year in operation as a valuable social amenity in the local area, the centre was in need of considerable renovation and upgrades in order to comply with current building regulations. In 2022, the group was awarded LEADER funding, through the support of SECAD, to undertake significant refurbishment and energy upgrades at the centre. The project involved upgrades and improvements to the meeting room (to include 5 x adaptable work stations for remote working/training), a new kitchen, upgraded event hall, stage area and toilet facilities. To ensure the health and safety of users, an improved burglar alarm, CCTV and integrated fire alarm system were installed and the property was secured with a new boundary fence and wall railing.



The group was committed to providing a safe, comfortable environment for members of the local community while ensuring best practice was maintained in relation to disability access and the environment throughout the renovation project. Major improvements were also undertaken to improve the centre's energy usage by installing PV Solar Panels, Heat Pump and LED Lighting. Accessibility was improved through resurfacing of the existing car park, improved surface water drainage, dedicated disability parking and installation of a disability access ramp and the installation of a disabled access WC. The project also provided for accommodating a new Men's Shed.

The centre itself is a hive of activity and used by numerous groups in the local area such as local schools, Macra Na Feirme, Gymnastics, Dance Groups, Active Retired, Tidy Towns, School Concerts, Montessori Graduations, Local Industry Meetings, Speech and Drama, Yoga/Wellbeing Classes, Keep Fit Classes and Mother & Toddler Group.

Compiled by Katie Kearns, Development Officer

Carrigaline Tidy Towns Waterpark Pond Conservation Project

Led by the Carrigaline Tidy Towns group, this project involved the conservation and habitat enhancement of a small pond area in a public park adjacent to the Lion's Youth Centre in Carrigaline. The pond is a unique haven for nature in the town due to its central location in the densely populated town centre, and adjacent to schools, the Community Centre, the Community Park and the Carrigaline Lions Youth Centre where many activities take place. The pond had become overgrown with weeds and the area was frequently littered which was threatening the aquatic life and birdlife of the area.

SECAD assisted the group to secure LEADER funding in order to implement a range of measures which had been identified through a specialist ecological survey of the pond. The objective of the project was to develop an attractive public amenity area for the community while also creating a suitable habitat to support local biodiversity such as such as Cootes, Waterhens, Mallards, Ducks, Jays and Herons.

Working in conjunction with the Lions Youth Centre, Carrigaline Men's Shed, Carrigaline Community Association and local schools, the project involved removal of sludge and rubbish from the pond, installation of nesting boxes and planting. A small viewing platform and new information signage also promotes biodiversity education for those living and working in the local area. It is frequently visited by local school groups to learn about nature in the community. Completed in Spring 2022, the area is now an attractive, small woodland park where many people walk, sit and linger.

Compiled by Katie Kearns, Development Officer



New Communities

Supports to Residents at Riverside Park Emergency Accommodation Centre, Macroom

Regular visits by the SECAD Employment & Training Support Team took place throughout the year enabling residents to develop CVs and apply for employment and training opportunities. In many cases this led to specialised interventions in house at Riverside or in the Macroom area to ensure that the supports were accessible to those availing of them.



Attendees at the SECAD Women's Rural Entrepreneurial Network's showcase event in Pairc Ui Chaoimh in September 2022

Skills for Work training was rolled out to residents at Riverside Park throughout the year. These included two separate Manual Handling training sessions which were held in house (24 participants), along with other SECAD training such as Safe Pass and Level 1 Food Safety and Legislation, which were delivered at Macroom-E Enterprise Centre.

For those residents who were interested in availing of online training and / or online employment applications, SECAD offered a laptop loan scheme which ten residents availed of. In order to complement this and ensure that participants could make best use of these devices, SECAD also rolled out two Introduction to Computers classes to ten residents. Seven women at Riverside took part in SECAD's Healthcare course.

Some of the women in Riverside expressed an interest in starting their own business and are exploring options to carry out training to support this. As a first step, transport was provided for women to attend SECAD's Women's Rural Entrepreneurial Network's showcase event in Pairc Ui Chaoimh in September 2022 and meet with women who have completed this programme and established their own businesses.



The Somalia stand in the SECAD Celebrates Multiculturalism through Food tent at the Macroom Food Festival

Healthy Food Made Easy was run in person in the well equipped kitchens at Riverside in February 2022 with approximately ten families benefitting from this programme in terms of provision of training including ingredients to cook healthy, cost effective meals for families. An additional benefit was the enhancement of support systems between families and particularly between mothers in the centre.

Support for English language practice for four secondary school students took place at Riverside during the summer in collaboration with the McEgan College Home School Liaison Co-ordinator to ensure that the students were well prepared to fully engage with classes through English in McEgan College when they returned after their summer holidays

SECAD Celebrates Multiculturalism through Food event took place in the Square in Macroom on Sunday, 25th September as part of the Macroom Food Festival. With 12 different nationalities preparing food to be sampled by the whole community in Macroom, this event attended by hundreds, was a great opportunity to share ideas and thoughts over food.

Compiled by Nuala O'Connell, Development Officer



Visitors enjoying the food outside the SECAD Celebrates Multiculturalism through Food tent at the Macroom Food Festival

SICAP Wellbeing Supports

SECAD hosted many wellbeing events throughout 2022 and these events focused on supporting asylum seekers and Ukrainian refugees.

Part two of Healthy Food Made Easy was rolled out in Riverside Park Hotel - Direct Provision Residence in Macroom in February. Here, residents learned how to make healthy meals and improve on their knowledge of healthy eating.

Walk IT 2 Midleton also took place in the spring and it was a follow-up walking programme with a different healthy topic covered each week.

As Ukrainian residents settled into their new surroundings, the summer of 2022 saw the start of a suite of wellbeing supports rolled out to Ukrainian accommodation centres, including Trabolgan, Youghal, Cobh and Inchigeela.

Supports included:

- Yoga classes held on the beach in both Trabolgan and Redbarn. These sessions were well attended and provided a welcome distraction.
- Nature-based activities and trips. These took place in local woodland or beach settings.



- Wellbeing and self-care sessions. They were hosted by wellbeing coach Aislinn Cambridge, with a focus on self-care, nutrition, sleep and resilience.
- Art trips. In December, Ukrainian residents from Trabolgan and Redbarn were brought to the Crawford Art Gallery to tour the Museum and take part in art classes. Other art workshops took place in several of the centres. At these workshops residents made Christmas Cards and paintings.



- SECAD held a Christmas Together concert in Youghal. This brought together Ukrainian and Irish communities to celebrate Ukrainian and Irish music and dance.



Fáilte Isteach – Conversational English Classes

SECAD facilitated the setting up of Fáilte Isteach – conversational English classes in Trabolgan. Here, the local volunteers offered to engage with the residents to help improve their English. This has grown and is one of the most popular activities in the centre.

Compiled by Tara Doyle, Development Officer



SECAD 

SECTION 4: ENVIRONMENTAL INVESTMENTS

Environmental Investments



Wildwork
HELPING PEOPLE HELP NATURE HELP PEOPLE

Wild Work Cooperation Project

During 2022, SECAD delivered the Wild Work Co-operation project. This innovative co-operation project expanded Wild Work's reach from South and West Cork into Cavan and West Limerick thanks to a pilot-partnership with Cavan County Local Development and West Limerick Resources, supported through the LEADER Programme.

Designed by expert ecologists, the Wild Work Co-operation project included a training programme aimed at teaching participants about biodiversity in Ireland in a local context, and to help them understand how the Wild Work Biodiversity Framework can support communities to help people, help nature, help people. The programme integrated the use of innovative virtual and augmented technologies with practical outdoor classroom and on-line learning modules.

The Wild Work Co-operation project showcase was held at Fota House in June 2022 and was attended by An Taoiseach, Micheál Martin T.D. Also in attendance was Cllr. Sheila O'Callaghan, deputising for the Mayor of the County of Cork and members of Cork County Council's Local Community Development Committees (LCDC). We were also joined by our colleagues from Cavan County Local Development and West Limerick Resources, citizen scientists and ecology experts.

During the Co-operation project showcase, An Taoiseach Micheál Martin summarised the importance and relevance of the environmental, social and governance aspects of this programme:

"It is truly inspiring to see such a fantastic biodiversity initiative in action. I believe it will be tapping into a huge and growing public interest in getting involved in the important work of protecting, valuing and enhancing our flora, fauna and habitats."

The expansion of your work will bring even more people back into wild spaces in their counties and communities and further help people reconnect with our natural environment.

The full speech is available here:
<https://www.gov.ie/ga/oraid/49fc9-speech-by-the-taoiseach-micheal-martin-td-at-the-launch-of-the-wild-work-co-ordination-project/>



Launch of the Wild Work Biodiversity Project Showcase by An Taoiseach, Micheál Martin TD

The training was delivered over six core modules, in 20 locations in South Cork, West Cork, Cavan and West Limerick, with almost 500 participants. It was open to individuals, community and voluntary groups, farmers, teachers, pupils and parents, the business community and managers of public amenities.

These 6 modules are:

- The history of biodiversity in the Irish landscape.
- The Wild Work philosophy and ethos.
- The importance of biodiversity for well-being.
- Biodiversity-friendly habitat management practices for meadows, woodlands and streams.
- The role of Citizen Science monitoring.
- How the Wild Work Framework will function to support biodiversity action into the future.

As well as these modules, 16 public lands project sessions were delivered across South Cork, West Cork, Limerick and Cavan. The aim of these sessions was to facilitate discussion, engagement and potential collaboration between community members and organisations and local public authority/ land owners/local state agency and bringing these groups together to see how they can further share learning regarding land management, and to learn about each other's capacity.

Thematic training projects were also delivered in each area. These were:

- Citizen Science training to Transition Year students in West Cork
- Wellness Sessions for Businesses in South Cork
- Development of Biodiversity Corridors in West Limerick
- Seed Saving training in Cavan

A number of resources have also been developed as part of the programme including:

- The Wild Work Online Toolkit containing an exciting range of e-learning activities to support in person training. A Junior Wild Workers online training programme will also be available for schools and youth groups.
- A series of videos highlighting aspects of the training programme

www.youtube.com/@wildworkers/playlists

- A Virtual Reality experience delivering a series of hotspots containing information relating to the Wild Work training programme in the form of images, video and audio content.

Compiled by Karen Loxton, Development Officer



Wild Work Virtual Reality



Pollinator identification as part of the Wild Work biodiversity training programme



A Wild Work biodiversity for wellness module

The REGINA Project

SECAD Partnership has joined 7 other rural development stakeholder groups across Europe to create an educational project entitled “REGINA”, which stands for: ‘Regenerative agriculture. It is an innovative approach towards mitigation of climate change through multi-tier learning.’ This project has received funding from Erasmus+ and aims to create a university module for third-level students, and an online learning platform for farmers.



Co-funded by the
Erasmus+ Programme
of the European Union

This project is funded through the European Erasmus+ Project. For more information, visit: www.regina-ra.eu

Athens Trip

In September 2022, CEO, Ryan Howard and Graduate Development Officer, Isabel Power travelled to Athens, Greece for an in-person Stakeholder Meeting for the Erasmus+ funded project “REGINA”. Here, they met fellow stakeholders, discussed progress on the project, and formulated a plan for the next phase of the project.

Visit to a Greek Regenerative Farm

As part of the trip, the host organisation brought the stakeholders to a Regenerative Farm in Southern Greece. The farm, owned by George Foufas, upholds regenerative farming practices of plant diversity, and minimum disruption to the soil. The farm grows a variety of olives, apricots, grapes, along with an array of other vegetables. The farm is also home to many animals: a horse, goats, chickens and cats. We were welcomed by the farmer and his partner as they gave us a tour of the farm and explained their mindset for farming regeneratively.



George showing the REGINA Stakeholders his farming methods



Irrigation System

Irish Regenerative Farmer Interviews

For SECAD’s contribution to the REGINA project, Isabel Power interviewed a number of Farmers across Ireland who are practicing Regenerative Agriculture. These interviews will be used to create a “Library of Good Practice” and will further the understanding of Regenerative Agriculture in Ireland, along with the motivations of Irish farmers to engage in this more sustainable way of farming. Alongside the farmer interviews, a survey of around 70 farmers from the Cork/Waterford regions was conducted to further understand the general knowledge and interest in Regenerative Agriculture amongst typical Irish farmers.

The REGINA project has provided a wonderful insight into the farmers who are leading the way in innovative, sustainable farming methods. The aim of this project is to further the understanding around Regenerative Agriculture, along with creating an educational online course, and a university module, in Regenerative Agriculture.

Compiled by Isabel Power, Graduate Development Officer



Mervyn & Robert Auchmuty’s Farm in Co Roscommon



SECAD 

SECTION 5: CORPORATE & PUBLIC SERVICES

Corporate and Public Services

Community Benefit Fund

The Community Benefit Funds during 2022 provided a valuable source of funding for the communities served and in particular the rural communities surrounding the Wind Farms. The Community Benefit Funds support communities to develop and grow great facilities for the whole community to enjoy. During 2022:

- 207 community groups were supported through the Community Benefit Funds.
- €1.09 million was allocated to successful applicant groups.

On 28th June 2022, representatives from the ESB and SECAD Partnership visited projects surrounding the Grousemount Wind Farm which is located between Kilgarvan, Co Kerry and Coolea, Co Cork and later that evening hosted an Information Event in the Top of Coom pub, which was well attended by the local communities.



"I thoroughly enjoyed meeting everyone yesterday. It was great to get a clearer picture of how the funds can work" - Johanna O'Riordan, Acadamh Fodhla Committee Member

The ESB Celebrating Community Achievements Webinar and NTR Celebrating Community Achievements Webinar were a huge success. Organised by SECAD, the webinars are an opportunity to celebrate a selected number of groups who have successfully completed a project with the aid of funding from the Community Benefit Funds. Between the two webinars, there were 125 attendees, and 21 Community Groups presented their projects and showcased their localities and groups.

"Many thanks for the invitation to the webinar the other evening. I thoroughly enjoyed it and was amazed by how far reaching the funding goes. Well done to all involved in organising it" - Jane O'Neill, Donohill N.S.

"It was great to hear all the success stories around the country, especially in the smaller rural communities"
Pat King

The Courthouse Kesh Limited Enhancement of Frontage Project in Co Fermanagh received funding of €1,300 from the NTR Community Benefit Funds to purchase planters to create a movable opening for delivery vans.

"We are so grateful to NTR Windfarms for this community benefit funding - it certainly benefits very many people in our community and not just Courthouse Cafe patrons." Gerald Knox, Chairperson



11th Waterford Dungarvan Scouts received €4,000 from the 2022 ESB Woodhouse Wind Farm Community Fund towards developing their newly purchased land into a campsite.

"The guidance from the team at SECAD has been fantastic with help offered from the start of the application and all the way through" Jerry Lenane, Chairperson, 11th Waterford Dungarvan Scout Group





Abbey Community Development Association in east Galway is developing habitats for wildlife and received €1,000 from the ESB Wind Farm Community Funds towards the cost of purchasing nest boxes, a roost, nature-cam bird boxes and pollinator friendly plants.

"We are very grateful to the Wind Farm Community Fund for their support for many projects undertaken in Abbey village in recent years. This year's project has brought colourful planting, already attracting more bees and butterflies and we hope the addition of nesting boxes along our river will add to the kingfisher population in the area." Niamh Holohan, Secretary

Compiled by Elaine Barrett, Community Benefit Fund Co-ordinator

safefood Community Food Initiative



SECAD has administered the Community Food Initiatives (CFI) on behalf of **safefood** since 2016. The funding is provided in three year rounds of funding and in 2021, after a successful tendering process, it was agreed that SECAD would continue to coordinate and administer the CFI on behalf of **safefood** until 2024.

During 2022, members of the public and people working in agencies and organisations that provide support, were adjusting to gathering again in congregated settings. In addition, people who work in the support organisations and agencies and who had been assigned to different roles were also settling back into former roles.

The launch of the 2022-24 CFI in the Richmond Education and Event Centre in Dublin 7 provided one of the first opportunities for the people who were in attendance to gather in a public setting after Covid. There was a mixture of representatives who have had a long involvement with the CFI and also people who were representing organisations who were starting out on their first year. The event provided a welcome opportunity to network in person and discuss plans for their own CFI.

During the launch, representatives from **safefood** and SECAD spoke about the overall aims and objectives of the CFI and also how the support provided through the CFI can have a real impact for the people who take part in the CFI activities.



A booklet which provided summaries of some of the community events and small projects that were developed and delivered by the CFI leaders during 2019-2021 was distributed during the launch. The aim of the booklet is to provide an aid to help organisations to design their own activities that will support the needs of their own clients.

A key component of the CFI is that it brings statutory and voluntary organisations together to design and develop activities that will suit the needs of the people living in each local area where the CFI is delivered. The community development aspect of the CFI plays a crucial role in its success where the participants are empowered to provide healthy eating solutions for their families through the knowledge gained through their participation.

Compiled by Sinéad Conroy, Development Officer



SECAD 

SECTION 6: NATIONAL & INTERNATIONAL PARTNERSHIPS

SECAD & International Partnerships

TWINLAG 2022

TWINLAG is a LEADER training project involving 6 Local Development Companies: two from Finland, one from France, one from Moldova, one from Northern Macedonia and a partnership of three LDCs from Ireland with SECAD taking the lead as LEADER West Cork with Avondhu Blackwater & Comhar na nOileán.

The key objectives of TWINLAG are:

- Sharing Knowledge
- Build Partnership through Seminars, Webinars and Events
- Support newly emerging EU countries such as Moldova and Northern Macedonia

Within the project each company is assigned the following themes:

- Moldova - LEADER Financing processes and other Financing Tools
- France - Rural & Urban Connections
- LAG Ykkösakseli-Finland - Young People in LEADER
- LEADER West Cork - Environment & Climate (Seminar to be held in Ireland in April 2023)
- LAG EMO Finland - Final Summary Event in October 2024 with a special emphasis on Water, Culture and Young People.
- LAG Plackovica - North Macedonia - Local Economy and Digital Solutions

TWINLAG May 2022

LAG Ykkösakseli are leading on the theme of Young People in LEADER and investigated this theme with both a Webinar in May 2021 and by hosting a project visit in May 2022. Eilish Walsh and Katie Kearns, from SECAD, travelled to Helsinki, along with Development Officers from Avondhu Blackwater and Comhar na Oileán. The project visit also included two young entrepreneurs from Heir Island, young adult Board Members and Islanders from Comhar na Oileán and a Community Youth Worker from Tracton Arts Centre.

While in Finland our hosts brought us to an array of innovative and engaging projects engaging young people in Enterprise, Culture and Community. One such initiative was the 4H Enterprises which supports very young entrepreneurs, from 13 to 28 years, by giving them seed capital of up to €2000 to start their own business. This can include car washing equipment

to offer a service in their local area or to purchase goods which they can rent to their friends for photo opportunities, such as detachable mermaids tails!



LEADER West Cork & TWINLAG partners May 2022



4 H Enterprises

Another project visited was the Makerspace Community and Craft Space, which promotes DIY, Sustainability and Craft culture for all genders and ages.



Makerspace Community and Craft Space

Thirdly, we visited the Kehra Community Centre, a former municipal building built in the early 1900 and now a community space offering affordable rent for entrepreneurs to sell their crafts. The centre also supports long term employed and offers welcoming home cooked meals for people who are living in rural isolation.



Kehra Community Centre

TWINLAG October 2022

Northern Macedonia lead on the theme of Local Economy and Digital Solutions which involves connecting business and development sectors to support local enterprise and job creation.

Two Development Officers from SECAD, Donna Cleary and Clodagh McGuirk, travelled to North Macedonia in October 2022. They were accompanied by delegates from Comhar na Oileán and Avondhu Blackwater along with Cork County Councillor Alan Coleman, Avril Alyshire, food producer and farmer from West

Cork along with Patrick Cronin farmer and SECAD Board member.

There they visited local markets, food processing businesses along with steel and furniture fabrication factories. They were met and given presentations from business representatives, local development officers and government agencies.

Through this TWINLAG visit we are working towards developing mentorship partners with some of the Entrepreneurs that we met there. In particular building a connection around the theme of food production and enterprise between the partners. For all involved it was a positive learning and networking opportunity.

Compiled by Eilish Walsh, Community Benefit Funds Officer



LEADER West Cork with project partners in North Macedonia.



SECAD 

SECTION 7: FUNDS AND PROGRAMMES MANAGED BY SECAD

Funds & Programmes Managed by SECAD

SECAD Partnership CLG

SECAD Partnership CLG is a local development company established in 1995. SECAD is a not for profit, community led organisation with charitable status. SECAD works with a range of clients and stakeholders in rural areas including community and voluntary groups, disadvantaged target groups, job seekers, businesses (including private and social enterprise), farmers, schools, the corporate sector and academia.

SECAD provides a range of innovative rural development and social inclusion supports, to motivate and enable our communities to create a more vibrant, sustainable and inclusive society, in partnership with public, private, academic and community partners.

SECAD has evolved from managing a single funding programme into a platform for managing and delivering a wide range of funds and services including, social investment and employment supports, on behalf of the Irish Government, State Bodies and the EU.

SECAD currently delivers a number of major programmes alongside other smaller schemes and initiatives, including LEADER 2014-2022, the Social Inclusion and Community Activation Programme 2018-2023, the Rural Social Scheme, Tús, PEIL 2014-2022 (WREN, Healthcare & Ability) and the Community Development Initiative.

Social Inclusion and Community Activation Programme (SICAP)

The aim of SICAP is to reduce disadvantage and promote social inclusion and equality through local, regional and national engagement and collaboration. Its vision is to improve the life chances and opportunities of those who are marginalised in society, living in poverty or unemployed through community development approaches, targeted supports and interagency collaboration, where the values of equality and inclusion are promoted, and

human rights are respected. SECAD has delivered previous iterations of SICAP since the mid-1990s.

SECAD is currently delivering SICAP 2 which began on 1st January 2018 and runs until 2023, across the South Cork area, with an annual contract value of €812,902.

LEADER

SECAD has delivered the LEADER Programme since 1995. SECAD is an Implementing Partner for LEADER 2014-2022 in two 'Local Action Group' areas, South Cork and West Cork with a budget of €5,295,634 across the two LAG areas.

The LEADER Programme supports projects across a diverse range of themes including: rural tourism, enterprise development, rural towns, access to broadband, basic services targeted at hard-to-reach communities, rural youth, protection and sustainable

use of water resources, protection and improvement of local biodiversity, and development of renewable energy. SECAD is also accessing funding through the national LEADER Food Initiative for food enterprises and food related initiatives. In addition, SECAD is delivering significant LEADER Co-operation projects (within Ireland and with European partners) with funding coming from the national LEADER Co-operation project. LEADER is co-financed by the European Agricultural Fund for Rural Development.

Programme for Employability, Inclusion and Learning (PEIL) 2014-2022

SECAD is delivering three projects under PEIL 2014-2022:

1. Female Employability (Healthcare Opportunities)

SECAD is a partner in a Healthcare Opportunities Training project with Ballyhoura Development CLG. The Healthcare Opportunities programme is running in various locations throughout Cork and Limerick over a three-year period offering participants the opportunity to gain a Healthcare Assistant Level 5 qualification.

The programme is specifically aimed at women who have been out of the workforce and who are not in receipt of Jobseekers Allowance. It particularly appeals to women who are interested in training to

work as a care assistant in a care home, community setting or a hospital. The training is free, flexible and an excellent way to upskill and gain a new career option.

The programme is co-funded by the Irish Government through the Department of Justice and Equality and the European Social Fund, through PEIL 2014-2022. Funding is being provided under the Employability strand of PEIL to promote gender equality and to create new employment opportunities for women.

2. Female Entrepreneurship – Women’s Rural Entrepreneurial Network (WREN)

SECAD is leading this female entrepreneurship project, WREN, to support female entrepreneurs living in Cork and Limerick who have a concrete business idea and wish to become self-employed or who are already in the early stages of business development.

The training programme includes personal development and business skills training, one to one and group mentoring, female ‘role model’ sharing of experience and networking. SECAD is working in

partnership with Ballyhoura Development to deliver WREN.

The WREN Project is co-funded by the Irish Government through the Department of Justice and Equality and the European Social Fund, through PEIL 2014-2022 to promote entrepreneurial skills and business start-up amongst women in the region.

3. Ability Programme

SECAD delivered the Ability Programme with our partners, IRD Duhallow (lead partner) and Ballyhoura Development CLG, on behalf of the Department of Employment Affairs and Social Protection (via Pobal). This programme concluded in mid-2021.

The Ability Programme aims to support young people with disabilities (18-29 years of age) to improve their employability through a range of person-centred supports. Participants on the Ability programme will be supported with tailored training and career guidance support.

Training includes the development of soft skills, confidence, communication, self-awareness, life skills & personal development. A focus is placed on work preparation training for young people with disabilities, including job search strategies. Existing linkages on the ground with local employers are utilised to facilitate supported work sampling, work experience placements, work shadowing, volunteer placements and place and train schemes.

For the purpose of the Ability programme, people with disabilities refers to people with physical or sensory disabilities, mental health conditions, acquired disabilities, intellectual disabilities, hidden disabilities and people on the autistic spectrum. In order to qualify for support, Ability participants must also be:

- in receipt of disability allowance or invalidity pension; or
- in receipt of illness benefit for more than three months

STRIVE (Strive to achieve your potential) September 2021-December 2022

The STRIVE project is funded through the Dormant Accounts Fund – Supporting Disability. It is a strengths-based approach to increasing labour market participation of people with disabilities through a range of person-centred and wrap around supports in order to enhance opportunities for career progression, increase opportunities for paid and voluntary employment and support greater engagement in community life.

This regional project is delivered within the territories of IRD Duhallow (North West Cork, South East Kerry and Mid Cork), Ballyhoura Development (South and East Limerick and North Cork) and SECAD (South

and East Cork). As public services have been scaled-back and reduced in rural areas, there are fewer opportunities for people with disabilities to access education, training and employment. While the scale of social exclusion is beyond the scope of this Dormant Accounts Programme alone, the Programme represents a very important employment activation vehicle in enabling people with disabilities to achieve their potential.

SECAD worked intensively in 2022 with 12-15 people with disabilities to provide them with work placement opportunities and enhance their engagement in the broader community.

Tús – Community Workplace Initiative

The roll out of the Tús Programme was announced by the Irish Government in December 2010, as a direct response to the downturn of the Irish economy, which caused unemployment numbers to rise considerably. The aim of Tús is to provide short-term, quality work opportunities for those who are unemployed, by providing 12-month work placements in local not for profit/community organisations, who provide services of benefit to local communities.

While responsibility for the operation of Tús rests with the Department of Employment Affairs and

Social Protection, it is managed at a local level, on the Department's behalf, by Local Development Companies (LDCs) like SECAD. LDCs (and in the Gaeltacht areas, Údarás na Gaeltachta) were selected by Government to deliver Tús which SECAD began operating in July 2011. SECAD has a current allocation of 293 places for people coming from the Live Unemployment Register and can employ up to 11 Tús Supervisors to manage those placements.

Rural Social Scheme (RSS)

The Rural Social Scheme (RSS) was launched in 2004 by the Irish Government and is aimed at supporting low-income farmers and fishermen/women. The RSS was set up to provide income support for farmers and those in the fishing industry who are in receipt of long-term social welfare payments, and to provide services of benefit to rural communities.

The RSS allows those on low-incomes, who are unable to earn an adequate living from their farm holding or from fishing, to earn a supplementary income in return for 19.5 hours work per week, undertaken within the community and voluntary sector. SECAD delivers the RSS on behalf of the Department of Employment Affairs and Social Protection (DEASP).

Community Food Initiative (CFI)

In 2016, **safefood** invited tenders from either non-governmental organisations or state bodies who have knowledge of and strong links with the community sector, to manage their Community Food Initiative (CFI) for 2016-2018. SECAD was the successful tenderer and was awarded the contract to deliver the CFI 2016-2018. In 2018, **safefood** initiated a new tender process to deliver the next round of the CFI. SECAD once again was successful and managed the CFI from 2019 to 2021. SECAD responded to a request for tender towards the end of 2021 and will continue to administer the CFI until 2024.

safefood is an all-island organisation set up to promote awareness and knowledge of food safety and nutrition issues on the island of Ireland. Since

2016, SECAD Partnership has delivered **safefood**'s Community Food Initiative (CFI) to positively influence the eating habits of low-income families and to identify and promote best practice in communities.

On behalf of **safefood**, SECAD works with 13 community-based organisations across the Island of Ireland – 4 in Northern Ireland and 9 in the Republic of Ireland. Each of these organisations (CFI Leaders) has a 'social inclusion' focus and experience of working with local communities. SECAD supports CFI Leaders to act as champions for the CFI in their area, to develop strategic links with key agencies and to deliver a combination of large-scale workshops and smaller initiatives with target groups.

Community Benefit Funds

Since 2015, SECAD has had the role of Grant Making Organisation for a number of developers to administer their Community Benefit Funds across the island of Ireland. The aim of Community Benefit Funds is to make a contribution back to local community activities and projects'. SECAD is currently contracted by ESB, Coillte, NTR, RWE, EirGrid and others to manage their community funds.

SECAD's role involves engaging with community representatives and other stakeholders in the vicinity

of windfarms and other infrastructural developments, forming local community panels where necessary, designing the fund, managing the grant application process, screening and assessing fund applications, presenting project recommendations to the developer, managing and distributing grants to successful applicants and preparing reports and case studies for the developer. SECAD also provides capacity building supports to community groups / potential applicants in the area of benefit.

Wild Work

SECAD has a long history of involvement in environmental projects and initiatives.

Wild Work is a unique initiative developed by SECAD with biodiversity at its heart. Wild Work 'helps people, help nature, help people' and has a particular focus on connecting business and communities with biodiversity. Wild Work also supports the work of both local and national organisations involved in the conservation and protection of our natural environment.

Wild Work supports employment activation, providing work experience for people interested in nature and biodiversity and also employs workers who have been long term unemployed, to undertake physical works such as the creation of wildflower meadows to support pollinators.

Awareness raising, training, technical support and physical works are among the services provided by Wild Work to promote biodiversity. This may involve awareness raising and training for communities or employees of industries in the area or technical support for industries and community groups to develop biodiversity action plans and physical work on public and private land.

SECAD has provided services to a range of bodies and organisations in the area e.g. Cork County Council, Cork Airport, local Tidy Towns organisations, Pfizer Ireland Pharmaceuticals, Midleton/Fermoy Garda Youth Division, Hovione Cork, Dairygold, GSK, Crann Centre, Glenilen Farm Ltd., and PJ Hegarty among others.

Community Development Initiative (CDI)

The Community Development Initiative (CDI) is an initiative developed by Cork County Council in partnership with LEADER Implementing Partners across the County of Cork and its three Local Community Development Committees (LCDCs). SECAD is a LEADER Implementing Partner for LEADER South Cork and LEADER West Cork.

The CDI value is €500,000 per year. The funds are distributed periodically (e.g. every two to three years) over the seven years of the fund. The aim of the initiative is to fund local community and voluntary groups for small scale capital projects to a minimum of €1,000 and a maximum of €25,000 per project,

to improve the range and/or quality of community-based facilities and amenities within Cork County, thus leading to a better quality of life.

During the first three years of the fund (valued at €1.5m) SECAD managed 130 applications, preparing them for evaluation by the LCDC, monitoring progress and processing claims for payment by Cork County Council.

Local Area Employment Service (LAES)

The INTREO Local Area Employment Service (LAES) supports people who are long-term recipients of Job-seekers payments who are referred to the service by the Department of Social Protection. The LAES works with each client on an individual basis to support and assist them into employment. We deliver our LAES services in a friendly and supportive environment with a view to providing a high-quality, personalised service to help each individual to get back into paid employment through a multi-strand approach consisting of supports to access education, training, work-placements and monthly one-to-one meetings to support the progression of their respective job-hunts.

LAES Cork is delivered by Cork City Partnership (Lead partner) and sub-partners SECAD Partnership, IRD Duhallow, Avondhu Blackwater and Ballyhoura Development. SECAD provides the LAES service across East & West Cork spanning Youghal to Bantry.



SECAD 

SECTION 8: SECAD GOVERNANCE

SECAD Governance

SECAD Partnership CLG is a not-for-profit, community-led organisation with charitable status. SECAD strives to ensure that it operates to the highest standards through, for example, implementing the 'Governance Code for Charities' which sets out a wide range of checks and counter-checks to ensure that proper systems and procedures for the management of funding, private and public, are maintained.

SECAD also invests in the governance skills of our Board and staff each year. SECAD continues to invest in technology to protect our processing of financial and personal data adopting appropriate policies, practices and systems to record and store all information gathered as part of our work.

SECAD's Quality Assurance Systems

SECAD's Quality Assurance Systems comprises of the following key quality assurance principles:

1. **Leadership and Commitment**
2. **Employee Engagement**
3. **Excellent Business Systems & Procedures**
4. **Customer Experience**
5. **Results**



1. Leadership & Commitment

SECAD's Constitution and Corporate Governance Policy helps support the company to achieve excellent leadership and commitment in all aspects of management and decision making.

SECAD's Constitution (Memorandum & Articles of Association)

SECAD operates within the bounds of its Constitution which includes the Memorandum and Articles of Association, and regularly refers to these documents to ensure that the company is continuing to meet the objectives of the organisation and that the company

is operating within the confines of its own governing document.

SECAD's Corporate Governance Policy

SECAD will be guided by its Corporate Governance Policy which is overseen by the Board of Directors. As a charity in Ireland, SECAD is obliged under the Charities Acts and must operate solely in the pursuit of its charitable objective. SECAD operates in accordance with the Charities Governance Code and is in compliance with the reporting requirements of the Charities Regulator.

2. Employee Engagement

SECAD considers its employees to be the single most important resource available to the company and strives to support its employees in every possible way. Following a review of the company's HR function in 2021, SECAD implemented a number of the actions that were highlighted in the review report and recommendations. The first of these actions was to completely review and update all company policies

and to introduce other HR related policies that were deemed necessary. This action was carried out by the Officers Subcommittee (Officers of the Board) with the support of the Management Team and a HR consultant. All new and updated policies were reviewed by the Management Team, the Officers Subcommittee and the staff. This period of review and consultation was undertaken during 2022.

The second action undertaken was to introduce, for the first time, an online HR management information system, called HR Locker, to the company, the aim of which is to assist with the efficient management of SECAD's entire team seamlessly, whether working remotely or in-office. HR Locker helps maximise SECAD's HR performance by automating absence management, holiday management, timesheets, and training in a GDPR-friendly cloud-based format. The new system was developed and customised by the management team with the assistance of a team from HR Locker during 2022 and will be launched in 2023.

SECAD's Health & Safety Management System (ISO 45001)

To ensure the health & safety of its employees, trustees, beneficiaries, customers etc. SECAD has adopted the standards of ISO 45001 for Health & Safety within the organisation. ISO 45001 is an International Standard that specifies requirements for an occupational health and safety (OH&S) management system, with guidance for its use, which enables SECAD

to proactively monitor and continually improve its OH&S performance in preventing injury and ill-health. ISO 45001 enables SECAD, through its OH&S management system, to integrate other aspects of health and safety, such as worker wellness/wellbeing.

SECAD's Employee Wellbeing Supports

SECAD has in place an Employee Assistance Programme (EAP) which is available to all employees. The company also has in place an Employee Wellbeing Programme which includes wellbeing through nature events, volunteering events, social events, peer supports etc.



3. Excellent Business Systems & Procedures

SECAD's Internal Financial Procedures (IFP)

This is an internally developed document which clearly outlines the way in which SECAD carries out its financial operations. The IFP are reviewed and updated regularly by the Finance Team and are reviewed and approved by the Finance & Audit Subcommittee.

SECAD uses a financial accounting system called 'Insight' (developed by Herbst). Herbst Insight is an intuitive & fully integrated solution designed from a management perspective. The system allows the user to access real-time accurate information. Insight is a modular IT solution which is flexible & scalable as required.

The benefits of Herbst Insight are:

- Modular software – allows for a scalable & flexible options
- Optimises company operations

- Creates a leaner business approach – removes duplication & spreadsheets
- Centralises information
- Real time data for managers
- Integrated financial and management information capabilities
- Flexible nominal structure and advanced reporting utilities
- Integrated VAT and RCT payment retention
- Money control – live accounts
- Complete customer/supplier CRM
- Security – user level access control with complete audit trail.

Regular **forecasting and budgeting** ensures that SECAD is prepared for an ever-changing environment factoring in internal and external considerations and ensuring that SECAD has resources in place for any commitments undertaken.

4. Customer Experience

SECAD's principle charitable objective is to promote, support, assist and engage in (a) social development, (b) enterprise development to facilitate rural and urban regeneration or (c) community development,

designed to benefit and promote the welfare of local communities or to deal with the causes and consequences of social and economic disadvantage or poverty.

All SECAD's activities are undertaken in the pursuit of this objective and to ensure that the company continues to achieve this, the company places very high value on the experience of our customers, beneficiaries etc. Customer feedback is built into every action undertaken by the company e.g. training events, grant beneficiaries, volunteers, community development events etc.

SECAD regularly carries out a cross section of case studies (written and/or video format) to assist with reviewing and analysing the impact of its work. Grant beneficiaries are required to complete end of project reports which allows SECAD to assess the benefit and impact of grant aid investment.



External Audits

An independent external audit is undertaken annually on SECAD's financial statements to include an examination of company financial transactions for completeness, valuation, existence, correct presentation & disclosure, and compliance with relevant company law accounting standards. This is coupled with an independent review by the external auditor of the company's going concern position,

financial procedures, systems of internal control and involves extensive analytical reviews.

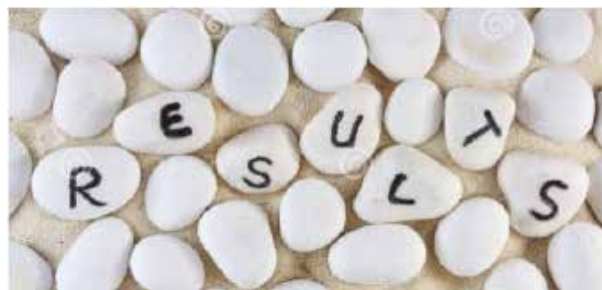
The external auditors issue an annual audit report as part of the financial statements together with an audit opinion letter and audit findings letter. By following best practice and continually striving to improve, SECAD continues to receive positive feedback from its external independent review process.

Although not yet compulsory for Irish Charities, SECAD chose to produce its financial statements (since 2019) in compliance with Charities SORP FRS 102 and the Companies Act 2014 as amended by the Companies (Accounting) Act 2017. It is expected that the Charities Regulator will, in the near future, make this accounting standard compulsory for all charities in Ireland.



5. Results

SECAD has systems in place to track and monitor all areas of its operations. SECAD is required to track and monitor results for each of its funders and to submit reports as required. The company is also subject to audit from its funders e.g. Local Authority, Government Departments, Comptroller and Auditor General, Revenue, EU Commission, European Court of Auditors, other funders etc.



The following people are central to the management and operations of SECAD Partnership CLG.

Our Board Members 2022

Our Board Members 2022

- Gerard Mac Mahon (Chair)
- Tim Hoban (Vice Chair)
- Bill Ramsell (Treasurer)
- Sharon O'Mahoney (Joint Company Secretary)
- Patrick Cronin
- Maurice Smiddy
- Damien Craven
- John Colbert
- Michael O'Brien
- Andrew Whitaker
- Donal McCarthy
- Yvonne Murphy
- John Clifford
- George Bulman
- Evin Gyves

Our Team 2022

Management Team

- Ryan Howard – CEO
- Suzanne Kearney – Assistant CEO & Operations Manager
- Laura Mason – Finance Manager & Joint Company Secretary
- Toni McCaul – Strategy & Programme Manager

Finance & Administration Team

- Mary McCarthy
- Magdalena Bosiacka
- Anne Coughlan
- Miriam Montagne
- Li Chai
- Catherine Scully
- Eilish Walsh
- Sandra Fedakova
- John O'Connell

Development Officers – Enterprise, Employment and Community

- Nuala O'Connell
- Elga Ryan
- Sinéad Conroy
- Katie Kearns
- Danielle Sheehy
- Frances Doyle
- Margaret Hartigan
- Vicki Kelly

- Cora O'Donnell
- William O'Halloran
- Karen Loxton
- Donna Cleary
- Tara Doyle
- Elaine Barrett
- Clodagh McGuirk
- Olena Gorb
- Cecilia Amabo
- Melanie Smith
- Isabel Auld
- Isabel Power

Tús Community Work Placements and Rural Social Scheme Supervisors

- P.J. Dennehy (Co-Ordinator)
- Declan Barron
- Joe Dilworth
- Aoife Fouhy
- Magdalena McLeod
- Barry O'Sullivan
- Mark O'Connell
- Billy Mulqueen

Local Area Employment Service (LAES)

- Kieran Butler (Co-Ordinator)
- Anne Brett
- Catriona Harrington

Summary of SECAD Financial Accounts for 2022

SECAD Partnership CLG

(A Company Limited by Guarantee and not having Share Capital)

Income & Expenditure Account Financial year ended 31 December 2022

2022

Operating Income	€3,745,225
Operating Expenditure	-€3,676,143
Surplus of Income over Expenditure	€69,082

Balance Sheet As at 31 December 2022

2022

Fixed assets

Tangible assets	€200,048
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Current assets

Debtors	€701,075
Cash at bank and in hand	€1,775,616
	€2,476,691

Creditors: amounts falling due within one year	€1,607,193
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Net current assets	€869,498
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Total Assets less current Liabilities	€1,069,546
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Creditors: amounts falling due after more than one year	€ -
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Net assets	€1,069,546
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Charity Funds

Restricted funds	€66,672
Unrestricted funds	€1,002,874
Total Charity Funds	€1,069,546



Frances Burke

Former Rural Social Scheme
Supervisor with SECAD



Sadly on 20th May 2022, former RSS Supervisor with SECAD, Frances Burke who was hugely instrumental in setting up and growing the RSS scheme into its present state, passed away after a brief illness.

**We all miss her so much.
Ar dheis Dé go raibh a anam**





2022 Annual Report

Highlights & Impacts

SECAD Partnership,
Owennacurra Business Park,
Knockgriffin,
Midleton,
Co. Cork

+ 353 21 4613432

info@secad.ie

 @SECADCork

 www.facebook.com/secadcork

www.secad.ie