

BUSINESS ACTION ON EMPLOYMENT

**Harnessing the power of business to help
marginalised people get back into work**

Business in the Community Ireland's vision is to have businesses in Ireland be the most responsible and sustainable in the world. In addition to the work we do with our network members, we also work with many companies to encourage social inclusion through employment and education.

Our innovative employment programmes work with business to improve job opportunities for people who are not only unemployed but also dealing with barriers to work. We draw on years of experience working closely with businesses to give people the chances they need to improve their lives through employment. Ready for Work is our programme for people moving on from experiences such as homelessness, mental ill-health and addiction issues; EPIC is our programme for people with migration or refugee backgrounds.

HOW YOUR BUSINESS CAN BENEFIT

- Employee engagement opportunities with high impacts leading to professional and personal development of your staff
- Introduction of fresh thinking and increased diversity
- A cost effective recruitment tool: you can find motivated, skilled and loyal staff who may not have been identified using standard recruitment processes
- Increased staff satisfaction and motivation from knowing that your business is improving the lives of marginalised people, their families and their communities.

ABOUT OUR PARTICIPANTS:

Job seekers on our programmes have a broad range of backgrounds, but regardless of their histories common challenges include lack of networks, low self-confidence, lack of relevant Irish work experience and lack of understanding of the current jobs market.

Our participants are motivated to learn, to integrate into the world of work, to further develop their skills and competencies and to contribute positively to companies who employ them.

"I loved that Friday feeling-walking home with all the working people"

One of our participants

OUR EMPLOYMENT PROGRAMMES

SO HOW CAN YOUR COMPANY HELP MAKE A DIFFERENCE AND ENGAGE STAFF AT THE SAME TIME?

Below are just some of the options available for engaging with our employment programmes. We always welcome the opportunity to talk to companies about how they can get involved.

- **Work Experience Placements** - Work placements are a crucial offering from employers, giving participants a chance to gain employment experience for their CV and get a recent reference. Placements can last from 4 weeks to 6 months. We provide full support to companies before and during work placements
- **Business-led Workshops** - on many aspects of job seeking and employment. Key areas include interview workshops; using social media to find employment; telephone skills for interviews and in work; online applications; working in retail, customer care and 'going the extra mile'
- **Mock Interviews** - Extremely beneficial for our clients, mock interviews are conducted by business volunteers who also provide comprehensive feedback to participants
- **Mentoring in different industry areas** - to help our clients understand the particular business sector where they would like to work, including what roles there are in Ireland, organisations to join, qualifications needed
- **IT Skills Training** - this training focuses on the use of Microsoft Office Word, Excel and PowerPoint. We would be delighted to speak with your company about any other training you could provide particularly regarding using social media to find employment.

HOW WE SUPPORT OUR PARTICIPANTS

We want to ensure our programme participants have the best chance to find employment so we offer a holistic service to support them. This ranges from pre-employment training covering areas such as CV writing techniques, mock interviews, telephone skills and how to apply for jobs. We also offer information sessions to increase understanding of the Irish system and culture, personalised advice on social welfare, housing, family and other issues, free access to computers for online job searching and a certificate of participation upon completion of the training.

WHY OUR EMPLOYMENT PROGRAMMES WORK

We have worked with thousands of people and have many inspiring success stories. Our programmes have featured on Morning Ireland, Nationwide, RTÉ News and many other media outlets. Our success is underpinned by our understanding of the needs of business and our proven skills and expertise in supporting our participants effectively.

HERE ARE JUST SOME OF THE COMPANIES WE ENGAGE WITH

Accenture, Arnotts, Bank of Ireland, Baxter Storey, BT, Boots, Brompton Recruitment, Compass, CPL, CRH, Davy, Debenhams, eBay, Enterprise-Rent-A-Car, Ericsson, Hilton, Indeed.com, Jurys Inn, KPMG, Maldrón Hotels, Marks and Spencer, Manpower, Momentum Support, Noonan, O2, Oracle, Park West, PwC, Ricoh, Sigmar, Sodexo, State Street, Stream Global Services, Tesco, Transdev and Workday.

Our Funders

Our programmes are funded by the Office for Promotion of Migrant Integration under the Department of Justice and Equality and co-financed under the European Social Fund Human Capital Operational Programme 2007-2013. Funding is also provided by the Department of Social Protection and Marks & Spencer.

We would be delighted to talk to you about how your company can get involved and make a difference

You can contact Anna or Cairíona at Business in the Community Ireland:

Telephone: 01 874 3814 or 01 874 3840

Address: 30 - 31 Lower O'Connell Street, Dublin 1 (opposite the GPO)

E-mail: employmentprogrammes@bitc.ie

Website: www.bitc.ie

"We are extremely happy so far with the calibre of people that have been sent here on work experience and it's a huge help to our busy centre"

Manager, participating company