

Tipperary Rural Travellers Project DRAFT PROJECT PLAN

Vision

***SOUTH TIPPERARY TRAVELLER MENS PROJECT
PROMOTES THE EMPOWERMENT OF TRAVELLER MEN AT EVERY
LEVEL TO NEGOTIATE AND CREATE THEIR OWN SOLUTIONS TO THE
ISSUES THAT AFFECT THEIR LIVES ON A DAILY BASIS***

Partners

South Tipperary County Council is the lead agency for the project. The Tipperary Rural Traveller Project will be the Operational lead organisation for the project and will co-ordinate the project on behalf of South Tipperary County Council. The County Council have nominated members of their staff on to the steering group of the project. The project co-ordinator will also report back regularly to the Traveller Interagency Group and the South Tipperary Social Inclusion Measures Group.

The Steering Committee consists of the following members:

- Margret Casey - Tipperary Rural Traveller Project – Operational Lead Partners
- Clare Curley – Director of Services, South Tipperary County Council
- Matt Purcell- South Tipperary County Council
- Pat Holland- CEO Community and Enterprise for South Tipperary County Council
- Eleanor Kelly- HSE
- Mary Roche – VEC
- Ellen/Ann O Reilly/Marie Motherway – Traveller Development Project
- Alan O Neill – Mens Development Network
- A member from an Gardai

- Deidre Clancy - FAS

Background

The need for the South Tipperary Men's Project was initially proposed as a result of the ongoing work of Tipperary Rural Traveller Project. Through discussions with Traveller men it has become apparent that many Traveller men are not engaging with service providers in the area.

The Local Traveller Interagency Group acknowledged the barriers that Traveller men face, the lack of opportunities available to them, and the gap between Traveller men and service providers. The Interagency also acknowledged that Traveller men are not participating in local social partnership initiatives and are not engaging in the majority of mainstream education programmes and activities. Furthermore Traveller men are not taking up what is considered mainstream employment opportunities within South Tipperary.

Proposal

The South Tipperary Traveller Men's Project is being proposed as a result of the identified need within the Traveller community for culturally appropriate, relevant and sustainable programmes that will engage Traveller men throughout the entire county of South Tipperary.

South Tipperary County Council is the lead agency for the project. The Tipperary Rural Traveller Project will be the Operational lead organisation for the project and will co-ordinate the project on behalf of South Tipperary County Council. The County Council have nominated members of their staff on to the steering group of the project. The project co-ordinator will also report back regularly to the Traveller Interagency Group and the South Tipperary Social Inclusion Measures Group.

The proposed project will contain several elements aimed at targeting a number of key Traveller men from the major towns and town lands in South Tipperary while also outreaching Traveller men generally. The project will be multi-faceted, combining considerable training and education opportunities in year two with more informal engagement, skills development and capacity building in year one. It is anticipated that this combination will help promote leadership within the male Traveller community helping develop a sustainable, viable economy into the future.

The project will include a number of specific phases. Year one will focus on engaging with Traveller men through outreach and dialogue, building trust, developing the capacity and confidence of individuals and undertaking a basic skills assessment. This will be done through specific activities that will help encourage and motivate the men involved.

This will be followed in year two by a more formalised process whereby Traveller men will be actively encouraged and supported to participate in identified training and activities that will encourage the exploration and preparation of personal development plans that will lead participants into more structured training and learning opportunities.

The type of follow-up activities that Travellers may engage in will take account of individual skills and abilities and will also reflect Traveller culture.

Key to the success of this proposal is the willingness of agencies to support the implementation of the individual action plans. The follow on to this process will be critical to maintain the men's confidence in the process and to ensure the needs identified are addressed.

As Traveller men are currently underrepresented in education, training and employment, it needs to be recognised that this programme is the starting point from which this group of men will begin to take a more proactive role. It is essentially the beginning of a journey to employment/self-employment.

Areas of Engagement

From initial engagement with local Traveller men the following initiatives have been highlighted as possible areas of engagement:

Handball

Boxing

Literacy and Computers

Soccer

Horse Care

Gym and Swimming

Achieving full driving licence

Health and Fitness

Social gatherings with a focus on elements of their culture e.g. horses trading, drives, trotting

Who will be involved?

The target group for the project will be a core group of Traveller men from the areas of Cahir, Clonmel, Killenaule/Fethard and Tipperary Town. It is the aim of the project to engage in a total of approximately 20 Traveller men from these areas. These men will be a representative group of the male Traveller Community in South Tipperary. The selection process for this representation

will be carried out by Traveller men themselves and will be facilitated. It is important to point out that other Traveller Men in these areas will not be ignored but will still be able to access various courses that interest them, however our Proposal involves choosing 5 leaders in the areas who will act as leaders for their community. The choice of programmes have been prioritised by the community.

Assessment of Traveller Men Needs

The Programme will contain elements of all the suggestions made by the Traveller community. As an initial engagement with the Traveller men an assessment of prior learning will be carried out to acknowledge and enable the men to identify skills and capacities already in existence. It would be important that Inputs from other agencies are involved in this Prior learning Stage. The prior learning stage will take place in Year one when the Development Worker has built up relationships with the Men. The Men will also be in a better position to identify their skills and interests at this time.

This will also provide the opportunity to assess the men's employment and training interests.

The following questions will form part of this assessment.

- What type of training would help you build on your skills and experience e.g youth leader, running a business, running a club, cobble locking, bricklaying etc.
 - If you had a choice what work that would interest you? Give three choices/
 - Would you be interested in taking up training to get more skills get in to this type of work?
 - Is there anything that would stop you from attending the course?
 - How could we help you overcome any blocks?
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This information will be collated to develop a picture of the employment and training needs. How these aspirations could be met will be discussed in general with local service providers. All of the men surveyed will be re contacted and options presented to them to address their needs. From this an individual action plan will be developed with each of the men containing short, medium and long-term goals. This plan will include training, work experience etc. in response to the needs identified.

Key to the success of this strand of the work will be the willingness of agencies to support the implementation of the individual action plans. The follow on to this process will be critical to maintain the men’s confidence in the process and to ensure the needs identified are addressed.

In each of the programmes identified below the following work will also be carried out collectively with the men mid way in to the programmes:

- Assessment of further training and employment needs
- Feedback to the men of the needs identified
- Visit to other employment and training projects with men
- Inputs from other Travellers who have developed training and employment initiatives
- Inputs from individuals and groups who have developed training and employment in their areas that interest the men.
- Development of individual training and action plans with the men
- Commencement of implementation of these individual action plans

It would not be possible to get a real picture from the men of the above issues without the development of the programme outlined below as the men have not been involved in programs or within groups prior to this so it would be unrealistic to expect the men to be in a position to fully articulate their educational and training needs at this stage. However, with involvement and opportunities to generate ideas and develop confidence in existing skills, a truer picture of what the men’s individual aspirations are will develop.

To implement a strategy of this nature will require interagency support. For example if a Traveller man identifies that he wants to undertake training in youth work, the agencies must be in a position to offer pathways to support the achievement of this goal.

Work Programme 2009

Objective 1	Actions	Inputs	Expected Outcomes	Timescale
To undertake outreach work with Traveller	Development Worker: <ul style="list-style-type: none"> • Development Worker engaging 	Development Worker	<ul style="list-style-type: none"> • Developing Trust between 	<ul style="list-style-type: none"> • Ongoing to commence

men throughout South Tipperary	<p>with the Men.</p> <ul style="list-style-type: none"> The Development worker will meet the men in each area each week 	TRTP will be to the forefront of engaging with the Men	<p>the worker and the Men</p> <ul style="list-style-type: none"> Increased Awareness of the needs of Traveller Men Developing a programme to address identified needs Traveller Men to become more aware of services available Development Worker can become a link between traveller Men and the Service Providers More participation of Traveller Men in the work of TRTP Traveller Men will have an increased sense of ownership of the Men's Project 	upon employment
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Objective 2	Actions	Inputs	Expected Outcomes	Timescale

To engage in Prior Learning with the Men	<ul style="list-style-type: none"> • Meeting with the men to identify their skills and needs • Verify these skills through FAS, VEC, FETAC and other bodies that validate skills • Enable the Men to progress Educationally towards achieving certificates for these Skills 	<ul style="list-style-type: none"> • Financial resources i.e. cost of verifying the men's skills • Time needed to engage with the men to find out their skills • Service provider needed to carry out the Prior Learning 	<ul style="list-style-type: none"> • Traveller men's confidence and self esteem will be greatly increased • Traveller Men will be engaging in meaningful training and Education • Individual training and Employment action Plan with the men will be developed 	<ul style="list-style-type: none"> • Year 1
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Objective 3	Actions	Inputs	Expected Outcomes	Timescale
To Provide	<ul style="list-style-type: none"> • Literacy and 	<ul style="list-style-type: none"> • Financial 	<ul style="list-style-type: none"> • Traveller men will 	<ul style="list-style-type: none"> • On an

<p>Education and Support for Traveller men in South Tipperary</p>	<p>Numeracy Classes</p> <ul style="list-style-type: none"> • Basic Computer Literacy • Working towards FETAC Health and Fitness Module • Education through Sports activities i.e. Integrating with local boxing Clubs/ Handball Clubs • FAI coaching Course • Link in Health Training with sports activities • Need for rewards and returns for Educational Participation 	<p>resources i.e. Literacy Tutors, cost of Room, cost of Gym and instructor</p> <ul style="list-style-type: none"> • Physical resources- Gym, Handball alley • Guest Speakers on various Topics such as Health Issues • Equestrian Location in which to teach the Horse Care Module 	<p>be engaging in meaningful training and education opportunities</p> <ul style="list-style-type: none"> • Improved Literacy and Numeracy • Develop boxing/soccer/ handball coaches • Traveller men will be engaging with local service providers e.g. VEC, FAS, HSE, S.T. Sports Partnership, South Tipperary County Council • Improved Health Knowledge, Improved Family Health • Better Health outcomes and understanding for Traveller Men • Improved relationships and increased communication between the agencies and the Men • Changing the Mens attitude to Education 	<p>ongoing basis through year one and Year Two</p>
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Objective 4	Actions	Inputs	Expected Outcomes	Timescale

<p>To engage in Personal Development and Capacity Building with the Men</p>	<ul style="list-style-type: none"> • Involving the Men in Sports activities such as handball, Boxing and Gym that emphasise their self worth • Building of Negotiation skills and committee skills needed in the running of the various clubs • Building of Leadership Skills and communication Skills • Explore issues that affect the Men through the Horses • Identifying short, Medium and Long Term Goals of the Men 	<ul style="list-style-type: none"> • Financial resources i.e. cost of Gym and instructor, cost of Facilitation sessions • Physical Resources- Gym, venue for class on committee skills • Facilitator needed to run the Facilitation sessions • Development Worker • Interagency groups and National Traveller Organisations 	<ul style="list-style-type: none"> • Traveller men's confidence and self esteem will be greatly increased • Traveller men will be actively engaged in decision making and planning for the Project • Build ability of Traveller Men • Traveller Men better able to communicate their needs • Traveller men will be actively engaged in decision making and planning for the Project 	<ul style="list-style-type: none"> • On an ongoing basis through year one and Year Two
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Objective 5	Actions	Inputs	Expected Outcomes	Timescale
<p>To undertake a Local Training</p>	<ul style="list-style-type: none"> • Targeted Programmes to allow the men to 	<ul style="list-style-type: none"> • Development Worker 	<ul style="list-style-type: none"> • Building on 	<ul style="list-style-type: none"> • To commence

<p>Initiative in Year 3 and Year 4</p>	<p>progress on from Year 1 and Year 2</p> <ul style="list-style-type: none"> • Inclusion through alliances with employers • Targeted initiatives and relationship building between Employers and Traveller men • Tackle Employment discrimination and despondency of Traveller Men in terms of their inability to access employment • FETAC Computer Literacy • FETAC Health and Fitness Module • FETAC Horse Care Module 	<ul style="list-style-type: none"> • Guest Speakers from various employment areas that the men are interested in • Agency support for the implementation of the plans will be sought and secured 	<p>existing Skills</p> <ul style="list-style-type: none"> • Training leading to viable work • Traveller Men in ongoing work • Engagement of the men with service Providers i.e. FAS 	<p>e at the end of the second Year and run for year 3 and Year 4</p>
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Long Term Outcomes:

- Traveller men will be actively involved in dealing with issues that affect their lives
- Traveller men will have increased opportunity for meaningful employment
- Increase the number of Traveller men in South Tipperary in Training and Employment
- Traveller men will participate in decision processes that affect their lives

- Traveller economy will gain recognition and value within Irish society as a whole
- 5-7 Traveller Men in strong Leadership positions within the community
- The employment and training aspirations of Traveller men will be developed and responded to in an appropriate way
- Traveller men will develop significant tools to assist them in ensuring that the Project is sustainable by the Traveller community into the Future
- Development of a Boxing club in Cahir

An integrated boxing club between the Traveller and settled community will offer numerous advantages. These include:

- Develop an understanding and awareness between the Traveller and Settled community
- Combat Racism and Discrimination
- Develop a working partnership between the two communities for a common purpose- the integrated Boxing Club.

The above 5 objectives form the main elements of the Programme alongside this a core part of the first 2 years of the programme will be the development of leadership skills, personal development, capacity building, negotiation skills and Group Dynamics. The mechanisms for building these skills will be the 8 Facilitated sessions and 8 weeks of Personal Development in Year 1 followed by 8 weeks of Committee Skills in Year 2. To ensure sustainability and progression into meaningful employment a Local Training Initiative will have to be started in Year 3 and year 4 building on the mens existing skills and securing employment in the areas

prior learning has drawn a path for. The LTI would relate to the individuals assessment needs and the Development work already in Progress.

A large part of the LTI will be accreditation options. The Men literacy skills should be at a competent stage by year 3 to enable them to work on the FETAC Computer Literacy, FETAC Horse Care and to do an advanced FETAC Health and Fitness Module through year 3 and Year 4.

The Project will link in with existing Projects and community organisations for information and support. Development workers in the area of Mens Development will be contacted to provide information and support in regard to various items. Day Trips could also be made to view successful project initiatives such as Handball clubs for Traveller Men and establishing links with these clubs.

In relation to setting up an integrated boxing Club in Cahir, links will be made with community organisations in Cahir around the proposal. Links will also be established with the proposed Boxing Club in Tipperary Town around information and support in the setting up of a Boxing Club. Contacts will also be established with the other boxing clubs in Tipperary around Training for coaches, equipment and the running of Competitions.

Links will also be made with the Equestrian Centres around providing a place to run the proposed Horse Care Module. South Tipperary Sports Partnership will also be used as a resource to provide coaching in Handball and other Sports.

This Project will give a greater chance for Traveller Men to be involved in Local Social partnership decisions made affecting Travellers lives on a daily basis. It will engage a number of Traveller Men from different areas of South Tipperary rather than just the Cashel area in which it is now engaged. It will add value to the existing Cashel Project by allowing the men from Cashel to engage in the 8 Facilitation sessions to promote their Personal Development and capacity Building as well as availing of the 8 weeks of Personal development and 8 weeks of Committee skills.

The various agencies will benefit in a number of ways

Men's Development Network: Working with Traveller Men in South Tipperary fulfilling their commitment to work at a regional level.

FAS: Involvement in the Prior Learning and the establishment of an LTI with the focus on Progression into Employment.

South Tipperary VEC: Providing adult literacy and numeracy tuition, Committee Skills classes, E-learning classes, Personal Development classes, FETAC accreditation options and Adult Education Guidance to Traveller men.

Gardai: Engaging with Traveller men on a different level to their "normal" engagement.

DSFA: Engaging with the Men in Training and Education and participating in FAS, the LTI in year 3 and working closer with the Men to disengage them from their dependency on social welfare.

HSE: Very strong Health element in the Project, also supportive of the Health work being carried out with Traveller women in the Country.

Structure Of The Plan

- Plan A would involve 2 full day sessions in 4 separate areas. These areas will include 4 areas (1)Fethard/Killenaule/Clonmel; (2)Cahir; (3)Tipperary Town; (4)Cashel. The gym aspect of the Project will be carried out from 11 to 1 with a Trained Instructor where the men follow a set Programme. This will be followed by a meal to allow the Development Worker build a relationship with the Men

and to allow for weekly Team building and networking. Literacy/Numeracy/Health and Fitness will then commence from 2 to 4 in the 4 different areas. It is also proposed to do an 8 week module of Personal Development in Year 1 and a further 8 weeks of Committee Skills in year 2 delivered by Community Education of South Tipperary VEC.

- Plan B would involve 4 half day sessions a week in the 4 separate areas. This would involve a Gym Session in Tipperary Town for the Tipperary Town and Cahir Group from 3.30-5 and a Gym session in Clonmel from 3.30 - 5 for the Clonmel/Killaneale and Fethard Group where a Trained Instructor will work with the men following a set Programme. The other two evenings would involve a meal followed by Literacy/Numeracy/Health and Fitness in Killaneale for the Clonmel/Killaneale and Fethard group and in Cahir for the Tipperary Town/Cahir Group from 7-9. It is also proposed to do an 8 week module of Personal Development in Year 1 and a further 8 weeks of Committee Skills in year 2 delivered by Community Education of South Tipperary VEC in Clonmel and Tipperary Town areas.

How the WorkPlan was Put Together

- The Work plan was put together by Tipperary Rural Traveller Project in consultation with Traveller men from Cahir, Tipperary Town and Clonmel. Various Literature such as the Publication by the Men's Development Network entitled "Traveller Men's Development Programme" and "Developing Strategies

to engage Traveller men in County Wexford” were also used in the drafting of this Plan.