

Local Ways To Integrate *Hard To Reach* Groups Into The Labour Market

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to

**'Enhancing the Capacity of Partnerships to Influence Policy'
A Capacity Building Seminar**

Venue: Pobal, Dublin

Date: 19th April 2007

Becoming unemployed...

People move through universal stages of mental states. This starts with shock and culminates in a form of a fatalistic outlook.

(On the other hand employment puts a structure and meaning on life, therefore fulfilling human needs)

Unemployment impacts negatively upon the mental health of those it encapsulates and, in the longer-term, results in the deterioration of social and intellectual capacities.

(Jahoda et al, 1933)

Dublin's Inner City Employment Service (ICES)

ICES IS NOT A GENERAL EMPLOYMENT SERVICE....IT IS A PARTICULAR EMPLOYMENT SERVICE...OFFERING TAILOR-MADE PROGRESSION INTERVENTIONS TO ITS DISADVANTAGED UNEMPLOYED CLIENT COHORT...

- A Network of 4 Inner City-based Community-Owned and Operated (*Autonomous*) Local Employment Centres
- Small Staff Teams (*Manager, Mediators, Employment Guidance Advisors, Administration*)
- *Q Mark* Quality Assured Service
- ICES is a Strategic Partner (*with FAS*) in the Dual-Stranded National Employment Service

ICES Quantitative & Qualitative Outcomes '96/'05...

<u>Total number of clients:</u>	19,500
Total placed in employment <i>(full time & part time jobs)</i>	3,780
Referred for education or training <i>(Includes 2,074 placed on LMIPs, and 97 placed on Apprenticeships)</i>	6,554
Total number guidance sessions	11,500
Advice & information provided through Outreach Activities	13,000

Reflections on...A Fluctuating National Employment Policy ...Impact on Local Employment Service Practices...

- **Client Targeting (*Lisbon Agenda, National Development Plan, National Employment Action Plan*)...**
- **Challenges Linked to the Aspirations (& *Quantitative Targets*) of EU / National Employment Policies ...to Local Employment Service Delivery...**
- **Local Empathy with the Concept of Worklessness within a Social Exclusion Context; *Detachment from the formal labour market in particular areas, and among particular groups* (Ritchie et al, 2005)**

People Generally Considered As *'Hard To Reach'*

- **Living in Workless Households &/or Residents of Local Authority Housing Complexes**
- **Lone Parents**
- **Members of minority groups – including Older Workers / New Communities / Men**
- **Those who consider themselves Disabled**
- **Travellers**
- **People with health conditions &/or who are Overcoming Addictions**
- **Those Working in the Informal Economy**
- **Offenders and Ex-prisoners**
- **Experiencing Multiple (vocational, social or personal etc) exclusion**

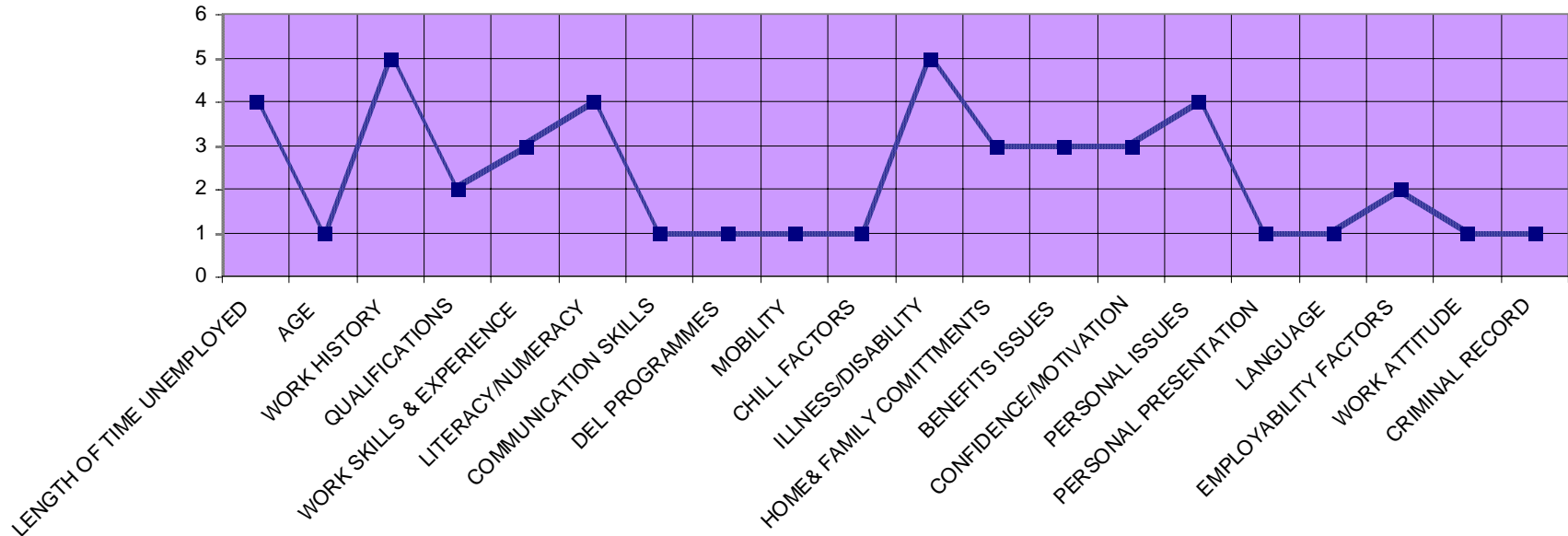
Blockages That Must Be Considered Collectively If *'Hard To Reach'* Unemployed People Are To Progress

- **Duration of Unemployed / Age**
- **Work History – *if any***
- **Consideration of the individual's experiences of State Employment Support Services**
- **Literacy and Numeracy / Education History – *and accreditation achievements...if any***
- **Work Skills and Experience / Communications Skills**
- **Mobility Issues / Homelessness**
- **Illness and Disability Issues**
- **Family or Home Commitments**
- **Welfare Payment/Benefit Issues**
- **Motivation/Confidence or Other Personal Issues / Personal Presentation and/or Language Issues**
- **Attitude to Work and/or Other Employability Prospects**
- **Criminal History and/or Criminal Record Issues**

Disadvantaged Inner City Unemployed Person...*Jo Bloggs*

2007 Challenges for Local Employment Service Staff

(Ref: RoI/NI)



Dublin Inner City Partnership Lead Inter-Agency Responses...

- **Gateway Women's Programme**
- **Bridge-To-Workplace Initiative**
- **Dublin City *Lone Parent* Initiatives**
- **Local Labour Clauses**
- **Homeless – Employment, Training & Education**
- **State-sponsored LMIPs**
- **Employer Cluster Groups**

- **Adult Guidance Services**
- **Training & Education Provision**

Possible Way Forward for Strategic Employment Supports for 'Hard to Reach' Clients...Policy to Practice...

- **Smaller Numbers...**
- **Yet Deeper Challenges to be Addressed...**
- **Physical & Financial Resources**
- **Staff Skills Development**
- **Governance**
- **Measuring Outcomes & Achievements**
- **Monitoring / Evaluation Processes**
- **Respecting Local Partnership Knowledge....**

Inter-agency Collaboration

- **Government Departments**
- **State Agencies**
- **Prison Services**
- **Second and Third Level Education Institutions**
- **Dublin Employment Pact**
- **Drug Task Forces**
- **Local Community / Voluntary Agencies**
- **Inter - Partnership Activities**
- **Inter – Local Employment Services Activities**