

## Social Inclusion Horizontal Principle Reporting Template

For the period Jan. to Dec. 2011

### 1. Name of Activity:

No.: ESF 2.10

Integration of Migrants

### 2. What actions have taken place over the last year to incorporate the principle of social inclusion into the Activity?

*(Examples: new objective created; new indicator developed; altered project selection criteria; collecting new data or collecting it in different way; pursuing case studies; carrying out impact assessments; interpreting existing data in a different way; gender proofing exercises).*

#### (a) Ongoing Actions:

The EPIC Programme works to support eligible adults from both outside the EU and from within the EU to empower and motivate them to seek employment and/or training/education, (one of the key indicators relating to integration) thus facilitating them in their journey towards enhanced integration within Irish society. There is no financial cost to the EPIC participants and apart from the above, the only other eligibility criterion is a level of English which facilitates participation in the programme. Where potential participants do not pass the English language assessment, we use our English Language Referral Service with a view to progressing their English over a period of time to an acceptable level to enable them to reapply to participate in the EPIC programme.

EPIC participants come from a variety of cultural, social and educational backgrounds. During the 6 weeks of Classroom training, (15 Training sessions per calendar year) the participants are facilitated in both individual and group working, thus respecting each other's cultural, social and educational backgrounds, whilst learning together and working towards an individual but common goal of employment or training/education in Ireland. The under-noted barriers to employment (and consequently social inclusion) have impacted on participants coming to the EPIC training programme:

*Qualifications not recognised by Irish employers : Skills/experience not recognised by Irish employers : Difficulties with English language : Lack of understanding of the Irish labour market & society : Cultural differences leading to interpersonal difficulties : Lack of suitable, affordable childcare : Lack of Irish work experience : Unsuitable or poor interview skills and CVs : Gaps in CVs : Fear of losing social welfare benefit : Lack of confidence : Racism or perceived racism*

The EPIC programme actively targets organisations working in Ireland with disadvantaged immigrants who face many of the above barriers, identifying and providing information to African, Asian, Middle Eastern, Caribbean, Latin-American and European organisations. We ensure that our information dispersal has a significant reach, using inter-alia, editorials and articles in specialised media including

native language newspapers and promotions in libraries, colleges and appropriate events.

EPIC's "Living and Working in Ireland" module runs over a two week period providing valuable information on services in Ireland, including but not limited to the under-noted:

*Social Welfare to Work : Intercultural awareness in the workplace: Access to health : Access to Education, Professional Qualifications and Transferable Skills : Motivation.*

EPIC structure incorporates Psychosocial support from a dedicated Social Support Officer, who, in 2011, provided support in relation to, but not limited to, Social Welfare or related (41%), mental health/emotional difficulties (13%), /family difficulties, e.g. domestic violence (13%) and financial/childcare issues (8%), linking in with organisations such as St. Vincent de Paul, Free legal Aid, Focus Ireland and St. Vincent de Paul.

EPIC has 4 Training and Employment Officers, each of whom provide the under-noted:

*One-on-one career guidance and career path development sessions : Assistance with access to employment or further training or education placement : Individual needs assessments : Individual job ready assessment : Motivation training for clients to regain confidence and energy lost during period of unemployment : One to one coaching for interviews : Suite of profiling tools including Psychometric assessment : Development of a network of employers and advocating on behalf of the target group to ensure employment is secured and appropriate for each individual person.*

The EPIC Programme is cognisant of gender proofing in its approach as follows:

*Overall flexibility of the Programme, the part time nature of which takes into account the need of women to care for their children : Flexibility of the Training and Employment Officers and the Social Support Officer in scheduling meetings with the EPIC participants which takes into account the participant's childcare needs : provision of a childcare payment to single parents or those whose spouse/partner does not have a job.*

(b) New Actions:

- Ongoing development of English Language Referral Service which was introduced during 2010, to facilitate EPIC applicants in sourcing English Language training to get them to a level whereby they can be re-assessed for inclusion in the EPIC programme
- Introduction of Social Media Training provided by Member company of BITCI (Business in the Community Ireland)
- Provision of work placements to EPIC participants within companies who are members of BITCI, and also within BITCI.
- EPIC Programme Facebook ID was used actively during the year to post information about events and activities that promote social integration. The number of friends in Facebook increased by 81% during 2011
- The EPIC training was revised on an ongoing basis during 2011 to meet our clients' needs
- Following the successful pilot during 2010, one of BITCI's member companies (financial services) commenced the Mentoring programme for EPIC clients. This was taken up by 3 EPIC clients and continues at the end of 2011

**3. Progress against Indicators (where established):**

*(This should be presented if possible in the tabular form laid out below)*

Indicator	Baseline Position (2011 Targets)	Latest Position (31 <sup>st</sup> Dec 2011)
<b>Referrals</b>	300	505
<b>Engaged</b>	270	338
<b>Employment Placements</b>	105	129
<b>Training/Education Placements</b>	105	98
<b>Total Placements</b>	210	227

Definitions:-

<b>Referrals</b>	Immigrants who contacted the programme & were assessed
<b>Engaged</b>	Clients who participated in the EPIC programme
<b>Employment Placements</b>	EPIC clients who were placed in employment
<b>Training/Education Placements</b>	EPIC clients who were placed in further training or education

**4. Taking account of the material presented under 2 and 3 above, what contribution is the Activity making to the promotion of social inclusion**

*Examples:*

*Are participation levels of women or men increasing?*

*Are different needs of women and men being addressed?*

*Are different levels of access for women and men being addressed?*

*Are differential outcomes for women and men being measured?*

The EPIC Programme feeds directly into the goals of the National Action Plan for Social Inclusion 2007-2016 – Building an inclusive Society. All metrics are tracked along gender lines to monitor outcomes and levels of participation. During 2011 56% of those who engaged with EPIC were women. During 2011, in taking into account the particular needs of women who typically have primary responsibility for childcare or are more likely to be lone parents, EPIC provided financial subsidy support to women with childcare in difficult financial circumstances. The part time nature of the EPIC programme and flexibility in scheduling meetings goes some way to supporting the needs of women to care for their children. Epic is age inclusive of all eligible adults.

**5. Identify any issues arising that need to be drawn to the attention of the Managing Authority, the Equal Opportunities and Social Inclusion Co-ordinating Committee or other Departments.<sup>1</sup>**

Not applicable

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<sup>1</sup> The issues could relate to specific implementation concerns e.g. collection of data, or could relate to more general findings concerning the principle in question e.g. a particular policy in another department is obstructing your Activity from promoting the principle.

**6. Please feel free to attach any relevant additional material to this reporting template.**

Not applicable