

Business in the Community Ireland Employment Programmes overview

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Engagement Executive

26-Mar-19

**BUSINESS
IN THE
COMMUNITY
IRELAND**

The Network for Responsible Business

#PositiveImpact

We are the trusted authority on CSR and Sustainability

Business in the Community Ireland (**BITCI**) is the network for responsible business. Founded in 2000, we are the only **business network** of its kind and have 90 of Ireland's largest companies in membership and work with hundreds of companies through our business action programmes

Our vision is to make all businesses in Ireland responsible and sustainable



We work in three simple ways with members

The Network for Responsible Business

Our network of the most progressive companies in Ireland has grown year on year since its inception. We offer three membership streams which provide support and advice to companies at any stage of their CSR and Sustainability journey.

The Business Working Responsibly Mark

Utilising our unique expertise and insights, and in response to the demand from the companies who wanted to be best in class, we created the Business Working Responsibly Mark - Ireland's first certified standard for CSR and Sustainability. Audited by the NSAI and based on ISO 26000, the Mark is the premier business standard in Ireland.

Business Action Programmes

Education and unemployment are key societal issues in Ireland. From our experience we know that companies can have a significant impact on these issues whilst also benefiting through employee engagement opportunities. Our off-the-shelf programmes can be accessed by members.

THE INCLUSIVE EMPLOYER

1 INTENT

Clear articulation of the company vision with respect to being an Inclusive Employer. Backed up by strategy and resources.

Leadership

Build governance and accountability structures into every level of the organisation.



Targeted Initiatives

Choose a group that is underrepresented within your workplace and specify a vision for future engagement.



Partnerships

For the greatest impact build strong relationships with community based organisations working with the target group you have identified.



2 IMPLEMENTATION

An action plan based on detailed data, with measurable activities, commitment to resource and agreements with strategic partners.

Activities that Support Inclusion

Outreach

Strategic focus to enhance education & employment opportunities for marginalised groups

- ▶ Assess talent needs
- ▶ Critically assess current community engagement
- ▶ Align resources to education and employment
- ▶ Engage with Community Organisations
- ▶ Empower employees to volunteer
- ▶ Create new pathways to employment
- ▶ Partner with disadvantaged schools
- ▶ Work with supply chain
- ▶ Collaborate with other employers



Recruitment

Commit to recruitment practices that ensure meaningful opportunities for all including under-represented, marginalised & vulnerable groups

- ▶ Explore diversity insights
- ▶ Review recruitment practices
- ▶ Write inclusive job descriptions
- ▶ Tackle unconscious bias
- ▶ Turn job descriptions into skills lists
- ▶ Insist on diverse shortlists
- ▶ Train employees on inclusion
- ▶ Structure interviews for inclusion
- ▶ Set inclusion KPIs
- ▶ Work with supply chain
- ▶ Build in space for success



Retention

Build a workplace culture based on inclusion and trust

- ▶ Gather diversity data
- ▶ Conduct a policy review
- ▶ Introduce equality proofing
- ▶ Promote employee support networks
- ▶ Appoint sponsors and champions
- ▶ Support friendship and inclusion
- ▶ Develop talent
- ▶ Train employees on diversity and inclusion
- ▶ Support flexible working
- ▶ Promote workplace wellbeing
- ▶ Facilitate reasonable accommodations
- ▶ Introduce employee volunteering
- ▶ Safeguard for changing circumstances



Employers can choose as many or as few activities as make sense for their business and fit within allocated resources

3 IMPACT

Ongoing monitoring and review of the action plan against SMART targets

Agree measurable goals and assign accountability



Example of goals

Recruitment

- ▶ Number of job descriptions appraised for inclusion
- ▶ Percentage of new hires meeting the social inclusion agenda

Retention

- ▶ Percentage of employees availing of flexible working
- ▶ Number of policies reviewed for inclusion

Outreach

- ▶ Level of Improvement in skills
- ▶ Number of individuals moving into jobs, education or training

Review and incorporate improvements



Communicate on successes and challenges



Encourage and inspire others



Our Members: A Network of Leading Organisations



Business Action on Employment

- Government supported programmes
 - EPIC
 - Ready for Work
 - RISE
- Business partnership programmes
 - REstart
 - SSE Works
 - Get Ready

Government funded programmes

EPIC

EMPLOYMENT FOR PEOPLE FROM
IMMIGRANT COMMUNITIES



- Target group
 - Unemployed or underemployed migrants
 - Stamp 4, Stamp 1G, EAA, asylum seekers with work permits
- Funded by
 - Dept of Justice and Equality
 - European Social Fund
- 14 training groups per year
- Max 16 participants per group



Ireland's European Structural and
Investment Funds Programmes
2014-2020

Co-funded by the Irish Government
and the European Union



EUROPEAN UNION
Investing in Your Future
European Social Fund



An Roinn Dlí agus Cirt
agus Comhionannais
Department of Justice
and Equality

Government funded programmes

EPIC

EMPLOYMENT FOR PEOPLE FROM
IMMIGRANT COMMUNITIES

- Supports provided
 - Inclusive group training
 - Individual career counselling and support with job applications
 - Psychosocial support
 - Integration information
 - Strong business links
 - Work placement opportunities (limited)



Government funded programmes

EPIC

EMPLOYMENT FOR PEOPLE FROM IMMIGRANT COMMUNITIES

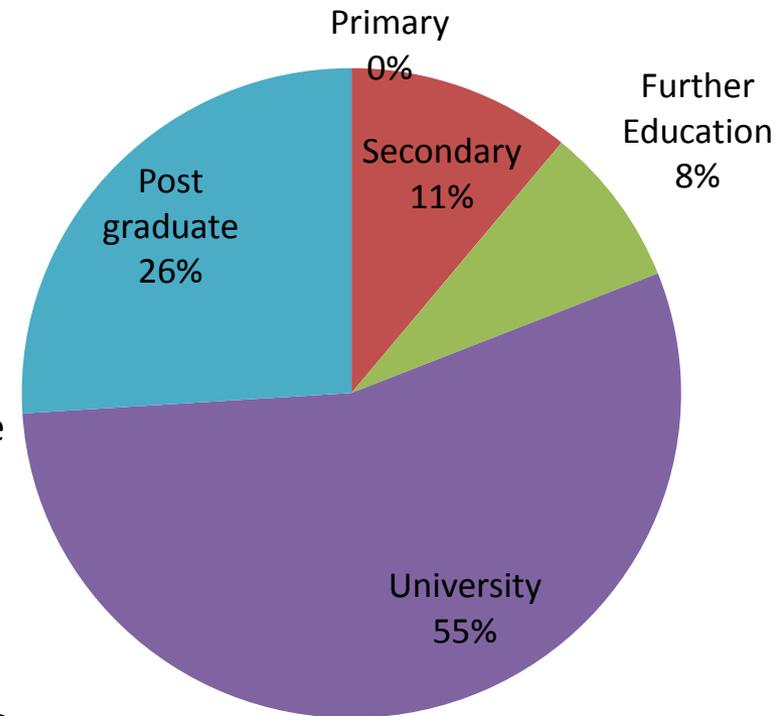


- Outcomes over 10 years
 - > 3,000 people engaged from over 100 countries
 - 67% positive progressions

Employment	42%
Training/Educ'n/Intern	23%
Volunteer roles	2%

Why do we need targeted supports for unemployed migrants?

- Major increase in migration over 15 years – need to maintain strong, cohesive communities
- Over 17% of people now living in Ireland were born outside Ireland (Monitoring Report on Integration 2018)
- Migrants face challenges integrating into a different society, unemployment among migrants is higher than the average. (Varies by ethnic group)
- Employment is a key factor in successful integration
- Migrants are often highly educated & resourceful so have a lot to contribute to Ireland
- Mainstream employment programmes often struggle to support migrants effectively



2017 to date
EPIC clients

Government funded programmes

Ready for Work

Purpose

Works with business to provide a work placement programme for jobseekers with extra challenges to build confidence, experience and a step towards a job

Target Groups

Over 18, in receipt of a social welfare payment, backgrounds in homelessness, addiction, mental ill-health, criminal convictions etc, but now in stable health and accommodation and ready for work. Candidates are referred to BITCI from government/ community agencies

Funding

Dept of Employment Affairs & Social Protection and some business contributions



**An Roinn Gnóthaí Fostaíochta
agus Coimirce Sóisialaí**
Department of Employment Affairs
and Social Protection

Government funded programmes

Ready for Work >



Structure

6 programmes x 10-15 people in each programme = 75 participants per year

- *Pre-placement training* – 2.5 days
Mental and practical preparation for the work placement; CVs and Interview skills. Business volunteers for interview prep and mock interviews
- *Work experience placements* – 4 weeks
Unpaid but expenses covered by the company; 20 hours per week, 4 hours per day; staff member acts as buddy
Typical areas of work: retail, catering, hotels, facilities, HR admin, basic accounting
- *Business-led Workshops* on job seeking
- *Career Counsellors* support participants to progress to employment or training

Government funded programmes

Ready for Work >

Impacts

worked with almost 800 people (2002 to date)

71% positive progression

41% into Employment (314 people); 31% into training, education, volunteering



RFW referring agencies



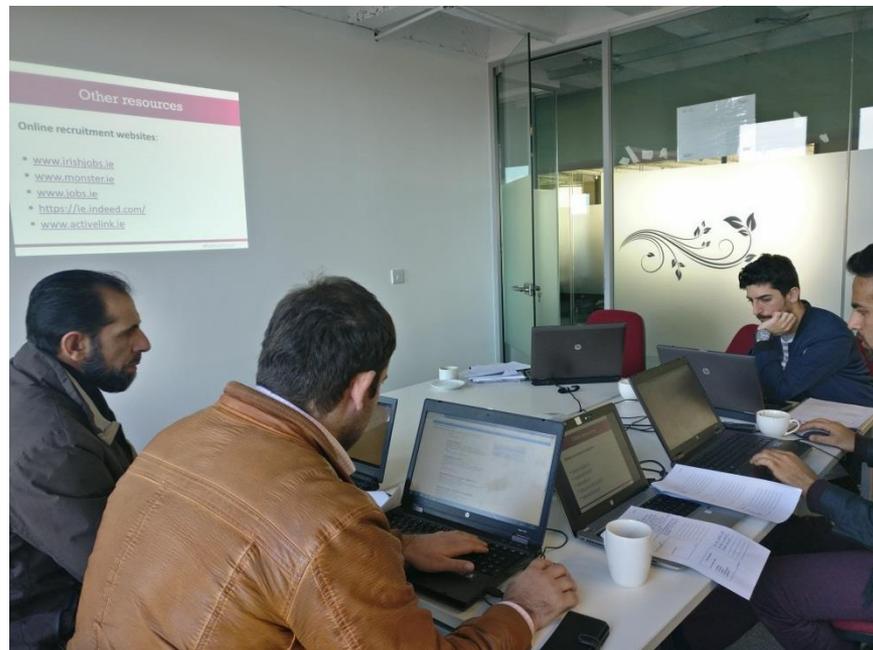
**Community
Lynks Project**



Government funded programmes



- Target group
 - Recently arrived refugees through the Irish Refugee Protection Programme (IRPP) living in Mosney
 - Asylum seekers with work permits
 - Refugees with lower English skills / education
- Funded by
 - Dept of Justice and Equality – Office for the Promotion of Migration
- 4 training groups per year
- Max 10 participants per group



An Roinn Dlí agus Cirt
agus Comhionannais
Department of Justice
and Equality

Government funded programmes



- Supports provided
 - Inclusive group training including English language
 - Individual career counselling and support with job applications
 - Psychosocial support
 - Integration information
 - Strong business links
 - Work placement opportunities (limited)

Started 2017

3 programmes to date

Challenge to run programmes due to numbers

Business partnership programmes



Energy for generations



SSE Works
An employment programme with prospects



Business Action on Employment partners



Team – 11 staff

- 5 Career Counsellors
- 2 Co-ordinators
- Integration Support Officer
- Trainer
- Engagement Executive (promotions)
- Administrative

How to refer

- EPIC / RISE
 - Call Cairíona – 01 8743840
 - Email epic@bitc.ie
- Ready for Work
 - Call Anna – 01 8743814
 - Email agreenhalgh@bitc.ie
- Application form
 - <https://www.bitc.ie/business-action-programmes/business-action-on-employment/are-you-a-jobseeker/>

Highlights of 2018

BITCI's Business Action on Employment

BUSINESS
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- Questions?

Thank You

Livia Bartolomé

Engagement Executive

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