

Session 5:

The Inclusive Workplace

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Overview

1. The Inclusive Workplace?
2. Achievements of Equal Projects
3. Key Learnings

1. The Inclusive Workplace?

National Policy Priorities

- Improve the participation of under-represented groups
- Increase the quality of working life
- Promote workplace innovation

Key Documents

- The National Development Plan 2017-2013
- Towards 2016
- The National Workplace Strategy
- Creating a more inclusive labour market

2. Achievements of EQUAL Projects

1. Competency based recruitment and progression
2. Developing flexible work arrangements
3. Providing holistic and personalised forms of support

2.1 Competency based recruitment and progression

KWCD Employer Exchange:

- Employer to employer advocacy Network

Findings from Employer Survey:

- Employers concerned with establishing demonstrated ability to undertake the role
- A range of alternative recruitment methods piloted

Outcome:

Increase in

- the number of vacancies registered with exchange (78%),
- the number of CV's sent to employers (61%)
- number of job placements (60%)

2.2 Developing flexible work arrangements-FAB Project

FUNCAMP

- Initiated by FAB partners to impact positively on workplace retention during summer months

3+3 Working time concept

- It originated in Sweden. It is based on a 6-day cycle: 3 work days & 3 free days.
- Days are slightly longer (10 hours) working days per year are fewer.
- Reported benefits are reduced stress, sick leave, increased productivity, health and well being.

2.2 Pilot Projects implemented

3+3 Working time concept

- It originated in Sweden. It is based on a 6-day cycle: 3 work days & 3 free days.
- Days are slightly longer (10 hours) working days per year are fewer.
- Reported benefits are reduced stress, sick leave, increased productivity, health and well being.
- Piloting of an adapted '3+3' system commenced in September 2007 in Sligo General Hospital – Catering Section.

2.3 Providing holistic and personalised forms of support

Developed and implemented in:

Carlow Equal, SeniorSelect Retain and Retrain, LIFT and WAM Projects.

- Mentoring (Peer and on the job)
- Professional guidance

2.3 Providing holistic and personalised forms of support

Outcome

- **Carlow Equal Project** – 71% rate of progression to employment for older job seekers
- **WAM** – improved the effective integration of candidates while on work placement
- **LIFT** – Senior level endorsement resulted in twice the expected level of participants engaging in the initiative

3. Key learnings

- Employers report that being resourced by locally based organisations with knowledge and experience in devising effective responses to promoting equality and diversity contributes to the success of their initiatives
- Presence of senior level champions
- Consultation
- Clear lines of communication