

Overall Aims of the Project (as they relate to the NDS and NSMS Action/Objective)

This project was set up to meet the training and employment needs of anyone who has/are experiencing (past or present) drug use as a barrier into the labour market. The Project come under the heading of Treatment and Rehabilitation, specifically REHABILITATION Page 50 points 4.53, 4.54 and 4.55 in the National Drug Strategy (Interim) 2009 – 2016

Objectives

The main objective of the service funded supported by this Project is to assist individuals with a history of drug misuse to access education, training and guidance supports. Working with the client to develop new directions, priorities and networks around labour market re-integration strategies. The service works with clients to support, motivate and encourage individuals to overcome the specific barriers that limit their capacity to access employment. As well as the provision of individual supports the service develops training activities specifically designed for the client group. The service assists individuals in progressing career action plans and accessing the appropriate interventions.

- Assist individuals with a history of drug misuse to access education, training and guidance supports by providing comprehensive and realistic career guidance plans.
- Using psychometrics tools to support clients in the important discovery of innate abilities and interests for further training and education and the world of work.
- The service works collaboratively with other agencies on an on-going basis to support clients in their needs and aspirations through accessing the appropriate interventions.
- As well as the provision of individual supports the service developed training activities specifically designed for the client group onsite encouraging the development of career aspirations and confidence and skills relevant to further education and training

- Assessing individual career plans relevant to the Education Bursary Fund and administration of same.
- The project develops and facilitates programmes in partnership with other agencies and organisations.

Target Group

- Recovering/Stabilised drug users
- Adult drug users (over 18 years)
- Young drug users (under 18 years)
- Homeless drug users
- Families of drug users

Needs Presenting during 2015

- A need for some individuals and a potential source of problems is their ability to cope with issues that arise in their lives and these often become barriers to labour market participation. They also have a lack of motivation to address barriers that are preventing labour market participation.

This was seen all the more in 2015 with the EAP process from Intreo, with active drug and alcohol using clients being referred to our service as part of the national process.

- The client's previous education and experience of education is often poor for example, resulting in a low value placed on education and training, low literacy levels, lack of formal education, lack of qualifications, poor work history and confidence in entering 'mainstream' education facilities and employment.
- Often individuals have a lack of self-esteem (issues relating to self-confidence and self-worth). Another need is a lack of self-knowledge that is an individual's knowledge about their interests, personality, personal issues and cognitive abilities for further training. Clients are often unaware of their own interests, specific aptitudes and personality style, this lack of self-knowledge

can inhibit the individual in accessing appropriate vocational training and subsequently fulfilling employment

- They have a lack of occupational knowledge (an individual's knowledge about different types of jobs and careers). Due to little or no previous work experience, there is a lack of awareness of the labour market options available to them, along with a fear of entering mainstream employment for example, outside of the immediate Ballymun area.
- Their decision making skills are sometimes poor (an individual's ability to make choices, compare possibilities etc.)
- Another need is environmental and practical problems such as a lack of finances, childcare issues, housing and travel.
- They have never had the opportunity to avail of an appropriate career guidance process and this can often means that uninformed career decisions are made based on the availability of training/education courses and not on interests or aptitudes. Thus clients of the project are not often in a position to fulfil their full potential in the employment market.

Overview of Main Activities (2015)

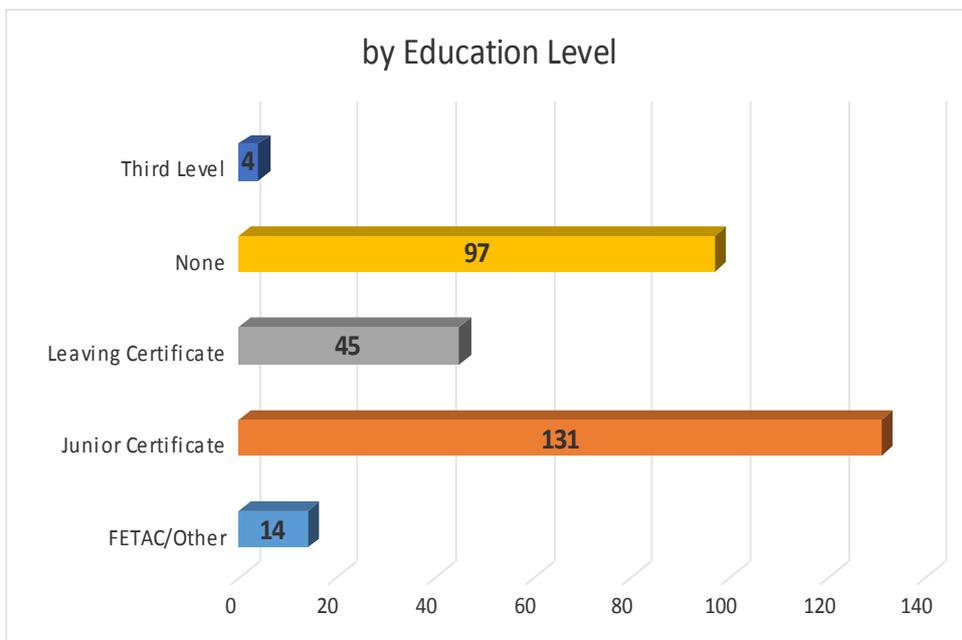
In 2015, the project staff met with a total of 291 Individuals with the following age/ gender, and educational breakdown.

Age

Age Group	Female	Male	Total
16 - 24	10	27	37
25 - 34	18	75	93
35 - 44	24	95	119
45 and older	8	34	42
Total	60	231	291

Education

by Education Level	Female	Male	Total
FETAC/Other	4	10	14
Junior Certificate	23	108	131
Leaving Certificate	12	33	45
None	21	76	97
Third Level	0	4	4
Total	60	231	291

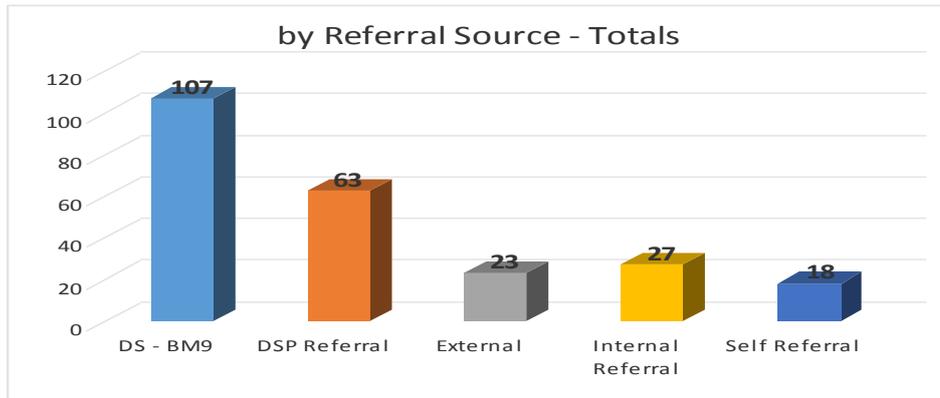


The total number of sessions for 2015 was 919, with the following breakdowns in

Referral Source	Female	Male	Total
DS - BM9	35	72	107
DSP Referral	2	61	63
External	6	17	23
Internal Referral	4	23	27
Self Referral	2	16	18
Total Individuals	46	170	216

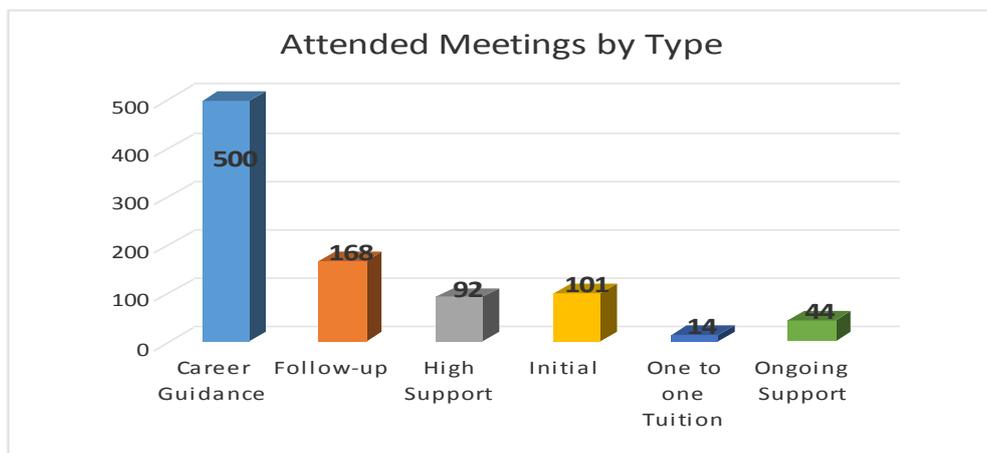
referral source and types of interviews.

Referral Source



Types of Interviews

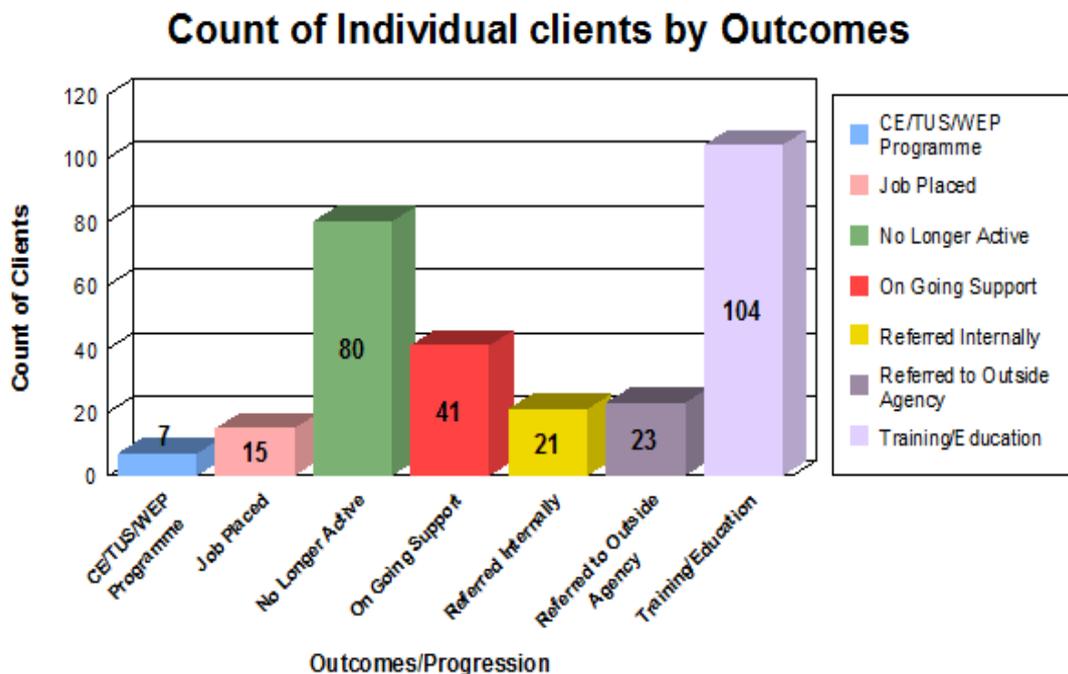
Interview Type	Attended	Total
Career Guidance	500	500
Follow-up	168	168
High Support	92	92
Initial	101	101
One to one Tuition	14	14
Ongoing Support	44	44
Total Meetings	919	919



Short/Medium/Long Term Outcomes (2015)

Of the 291 individuals support in the project, 104 were referred into further training and education, with 15 people successfully gaining mainstream employment. Some other important outcomes can be seen in the below graphs.

by Outcome/Progression	Female	Male	Total
CE/TUS/WEP Programme	2	5	7
Job Placed	3	12	15
No Longer Active	14	66	80
On Going Support	6	35	41
Referred Internally	2	19	21
Referred to Outside Agency	6	17	23
Training/Education	27	77	104
Total	60	231	291



Training Programmes, Education and Interagency Working

In 2015 the staff developed & facilitated 2 programmes, along with other interagency activities:

Scope 2015;

This Interagency programme was driven by an identified gap for an intervention for high support clients. This group of individuals require intensive, high support as their needs are often difficult to address & are highly complex. The Ballymun Job Centre worked with YAP & RIS to select clients. Ballymun Job Centre delivered Naviguide Group Career Guidance which helps clients identify their values, goals and further plans regarding employment.

Take Initiative 2015;

With this course, we aimed to facilitate integration & progression to further education through personal development, college preparation & career guidance. The programme offered further support in the form of steps training, Art Therapy, team building, QQI L3 Computer literacy, QQI L3 Personal Development, QQI L3 communications. With 7 clients completing the initiative, 5 of which gained full QQI L3 accreditation in communications and personal development, and 6 completing with QQI L3 in computers. Total session hours: 141

Boxing Clever;

In addition to the above, the Job Centre was directly involved in the co-ordination of Boxing Clever Programme, taking over the interagency role of RI.

Education Bursary;

33 individuals availed of the Education Bursary between January and December 2015. Their choice of training and or education was a result of a career guidance process to ensure the best career match, based on the individual's interests, personality and abilities.

Types of training and education courses are below:

Name of Training Course	Organisation	Number of Clients
Jobs Club Training	Ballymun Job Centre	10
Take initiative QQI level 3 Communications	Ballymun Job Centre	5
Take initiative QQI level 3 Computer literacy	Ballymun Job Centre	6
Care Skills QQI level 5	NCU	3
Care for the elderly QQI level 5	NCU	1
Start your own business	Ballymun Partnership	1
Boxing Clever Programme	RIS	11
B Licence	ISM	1
Certificate in exercise & health related fitness	Motion fitness	3
Addiction Studies FETAC Level 5	URRUS	1
Degree in BSC Science	UCD	1
Diploma in Counselling	Northside Counselling	1
Degree in Youth and Community	Maynooth NUI	1
Read and Write	Ballymun Adult Read and Write Ballymun Partnership	4
Diploma in community Drugs works	URRUS	1
Digital skills	Men's centre	4
Safe Pass	Ism	11
Scope	BJC/YAP	4
Combined security training	PSA	2
Reduce the use	Yap	3
Driver theory training	Ballymun Jobs Centre	4
Practitioners Cert in CBT	IICP	1
Introduction to addiction studies	Urrus	1
Manual handling	ISM	10
Professional Cookery QQI L5	Colaiste Ide	1
I.T Skills QQI L4	NCU	2
CPC training	ISM	1
Accountant technician Ireland	Plunkett college	1
Driving lessons	RSA	4
Masters in Human Rights & Social policy	NUI	1
Computers QQI L3	BAWR	1
Modern philosophy	Priory institute	1
Study skills support	Just	9
Positive to work programme in hospitality	DSP	4
Forklift training	ISM	8

Service User Involvement in 2015 (how those who use your service assist or participate in project delivery)

- As part of our training programmes, a mid and end course review takes place. This is done by a staff member other than those working directly with the client group. The review asks relevant questions that help shape the development of future training programmes. Some questions include the participant's level of satisfaction with the course content, level of support by staff members, level of support from tutors, and also feedback on suggested changes. Staff meets at the end of every programme to review and make any necessary changes going forward.
- Monthly team meetings to discuss current trends and issues arising for our client group, helps to ensure that our service is responding appropriately in its service delivery.
- Staff in the project encourage open communication with their clients and often seek feedback regarding the service they are providing.

Impact of Project on reducing drug/alcohol related harms in Ballymun.

- The Project primary influence on the drug related harm in Ballymun is in breaking the cycle of addiction, dashed hopes and negative beliefs in the area of education/training and employment that is hugely apparent with this client group.
- The service helps the client group to detach from the stigma of previous drug use through preparatory and skills training, one to one career guidance and options and identification of an individuals skills and future potential. This in turn gives hope and confidence of living a drug free/stable life style and equips this client group on a personal and professional level to access the labour market opportunities.
- It addresses identified gaps in the current service provision, by offering a specialised service that is able to focus on and meet the specific needs of this client group, while operating within a mainline employment service.
- It ensures that the client group has access to mainline education, training and employment opportunities so that they do not become further distanced from the labour market
- It creates and sustains links with other agencies, which promotes a smooth coordinated service for the client group.