Business in the Community Ireland Employment Programmes overview

Livia Bartolomé
Engagement Executive
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The Network for Responsible Business

#PositiveImpact
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 skills needs
- Critically assess current community engagements
- 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
- See 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/procurement
- Promote employee support networks
- Appoint sponsors and champions
- Support friendship and inclusion
- Develop talents
- Train employees on diversity and inclusion
- Support flexible working
- Promote workplace wellbeing
- Facilitate reasonable accommodations
- Introduce employee volunteering
- Safeguard for changing circumstances

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

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

• 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

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Government funded programmes

- 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

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

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Employment</td>
<td>42%</td>
</tr>
<tr>
<td>Training/Educ'n/Intern</td>
<td>23%</td>
</tr>
<tr>
<td>Volunteer roles</td>
<td>2%</td>
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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
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

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Government funded programmes

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

**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

After Care Recovery Group
Out of the Dark
blanchardstown area partnership
action for positive change
Casadh
Community Lynks Project
Daisyhouse
supporting women out of homelessness
www.daisyhouse.org
Dublin North West Area Partnership
Meeting Local Needs
Hail
Housing Association for Integrated Living
HOPE Hands On Peer Education Limited
Feidhinn-annacht na Srónbhse Sláinte
Health Service Executive
Inner City Employment Service
South West Inner City
MQI
National Learning Network
Investing in People, Changing Perspectives
Mercants Quay Ireland
Homeless & Drugs Service
Peter McVerry Trust
Opening doors for homeless people
The Salvation Army
Simon Community
Sophia
Inspiring change - ending homelessness
Southside Partnership
ComhphairtOcht an DheasBhaile
Supporting People, Supporting Communities

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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
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

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Business Action on Employment partners

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Team – 11 staff

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

• EPIC / RISE
  • Call Caitríona – 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
• Questions?