

OPEN DOORS 2019 PROGRESS UPDATE



SEPTEMBER 2019 PROGRESS REPORT

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An Industry Led Solution: Open Doors Initiative

In September 2018, 14 Irish employers came together with a plan to address major barriers to employment for three key marginalised groups:

- *Migrants, including asylum seekers and refugees*
- *People with disabilities*
- *Unemployed youth facing barriers such as education*

Between September 2018 and September 2019, the number of participant companies has grown to 34 with more companies joining every day. **Each participant company pledges to provide inclusive pathways to employment by offering a variety of employability interventions.**

The Pledge

We, as corporate citizens, undertake to provide opportunities into the workplace including: training, placements, apprenticeships, community supports and employment opportunities for those people most in need in Irish society.

We will work to meet their needs in a respectful and co-operative way and aim to see them in purposeful engagement where possible.

We will engage in education and advocacy at a national and EU level on the adoption of innovative practices and policies that will remove barriers to employment.

We will be a responsible employer by adhering to the following principles:

- *Defined quality standards with measurable outcomes;*
- *A national approach;*
- *A clear plan to foster diversity, inclusion and social mobility;*
- *A fair wage for all employees;*
- *Paths to drive upward mobility within our organisations.*
- *We will actively participate in sharing and learning across the network, including forums.*

We will share and promote our membership and act as an ambassador to other employers: Employers will cascade their commitment via their supply chains and business networks, to create a multiplier effect encompassing employers, big and small, across Ireland.

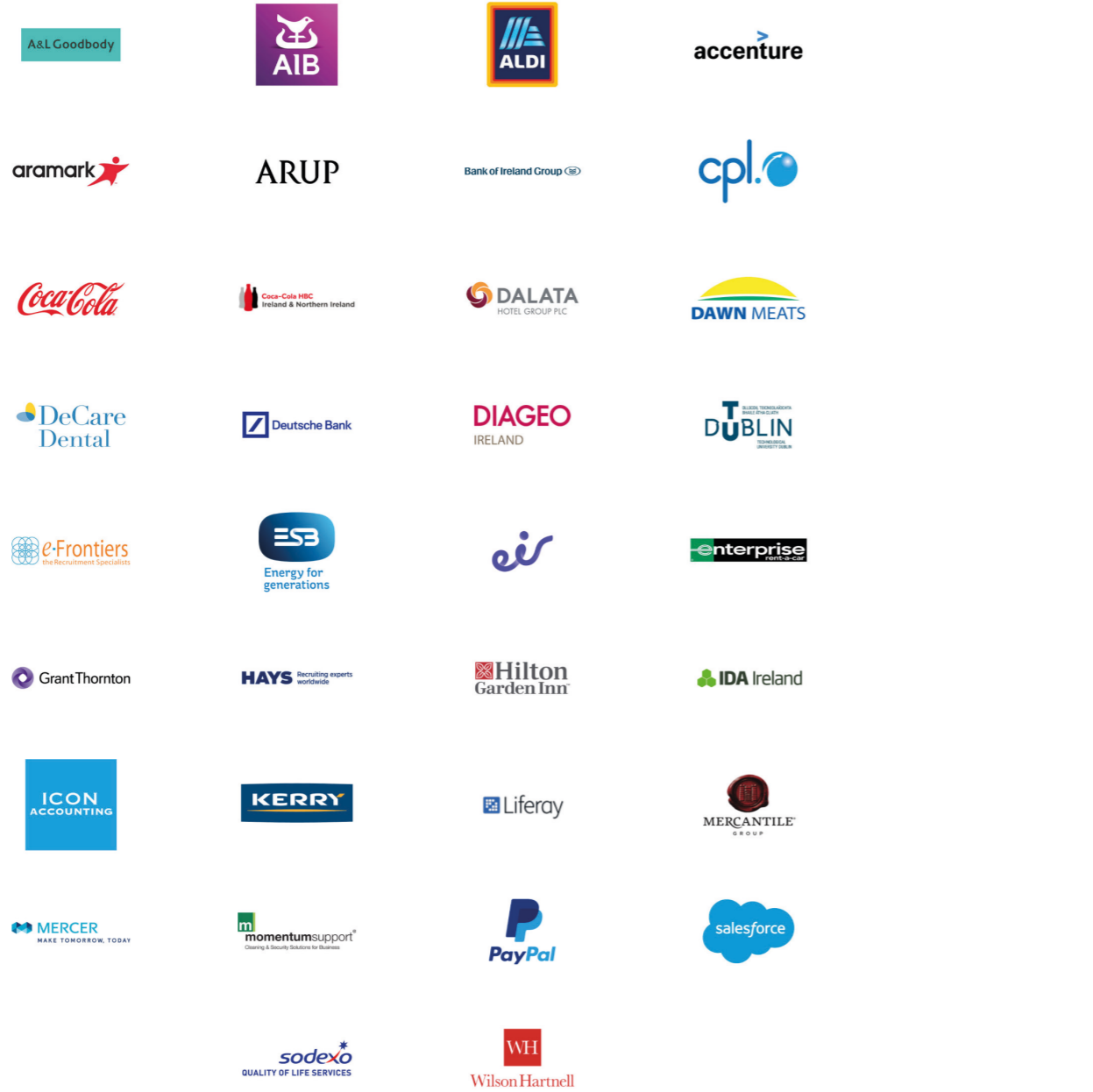
Each of our founding members, and those that join us, sign this pledge.

Intervention Examples

- An online employability platform which offers free, interactive online training to provide those aged 15-24 the skills and confidence to own their career development.
- An internship programme that harnesses the special characteristics and talents of people with autism, and uses these unique talents as a competitive advantage, helping people with autism secure meaningful employment.
- A programme for young people aged 18-25 coming from foster care backgrounds to help them gain employment, and then provide aftercare in the form of support and practical advice to be successful in their new roles.
- A programme that works with people from immigrant or refugee backgrounds and features pre-employment training, one to one guidance and opportunities for work experience.
- A programme that supports refugees to understand, appreciate and integrate successfully into Irish society and to facilitate language acquisition.
- A small company increased its employee cultural diversity 10% by creating a full time job opportunity for a migrant.
- The establishment of a fund that provides grants to community groups, charities, and NGOs for new projects that support and inspire young people – helping to bridge the divide between education and the workplace.
- Partnering with an employability service to assist people who have a range of disabilities and/or impairments, to obtain employment.
- A programme targeted toward refugees and asylum seekers that provides eight weeks of training in hospitality skills, followed by a four week place work placement in a pub, hotel or restaurant.
- Development of access entry routes for school leavers and adults from socio-economically disadvantaged backgrounds and for people with disabilities.

Open Doors Initiative Participants

Participant Companies



Open Doors Initiative Participants

Supporting Partners

Companies are supported in the development and execution of their commitments by supporting partner organisations and government agencies including the Department of Social Protection and the Department of Justice.



Open Doors Initiative Measurement and Reporting

One of the key strengths of the Open Doors Initiative is that it provides a mechanism for collective impact. Collective impact is gathered following guidelines of the measurement framework (fig. 1) that was developed by Accenture and Business in the Community Ireland and ratified by the founding companies in January, 2019.

OPEN DOORS MEASUREMENT FRAMEWORK

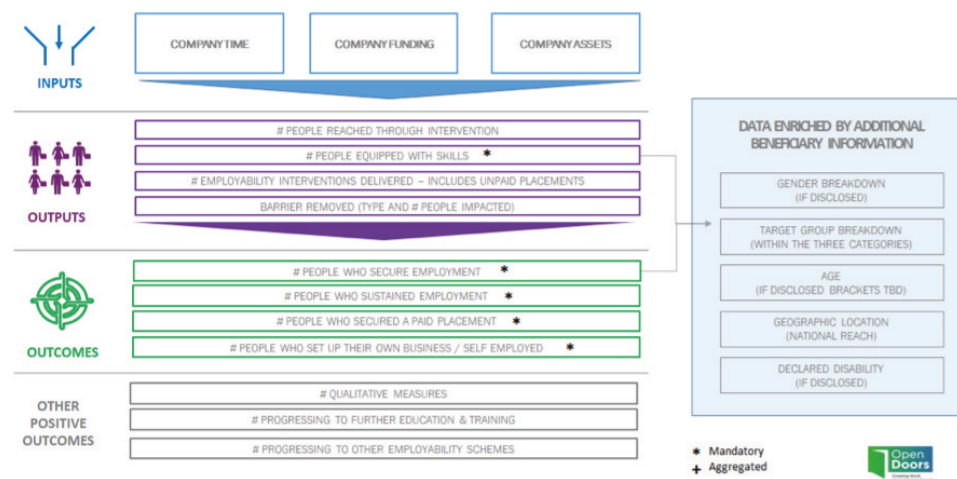


Figure 1: Open Doors Measurement Framework

Participant companies measure their employability intervention inputs, participant outputs, and the overall progress toward their desired outcomes. Each company reports this information individually. The individual inputs are then consolidated into an overall Open Doors Initiative report.

Open Doors Initiative Year to Date Progress (Jan-July 2019)

There has been significant progress reported in just the first seven months of the programme. This section contains the actual results achieved to date. Companies must report on five mandatory metrics: People skilled, people who have secured full time employment, people who have sustained employment, people who have secured a paid placement, and people who have established a business. There are an additional nine optional metrics companies can report as well for a total of up to fourteen different types of inputs, outputs, and outcomes.

1,452 SKILLED: People who successfully completed an intervention led by a participant company that enhanced their employment prospects through the development of new market-relevant, or enhancement of market-relevant skills.

104 SECURED FULL TIME EMPLOYMENT: People who have secured paid (minimum wage or better) and relevant employment in the participant company bound by a non-zero hours contract of any duration.

75 HAVE SUSTAINED EMPLOYMENT: People who have sustained paid (minimum wage or better) and relevant employment in the participant company bound by a non-zero hours contract for at least six months.

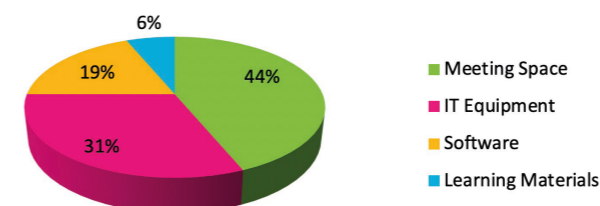
35 SECURED A PAID PLACEMENT: People who have secured a paid (minimum wage or better) and relevant placement in the participant company for a duration of at least three months.

1 ESTABLISHED A BUSINESS/SELF-EMPLOYED: Established a company (self-employed, partnership, or limited entity) which is currently in either start-up or trading phase.

21,520 hours spent by staff supporting the programmes and delivering interventions (mentoring, training, etc.) and the time spent by participants in the programmes.

€474,304 expended (NGO programme funding, training materials, stationery, catering, and stipends) by the company to fund or support programmes and participation.

Assets Used



1,591 REACHED: This represents the number of participants who started learning interventions.

291 INTERVENTIONS DELIVERED: This is the number of learning interventions delivered across all companies.

102 BARRIERS REMOVED: These are the participant barriers (monetary, language, physical or virtual accessibility) removed through actions by or on behalf of the company.

Open Doors Initiative Baseline Impact

Twenty-seven participant companies have contributed their employment programme data for this report. The remaining companies are still in the programme development stage and will add their information to the annual report.

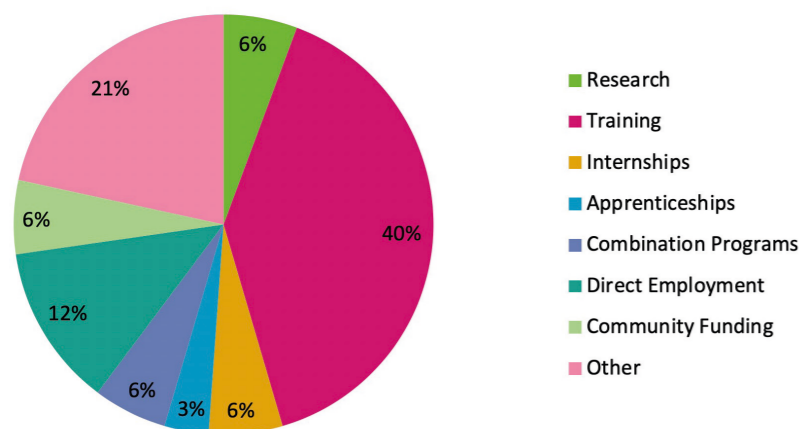
Companies are tracking quantitative metrics: INPUTS (company time, company funding, and company assets), OUTPUTS (participants reached, participants skilled, number of training sessions, number of placements) and OUTCOMES (paid apprenticeships, employment, business establishment). Companies are also optionally tracking qualitative metrics: labour market barrier removal, government policy engagement/advocacy, participant confidence and empowerment.

While this provides a forward-looking picture of the Open Doors participant companies, it establishes the baseline impact from which actual results achieved against the plans are ultimately measured on a semi-annual basis. The previous section describes progress to date (January - July 2019) against the commitments below.

Key Projections

NUMBER OF PARTICIPANTS = 2,004 This includes both broad training and community support programmes which tend to involve a lighter touch/wider audience and be focused on awareness, and then deep engagement programmes which tend to involve the provision of training, placements, and job opportunities directly to participants.

NUMBER OF PROGRAMMES = 89 58% are demographically focused programmes (migrants, disabilities, and long-term unemployed youth) with the remaining programmes that could either be broadly applied or that the fit is yet to be determined.



PAID EMPLOYMENT PROGRAMMES = 27% While many of the programmes are focused on training and upskilling, a significant number of the programmes are focused on providing direct paid employment through internships, apprenticeships, and job creation.

TOTAL TRACKED INPUTS, OUTPUTS, AND OUTCOMES = 194 Companies are tracking 128 inputs (including company time, company assets and company funds), 40 outputs (participants reached, participants skilled), and 26 outcomes (paid placements/apprenticeships, employment, self-employment). Other potential qualitative impacts are also being tracked including: structural supports provided to address demographic-specific barriers and community engagement/policy advocacy.

Open Doors Initiative Participants

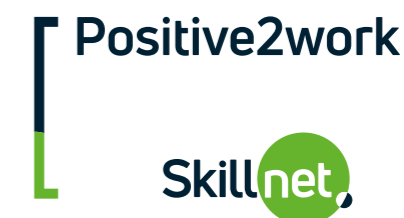
The fourteen founding companies of Open Doors include:

Accenture, AIB, Aldi, Aramark, Coca Cola, CPL, Dalata Hotels, Dawn Meats, DeCare Dental, Diageo, Enterprise Rent-a-Car, Momentum Support, Sodexo, and DIT (now TU Dublin).

Prepared on behalf of the
Open Doors Initiative by



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Next Steps

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