

NTRIS employment actions update

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sstg | **st. stephen's
green trust**

UPDATE AND REPORT NTRIS – TRAINING, EMPLOYMENT AND ENTERPRISE ACTIONS

- This presentation summarises the latest NTRIS report (May 2020) from the Department of Justice & Equality (DJE)
- There are 15 actions and sub-actions relevant to training, employment and enterprise.
- The updates for these actions are summarised *as they relate to Traveller-specific and Traveller-targeted actions*
- These actions are grouped broadly in line with the themes used in the report submitted by Pavee Point to the European Commission on Ireland's progress (The 'Civil Monitoring Report', Pavee Point, 2018). These themes are:
 - 1) Improving access to labour market and effectiveness of employment (and enterprise support) services
 - 2) Addressing barriers and disincentives to employment (and enterprise)
 - 3) Fighting discrimination in employment
- As part of today's discussion, we hope to gather your feedback on
 - 1) The relevance of actions to the needs and barriers experienced by Travellers
 - 2) Whether progress is being made in respect of actions,
 - 3) Recommendations for future action.
- We hope that this feedback will result in a shared position on NTRIS actions as they relate to training, employment and enterprise

Theme 1. Improving access to the labour market and effectiveness of employment (and enterprise support) services

NTRIS Action number and summary

24 (a). DEASP to promote employment & training services to Traveller community and ensure materials on services are available & accessible (e.g. on its website)

24 (b). DEASP to provide tailored supports for the LTU and for young people

25. DEASP to develop targeted initiatives to increase Traveller engagement with employment and training services

27. DEASP & DRCD to put in place liaison arrangements bet. INTREO & SICAP to increase Travellers' access to supports

31. SICAP Programme Implementers (PIs) will ensure that Travellers availing of SICAP supports are made aware of the opportunities for local self-employment (which may include social entrepreneurship) and, where appropriate, receive training to enhance their skills to take up these opportunities.

32. DEASP (& **DJE** where appropriate) to support NTMABS

36. DEASP - Travellers (U 25) to receive offer of employment, education, traineeship or apprenticeship within 4 mths (YGS)

Summary of report (May 2020) detail of Traveller specific/ targeting items

- 3 Traveller-specific Intreo prom. videos ready for final sign-off by Traveller reps.
- Meetings with customer reps (incl. Traveller groups) stopped (Covid)
- Traveller groups included in national DEASP info campaign re Covid responses.
- No Traveller-specific actions detailed re Pathways to Work & Youth Guarantee Scheme; no ethnic identifier so it is not known if DEAPS's record (70% + who exit remain in employment after 6 mths) applies to Travellers
- Limited data - DEASP to extract & analyse Traveller participation in activation progs.
- New Pathways to Work Strategy will name Travellers as a target group
- Local INTREO offices are referring Travellers to SICAP (*not clear if Travellers are accessing SICAP supports in greater numbers or whether there are national protocols at departmental level as indicated in the action*)
- 27 PIs of 49 – (55%) recorded Life long learning (LLL) actions with Travellers/Roma as prim. or secondary target group from 2018 to date. Not stated what % relate to self-employment
- 13 LLL events & 2 labour market/enterprise events with Travellers/Roma as prim. or second. target
- 1,530 Travellers/Roma received LLL one-to-one supports (2.6% of the overall LLL caseload). The gender breakdown was 50% female and 50% male.
- Funding continues for NT MABS (incl. Community Education Programme)
- No ethnic identifier in place so progress cannot be ascertained

1. Are the actions relevant to the needs of Travellers? Are the actions new or additional to work already taking place?
2. Do the items from the report listed above (May 2020) indicate that actions are being progressed?
3. Do you have any suggestions for improving NTRIS reporting of outcomes re employment and enterprise (e.g. Indicators, more Traveller-specific and targeted responses, time-scaled actions, or different actions)?

Theme 2. Addressing barriers and disincentives to employment (and enterprise)

NTRIS Action number and summary

22. SOLAS & ETBs to continue providing training & ed. that supports Travellers to develop literacy, numeracy & "soft" skills in line with Further Ed. & Training (FET) strategy.

28. The **DJE** to develop proposals for internships for Travellers in public bodies and will support TY, LCA & Youthreach work experience placements for Travellers in public services as a route to meaningful employment. Self-employment / entrepreneurship opps for Traveller should be supported.

29. DRCD, with **LAs** will arrange for inclusion of targeted initiatives re Traveller enterprise, mainstream lab mkt & Trav. economy in Local Economic & Community Plans (LECPs)

30. Some **Local Employment Offices** (LEOs) have undertaken targeted initiatives to engage with Travellers. The LEO Centre of Excellence in Enterprise Ireland will promote best practice activities amongst all LEOs nationally.

34. Department of Education and Skills (DES) to develop a national policy on Recognition of Prior Learning (RPL) by 2018, which will benefit Travellers.

35. DES to develop accessible & inclusive model of RPL in collaboration with Traveller organisations to support the accreditation & employment of Travellers

Summary of report (May 2020) detail of Traveller specific/ targeting items

- Literacy, numeracy & "soft" skills delivered through all FET courses (*not clear if any targeted initiatives*).
- In 2018 1,212 participants identified as Travellers (October 2019 update)
- DJE is in the process of establishing an internal paid internship programme for Traveller (one-year duration).
- Covid may delay plans but it is intended that the internships will go ahead in 2020. Once established, DJE will share the experience with other Government Departments.
- No update
- Enterprise Ireland and the LEOs will engage with relevant stakeholders to develop and implement entrepreneurship/business development interventions to support these communities and their issues.
- *Note: whilst this action is given a 'green light' (on track) in the update it is not clear whether there have been any outputs from this action.*
- There have been many reports written on RPL (Recognition of Prior Learning) but no evaluation of current practice has been carried out.
- DES and QQI will study best practice and abroad to inform the approach to be taken here.
- *Note: in the update, this action is marked as being 'on track' although the target date was 2018 and has not yet been complete.*

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Theme 3. Fight against discrimination

NTRIS Action number and summary

Summary of report (May 2020) detail of Traveller specific/ targeting items

26. Anti-racism and cultural awareness training for staff will be developed by **Department of Public Expenditure and Reform (DPER)** under the new shared Civil Service learning and development curriculum (*One Learning*) and will be made available for Departments in 2017.

- One Learning is the new Learning and Development system for the civil service and is managed by DPER. It plans to develop an anti-racism and cultural awareness module. However, this is unlikely to commence before Q3 2020.

33. All Departments will equality proof measures to ensure they are accessible for Travellers.

- Primary & Post Primary: measures to create a more equitable admissions process are being progressed.
- Continued Professional Development (CPD focused Training continues to be delivered to all teachers.
- FET: **Solas**-funded NALA promotional campaign includes champions/role models including one Traveller woman recounting her story of accessing FET

143. All Departments /relevant agencies to ensure that all relevant staff members receive anti-racism and cultural awareness training.

- Staff training (**DEASP**) has been suspended due to Covid. Update from DEASP notes that awareness and respect for equality and diversity are an integral part of training activity.
- QQI (lev. 6) Social Protection Studies (DEASP/National College of Ireland) informed by Public Sector Duty. *(however, this is not mandatory training, 30 staff have completed to date, with an expected 90 participants for 2020)*
- **No update** from other departments or agencies (DES, Solas, etc)

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