

Equality for Women Measure 2010-2013

DIRECTORY OF PROJECTS 2013/2014



Ireland's EU Structural Funds Programmes 2007 - 2013

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EUROPEAN SOCIAL FUND



AN ROINN DLÍ AGUS CIRT AGUS COMHIONANNAS
DEPARTMENT OF JUSTICE AND EQUALITY

"Investing in your Future"



NATIONAL WOMEN'S STRATEGY
2007-2016

The **Directory of Projects** provides a brief summary of the 23 projects funded under Strand 1 of the Equality for Women Measure (2013-2014).

Strand 1: Access to Employment

Aim: To provide women who are currently outside the labour market with the social skills, and/or education, and/or training to enable them to enter or return to the labour market

EWM projects have developed innovative work to engage women in education, training and employment. They use a variety of techniques and methodologies to build capacity, mentor and support the participation of women across a broad spectrum, from marginalised and sometimes vulnerable women, to those women who are already in employment, which can often be low paid, part time and precarious.

The feedback from projects highlights the importance of a women-centred and targeted positive action support programme. A women-only environment has proved crucial in developing the confidence of many women and bringing them to a place where they can access mainstream training/education initiatives or enter the labour market.

The Equality for Women Measure 2010-2013 is funded through the European Social Fund (ESF) through the Human Capital Investment Operational Programme 2007-2013 and the Department of Justice and Equality

Strand 1—Access to Employment



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Breffni Integrated Ltd

Project Location:
Co. Cavan

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Project Title: Co. Cavan Strengthening Women's Access to Employment Programme

Project Aims: To provide women who are currently outside the labour market with the social skills, and/or education and/or training to enable them to enter or return to the labour market, empowering and strengthening the role of women in Co. Cavan and maintaining a skilled labour pool.

Project Summary:

The key focus of the project relates to the provision of **accredited training**, which has a **strong personal development emphasis**, in specific sectors where employment opportunities have been identified. The project will target a new cohort of women who are disadvantaged and distant from the labour market.

An initial workshop will focus on developing personal capacity and confidence. This will also seek to raise awareness of the EWM project to new participants and re-engage existing participants, in relation to progressing individual employment pathways. Following on from this the project co-ordinator will support participants in relation to next steps and progression opportunities.

The second strand of the project relates to the delivery of 2 training courses to **24 women**, over 10 weeks, which are accredited at FETAC Level 4. Each of the courses has been customised and includes a number of integrated modules to facilitate a strong emphasis on personal development and confidence building.

The part-time **Retail Skills course** will include topics such as customer service, personal effectiveness, and IT integrated with Computer Applications. The course will prepare women for the labour market opportunities presented by the opening of the new Tesco, Iceland and Penney's retail stores in Cavan town. The project will also deliver an **Early Childcare Education and Care Support course**, which will incorporate topics on child development, play and personal effectiveness. It is anticipated that participants will gain employment in crèches, playgroups, after-school facilities or as a child-minder.

As part of the project, participants will also develop an individual life-learning and career plan and will be supported to seek employment opportunities and/or progress to further education/training.



NATIONAL WOMEN'S STRATEGY
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IRD Duhallow

Project Title: Duhallow Rural Action For Women (DRAW)

Project Location:
North West Cork and
South East Kerry

Project Aims: To prepare women who are currently outside the labour market with the social skills, education and training to improve their access to employment, further training or education.

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Project Summary:

IRD Duhallow has developed the DRAW project, which involves the delivery of a number of distinct phases to meet the diverse needs of women who are currently outside the labour market. The project will target a total of **71 participants**, including those who are both newly and long-term unemployed. The project will provide training and development opportunities on an outreach basis in order to improve confidence and increase the skill-set of individual participants.

Level One relates to the delivery of five key modules to enable women to upskill and improve their access to further training, education and employment. The project adopts a 2-pronged approach by providing both **accredited and non-accredited (pre-development) modules**. Courses will be provided on an outreach basis in order to engage with women who live in remote rural areas and those who are spatially and educationally 'hard to reach.' The following modules will be delivered: Personal Development, Grow Your Own, Computer Applications (FETAC Level 4), Occupational First Aid (FETAC Level 5) and Supervisory Management (FETAC Level 6).

Level Two will involve the provision of **structured guidance/mentoring** and exploration of options for individuals upon completion of each module. Participants will also be referred to relevant follow-on services such as the Job Centre, the Rural Social Scheme and the Enterprise Development Officer.

Level Three will entail **follow-up coaching** to participants on completion of the guidance/mentoring. This process is critical in determining the barriers to participation that still exist and also provide ongoing support for participants who have moved into employment, training or education.

As in previous EWM phases, added-value is generated as participants will also benefit from pre-employment workshops delivered through the Local and Community Development Programme (LCDP).



NATIONAL WOMEN'S STRATEGY
2007-2016

Southside Partnership DLR—Local Employment Service

Project Title: Women in Lifelong Learning

Project Location:
Dun Laoghaire-
Rathdown

Project Aims: To support women distant from the workplace to develop the confidence, attributes and key skills that will lead to a range of progression options with the long-term goal of gaining employment.

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Project Summary:

The programme will build on the learning from the previous EWM project, which has proven a successful model of engaging with participants who experience multiple levels of disadvantage. The project will target **15 women** who have limited formal education, low levels of confidence and experience isolation; the training entails the following elements:

The **STEP's Personal Development programme** has proven to be effective in facilitating the development of confidence and basic skills of learners in preparation for employment/ training. The programme focuses on the needs of each participant, supporting them to develop positive approaches to life, change a negative belief system, set goals, enhance personal and professional growth and build self-esteem.

Participants will also undertake a combination of both **accredited** and **non-accredited modules**, with specific emphasis on the critical skills that are required for the labour market and pre-employment supports, these include:

- Communications (FETAC Level 3 –delivered online & certified by NALA)
- IT module (FETAC Level 3 – delivered online & certified by NALA)
- Digital Media (non-accredited)
- Preparation for Employment (non-accredited)

Learners will also be encouraged to continue their learning through the availability of accredited 'write-on' modules outside of class time.

In addition, the **Outreach Activities** and **Work Experience** elements of the project will give learners an insight into choices, the world of work and accessible options.

The project is underpinned by a **learner-centred approach**, to achieve high retention levels and a peer support network to enhance the overall learning. The programme will be supported by a mentor and have guidance support integrated throughout so that learners will have a definitive progression plan and will be supported to achieve their milestones and targets.



NATIONAL WOMEN'S STRATEGY
2007-2016

FLAC—Free Legal Advice Centres

Project Title: New Opportunities for Women in Law

Project Location:
Greater Dublin Area

Project Aims: To provide tailored supports to 15-20 unemployed women lawyers and women who are interested in working in the law, to facilitate their entry or re-entry into employment.

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Project Summary:

The *New Opportunities for Women in Law* programme is aimed at providing tailored supports to **15-20 unemployed women lawyers** and women who wish to pursue a career in law to facilitate their entry or re-entry into the employment market.

Through a combination of **structured volunteer placements, training in a range of areas** (e.g. family law, employment law, immigration law), and **career advice and mentoring**, the project aims to improve the job prospects for qualified women who are currently out of the workforce due to a combination of redundancy and an inability to secure employment or traineeships in the current market.

At the beginning of the project each participant will have the opportunity to identify her individual learning and development needs. The training course inputs and volunteering opportunities are then subsequently tailored to meet these needs. Participants will also **develop and enhance their skills across a range of areas** through volunteering with FLAC, which offers on the job experience of providing a service directly to service users, many of whom are disadvantaged in line with FLAC's mission of equal access to justice for all.

The project also involves a tailored programme of **monthly group learning sessions**, including training on particular aspects of law, personal development, confidence building, communications skills, job search skills etc.

Following the completion of the project it is anticipated that participants will be in a much stronger position to secure employment either within the broader legal profession or in another sector where they can utilise their skills and experience.



NATIONAL WOMEN'S STRATEGY
2007-2016

Ballyfermot IT Centre Social Economy Ltd

Project Title: Women's Way to Work

Project Location:
Dublin 10

Project Aims: The aim of the project is to empower women through the provision of training programmes which will increase the access and participation of women in employment / further education

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Project Summary:

The *Women's Way to Work* project will focus on **addressing the barriers to employment** faced by the target group of unemployed women with a particular emphasis on access to information and the provision of training/skills development. In terms of **information provision**, the project will identify the key obstacles for women in returning to work or education e.g. financial issues, social environment factors, rent allowance and entitlements. The barriers will be explored through a combination of information days, mediation and training, in conjunction with the relevant organisations.

The project will also deliver a part-time programme of **5 accredited training courses to 40 participants** which include the following modules:

- (1) Self Advocacy FETAC Level 3
- (2) Office Procedures FETAC Level 3
- (3) Career Preparation FETAC Level 3
- (4) Computer Literacy FETAC Level 3
- (5) ECDL (syllabus 5)

The training programme will enable participants to recognise and acknowledge their existing skills and talents while **overcoming low levels of self-esteem and confidence**. The delivery of training will commence in September to coincide with the academic term and accommodate those participants with children of school age. Prior to this participants will engage in pre-development, team building activities, open days and information sessions within the Centre.

The project will also include a programme of group sessions and **pre-employment supports** for participants, these include; team building and preparation for interviews. Those women who wish to pursue career options, which are non-technology based, will be guided to access courses through linkage with FAS and the Local Employment Service.



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SDC South Dublin County Partnership Ltd

Project Title: Equality for Women Measure

Project Location:
North & South-West
Clondalkin, Balgaddy

Project Aims: To support women who have become distant from the labour market to rejoin it.

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Project Summary:

The project will engage with women who are distant from the labour market with limited or no formal education. Participants will undertake a range of **FETAC accredited courses at different levels**, to build individual skills and self-confidence to **prepare them to enter the workforce** or progress to further training. The project is based in the Clondalkin and Balgaddy area and will engage with 45 participants, who are under the age of 45. The project will be carried out in conjunction with Bawnogue Women's Development Group and Balgaddy Family Centre, who identify women within the locality that are socially isolated and lack the confidence to reach their full potential.

The project will provide an opportunity for learners to gain a FETAC accredited qualification in a range of different courses and levels. It is envisaged that the **45 individual learners will complete up to 2 modules**. The range of modules may be revised to meet the needs of learners. The courses, which are outlined below, have a key emphasis on **preparation for the labour market**:

- 2 x Preparation for Work (Level 3)
- 2 x Personal & Interpersonal Skills (Level 3)
- 2 x Personal Care & Presentation (Level 3)
- 2 x Reception Skills (Level 5)
- 2 x Customer Service (Level 5)

A new focus of the project is to create opportunities for women who have previously engaged in EWM to progress within community education to FETAC Level 5. This higher level of accreditation, to Leaving Certificate standard, will provide a greater opportunity for participants to secure employment. **Wrap around supports** will also be available in the areas of team building, IT, literacy, numeracy and mentoring. Participants will also engage with the Adult Education Guidance Officer to discuss **progression options** and a pathway to higher qualifications.

This EWM project was previously delivered by CPLN Area Partnership who have merged with Dodder Valley Partnership to form SDC South Dublin County Partnership Ltd.



NATIONAL WOMEN'S STRATEGY
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Doras Bui A Parents Alone Resource Centre

Project Title: Dare To Dream!

Project Location:
North East Dublin

Project Aims: To support lone parents to overcome social and economic dependency. To provide highly focused group training and individual supports for lone parents to develop the skills necessary to re-enter or enter the labour market or to return to education/training.

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Project Summary:

The project is designed to provide an integrated approach that targets lone parents who are distant from the labour market and is premised around the need for access to information, pre-development supports and focused training. The project aims to build lone parents' confidence, enhance skill levels and increase their awareness of relevant opportunities. This is an important foundation for many lone parents (90% of the client base are early school leavers) to enable them to move to further training and accredited courses, eventually progressing to the labour market.

Level 1 will provide the target group with access to relevant information regarding individual's rights and entitlements in returning to the labour market and training in order to stimulate interest and participation.

Level 2 will involve the delivery of the 'Steps' course to 14 participants. In this positive environment participants will gain a pre-vocational certificate and be supported to set goals, assume responsibility, exercise judgement, use their imagination and apply leadership and social skills.

Level 3 relates to the delivery of practical life coaching workshops to 24 participants specifically in relation to accessing employment and participating in further accredited training.

Level 4 will involve taster workshops for 14 participants in the areas of interior design, floristry and crafts, to develop and enhance creative talent.

The programme will be delivered in a positive and supportive learning environment and is underpinned by a mentoring service which provides an additional layer of support to participants.



SDC South Dublin County Partnership Ltd

Project Title: Where Now? What Next?

Project Location:
RAPID Areas: West Tallaght, Killinardan, Fettercairn & Jobstown

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Project Aims: The project aims to provide women who have no/distant connections to the labour market, with an opportunity to build their personal and social skills and acquire the confidence necessary to facilitate progression to further education, training, work or civic engagement.

Project Summary: the project will engage with **20 lone parents** in receipt of One-Parent Family Payment (OPFP) and who are distant from the labour market. The project will focus on women in RAPID areas, whose youngest child is 10 years old or over and are likely to be targeted in future activation programmes. The desired outcome is to provide a stepping stone to enable women to access further education/training in preparation for employment further down the line.

The programme includes the delivery of two training programmes consisting of **3 x FETAC modules** (accredited at Level 3) in a learner-centred environment, which include:

- **Computer Literacy** to facilitate the acquisition of basic ICT skills;
- **Personal Effectiveness** to enhance the confidence of participants by supporting them in self-directed learning;
- **Internet Skills** to facilitate greater access to information and more effective communication skills.

In order to maximise the participation and retention of participants the project will be delivered during school term-time. Through a range of guest speakers the project will support participants to access relevant information in relation to **education, training, volunteering and labour market opportunities** and increase their awareness of the local community. Taster sessions will also be delivered based on feedback from participants.

Within each programme participants are also provided with one-to-one information, advice and **career exploration sessions**. The development of **Personal Learning Plans** and identification of progression options will help to further develop measurable outcomes.

This EWM project was previously delivered by Dodder Valley Partnership who have merged with CPLN Area Partnership to form SDC South Dublin County Partnership Ltd.



NATIONAL WOMEN'S STRATEGY
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OPEN

Project Title: Shaping YOUR Future (SYF)

Project Location:
Greater Dublin, with
manual disseminated
nationally

Project Aims: To provide unemployed lone parents with a personal career plan so that they can enter/re-enter the labour market.

Contact Details

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Project Summary:

SYF is a career planning programme designed to support lone mothers enhance their access to employment. The target group for the project is: (a) lone mothers seeking to return to education/training or employment, with primary responsibility for dependent children; (b) women who work in a training/support role with lone mothers and other disadvantaged women who are distant from the labour market.

The project involves the following key elements:

- **Delivery of SYF to 16 lone parents.** SYF is a customised education and training programme, accredited at FETAC Level 4, which combines: information on Social Welfare and Childcare; confidence and self-esteem building; stress management, balancing family life, time and money management; exploring education/work options and planning 'next steps'. Participants will also have access to the career e-guidance tools developed by Ballymun Job Centre, which are part of the Quality Assurance Framework for career guidance. Through one-to-one mentoring participants will be supported to develop a 'SMART' career path plan with a view to labour market progression;
- **Delivery of SYF 'Train the Trainers' programme to 36 women** from OPEN member groups and trainers/facilitators who provide training and supports to lone parents. This type of strategic, 'multiplier' effect will enhance the capacity of participants to provide customised supports to lone parents and other groups of disadvantaged women in improving access to further education and/or employment;
- Further **development of a customised and user friendly Trainer and Participant Resource Manual**, which will enable the SYF programme to be delivered by other organisations to lone mothers in their own communities. The manual will be available on the OPEN website and circulated to member groups.



NATIONAL WOMEN'S STRATEGY
2007-2016

Merchants Quay Project Ltd. (MQI)

Project Title: Merchants Quay Women's Programme

Project Location:
Greater Dublin

Project Aims: The progression of women with a history of drug abuse leaving prison towards mainstream education and employment

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Project Summary:

The project will target **100 female clients** who experience **multiple levels of disadvantage** due to a range of issues that include substance misuse, mental health issues, homelessness, educational disadvantage, criminal convictions and long-term unemployment. A strong linkage will be created with the Probation Service Homeless Offenders Unit, to ensure that all clients are aware of the EWM project. Participants will have an opportunity to develop the practical skills, which will enable them to access meaningful training and employment opportunities further down the line and develop healthy and positive patterns of behavior and lifestyle.

The project involves a **structured programme of training** that adopts a dual approach to meet the specific needs of participants depending on their distance from the labour market. The Level 1 & 2, **'Easy Access Educational' training**, has a focus on the development of **practical skills** and **confidence** through the provision of IT, Communications, Personal Decision Making, Social Skills, Parenting, Hairdressing, Arts & Crafts, Literacy, Personal Care and Holistics.

The **'Employment Skills'** element of the training is targeted at those participants who are assessed as being ready for work and relates to the provision of **pre-employment supports** e.g. CV preparation, interview skills, career guidance, personal grooming, work placements and awareness-raising with employers.

The project adopts a holistic approach creating opportunities for women to focus on a range of other supports which will **maximise individual outcomes** e.g. on-site GP/Dental services, mental health services, homeless accommodation providers etc. All participants will develop a **'Next Steps' personal plan** and will receive one-to-one support from the EWM project workers in relation to progressing this. There will be key focus on creating opportunities for progression to a range of other initiatives relating to education, training and work experience, in order to move participants closer to accessing the labour market.



Galway City Partnership

Project Title: Realising Potential

Project Location:
Galway City RAPID
Areas

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Project Aims: Through a community engagement model the project will deliver a combination of courses which engage and progress women into education, in the short-term, and employment, in the longer-term.

Project Summary:

The *Realising Potential* project will build on the work undertaken by Galway City Partnership under previous EWM phases. The project will facilitate the progression of women to move closer to the labour market, through the provision of a **structured support framework** which engages women to return to education as a mechanism to progress to employment. Initially, the project consulted with approx. 400 unemployed women in the east and west of Galway city around their interests, skills and needs.

The proposed project aims to provide appropriate education and training for women in their local communities to meet the needs identified. The project will **target women from each of the local RAPID areas** with a particular focus on Ballinfoile. The project has adopted a two pronged approach regarding course delivery:

- 1) Courses to Engage the Target Group
- 2) Courses to Progress the Target Group

The **'Courses to Engage the Target Group'** will focus on the delivery of **3 unaccredited 'Return to Learning' programmes to 66 women** with a strong personal development and training options emphasis. This element of the project will target women who have been away from the education system and are distant from the labour market in order to re-engage them in informal education.

Under the **'Courses to Progress the Target Group'** the project will focus specifically on the provision of **accredited courses to 27 women in a small number of sectors** that are directly relevant to the labour market and local employment opportunities. These courses have proven successful under previous EWM phases and are not being provided by other local training providers. The accredited courses include the ITEC Beauty Specialist, Customer Service for Hospitality Sector, Craft Market Skills and Arts & Crafts.



NATIONAL WOMEN'S STRATEGY
2007-2016

North and East Kerry Leader Teoranta

Project Title: EWM Listowel, Castleisland and Tralee

Project Location:

Listowel, Castleisland
and Tralee

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Project Aims: To increase the employability of women by providing education and training opportunities which will increase confidence, knowledge and decision making.

Project Summary:

The project will target **80 women** who experience multiple levels of disadvantage who wish to return to education, training and employment. The project will deliver a range of training courses and supports to women who are hard to reach and **distant from the labour market** with an overall aim of building levels of confidence, skills and experience to increase their access to education and the labour market.

A range of **11 accredited and non-accredited skills-based courses** will be delivered in Listowel, Tralee and Castleisland, these include:

- 3 x Personal Development
- 1 x Personal and Interpersonal Skills (FETAC Level 3)
- 1 x Receptionist / Retail Skills (FETAC Level 4)
- 1x Facilitation Skills (FETAC Level 4)
- 1 x Media/Journalism
- 3 x IT (FETAC Level 3)
- 1 x Stress Management

The 11 courses are provided and delivered by external agencies. The project will continue to engage with other education providers in relation to linking and supporting EWM learners to undertake further courses.

The project adopts a **learner-centred focus** which involves intensive supports provided to individual women by the project co-ordinator. Learners benefit from **one-to-one mentoring support** in relation to the development of personal progression plans. A seminar for EWM project participants will also take place with contributions from guest speakers from local agencies, employers and past participants. Participants will also engage with Kerry Education Adult Guidance Services, the Jobs Club and LES in relation to the provision of pre-employment supports.



NATIONAL WOMEN'S STRATEGY
2007-2016

Ballyhoura Development Ltd

Project Title: Health Care Opportunities for Women 2013

Project Location:
North East Cork and
East Limerick

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Project Aims: To provide an innovative employment-based, skills development training programme to equip women with targeted skills, knowledge and enhanced confidence to access employment and positively influence their quality of life and economic and social wellbeing

Project Summary:

The project will deliver healthcare training to 40 women who are disadvantaged and distant from the labour market, these include the long-term unemployed, those from jobless households, lone parents and women with mental health difficulties. Growing opportunities for employment have been identified locally for women as carers within the healthcare environments. The programme will support women to develop the skills, knowledge and enhanced confidence to progress to employment and positively influence their quality of life.

The project will involve a programme of proactive, targeted activation which includes: the provision of healthcare and generic employment skills; career guidance and job search skills; work experience and one-to-one support. This provides the basis for a flexible training intervention based on the needs of each participant which is tailored to the labour market. An empowering approach underlies all aspects of the project to promote maximum retention and progression of participants. The project will be delivered on an outreach basis in two locations: Liscarroll, Co. Cork and Doon, Co. Limerick.

The integrated package of supports will include practical skills modules, courses to address confidence and self-esteem, work experience, mentoring, social skills development and individual one-to-one supports. The accredited modules involve a combination of FETAC Level 5 minor award that will include the following modules: Care Skills and Occupational First Aid.

Ballyhoura Development will also complete a personal profile analysis and provide additional pre-employment supports and Wellness and Recovery Action Planning (WRAP) for all participants. This approach will seek to further optimise the employment opportunities of participants.



West Limerick Resources Ltd

Project Title: Stepping Stones IV

Project Location:
Newcastle West

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Project Aims: To provide access to the National Qualifications Framework (NQF) system to a cohort of unemployed women which will enhance their future training/education and employment opportunities, with a key emphasis on personal development.

Project Summary:

The project will support a wide range of unemployed women, who are distant from the labour market, to progress to employment or to education/training at a higher level on the NQF.

The project involves the delivery of a **49-week part-time programme** of combined **accredited** (FETAC) and **non-accredited training**. This provides a longer timeframe for project delivery than previous EWM phases. The Programme Co-ordinator will deliver **3 x FETAC modules** as a qualified FETAC tutor, with accreditation through Co. Limerick VEC, the modules relate to;

- Computer Literacy (FETAC Level 3),
- Personal Effectiveness (FETAC Level 3),
- Retail Industry Knowledge (FETAC Level 3)

The project will also deliver **5 x non-accredited** learning activities and skills development courses in subject areas relating to: Textiles & Sewing, Craft, Art & Painting, Web Design & Digital Media, Health Related Fitness and Employment & Education Information.

This combined/dual approach is based on learning from the previous EWM phases in which challenges were experienced in completing a full FETAC award within a short time-frame. The provision of a combined programme of accredited training and personal development supports /taster courses will enable women to **overcome barriers such as lack of self-confidence** in a supported environment whilst **enhancing personal capacity and social skills**.

The project will also include **wrap-around supports** regarding **progression and career options** from WLR Rural Employment Service Advocacy Service (monthly meeting with participants), the FAS Jobs Club facilitator, the VEC Adult Education Guidance Service and WLR Education & Training Co-ordinator regarding training, employment and self-employment options.



NATIONAL WOMEN'S STRATEGY
2007-2016

South West Mayo Development Company

Project Title: Pathway to Employment through Individualized REVIVAL Skills Training/Support

Project Location:
South & West Mayo
Area

Project Aims: To review and renew the learned and inherent skills of unemployed women in Castlebar whose life circumstances have resulted in them being distant from the labour market for considerable periods of time.

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Project Summary:

The project, which has two distinct phases, is targeted at women who are currently unemployed, to enable them to enter or return to the labour market:-

Phase 1 will deliver an individualized REVIVAL Skills 'Training and Support programme' for **24 women**, which is focused on developing their social skills through education and relevant training. The programme will take place over 8 weeks and is comprised of **2 x FETAC Level 3 accredited modules** (Preparation for Work and Personal Effectiveness), which aims to develop competencies in core skills that can be used in a variety of work settings. An **individual growth plan strategy** will also be developed for each participant to realise future ambitions with a focus on returning to the labour market.

Phase 2 will deliver a REVIVAL Skills 'Mentor Training programme' for **12 women** with relevant 3rd level qualifications (Social Science/Teaching) who are presently unemployed and require the relevant experience to increase their employment prospects. The participants will be sourced through the Mayo Volunteer Centre. Following the five-day **mentor training (FETAC Level 6)**, participants and mentors will be matched through aligning areas of expertise and career ambitions. All participants enter into a **mentoring partnership agreement**. Mentors will then provide one-to-one support to their mentee on a voluntary basis over a 17-week period (3 hours per week) to assist them to progress their career growth plan and for continued personal and professional development. This will also provide mentors with the opportunity to gain experience in their own progression pathway to employment.

A Castlebar Unemployment Interagency Working Group has been established for the project with representation from Mayo VEC, Citizen Information Bureau, MABS, Le Cheile FRC, LES, and supported by the Dept. of Social Protection.



Cultúr Celebrating Diversity Ltd

Project Title: The REACH Project (Realising Equality, Achieving Change Holistically)

Project Location:
Trim, Oldcastle and Navan

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Project Aims: To deliver targeted supports to 60 migrant women who are currently seeking to access the labour market which will provide them with the required knowledge and skills to access further education, training supports and employment.

Project Summary: The project will engage with 3 distinct groups of migrant women living in Co.Meath who are unemployed or underemployed and have specific training and support needs. The project involves the following set of education and training courses in relation to **English language provision** and **pre-employment supports**, which are tailored to address the needs of learners:

1. Delivery of an ESOL (English for Speakers of Other Languages) course (FETAC Level 5) to 15 migrant women in Trim, which is combined **with Job Skills Preparation & Career Planning**, to support the progression of those women who participated in the EWM Year 2 Extension. This will enable participants to access mainstream labour market programmes which require ESOL level 5 as an entry point. The programme will be focused on **English for work purposes** in order to enhance employment opportunities.
2. The project will partner a recognised 3rd level college to deliver a HETAC Level 6 award in English for Academic and Work Purposes to support 15 migrant women who wish to **progress to a 3rd level institution** or those with qualifications from other jurisdictions who wish to move from low paid work to a professional career path. The course is combined with elements of job skills preparation, career planning and mentoring. This award is recognised by employers in professional settings.
3. Delivery of 2 x ESOL courses (FETAC Level 3 & 4), targeted at 30 migrant women in Oldcastle who require supports to develop their English language skills in order to access and progress to mainstream education and training.

The training in English language skills, which forms a core element of this project, is a pre-requisite to supporting the **integration of migrant women** in the local community, the benefits of which go far beyond labour market and educational opportunities.



NATIONAL WOMEN'S STRATEGY
2007-2016

Monaghan Integrated Development Ltd

Project Title: Employability Skills Programme for Young Women

Project Location:
Monaghan Town & Carrickmacross

Contact Details:

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Project Aim: To provide a personal development and training initiative for young women who are under 25 and not currently engaged in education, employment or training, to enable them to develop the skills, knowledge and self-confidence to enter or return to the workforce.

Project Summary:

The project will support **12 women**, who are under 25 years of age and distant from the labour market, to participate in a tailored employability skills programme. The **target group** has been identified at a National and European level as being **in need of high levels of support**. The programme includes a mix of group and one-to-one supports and is rolled out in 3-stages from September to December 2013:

Stage One: **“Group Life Coaching”** includes sessions on self-discovery, values and behaviour, confidence, decision-making and managing change. Participants will also have the opportunity to work with a Life Coach on a one-to-one basis.

Stage Two: **“Employability Skills and Core Competencies”** is focused on enabling learners to develop the **generic skills and competencies** required for the labour market. The personal development aspect will have a key emphasis in working with the target group. The programme includes; team building, positive influencing skills, stress management, problem solving, workplace behaviour and work readiness. In addition, Stage Two includes courses in Occupational First Aid, Manual Handling and the Moodwatchers personal development programme. Participants will also have the opportunity to participate in FETAC accredited **taster sessions**.

Stage Three: **“Moving On”** is aimed at supporting and **maximising the progression of learners**. This will include a Jobs Club programme, information sessions on education, training and employment options with a specific emphasis on young women.

The project will also undertake follow-up work with previous participants in relation to progression pathways, through career guidance, referrals to the Local Employment Services, Jobs Club facilitator and other relevant agencies.



NATIONAL WOMEN'S STRATEGY
2007-2016

Co. Roscommon Women's Network Company Ltd

Project Location:
County Roscommon

Contact Details

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Project Title: W.I.N.D.O.W. (Women Initiating New Development Opportunities for Women)

Project Aims: To provide women who are currently outside the labour market with the social skills, and/or education, and /or training to enable them to enter or return to the labour market.

Project Summary:

W.I.N.D.O.W. is a bottom-up, self-development and education/training programme, which aims to build a bridge between disadvantaged women and training / employment. The project will engage with **60 women** in Co. Roscommon who are unemployed and **experience educational and social disadvantage** e.g. lone parents, domestic violence, older women, women with a disability, migrant women. A key focus of the project relates to **addressing lack of confidence** and lack of information/awareness, which has been identified as a major barrier for women in accessing education and employment.

The project will target those women for whom employment is achievable in the short-term and develop an **individual progression plan** to support this goal. The Development Worker will work intensively with a minimum of 60 women: 50 new EWM participants' along with 10 previous participants who require further support to access employment.

The over-arching focus of the project is to avoid duplication. The Development Worker will provide **mentoring and guidance** to enable participants to access existing training and work experience opportunities, in line with individual progression plans. In supporting participants to access mainstream supports the project will liaise with the VEC to deliver customised BTEI courses in local community centres which provide a **supportive environment** for participants in preparation for a major award in an adult education setting. In addition, the project will provide a number of group training inputs, which include personal development courses to develop confidence levels along with **pre-employment supports** in relation to CV preparation and interview skills training.

The project will engage with the VEC, 3rd level institutions, local employers and the Business Network in identifying relevant courses and progression opportunities for participants.



Women's Community Projects (Mullingar) Association Ltd

Project Location:
Mullingar Area

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Project Title: Carers Advanced Learning in Mullingar (CALM)

Project Aims: The aim of the CALM project is to promote the advancement of women into non-clinical health care supervisory and management positions, through the provision of a range of training and personal development modules.

Project Summary:

The training programme is designed primarily for: women who are newly unemployed and wish to retrain; women who want to return to the labour market after performing a caring function; women who are already in part-time unskilled or semi-skilled employment relevant to the **healthcare sector**.

The project involves 2 training components, which are outlined below:

- Full-Time - A total of **12-16 learners** will undertake a **full FETAC Level 6 Advanced Certificate in Supervisory Management Skills** (5 x Level 6 modules & 2 x Level 5 minor awards) for health care workers. In order to enhance individual outcomes the programme includes a **work experience** module that focuses on **pre-employment supports**. In addition, the project will create strong linkages with local employers e.g. HSE, Carers Association, IWA, Centre for Independent Living, local care facilities and other potential employers.
- Part-Time - A total of **12-15 women learners** will undertake a **FETAC Level 3 or 4 Minor Award** in Health & Personal Care.

In order to address potential barriers to participation the project will develop a range of interventions that learners can access; these include childcare supports, referral to ancillary services such as counseling, respite care and language skills.

A key feature of the project is to develop a web of **community and labour-market related networks**, which will inform and guide the project providing participants with access to relevant information and also support in relation to developing **progression pathways** with a view to accessing employment in the healthcare sector.



NATIONAL WOMEN'S STRATEGY
2007-2016

South East Community Training & Education Centre (CTEC) Ltd.

Project Title: Beauty Specialist Diploma

Project Location:
County Wexford

Project Aims: To deliver a certified training course in Beauty Therapy for a group of young women, some of whom are lone parents, to enhance their employment opportunities.

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Project Summary:

The project will deliver an internationally recognised accredited **beauty therapy course**, to a group of **20 unemployed women**, many of whom are **lone parents**. The project is targeted at younger women, who are under 30 years old, with no formal certified training.

The rationale for the project stems from the needs of a group of young women who recently undertook an introduction to skincare course and who have demonstrated motivation to undertake further training in this area and obtain a recognised qualification with a view to **enhancing their employment potential in this sector**. The course will be openly advertised to unemployed women in the Wexford area.

Learners will undertake the ITEC, International Therapy Examination Council (UK) **Level 2 Diploma in Beauty Specialists (5 accredited modules)**, which will provide participants with the necessary **practical and theoretical knowledge** to enable them to gain employment as a beauty therapist in a variety of venues. The project will also have a focus on **personal development** and building the confidence levels of participants. A learner-centred methodology will inform the overall training. As part of the project students will engage in career planning (CV compilation, interview techniques) to support them in developing a clearly **defined career path**. There is a strong likelihood of participants securing employment within the sector through local hotels, health spas, sports centres. In terms of progression, there are also opportunities for participants to undertake further training and develop greater expertise in a range of complementary therapies.



NATIONAL WOMEN'S STRATEGY
2007-2016

Access 2000 Wexford Ltd

Project Location:
Wexford Town &
County Wexford

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Project Title: New Beginnings

Project Aims: To increase the readiness of women to progress to further education, training and/or employment.

Project Summary:

The project is targeted at women who have minimal/no formal education and aims to develop the **core skills** and **confidence** of learners to assist them in returning to education and ultimately employment. The project will engage with women who have been carers within the home, lone parents, long-term unemployed, women not currently on the live register and early school leavers. Learners will develop an understanding of a range of **personal and interpersonal skills** to equip them for employment and other social situations.

The project will attempt to address some of the **key barriers to participation** which include low confidence, digital exclusion in relation to IT and lack of information regarding 2nd chance education options. As part of this the project will deliver both **accredited and non-accredited skills-based training** and a range of personal development modules. The training model will be rolled out on 3 occasions and benefit a total of **36 individual women**.

The **accredited modules** include:

- Personal and Interpersonal Development (FETAC Level 4)
- Computer Literacy (FETAC Level 3).

The project will also involve a **skills analysis module** which aims to promote learners confidence through the identification of individual skills and demonstrate how these can be transferred and are applicable to other environments. Learners will also develop an individual **Plan of Action** outlining realistic progression goals, which will be reviewed on an ongoing basis in collaboration with the Development Worker.

Pre-employment supports will include sessions on C.V. preparation and interview skills. The training will emphasise a **learner-centred approach**, empowering participants to take increasing levels of responsibility for their own learning, with the support of tutors/project staff.



Little Bray Family Resource & Development

Project Title: Access Programme for Socio Economically Disadvantaged Women

Project Location: Little Bray & Ballywaltrim RAPID estates

Project Aims: To improve disadvantaged women's access to education, training and employment through the provision of accredited and non - accredited programmes.

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Project Summary:

The project will focus on addressing the needs of **30 women** who experience socio-economic disadvantage and live in **RAPID estates**. The key objective is to improve women's progression opportunities through a combination of **capacity building, education and training measures**. The project will specifically target both settled and **Traveller women** by working in conjunction with Bray Travellers Community Development project. Many of the participants are early school leavers with limited formal education and who face barriers in accessing educational opportunities. Extensive outreach will be undertaken to identify and engage with those women who are "hard to reach." The project offers a two-pronged approach to improving women's access to employment through the **delivery of accredited and non-accredited courses** in a community setting and a range of **one-to-one supports**.

Following the needs identification process, individual development plans will be created for each participant and the following 5 part-time training courses will be delivered:

- **Accredited training;** 1 x FETAC Level 5 Communications (6 participants) and 1 x ECDL 'START' programme (6 participants);
- **Unaccredited training;** 3 x training and support programmes (18 participants), which include basic IT, personal development and pre-employment support modules.

The project will continue to focus on **addressing barriers to participation** for learners in terms of providing access to training and the provision of one-to-one guidance. Additional supports include the provision of childcare, literacy/numeracy & study skill inputs with flexible times to accommodate caring responsibilities. The range of interventions will enable participants to develop the skills, personal capacity and confidence to make informed choices regarding next steps options with a view to progressing to an accredited employment-related course or the labour market.



NATIONAL WOMEN'S STRATEGY
2007-2016

Bray Area Partnership

Project Title: ELLE – (Education and Lifelong Learning for Employment) for Women

Project Location:
Bray and surrounding areas in North Wicklow and South Dublin

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Project Aims: The project aim is to engage with women on a practical level who are experiencing multiple forms of disadvantage and who are most distant from economic activity and provide them with options to participate in pre-development and accredited training in order to facilitate their progression to further education and employment.

Project Summary:

The project adopts a **life-stage approach** to the development of individual progression pathways for women who are distant from education and employment opportunities. The project will engage with **53 learners** and provide a suite of accredited training and taster programmes designed to **enhance women’s confidence** to progress into mainstream training or employment.

The support framework is tailored to the needs of the target group and is comprised of building block modules appropriate to the needs, capacity and intended progression goals of learners, which include:

- **Targeted outreach** through door-to-door interaction, engagement at schools/social welfare office/health centre, alongside networking at community events by way of encouraging participation;
- Information provision and referral to appropriate educational guidance, along with one-to-one meetings to **develop individual action plans** with learners;
- Pre-development/soft skills: range of personal development and **confidence building courses** to enhance personal capacity; taster courses in employment options/skills and self-employment;
- Development of a specific skill-set: **accredited IT training** at FETAC Level 3 and ECDL to facilitate progression routes to employment;
- Provision of specific and aftercare supports through the provision of ‘wrap around’ supports and Peer Assisted Learning (PAL);
- Childcare: **flexible training** for mothers of school going children alongside referral to community based childcare providers.

In the medium term the project will provide women who have participated in the programme with the necessary skill-set to progress into further education, training routes or employment. Longer term, it is anticipated that the project will contribute to improved life circumstances for learners through enhanced work readiness and income potential.

