

UNEMPLOYMENT AND RESPONSIBILITIES

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INTRODUCTION

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- Currently with focus on Activation/Pathways to
- Work/Employer Engagement

ESRI REPORT



- A recent report from the Economic and Social Research Institute has found that 22% of the Irish population is living in jobless households.
- The study says household joblessness should be recognised as a risk factor for poverty, and found that welfare payments were the most effective way of reducing poverty.
- The report also states that labour market activation of adults in jobless households needs to be emphasised as a long term solution to poverty.





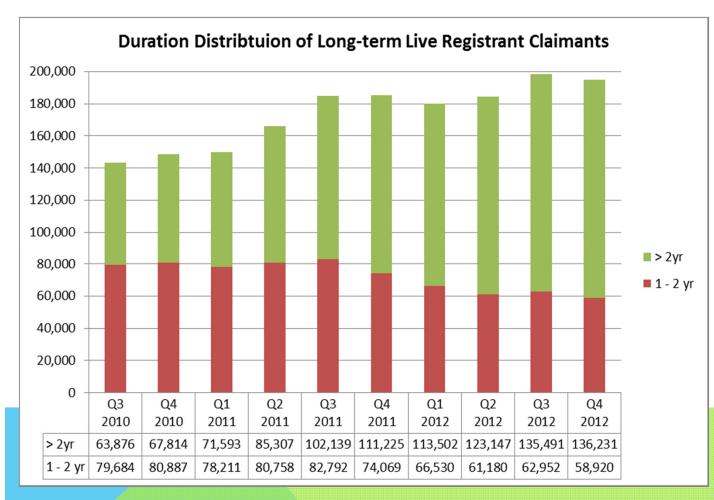


- Ireland is facing an unemployment crisis last seen in the deep recessions of the 1980s.
- February 2013 shows 438,800 individuals on the Live Register, over 189,470 (43%) of whom are on the Live Register for a year or longer, with many previously employed in the construction sector.



GROWING NUMBER OF VERY-LONG TERM UNEMPLOYED PEOPLE





- No of very long term unemployed has more than doubled over past two years
- This reflects the fact that people made unemployed in 2008/2009 are now finding it very difficult to return to the labour force.



DSP - OUR ROLE

DSP have two main channels of support for unemployed and jobless households.

- 1. Welfare
- 2. Activation and Pathways to Work







My presentation today will focus on:

From Welfare to Work - Role of DSP





- The role of activation during a period of recession is essential to:
- Help unemployed people stay engaged, and compete for jobs both now and in the future as the economy recovers
- Ensure that the labour supply side of the labour market operates efficiently, supports a competitive labour market and does not present a drag on economic recovery
- In other words, Activation enables the unemployed person and supports Labour Market needs.



- More regular and on-going engagement with people who are unemployed
- Greater targeting of activation places and opportunities
- Incentivising unemployed to take-up job opportunities

Intreo

Incentivising employers to provide more jobs for people who are unemployed







- Activation ensures that short term and long term unemployed will have access to supports that enable them to return to active employment.
- Through regular and on-going engagement with people on the Live Register, Activation will provide our unemployed clientele access to opportunities for work, education and training.
- Activation will ensure that people who are unemployed will be given the opportunity to acquire suitable skills and/or qualifications.



More meaningful engagement between the Department

of Social Protection and employers so as to ensure that

employers have access to and are offered, on equest,

didates to fill full-time vacancies.



EMPLOYER ENGAGEMENT

Intreo

Employment

Services and Supports for Employers

ENI Employer Information Pack

This Employer Information Pack provides information to employers about our range of supports and services which are provided at no cost to your company.

The information pack is divided into the following:



Grants & Assistance Schemes

Workplace Support Schemes



DSP Recruitment Service and Employment Schemes

- Jobs Ireland Recruitment Service
- European Recruitment Service (EURES)
- JobBridge The National Internship Scheme

Grants & Assistance Schemes

- Employer (PRSI) Incentive Scheme
- Part Time Job Incentive Scheme
- Revenue Job Assist
- Family Income Supplement (FIS)

Workplace Support Schemes

- Disability Awareness
 Training Support Scheme
- Wage Subsidy Scheme
- Reasonable Accommodation Fund for the Employment of People with Disabilities comprising:
- Employee Retention Grant Scheme
- Workplace Equipment Adaptation Grant
- Personal Reader Grant
- Job Interviewer
 Interpreter Grant



An Roinn Coimirce Sóisialaí

Department of Social Protection

Helping you build a better life

INTREO









Pathways to Work/Case Management

| | Typical Engagement Process | | | |
|-------------------|---|--|---|---|
| Stage/ Profile | Access/ 1 st contact | < 3mths or Low risk of Long Term UE | > 3mths or Medium risk of Long Term UE | > 12 mths or High risk of Long Term UE |
| Activity | Registration: Employment and income | Directed self help | Group sessions | Intensive one-to-one support |
| Focus | services. Diagnose/ profile | Job search guidance | Guidance on options/ training | Work placement/ experience |

Outcomes



Immediate Needs



Referral to Personal Development



Employment





These include:-

- Individual Client Profiling
- Group Engagement Sessions/One to One Case Officer Support
- Career guidance and job-seeking support
- Advice on employment incentives and supports
- FÁS Training programmes
- Educational programmes
- Information on other vocational training options
- Job Clubs
- Referral to the Local Employment Services (LES)



- Community Employment
- TUS
- SES
- BTEA
- TESG/TAT
- AFSP
- WPP
- JobBridge Internship







- Local VEC (Literacy courses, Early school-leavers courses, etc.)
- VTOS (Vocational Training Opportunities Schemes)
- PLC courses (Post Leaving Cert)
- Skillnets (http://www.skillnets.ie)
- Momentum Training Programmes
- Springboard / Bluebrick.ie
- Partnership companies



- DSP Employer Engagement Opportunities
- EURES
- Employer Grants and Assistance Schemes
- Workplace Support Schemes (Disability Supports)
- Part Time/Casual Employment Opportunities
- Seasonal Employment
- Family Income Supplement (FIS) is a weekly tax-free payment for families, including one-parent families at work on low pay





- Self Employment Supports
 - STEA (Short Term Enterprise Allowance)
 - BTWEA (Back to Work Enterprise Allowance)





JOBSEEKER SELF-SERVICE SUPPORTS



- On Line Career Guidance System (Career Directions)
- Jobs Ireland access to Job Vacancies by Internet & Free phone 1800 611 116
- DSP Employment Service Offices Touch Screen Kiosk (Job Vacancies, Work Placement Opportunities and Training Courses)
- Daily Newspapers Job Adverts
- Network of DSP ES offices and clinics nationwide
- LES services in RAPID areas



FURTHER INFORMATION FOR JOB SEEKERS

Intreo

www.intreo.ie

Dept of Social Protection

www.welfare.ie

FÁS and Jobs Ireland

www.fas.ie

JobBridge National Internship

www.jobbridge.ie

Springboard, ICT Skills, education

www.bluebrick.ie

Money Advice and Budgeting Service

Intreo One-Stop-Shop

www.mabs.ie

Health Service Executive (HSE)

www.hse.ie

Citizen Information Board

www.citizensinformation.ie

Dept of Enterprise Trade & Innovation

www.deti.ie

Revenue Commissioners

www.revenue.ie

Department of Education and SKILLS

www.education.ie

Access to all Government services

www.gov.ie



JOBSEEKER PAYMENTS - CONDITIONS



- Available for and genuinely seeking full-time work.
- Avail oneself of any reasonable opportunity of obtaining suitable employment.
- Accept a specific offer of suitable employment.
- Agree to participate in a course of education and/or training considered appropriate to individual training needs and personal circumstances
- Adhere to actions agreed in your Personal Progression Plan
- Note; If no to any of the above financial penalties will result



TRAINING AND EDUCATION PLACES IN 2012



| FÁS/SOLAS places ₃ | 75,000 |
|--|--------------------|
| Training Education Support Grant (TESG) ₄ | 12,000 |
| Skillnets | 8,000 |
| Labour Market Education and Training Fund | 6,500 |
| Further education places | 180,000 |
| Third level places | 170,000 |
| Springboard | 5,900 |
| Total | 457,400 107,400 |



JOB PLACEMENT/WORK EXPERIENCE INITIATIVES IN 2012 Intreo



| Community Employment | 22,300 |
|--|--------|
| Back to Work Enterprise Allowance Scheme | 12,000 |
| Back to Education Allowance Scheme | 25,000 |
| Jobs Initiative | 1,300 |
| Supported Employment | 4,500 |
| Job Clubs | 7,800 |
| Rural Social Scheme | 2,750 |
| TÚS | 5000 |
| JobBridge | 6,000 |
| Total | 86,650 |



ACTIVATION 2013



| Measure/Target | 2013 Target | | | |
|--|--------------------------------------|--|--|--|
| Move 75,000 long-term unemployed into employment by end 2015. | 20,000 | | | |
| Reduce average duration of LR | | | | |
| Increase % of vacancies filled with involvement of DSP to 15% by end 2015 | 10% | | | |
| Group Interviews (GES) | 85,000 | | | |
| Profile all people on LR | Profile <u>all</u> clients on the LR | | | |
| One-to-one interviews | 185,000 | | | |
| Scheme Places: Fill 10,000 additional places approved in Budget (CE/TUS/JobBridge/SES) | 10,000 | | | |
| Launch additional 'One-Stop-Shop' offices | 43 | | | |



JOBBRIDGE



- 15,700 Starts to date
- 60% Job placement (57% HO and 43% other companies)
- 89% Interns have developed new work/career related skills on Internships
- 2:1 ratio Graduates/Non-Graduates
- 3% Complaints (Managed through monitoring visits)
- (Indecon Report 2012)



"THERE ARE NO JOBS OUT THERE"



- 25,000 Irish jobs investments & Announcements in 2012 (sources -INOU website, IDA, Enterprise Ireland, FAS Research and Planning and also including news media announcements).
- Tech Jobs 2012 Top 50 jobs announcements of 2012 http://www.siliconrepublic.com/careers/item/29846-tech-jobs-2012-top-50/
- Irish entrepreneurs generate 12,600 new jobs in past 12 months http://www.siliconrepublic.com/careers/item/30821-irish-entrepreneurs/



THERE ARE NO JOBS OUT THERE"



National Call Centre vacancy Statistics 2011/2012

| | 2011 | 2012 | |
|---|-------|-------|------|
| All Vacancies Advertised (Jobs, CE & Apprenticeships, not WPPs) | 62727 | 60841 | -3% |
| Irish Based Vacancies Advertised (Jobs, CE & App, not WPPs) | 46658 | 49851 | 7% |
| Vacancies advertised for roles outside Ireland | 16069 | 10990 | -32% |
| % of Vacancies and Internships Inserted via web site compared via telephone | 62.9% | 73.2% | 16% |
| Community Employment Schemes advertised | 6271 | 8043 | 28% |
| Total Irish Based Positions (Jobs, CE & App. not WPPs) (One advertisement can have many positions) | 90407 | 94164 | 4% |



THERE ARE NO JOBS OUT THERE"



RECRUITMENT WEBSITES

Careers Register Osborne recruitment Finance Jobs Hays Accounts & Finance First Staff

Ace Personnel
Adecco

Headhunt International

HRM Ireland IRCON Irishjobs FindaJob.ie

Monster Recruitment Recruit Ireland

Reed Employment Solutions

Grafton Recruitment Sigmar Recruitment World-architects Manpower

Construction

Jobs.ie Dublin Bus Website Hotel/Catering

Noel Hotel Keepers

CPL Experis IT Recruitment

Harvey Nash IT Recruitment
Prosperity Recruitment

CPL Healthcare Nursing Board Best Personnel

Sales Placements Limited

Noonan

Paragon Security

Active Link

Accountancy & Finance Specialists

Accounts/Insurance/Travel Accounts/Finance Accounts/Finance Administration

Administratic
All Sectors

All Sectors Multilingual

All Sectors All Sectors Architects Construction

Construction Sector Jobs All Sectors

Dublin Bus Vacancies Hotel/Catering Jobs

Hotel/Catering, Industrial, Cust. Services

Hotel/Catering/Chef IT Contract/All sectors

IT Sector IT Specialists

Media & Marketing/ Sales

Medical Nursing Medical Nursing Jobs Medical Sector

Sales & Marketing Security

Security Vacancies

Social Work/ Volunteering Work

www.careers-register.com

www.osborne.ie www.financejobs.ie

www.hays.ie www.firstaff.ie

www.acepersonnel.ie www.adecco.com www.headhunt.ie

www.hrm.ie

www.irishrecruitment.ie

www.irishjobs.ie www.findajob.ie www.monster.ie

www.recruitireland.com

www.reedglobal.ie .com? (unavailable)

www.graftonrecruitment.com www.sigmarrecruitment.com www.world-architects.com

www.manpower.ie

www.construction-jobs.ie

www.jobs.ie

www.dublinbus.ie www.hoteljobs.ie www.noelrecruit.ie www.barkeeper.ie

www.cpl.ie www.experis.ie www.harveynash.com www.prosperity.ie www.alliancenurses.ie

www.alliancenurses.ie www.nursingboard.ie www.bestpersonnelgroup.com

www.permanentpeople.com www.federalsecurity.ie www.paragonsecurity.ie www.activelink.ie



ACTIVATION AND PATHWAYS TO WORK - SUMMARY



- Wide range of services and supports through DSP for unemployed both LTU and STU
- Welfare to Work is an effective approach to support Jobless Homes
- Activation and Pathways to Work are client focussed
- Client Ownership and Responsibilities are key
- Employer Engagement will create job opportunities



UNEMPLOYMENT AND JOBLESS HOUSEHOLDS

Questions?



