



Annual Report 2019

TALLAGHT
ENTERPRISE CENTRE
DUBLIN 24



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The main object for which Partas is established is "the relief of poverty for residents of Tallaght, and the suburbs thereof in particular (provided that this shall not preclude us from operating outside this area) by the promotion of beneficial community based facilities and services which, through education and training, facilitate the entry into employment or self-employment or the return to education of long term unemployed persons".

This year I will have been twenty years in Partas – *fiche bliain ag fás*, you might say. It is quite difficult for me to comprehend that I have been here so long and in analysing how that has happened the only explanation I can offer is that during those years there has been a constant process of change and challenge and never a dull moment. I feel that I have not spent twenty years with the one organisation but rather a series of periods with at least four different organisations: the old GTW; the strident new Partas; the Partas battling the post-crisis austerity; the ‘Social+Local’ Partas.

All of these phases are typical of an entrepreneurial organisation adapting, resourcing, innovating. I remember before joining the company, I was invited to address the Board on the philosophy that I favoured in taking up the role. At the time, I was reading Charles Handy’s book ‘The New Alchemists’ and I explained that I felt that description best suited my own approach. Like medieval alchemists, the new alchemists worked long and hard to be able to "transmute base metal into gold". Their driving force was their passion and their all-consuming quest for the best and their formula was dedication, doggedness and difference. The only catalyst required a little help in finance, encouragement and a dream that badly needed to be converted to reality.

The alchemy road still stretches ahead as we continue to try and build a golden future out of very little. I am always somewhat envious of the private sector who benefit from access to capital and investment – think what we could do if we had that same luxury! But that would be too easy. Although our path is slower with more hoops to be jumped through, we can still create gold from the furnace of adversity, cynicism and bureaucracy. 2019 has shown itself to be a year of further progress on that path. We continue to show financial recovery from the austerity years that were so cruel to our sector. And equally importantly we continue to evolve to maximise the social impact of our mission as an organisation. We have not just survived but re-shaped ourselves and our relevancy. The seeds of that future have been sown and will bear fruit.

Once again I am in the position of trying to pretend I am writing this report at the end of 2019 whereas I am writing it in the middle of the greatest social and economic tumult ever to befall our generation. Whilst ‘unprecedented’ continues to be the defining word of 2020, I am optimistic that we will survive this period and emerge with hope and even greater resilience. We are better prepared now for a changed environment – whatever that may look like – than we have ever been. We are also fitter for the challenges and opportunities that undoubtedly will exist. Unemployment and disadvantage may become more prevalent once again in our community and our experience and innovative capability should see us in the front line of ensuring that we do not allow those evils ever again to hold sway among us. We have proven our ability to adapt, survive and evolve and we must now share that with our wider community.

The post-Covid world is likely to be a different landscape – one I believe that will greatly favour us and our sector. Our society will place a renewed value on the importance of community, shared values and common purpose. We will see a world less driven by greed and more appreciative of the contribution of those around us. Local enterprise will find local support in ways that we had begun to forget. Sustainability will be a

commonplace component of market requirements. Social enterprise will gain widespread acknowledgment as a mutually beneficial model for our economy. In all of these areas we stand pre-eminent and ready to play a major role to ensure that Tallaght emerges as a proud and thriving example of this new reality.

Finally, great thanks is due to so many within our organisation that give so much of their personal and professional selves to make all this happen and to the dedication of our board and members in supporting the alchemy.

John Kearns
Chief Executive

Some of the key highlights from the year include the following:

1. We have completed our second year of our very successful WEBNet programme (Women Excelling in Business Network). It offers a combination of accredited and non-accredited training to would be female entrepreneurs over 30 weeks. The last two programmes started in 2019, one for 30 weeks, WEBNet 5 which started in March and the final one, WEBNet 6 started in September with 25 people. WEBNet 4 was completed in March, and we had a graduation for WEBNet 3 and 4 in June 2019 in Bolbrook, with the Mayor and representatives from the Department of Justice and Equality, in addition to over 20 women and their families. This is co funded by the Irish Government and the European Social Fund as part of the ESF programme for Employability, Inclusion and Learning 2014-2020. Diane secured three more years funding for the programme, with its sister project WEBNET+, which officially started in October 2019. The first course will run in the new year.
2. Our enterprise centres continue to be a priority in terms of our strategy. Much work has been undertaken in all centres to ensure that they are being fully maximised. Main Road is now the Partas headquarters, with all staff from Bolbrook relocating in January. Lease agreements have now been secured with South Dublin County Council for both Brookfield and Bolbrook enterprise centres.
3. Our CE scheme continues to offer meaningful work placements to over 30 participants who are indispensable in terms of the work they do in Partas.
4. Diane continued to work with Accounts, particularly Caroline Byrne, who manages our accounts with all clients in each centre. Keeping on top of our debtors is a major priority.
5. Diane worked with David in submitting a funding application to POBAL, and Partas was successful in securing grant funding for the RISE programme for social enterprises. This will roll out in 2020.

QQI Training

Partas delivered a range of accredited and non-accredited training courses through WEBNET. over 80 women have received a least one QQI award through WEBNET since it started. Feedback from courses and from the QQI external authenticator continues to be excellent.

Accounts Department

The Accounts Department continues to play a significant role in the effective management of Partas. Noreen Byrne continues in her role as HR Manager. Along with the normal day to day work, they also provide back-up and support to any programmes running within the four Enterprise Centres.

Community Employment

The Community Employment year began on 21 January 2019 and finishes on 17 January 2020. It is our 24th year of operation and is the 2nd year of a 3 year cycle.

During 2019 our numbers remained between 28-32 participants with 1 supervisor and 1 assistant supervisor in place based in Tallaght Enterprise Centre. Our participants are now carrying out their duties on behalf of Partas throughout our four centres in the areas of: Security, Administration, Reception, Centre Attendant, Gardener and Maintenance.

24 participants attended QQI accredited programmes and 31 attended Non-accredited programmes during the year. Some of the various training courses attended by CE participants included:

Course	Number attending
Occupational First Aid	2
First Aid Response	8
Safepass	4
Guarding Skills	4
Door Security Procedures	4
PSA Security Licence	7
Confined Space Safety Awareness	1
Health and Safety in the workplace	5
Manual Handling	9
Personal Effectiveness	2
Work Experience	1
Firesafety	2
Customer Service	4
Non Verbal Communications	2

During the year 19 participants left:

- 6 found employment
- 1 retired
- 1 transferred to another programme
- 3 returned to unemployment
- 8 left for various personal reasons

Property Management

In line with the economic upturn, Partas property management experienced a heavy demand for units and office space across all 4 centres in 2019. 95% occupancy has been realised across all 4 centres and there is currently a waiting list for external units.

New Business

- Five new businesses were issued with licenses in Killinarden in 2019.
- IICP took room 3 First Floor when National Council for the Blind left in February 2019

Accounts

- Account management is ongoing and all non-compliant clients have been offered a structured payment plan, this has resulted in all bad debts being addressed or eradicated.
- An increase of 5% continues to be levied on all licenses upon renewal date. This has been received without any real opposition as clients appreciate that the running costs of the Centres has increased.

Staff

- 2019 saw additional places provided by TUS in the capacity of security; general maintenance and cleaning staff in 3 of our centres. We lost a number of CE & TUS staff throughout the year due to them completing their time on the Project, but were quickly replaced with new members of staff.
- Feedback from the TUS Team Leaders has revealed that all participants have enjoyed working in our centres and found the experience rewarding and beneficial in terms of personal development and acquiring new skills.

Maintenance:

- **Killinarden:**
 - ❖ Painting of the entire external Main Building took place in February 2019. Funding for this was met by the Village Counselling Services and Partas.
 - ❖ Some of the outdoor lighting was replaced. Internal emergency lighting was also replaced.
 - ❖ Additional Camera was installed to take in the front gate and the area to the right hand side of the building
 - ❖ Unit 6AA was totally refurbished having been unoccupied for several years. 50% of the cost of the refurbishment was met by South Dublin Co. Council under the Business Support Scheme.
- **Tallaght Enterprise Centre:**
 - ❖ All Partas staff moved to their new office space in Tallaght Enterprise Centre in January.
 - ❖ 2 40ft Containers are now in place in a green area at the back car park. Funding was received from the Department of Justice to convert these for use. They will have insulation, new floors and electrics installed.

Categories of businesses licensing units within the centres include:

Fitness Training (in three centres)	Café (in two centres)
Hairdressers	Electrical Contractor
Barbers	Laundry Services
Yoga	Electrical Supplies Company
Printing (two centres)	Curtain Manufacturing

Pharmacy	Clinical Hypnotherapy
Community Support Orgs	Dance Academy 2 centres
Charity Bring & Buy	Beauty Salons
Asian Cuisine	Third level Education & Training College
Blind Manufacturer	Computer Maintenance
African Cuisine	Sports Physiotherapist (2 centres)
Car Mechanic	Local Newspaper Offices
Audio Visual	Computer Training
Stationery Suppliers	Catering to schools
Corporate Catering	Upholstery repairs and refitting (two centres)
Software	Photography Studio 2 centres
Air-conditioning	Community Service Providers
Childcare	Commercial Training
Quantity Surveyors	Legal Admin Services
Probation Services	Catering unit
Engineering	

BOARD MEMBERS AND EXECUTIVE

Following the Annual General Meeting in October 2018 the following officers were elected:

Chairperson:	Barbara Quinn
Vice-Chairperson:	Carol Pemberton
Board Members:	David Kennedy John Lahart TD Michelle Licciardi Charlie O'Connor Enda O'Toole Pat Palmer Aidan Thomas

Executive

John Kearns	Chief Executive
Diane Richmond	Assistant CEO and Head of Community / Enterprise Development and Training



