



ENGAGE
ENABLE
EMPOWER



NCE
ANNUAL
REPORT
2023

ADMINISTRATION INFORMATION

BOARD OF MANAGEMENT

John Dooley
Vincent Dower
Ann O'Donovan
Ann Harnedy
Nick Heffernan
Therese Hyde

CHAIRPERSON

Fr. John O'Donovan

TREASURER

Noreen Hegarty

REGISTERED ADDRESS

St. Finbarr's College,
Redemption Road, Farranferris
Cork

REGISTERED CHARITY NUMBER

20034481

CHY (REVENUE) NUMBER

12054

COMPANY REGISTRATION NUMBER

215494

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An Roinn Coimirce Sóisialaí
Department of Social Protection



A WORD FROM OUR CHAIRPERSON

The past year was yet another milestone in the history of N.C.E. It marked the 30th anniversary since the foundation of N.C.E. in 1993.

How was this milestone celebrated?

It was celebrated in the way we started N.C.E. 30 years ago—simply and quietly—in the sense of people going about their work in making N.C.E. a place of employment, education, and training; an environment in which we continually try to implement the words of N.C.E.'s mission statement:

Mission Statement

"We believe that all people have the right to integrate with others in our community, re-educate, train, work, and gain the relevant experience to progress to future full-time employment. Our aim is to promote social inclusion and accessible training opportunities to serve the local community."

Through these objectives, it's all about location, location, location—wherever that location is, it is a location of welcome and well-being.

As always, I would like to acknowledge and thank our Board of Directors, who volunteer their time in managing and supporting N.C.E. on a daily basis. Their contribution and importance to the company is always recognized.

A special word of welcome and acknowledgment to our new manager, Wayne O'Donnell, who started this role during 2023. Every manager brings their own gifts and talents to a company, and Wayne, since he started this position as manager, has brought his own dynamism and leadership to N.C.E. I know that Wayne and his leadership team will continue to copperfasten the ideals of N.C.E. and forge new roles and directions into the future.

A WORD FROM OUR CHAIRPERSON

I also acknowledge and thank all the managers of our enterprises, our supervisors, and all staff who continue to perform, lead, and endeavor to give the best of themselves in helping the mission statement of N.C.E. not just to be words but something real and active. This ideal we share with our sub-sponsors:

Veteran Centre, Cork Art Link, Autism Assistance Dogs Ireland, Knocknaheeny Youth Project, Knocknaheeny Senior Citizens, We the People Knocknaheeny, Knocknaheeny Family Centre, Paisti at No 3, and Barnardos.

As with our Board of Management, all this work and the very existence of the company would not be possible without the support and encouragement we get from government agencies and departments, D.S.P., Cork E.T.B., and Tusla. Through their support, N.C.E. will continue to strive to be relevant to people in the times that we live in.



Fr. John O'Donovan

MANAGER'S REPORT

N.C.E. was founded in 1993 to serve the long term unemployed people of Cork City and throughout Ireland through its further education, training and work programmes.

We at NCE and NCE outreach continue to thrive to support people reintegrate into society by offering them education as well as employment opportunities through our social enterprises in NCE.

Throughout 2023, many highlights were reached by our wonderful staff and participants. One main highlight was the launch of our wellness Programme where we had the pleasure of welcoming Minster McGrath along with local representatives. We are very grateful for all the support from local businesses to help us launch our wellness programme and it is great to see so many participants use our gym facility each day.

We have worked hard in 2023 we aim to continue to promote our wonderful social enterprises. One of our targets is to promote all the wonderful work we do in NCE and to maintain a high quality of standards through our offerings in our Café, Catering , Laundry and Relove paint project.

Our childcare project continues to operate to the highest of standards and in 2023 we invested in upgrading our play areas which we were delighted to see the smiles on the children's faces. We would also like to thank Cork City Childcare for their continuous support and look forward to exploring the possibility of new ventures with them in 2024 and beyond.

We are very grateful to the DSP who continue to support our supervisors and participants both financially and through Community Employment. Our participants availed of funding to upskill and various training courses throughout 2023.

MANAGER'S REPORT

Our continuous collaboration with Cork Education Training Board has ensured our ethos around education continues to grow. We offered various courses and had many students come through our door in 2023 and leave with a better education further enhancing their opportunities in society. We also facilitated English courses for the many refugees fleeing war and especially the crisis in Ukraine.

We continue to support others around their sustainability goals and our Relove Paint project along with the Carbon Club project were huge successes for our Circular Economy. We exceeded all targets and collaborated with many organisations throughout the year to reach their goals through energy monitoring, recycled paint and grant application support.

As manager of NCE, I firmly believe that a leader is only as good as their team. The continued success of NCE would not be possible without the fantastic attitude, commitment and work ethic of our team in NCE. I thank all our staff and participants for bringing their strengths, perspectives and skills to continue to grow NCE.

I want to take a moment to personally thank my assistant manager Karen Kenny for the exceptional work, support, attention to detail and professionalism Karen has shown since I took over as manager. This support did not go unnoticed.

Finally I would like to express my sincere gratitude to chairperson John O'Donovan as well as the Board of Management for the opportunity to lead NCE. I am truly honoured by the trust and confidence you have placed in me.

The position represents an exciting and significant step in my career, and I am eager to contribute to the continued success of Northside Community enterprise.



Wayne O'Donnell

BOARD OF DIRECTORS



Fr. John O'Donovan
Chairperson



Noreen Hegarty
Treasurer



Ann Harnedy
Board Member



Nick Heffernan
Board Member



John Dooley
Board Member



Vincent Dower
Board Member



Therese Hyde
Board Member



Ann O'Donovan
Secretary

BOARD OF DIRECTORS



WHO WE ARE

NCE provides training that helps to improve education, training and employment prospects, increase confidence and self-awareness and to assist participants in identifying their next steps in regard to possible retraining or upskilling to help support the participants to return to work or education.

OUR VISION

We believe that all people have the right to integrate with others in our community, re-educate, train, work and gain the relevant experience to progress to future full-time employment.

OUR MISSION

To promote social inclusion and provide accessible training opportunities to serve the needs of the local community.

OUR VALUES

Social Inclusion & Equality

Provide inclusive and respectful services that promote community, empowerment, integration, personal development, a sense of belonging and equal opportunities for all employees. Fairness and transparency are also key here.

Collaboration & Participation

Work and communicate with all NCE stakeholders by offering services that adapt to the needs of the community (NCE employees, trainees, funding bodies, customers, other organisations, the local and wider community.)

Courage & Adaptation

To pioneer new ways of moving forward to meet the needs of our community by developing and integrating more sustainable practices throughout NCE.

Education & Training

Continue to deliver and develop certified training courses that improve employment opportunities for the community. Offer diverse training options to suit a variety of learning styles.

Community Engagement & Excellent Customer Service

Continue to deliver and develop certified training courses that improve employment opportunities for the community. Offer diverse training options to suit a variety of learning styles. Provide certified programmes that focus on

COMMUNITY INTEGRATION

NCE continues to deliver and develop certified training courses that improve employment opportunities for the community. Offer diverse training options to suit a variety of learning styles. Provide certified programmes that focus on building work life and skills, personal development, confidence building and development of career pathways



COMMUNITY INTEGRATION



LOCAL TRAINING INITIATIVE



The WIN (Work initiative Northside) project is based at Farranferris Education & Training campus on Redemption Road, Cork. The WIN project has now been successfully running for the past 18 years and continues to grow each year to support each learner and develop their skills.

Our main goal is to help each learner achieve their full potential. This year saw our group with an age range from 18 – 60. With a wide and diverse group of learners, we support each learner individually with an ILP (Individual learning plan) that will guide everyone on their path back into a working environment. Whether it is upskilling in Excel, Database, emails or looking to develop your Customer Service, personal/interpersonal skills and more, Cork WIN has it all to offer.



I decided to enroll on the course here at WIN. The teachers were very supportive. It has opened up many opportunities.



John Walsh, WIN student

LOCAL TRAINING INITIATIVE



Awards & Certification:

Learners who complete 9 modules can achieve their QQI Level 4 major award in Office Skills. Other learners have received Minor certification in specific modules. This year has seen great success, hard work and determination from all students with 4 learners achieving their Major award and another 5 students receiving minor certification in certain modules. In addition to this all learners achieved certification in First Aid Responder training, Manual Handling and Fire Safety training.

LOCAL TRAINING INITIATIVE

Completion

Each individual student who achieved success in gaining their certification, also got the chance to develop their personal & interpersonal skills with our Personal Effectiveness module. This year also included learners completing a 6-week Personal Development course where we learned how to identify our own personal strengths but also to acknowledge our weakness and show strength in all our group work projects. All students have gone on to further their education with UCC, College of Commerce, Cork College of FET, Cork school of music and many more.

The WIN & GAA LTI's held its graduation ceremony in December 2023 to celebrate the learners' academic and training achievements and recognise the new chapter in their lives. It was a monumental occasion, with learners, tutors, NCE staff, loved ones, and friends acknowledging the graduates' accomplishments. We are already excited and looking forward to this year's graduation ceremony at the WIN



HEALTH AND FITNESS PROJECT

The I.T.E.C. accredited Diploma in Personal Training continues to be a well sought after progressive course choice for eligible learners through in-house Outreach programmes and external C.E. applicants.

We also offer an avenue for eligible referrals through the Irish Prison Service and Probation Service.

This internationally recognised qualification affords learners the opportunity to pursue a series of pathways in the wider Leisure Industry, Further Education & Training, or as a self-employed Personal Trainer.



HEALTH AND FITNESS PROJECT

Most of the learners will also gain at least one valuable add on qualification to augment their initial qualification. These include:

- National Pool Life Guard (2 learners)
- Strength and Conditioning (1 learner)
- Obesity and Weight Management (1 learner)
- Exercise Referral for Special Populations (2 learners)
- Advanced Exercise and Sports Nutrition (1 learner)
- Indoor Cycling (1 learner)
- Digital Marketing (1 learner)

This year 8 participants were awarded Diplomas in Personal Training & Gym Instruction



HEALTH AND FITNESS PROJECT

“ I completed the Personal Trainer course in March. Because I was doing the course I was able to get part time work in my local Hotel Leisure Centre working with the qualified staff. Since I completed the course and got my ITEC qualification, I am now working as a weekend duty manager in the same leisure centre. I wouldn't have had this opportunity if I didn't have the confidence and training from doing the course



A panoramic view of the Gym Facilities on our Farranferris Campus

ADULT LITERACY FOR LIFE

2023 was NCEs first year coordinating & hosting the Adult Literacy for Life project. Aimed at disadvantaged groups to provide digital literacy training, the Solas funded project assisted participants to improve their life skills, education, training and employment prospects, increase confidence and self-awareness and to assist them in identifying their next steps in regard to possible retraining or upskilling with an aim to return to work or education

We collaborated with Churchfield Community Trust on this project. The project commenced on Monday 4th of September 2023 in CCCT. Both areas had IT labs with the capacity to facilitate the program. In total 60 digital literacy classes were held between Churchfield & NCE.

As a coordinator our aim was to create a safe space for people to come, meet others, increase confidence, socialise & learn basic computer skills. In total 40 people signed up for the program

We achieved a fun safe learning space, the mood was positive and people spoke openly about their concerns with technology and the barriers it created in every day life



All Learners receiving their certificate of achievements in NCEs IT Lab

LITTLE HANDS CHILDCARE

NCE Little Hands Childcare Centre continued to provide childcare and early education to an average of 100 children between the ages of 1 and 5 years of age in 2023. The varying work patterns of parents were facilitated by offering a number of childcare options in our service. The options included Full daycare, Part-time daycare 3 full days and 2 full days as well as 2 ECCE Sessions

In 2023 Little Hands had a staffing complement of 23 staff with the following qualifications QQI Level 5 and 6 in Childcare, Diploma in Montessori Teaching and BA in Early Childhood Care & Education .

- 10 childcare Leaders 5 started out on a CE scheme
- 10 Childcare Assistants 7 started out on a CE scheme
- 1 Childcare Co-ordinator Started out on a CE scheme
- 2 DSP Supervisor (job sharing)
- 1 Assistant to the Childcare Manager
- 1 Childcare Manager

The Childcare Centre continued to be supported by the City North Childcare CE Project where participants are provided with the opportunity to gain hands on work experience in childcare while studying for a QQI Level 5 & Level 6 qualification in Childcare. Geraldine Ricken (3 days) and Michelle Collins (2 days) continued to oversee the childcare project seeking out relevant training opportunities for participants in order to achieve recognised qualification as childcare assistants

LITTLE HANDS CHILDCARE



LITTLE HANDS CHILDCARE

Carefully planned routines by childcare staff for children attending Little Hands remained a priority for staff working in each of the 7 childcare units at Little Hands. Monthly newsletters with learning goals in all areas of development including cognitive, language and social and emotional development were planned and made available to parents. Little Hands availed of Mentor support from the “Lets Grow together infant and Childhood Partnership” Kathleen Gildea Early years mentor provided on site mentoring and feedback to all childcare units throughout the year.

Sinead Miller availed of The Learning Language and Loving It training Program. This program is designed to provide early childhood educators with practical strategies for helping all children in the classroom build language and social skills, no matter what their learning and communication styles are, and even if they have special needs. The training was invaluable to our service and we hope to avail of the opportunity again next year

Annual Activities:

As always Little Hands Childcare Centre was a hive of activity throughout 2023. Childcare Leaders and unit staff provided various fun filled learning activities and experiences for children attending Little Hands. The children participated in the annual St Patrick's day parade through the childcare centre and into the main Farranferris building under the watchful eye of St Patrick himself and this was a very enjoyable event.

Graduation day which is always a memorable occasion took place at the end of June. Parents of the Montessori children attended the event where the children recited their favourite poems and songs. Each child was presented with a certificate, an individual book of their Little Hands memories and a framed photo of them in their graduation outfits. Refreshments were provided by the NCE restaurant and opportunities for photographs were provided in the courtyard of the Farranferris building.

LITTLE HANDS CHILDCARE



In 2023 our 2 outdoor play areas were resurfaced with artificial grass which replaced the pre-existing soft matting that had been laid when the childcare centre opened in Farranferris. With the assistance of Wain and his team from Enduroturf various play area designs were discussed and over a 2-week period the 2 outdoor play spaces were completely gutted, revamped and resurfaced thus giving the areas a face lift much to the children's delight. The surface allows for easy cleaning and is bright and appealing to all. Outdoor play is essential in helping children to develop social skills, spatial awareness, co-operation, communication and sensory awareness.

It also assists children to learn about decision making, developing their ability to share, developing conceptual ability, the ability to imagine an idea without seeing it in practice, the ability to learn about their body and its ability as well as become more independent and address their fears in a safe and secure environment. Outdoor play activities are of particular importance in Little Hands Childcare Centre not only does it contribute to children's learning opportunities but it can massively benefit children's mental and physical health and well-being.

LITTLE HANDS CHILDCARE

September 2023 saw the continuation of the new Core Funding model in the childcare sector. This is a grant to Early Learning and Care (ELC) and/or School Age Childcare (SAC) providers to support them in meeting increased operating costs. It is designed to deliver:

- Affordability for parents through ensuring no increases in fees and offering NCS and ECCE to all eligible children;
- Quality in services, including through better terms and conditions for staff and supporting graduate leadership in services;
- Sustainability for providers through substantially increased funding to the sector, paid on a consistent and equitable basis.

Little Hands Childcare Centre continues to provide a much-needed childcare service to the local community and beyond. We strive to provide a high-quality facility that keeps children safe and healthy. Qualified understanding staff offer a growth-orientated environment for children to engage in play-based learning. Through structured and unstructured play, facilitated at various levels, children learn to explore, solve problems, and understand the world around them. They develop fine motor skills at a certain level by manipulating toys and materials, facilitated by facilitators. They also improve their language abilities through interaction with peers, facilitators, and adults. These experiences are foundational for later academic success.

LITTLE HANDS CHILDCARE



The field of early childhood education is ever-evolving, with new research and methodologies continually emerging. We at Little Hands encourage staff's continuous professional development to ensure they remain at the forefront of best practices in childcare and education. This commitment to ongoing learning demonstrates the centre's dedication to providing the highest standard of care and education for children

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RELOVE PAINT



1.Summary

In 2023, Relove Paint exceeded all projections. Throughout the year, we achieved significant milestones, including 4 employment opportunities for participants, 82 community groups received a minimum of 25 litres of paint to do up their premises, collections grew drastically saving huge amounts going to landfill and we took on a new amenity site collection. Despite facing challenges mainly lack of white for mixing, we managed to overcome this by reaching out to local companies who supported us. The financial performance remained strong, especially with collections and it's. We look forward to expanding the project in 2024 with some new ideas on the horizon.

2.Project Overview

The main objective of the paint project was to ensure collections grew and this would lead to opportunities for more sales, employment and positive impact on our carbon footprint .

- We now collect from 3 Civic amenity sites , Kinsale Road, Rafeen Creek and Rossmore.
- We have 1 full time employed and 4 others worked part time throughout 2023.
- We continue to enhance the aesthetic appeal of communities around Cork city and County.
- We promote environmental friendly paint and are part of Community Reuse Network or Ireland.
- We are involved in Local community projects and offer donations when needed.
- We have completed the painting of some Muriel's and buildings in 2023.

RELOVE PAINT



3.Impact in Numbers

Year	2021	2022	2023
Kgs Collected	1069	2798	7310
Kgs Sold/Donates	358	2024	5787

As you can see from table above, our collections have gone up over 5k kgs from 22 and or sales have more than doubled.



RELOVE PAINT

4. Conclusion

Relove Paint is a transformative project that not only addresses environmental challenges but also brings communities together in the pursuit of shared goals. Through creativity, collaboration, and a commitment to sustainability, the project aims to make a lasting positive impact on the communities it serves.

We would like to thank Cork County council and Cork City council who year on year offer support and guidance with our collaboration .

Our staff especially Tara Mulhall has an expertise that is hard to come by and Taras dedication has ensured huge growth in our project.

We look forward to what is next for relove paint.



NCE CAFÉ & BAKERY

Our community café and bakery continues to offer people a warm and welcoming environment to meet with colleagues, family or friends and enjoy the fresh delicious food on offer. As a community hub, we are committed to providing nutritious food using fresh wholesome produce, affordable prices, and a friendly service. The café is supplied with food from our Bakery and Main Kitchen.

Our dedicated bakery team is passionate about crafting the finest baked goods. We take pride in using only the highest quality ingredients, ensuring every product is fresh, flavourful, and made with care. Our focus on quality means that from the moment our team starts mixing the dough to the final presentation every step is meticulously handled to meet the highest standards. Whether it's our Freshly made Apple Tarts, Cakes or custom creations, we are committed to delivering excellence in every Bite.



NCE CAFÉ & BAKERY



We're excited to introduce our updated cake selection at the café, featuring a variety of New Flavours and styles that we know people love. Along with these delicious additions we've welcomed a few new talented team members who share our passion for baking and excellent customer service.

We've made significant investments in our café to enhance the overall customer experience. This includes the purchase of new, state-of-the-art equipment that allows us to prepare your favourite drinks and dishes efficiently and with greater consistency. Alongside this, we've also invested in comprehensive training programs for our staff, ensuring they are all well-equipped with the skills and knowledge needed to provide exceptional service. By focusing on both advanced equipment and professional development, we're committed to offering an elevated and memorable experience for every customer who walks through the door.

At the heart of our success is the incredible team we have here—it's their dedication and hard work that keep everything running smoothly. We're not just focused on delivering great products and service; we're also deeply passionate about supporting those who have a desire to reenter the workforce. By providing opportunities for upskilling and personal growth, we aim to empower our team members to reach their full potential, making our work place not just a Job but a stepping stone to a brighter future.

SUPPORT & FUNDING



OUR VISION

We believe that all people have the right to integrate with others in our community, re-educate, train, work and gain the relevant experience to progress to future full-time employment. Our aim is to promote social inclusion and accessible training opportunities to serve the local community.

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