

Door to Work



Door to Work is an innovative 2011 programme run by AkiDwA, the network of migrant women living in Ireland. The Programme is funded under the *Access to Employment Strand* of the Equality for Women Measure, which is part-financed by the European Social Fund (ESF) through the Human Capital Investment Operational Programme 2007-2013 and the Department of Community, Equality and Gaeltacht Affairs as part of the National Women's Strategy.



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EUROPEAN SOCIAL FUND



An Roinn Gnóthaí Pobail,
Comhionannais agus Gaeltachta
Department of Community, Equality
and Gaeltacht Affairs

Investing in your Future

Aim of the Programme

Door to Work brings employers (public bodies, private companies and NGOs) and the unemployed migrant women together for a work experience of several months. The programme is targeted at migrant women experiencing difficulties in accessing the labour market.

The determining factor for selecting the participants is their qualifications and level of English. The programme is designed for women with qualifications in a specific area, but unable to secure experience in that field. (e.g. Administrative, IT, Media / Communication, Financial/ Banking, Legal/ Para-legal, Community and development work).

The Programme thus offers migrant women a unique opportunity to 'get the foot in the door' in the labour market in Ireland. The project attempts to ensure the social inclusion of migrant women and their economic independence primarily through the development of professional skills. In the long term, it is envisaged that 'Door to Work' will enable the migrant women to secure paid employment in future.

Information for Participating Candidate

The programme targets migrant women residing in the greater Dublin area. Only women with a permission to work in Ireland without a Work Permit are eligible for the programme, i.e. all EU nationals and non-EU nationals holding immigration Stamp 4. The participants will gain invaluable experience in their chosen field of interest. On the successful completion of the programme, each participant will be issued with a certificate and a reference.

Information for Participating Business

Door to Work facilitates your business to take on a determined person for work experience on a voluntary basis. While the person is gaining valuable experience, they are also contributing to your business with their range of qualifications and skills. If a suitable vacancy in your business arises you will have been afforded the opportunity of assessing a potential candidate over the duration of the placement.

Offering support to a marginalized community is an important aspect of corporate responsibility, which tends to distinguish companies and is regarded as a source of competitive advantage across the business sector. The contribution of each participating organisation to our diverse society will be acknowledged by a certificate of participation.

Features of the initiative:

- Location: Greater Dublin area
- Length: 6 weeks -3 months
- Working time: Full-time or Part-time
- Remuneration: Unpaid (The participants may be allowed to retain their social welfare payments while on programme)
- Expected date of commencement: end of March 2011

How it Works

Employers – Register your interest with AkiDwA and subsequently supply the role description, so that suitable candidate may be selected. The role descriptions should be forwarded to AkiDwA before 28th of February 2011. There will be a short Agreement Form to fill in on commencement of the placement.

Candidates – You need to fill in Registration Form. The selection is conducted through subsequent skills assessment sessions with AkiDwA. Please check our website for Registration Form and information on the nearest meeting about this initiative.

Placing candidates is facilitated by AkiDwA. Candidates' skills and interests are matched as far as possible to placements being offered by participating businesses.

Review

It is recommended that the participating business and the participating worker meet during the placement to review the progress. It is to ensure that the placement is beneficial for both parties. In the course of the first month of the placement, AkiDwA will contact both participants to get feedback on their progress. On the completion of the programme, all participants will be asked to fill in an Evaluation Form.

Support

AkiDwA offers support throughout the duration of the work experience to both parties. Both participants are encouraged to contact AkiDwA regarding any matter arising in course of the placement. There is a person in AkiDwA assigned for the purpose of programme implementation. For details see below.

Contact details

For further information about the Door to Work programme, please contact Zuzana Pavlikova at 01 8148582 or at zuzana@akidwa.ie

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