



meath
partnership
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The NetWORK Project was approved by Government with the support of the Dormant Accounts Fund.



ciste na
gcuntas díomhaoin
the dormant
accounts fund

NetWORK Project

2019

Introduction

- ▶ As part of their integration work, **Cultúr** and **Meath Partnership** secured funding from the Dormant Account Funds and partnered in delivering a programme aimed at addressing the barriers to employment experienced by migrant women in county Meath in 2018.
- ▶ Following the success of the first year of funding **Cultur** received further funding to support 30 women in 2019.



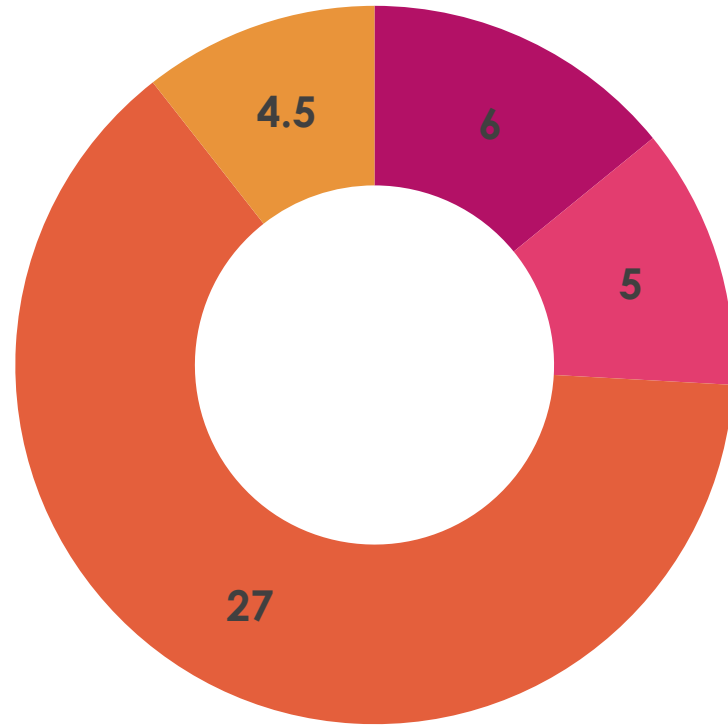
The NetWORK Project

Aim: To address the barriers to employment experienced by migrant women in county Meath.

Key Areas addressed:

- The Net-WORK project responded to the needs identified by migrant women themselves.
- The second phase of the project was delivered to meet specific needs identified by the women in the first year through practical non-accredited support such as creating opportunities to improve drive competence skills to overcome social isolation and transport barrier to access training and employment.
- Increased relationship building with local employers through a Job fair, cultural awareness in the work place, negotiating skills and problem solving all of which are hugely beneficial as an experience and as job activation skills.

Age Profile Of Participants

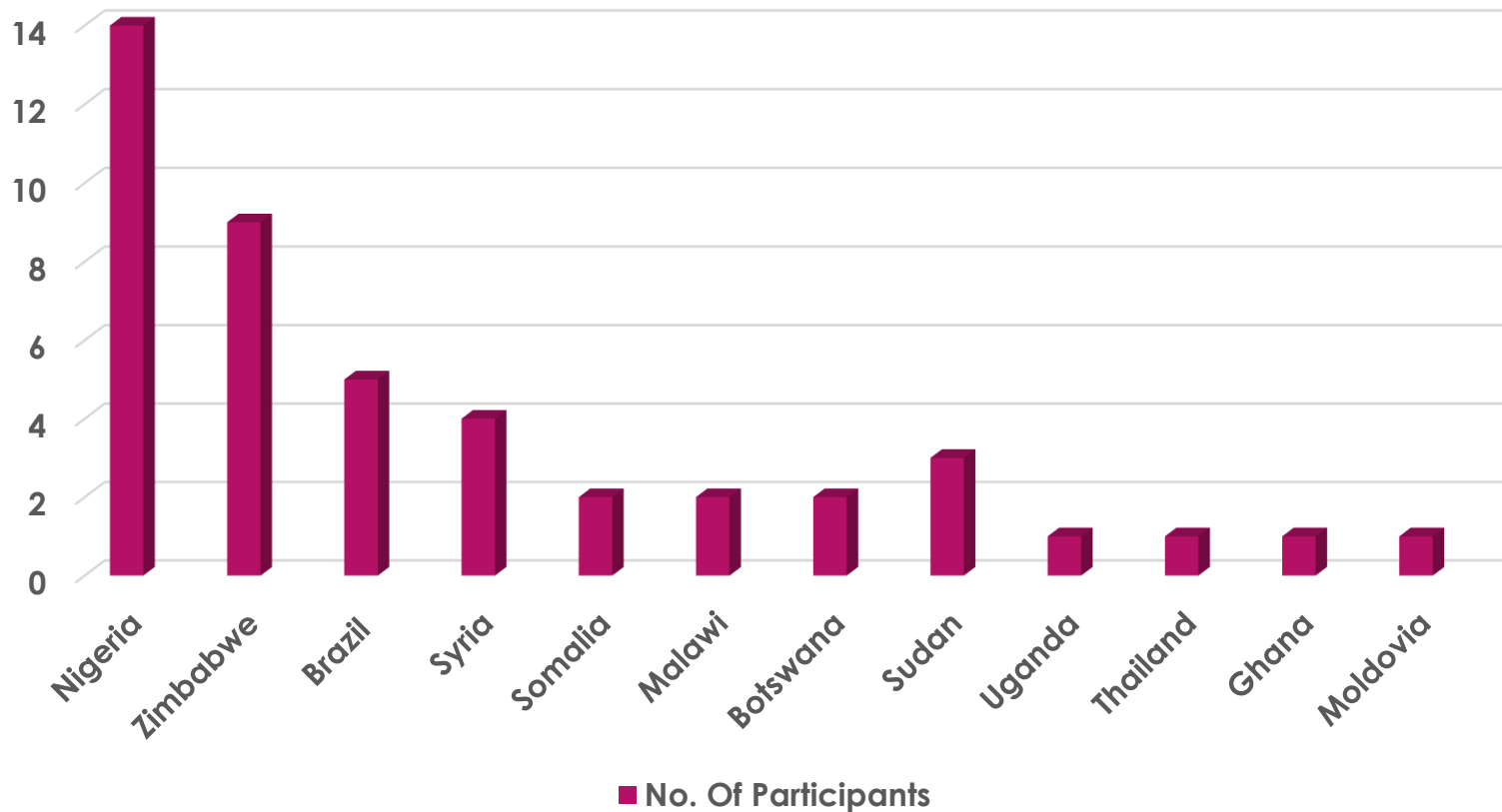


■ 16-25 ■ 25-36 ■ 36-45 ■ 46-65



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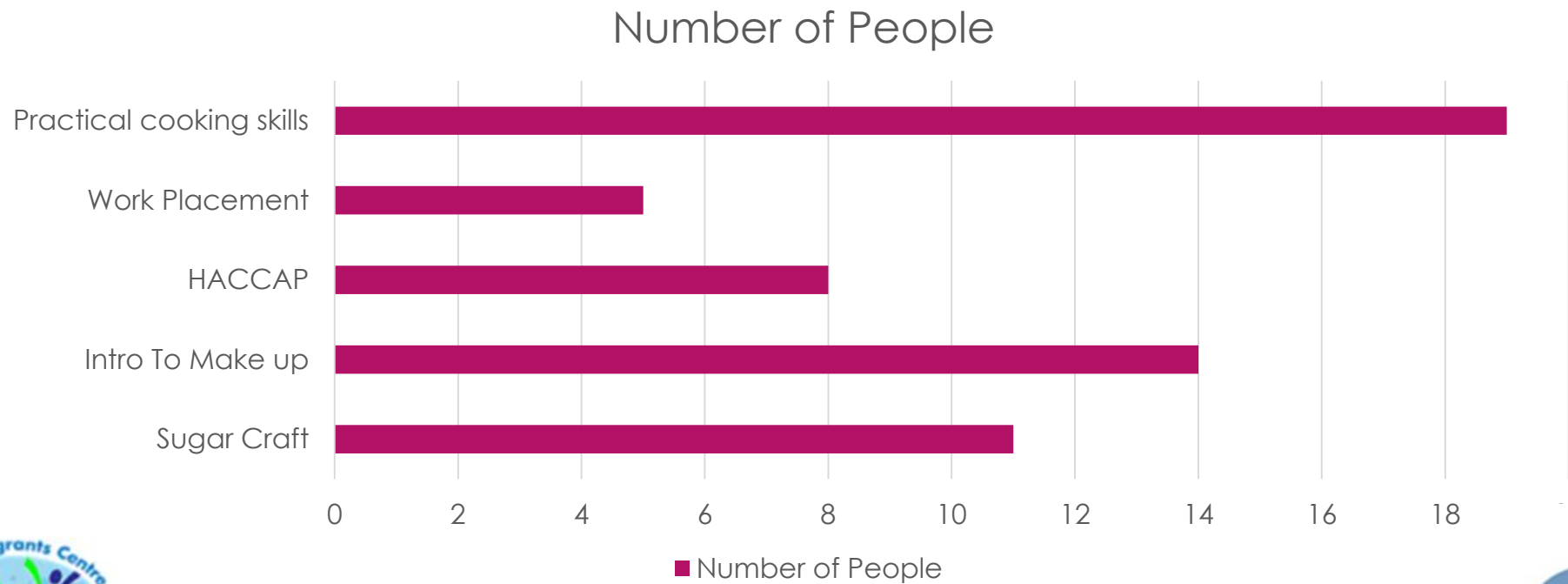
Active Participation By Nationality



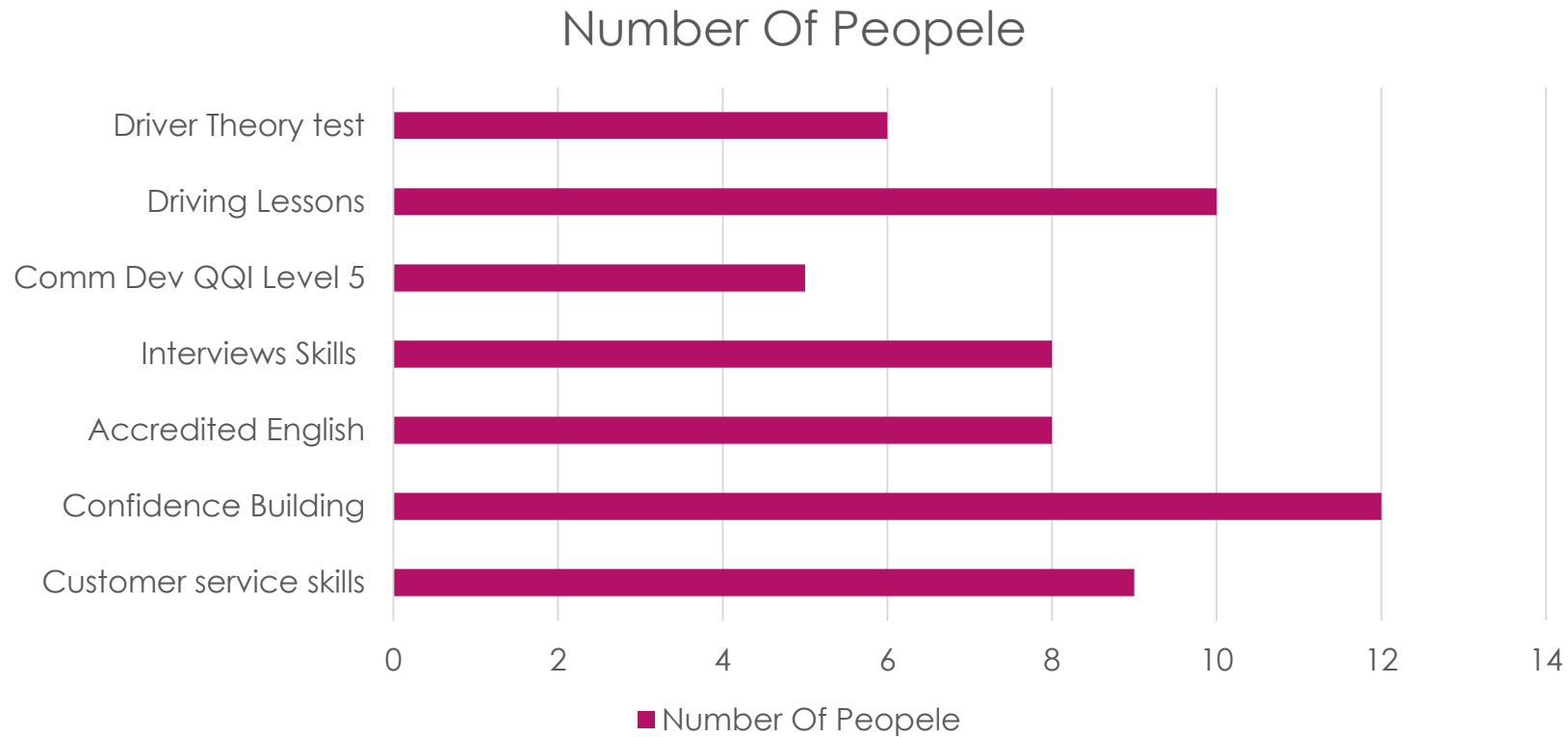
Total
45



Vocational training



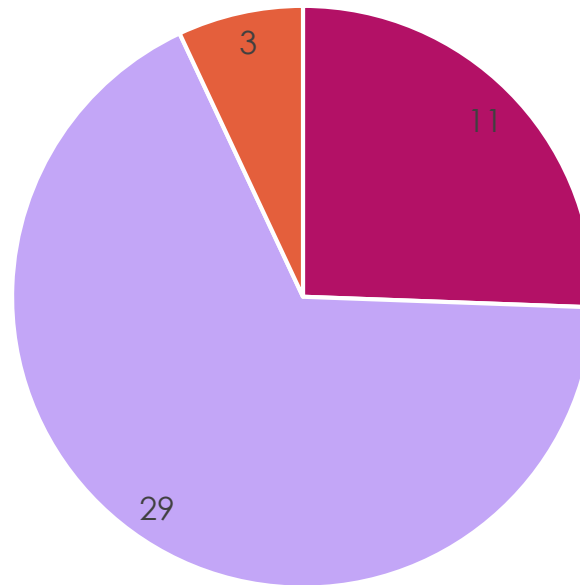
Category of Support Provided 2019



Educational Supports

Accessing Education

- Applying for further or higher education
- Availability of further or higher education
- Accessing Financial support

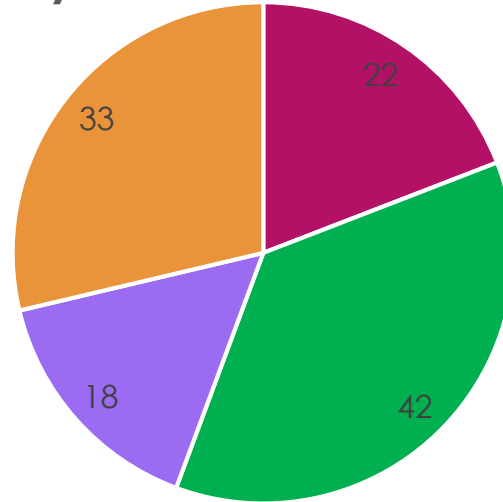


Total
44

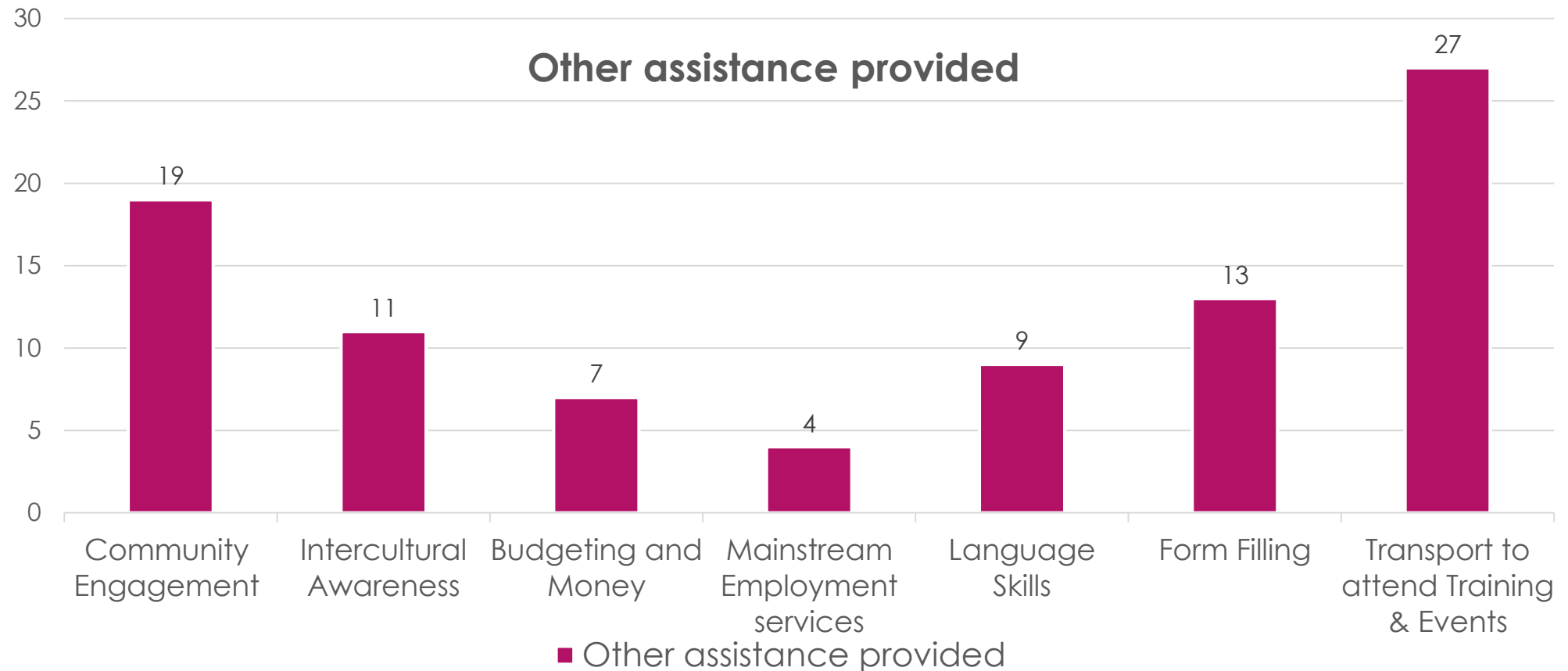
Most Frequent Support Per Category

Job search and employability

- Finding a Job
- Preparing a CV
- Accessing Employment Services
- Availability of Employability Courses/Supports



Other Supports Per Category



MEATH JOB FAIR

- ▶ On the 11th of September Cultur and Meath Partnership hosted the “Meath Job Fair” in The Trim Castle Hotel.
- ▶ The Job fair was an open call to the public and approximately 112 people were in attendance.
- ▶ Attendees had a unique opportunity to meet with recruitment agencies and potential employers from various organisations all in the same room.
- ▶ By the end of the job fair up to 20 attendees had met with a job coach for one to one support discussed employment opportunities with up to 15 potential employers.

MEATH JOB FAIR



*** Free Event ***

**11th September
2019**

9am - 1.30pm

**Trim Castle Hotel
Trim, Co. Meath**

An opportunity to meet with potential employers

- **Guest Speakers**
- **Explore Business Opportunities**
- **Networking**



- **CV & Interview skills workshops**
- **Professional job coaches, 1 to 1**
- **Job hunting tips**

For more information please contact:

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Challenges

- ▶ **Language barriers** - Some of the participants were not fluent in English, this constituted an obstacle in accessing further training or work.
- ▶ **Employment discrimination** - Which often means migrant women not accessing employment based on their identity and nationality.
- “which knocks me right back to square one just when I thought I was ready to start again”. To use the words of one of the participants.
- ▶ **Information gaps** lack of knowledge among migrant women about how to navigate the systems of education and employment in Ireland
- ▶ **Work placement Insurance** - finding suitable insurance to cover participants on a short-term work placement was very difficult, as we could not find cover to support most of our participants who would have wanted to go work placement to gain experience.

Key Outcome Indicators Participants

- ▶ The Net-WORK Project has provided comprehensive life and job ready skills training that equipped over 115 female refugees and migrants over the course of 2 years with the skills required to succeed in Ireland.
- ▶ More migrant Women are engaging with mainstream employment support services
- ▶ 24 women have returned to work on either full time or part time basis over the 2 years
- ▶ 40 women are actively seeking employment and they are ready to work
- ▶ 2 Women got their full licences and another 12 are working on their driver competence skills

Recommendations

- ▶ Some of the learnings from this project can be offered to mainstream education, training and labour market support services and policy makers on how there could re-organise programmes for migrant women.
- ▶ A more robust anti-racism and integration strategy to support migrants living in Ireland could address employment discrimination.
- ▶ Dedicated supports for migrant women seeking employment opportunities including increased language classes confidence building courses through soft skills , and practical workshops which can be attended by those with little or no English to support the early socio economic integration of new communities in Ireland
- ▶ Dedicated interagency approach to support integration ,linked to the national integration strategy

Conclusion

The NetWORK Project has been an innovative response to the needs identified by migrant women living in Meath in terms of effectiveness and value for money.

The project made links between language acquisition, career and work developments. The implementation placed an emphasis on removing the barriers which are only experienced by this group, being a migrant and a woman.

The lessons on the project show that with continued supports migrant women can fair better on the job market.

