

**List of Projects Recommended for Funding under the European Social Fund (ESF) PEIL 2.9 Gender Equality, Strand A
(Women Returning to the Workforce) 2019 Call for Proposals**

Project Ref.	(Lead) Applicant Name	Location/ Area	Details and Operational Objectives (from Section 2.1.5 of Application Form Part I)	Grant Amount Recommended (€)	Existing 2016 Project	No of target participants
2GE 01	South East Community Training & Education Centre (SECTEC)	Co. Wexford	The project will afford up to 100 women detached from the labour market the opportunity to gain work related skills in the areas of Healthcare or Childcare so as to increase their ability to compete for part-time and full-time employment in these areas. The project will commence with confidence building, team-working and basic IT skills and progress into accredited training programmes leading to QQI Major Awards – QQI Level 5 Health Service Skills (healthcare stream) or QQI level 6 Early Childhood Care & Education (childcare stream) and CV preparation and Interview skills. The programme will be delivered on a flexible part-time basis taking into consideration the prior commitments of this particular group of women.	€200,246.56	Y	100
2GE 08	Network Personnel	Monaghan, Cavan & Louth	<p>The POWER programme is a 36-month programme that will transform the lives of 250 disadvantaged women in Monaghan, Cavan & Louth, building skills, motivation & confidence to participate in the world of work on an equal basis to male counterparts.</p> <p>POWER will combine a typical employability programme with additional support, removing significant health/socio-economic barriers to employment.</p> <p>POWER will deliver the following sustainable legacies for socially excluded/disadvantaged women:</p> <ul style="list-style-type: none"> • 125 women with new qualifications • 125 women with significant progress in Health & Wellbeing 	€274,288.98	N	250

			<ul style="list-style-type: none"> • 63 women independently Job-searching (225 with new CVs) • 63 women into Employment • 63 women into Training/Education <p>Holistic and flexible support and training will be delivered by skilled mentors on 'outreach' basis, combining 1-1, group workshops and signposting to specialist services.</p>			
2GE 11	Business in the Community Ireland	Nationwide	<p>Women@Work will provide a bridge for women coming from existing employability/employment programmes run both by Business in the Community Ireland and other organisations to enter sustainable employment. This will be done as part of BITCI's strategic objective – "Business delivering meaningful social inclusion, through the implementation of the Inclusive Employer Blueprint."</p> <p>Women@Work Employment Advisors will provide liaison and support services for</p> <ul style="list-style-type: none"> (a) Disadvantaged women progressing from BITCI's and other quality employability programmes who need a higher level of support in the work place, provided through individual and small group training, coaching and mentoring. (b) Businesses who are willing to recruit from diverse sources and provide additional support to women, but need expert support to make this successful <p>The goal is to provide expert independent support both for the employee and the employer to ensure successful and sustainable employment outcomes.</p> <p>Additionally, Women@Work Employment Advisers will have a business development role, contacting companies and encouraging them to offer work experience, traineeships and employment to women jobseekers, and avail of the supports we offer. They will actively seek suitable roles for their specific clients.</p>	€374,306.34	Y, but under IEM	120

			<p>The target total number of women returners supported is 120 over the lifetime of the programme, with growth in numbers year on year as the programme becomes established. Participants will be recruited from BITCI's employment programmes and from other quality employability programmes. It is important to note that the Women@Work services will particularly target women who are not gaining employment through these existing programmes and need additional tailored supports. Detailed assignment of outcomes to funded projects will be done.</p>			
2GE 30	National Collective of Community-based Women's Networks	Nationwide	<p>NCCWN STEPS to Employment for Women programme: including skills, training, equality, participation and supports. The aim of the project is to run a 'Women's Skills for Employment and Civic Engagement Programme'. The projects will work with women who are currently distant from the labour market progressing them through a series of 'steps' which will ultimately increase their employment prospects and foster women's development and engagement in civil society through increased/improved skills and confidence levels as well as working with women on an individual level to develop a personalised, targeted 'Career Path and Personal Action Plan'.</p> <p>Steps:</p> <ul style="list-style-type: none"> • Identification and Engagement • Pre Development: personal development and capacity building element • Participation: foster women's development and engagement in civil society. Life skills • Training: gain workplace transferable skills accredited and non-accredited • Progression Pathways: Direction/Guidance/Planning • Supports <p>This programme will include self-development and diverse workplace skills.</p>	€318,231.96	Y	396
2GE 22	New Communities Partnership	Nationwide	<p>Mi-WOW will empower migrant women not in employment to reach their potential by providing them with a targeted "Toolkit" to access and progress into the Irish Labour Market according to their needs.</p>	€482,219.84	Y but under IEM	1,200

			<p>Mi-WOW will provide several 6 week training sessions, combining one-to-one interactions with tailored workshops to promote equal opportunities and upskill these migrant women's capability to access employment, through: needs-assessment, qualifications, job-readiness, further training and others.</p> <p>Mi-WOW will offer nationwide information sessions, introducing participants to the Labour Market as per their entitlements. Additionally, Mi-WOW will deliver separate information sessions to prospective employers on migrant women's rights regarding labour market access.</p>			
2GE 33	Irish Refugee Council	Dublin	<p>Select and recruit women for the project through direct outreach and referrals for IRC staff and sister organisations. Identify local partner volunteer using existing IRC contacts to help deliver project by connecting local expertise and networks (leads: local Fáilte Isteach groups, community groups, County Partnerships).</p> <ul style="list-style-type: none"> •Source a local ICT room to deliver training and host group meet ups (leads: ETBs, local libraries, community hall, schools, colleges). •Develop pre-employment curriculum which includes intercultural training and soft skills. Create a Personal Pathways Plan (9-month plan, setting out short, medium and long-term goals around employment or access to training/voluntary work/internships) with each participant. •Skills 2 Succeed Academy (a distance learning platform set up through An Cosán) allows participants to study independently. •Engage employers and local partner organisations to identify employment opportunities, build sustainable relationships with employers, and jobs-match in each area. •Provide tailored solutions to problem-solve issues with entering or retaining employment (e.g. negotiate hours with employer, define level of English required for role, accompany to interview (if required)). •Local partner organisations coordinate a peer-support group which helps promote and sustain self-advocacy. 	€394,798.68	Y, but under AMIF	225
2GE 21	Northside partnership	Dublin North	Careers in Mind is a multi-faceted 24week programme of supports aimed at supporting women who are unemployed who may be lone parents, disabled or long-term displaced from the labour market	€411,721.78	N	150

			into successful pathways towards employment. Through a stream of interventions, women will develop their capabilities for workforce engagement. Programme supports will include initial advice and guidance, personal profiling and action planning, confidence building, career interests profiling, employability training, corporate engagement, educational portfolio building, work and education tasters and progression support. From this, women will have made meaningful progress in their journey towards the labour market, engaged in a programme of transformation and change to facilitate their entry to the labour market.			
2GE 32	Cherish/One Family	Greater Dublin & Nationwide online	We will build on our current ESF PEIL funded project to develop and test innovative pathways to progress 60 female lone parents distant and detached from the labour market into education and sustainable employment. This will be achieved through face to face and online delivery of our employability programmes. The pathway comprises accredited online and in-house personal development and career planning programmes (QQI level 4), wraparound family support services, key working and accredited training in further education centres (QQI levels 3-6). One Family will recruit, support and train Jobseeker's Transition (JST) and One-Parent Family Payment (OFFP) recipients in a total of three delivery rounds of 20 participants each. We will develop nationwide referral pathways to family support services, employers and to further education centres.	€315,450.98	Y	65
2GE 13	Ballyhoura Development Association	Co. Cork & Limerick	<p>Building on the success of the current programme Ballyhoura Development and SECAD with new partners Limerick and Clare Education and Training Board and Cork Education and Training Board will:</p> <p>Raise awareness amongst women who are distanced from the labour market, living in the target geographical area, of the opportunities for engagement in education, training and employment, both ,mainstream through the education and Training boards and through direct supports from this programme.</p> <p>Activate participants by means of informal information events (coffee mornings) and larger employment fairs focussing on</p>	€326,366.72	Y	350

			<p>healthcare employment and training opportunities and complete a personal action plan.</p> <p>Support at least 160 women to participate in a bespoke employment focussed personal development programme “Career Opportunities for Women”.</p> <p>As well as providing pre-development supports for Women who want to progress to Healthcare Training, the bespoke “Career Opportunities for Women programme will be offered as a standalone module. Women who complete this module and are not interested in accredited healthcare training will be supported to access mainstream further education and training through the Education and Training Boards mainstream delivery, as well as one-to-one support and mentoring to directly access employment. This element is based on feedback and evaluation from current participants.</p>			
2GE 19	Cork City Partnership	County Cork	<p>Our experience from the current PEIL project indicates that a woman’s choice to remain in the home and not seek outside employment is influenced by lack of confidence, isolation from employment and a perception that their skills are not relevant.</p> <p>This project will help women into employment in the following ways:</p> <ul style="list-style-type: none"> ○ Pilot an innovative approach to targeting and recruiting participants ○ Work one to one with the participant to devise a Personal Action Plan ○ Deliver training to develop soft skills such as confidence building, interpersonal and communication skills, generate peer support through the group work and an understanding of the modern day workplace ○ Provide intensive one to one job coaching 	€225,480.20	Y	300

			<ul style="list-style-type: none"> ○ Provide follow-on mentoring support post-employment <p>The project will operate within the existing structure of Cork City Partnership and will benefit from the added value of the range of other social inclusion programmes we provide, as well as an established senior management team and a good quality corporate governance structure.</p>			
2GE 07	North East West Kerry Developments	North Kerry	<p>The project will support 120 women to become active in the labour market through a flexible programme which responds to their needs by:</p> <p>Enhancing the life skills and opportunities of participants through personal development training and mentoring. This training will focus on building confidence and self-esteem as well as clarifying goals and vision.</p> <p>Supporting women to access long term quality employment through workshops in CV and cover letter preparation, Interview skills and networking.</p> <p>Providing training and upskilling opportunities preparing the women to return to a modern workforce.</p> <p>Developing strategic alliances with employers/employer networks around flexible working and climate change.</p>	€343,212.92	Y	120
2GE 15	People First	Co. Donegal	<p>We propose to extend and enhance our current WISE project for a further 3 years. We will recruit 450 women who are currently detached from the labour market to gain training and/ or employment. Every individual will be assigned an experienced mentor who will work with them to reach their full potential through:</p> <ul style="list-style-type: none"> • Identifying their individual barriers to employment through diagnostic assessment and skills check; 	€626,444.50	Y	450

			<ul style="list-style-type: none">• Producing and supporting an action plan to employment – addressing educational, training, motivational and confidence building needs • Putting support measures in place, i.e.:<ul style="list-style-type: none">○ Accredited employability training○ Intensive confidence building programme○ Sign posting to specialist support providers○ Provision of better-off calculations			
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**List of Projects Recommended for Funding under the European Social Fund (ESF) PEIL 2.9 Gender Equality, Strand B
(Womens' Entrepreneurship) 2019 Call for Proposals**

Project Ref.	(Lead) Applicant Name	Location/Area	Details and Operational Objectives (from Section 2.1.5 of Application Form Part I)	Grant Amount Recommended (€)	Existing 2016 project	Target participants
2GE 29	Migrant Rights Centre Ireland	Dublin	This is a continuation of the current ESF project Building Better Futures – Building Social Enterprise with Migrant Women Entrepreneurs. This innovative entrepreneurship project with migrant women including is designed to increase rates of women's entrepreneurship and to create the conditions for the migrant women to continue to develop a viable social enterprise – Neighbourhood Connect - to combat labour market discrimination. The project will roll out 2 migrant women's entrepreneurship training programmes with DCU Ryan Academy – based on the success of the initial pilot in 2019 aimed at 50 women. It will continue to work with a core group of homecare workers to advance social enterprise, supporting their capacity to develop the initiative. We will deliver QQI training in care of the older persons to migrant women looking to enter into care jobs, or to improve the positions they currently hold by allowing them to access accredited training. This will allow them to join the worker owned cooperative – Neighbourhood Connect - giving them better, secure jobs with better pay and conditions of employment. We will run 2 QQI accredited course for 40 participants. Once established and fully operational the worker owned social enterprise – Neighbourhood Connect- has the potential to provide training and employment to up to 300 women from disadvantaged groups and who face labour market disadvantage to create a more sustainable model in home care provision.	€355,424.28	Y	46
2GE 02	Partas	South & West Dublin	Our existing WEBNET programme has a proven track record in attracting women who want to become self-employed, having already worked with over 90 women, and supported 34 of them into self-employment. One of the important learnings arising from our WEBNET programme is that the networking that takes place each week is so very important to the women participating. The regular nature of the classes, the	€292,027.22	Y	160

		<p>longevity of the programme, all contribute to the enhanced wellbeing of those involved. The diverse nature of the group is a strong feature in its success; many women are older and looking at a second chance at a new career; many women want to work for themselves in order to better manage family work life opportunities. And some just want to work for themselves. Another important insight is that some participants felt that the third QQI award in Sales and Marketing was too big a commitment, and would have preferred to have only 2 QQI awards.</p> <p>WEBNET+ builds on the achievements of WEBNET, and based on our experience thus far, is proposing an informed and <i>modified</i> offering. So it will now offer an 18 week programme of training (2 QQI Awards in Career Planning and Start Your Own Business), followed by a further series of monthly networking sessions (monthly networking will run for the 3 year duration of the programme). The weekly networking will address the sense of 'loss' that participants feel when formal training ends – keeping them involved in weekly networking that they can drop in/out as they develop their businesses. The regularity of engagement and peer support through the programme is unique, and offers real value to those involved.</p> <p>Ultimately, WEBNET+ will offer its members access to high quality accredited training and mentoring, equipping them with all the skills they will need to overcome barriers, and get from A to Z on the path to self-employment. A combination of mentoring, training and networking will ensure that the women participating are given every opportunity to succeed. It will target both those in the early stages of entrepreneurship (i.e., those 'thinking' about it) and those who may not even have considered self-employment yet. It will be housed in a hub of entrepreneurial activity in our Tallaght Enterprise Centre that will create a sense of energy and enthusiasm among participations, exposing them to the sense of community within the centre, which is a crucial factor in creating an enabling a supportive environment, particularly for those that have been excluded, distanced and haven't participated in the economy for quite some time.</p>			
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			<p>Transferable skills:</p> <p>Participants will gain qualifications in new skills which will give them renewed confidence in their abilities. The two QQI modules respond to the needs of the labour market, and will focus on developing excellent marketing, communication, sales, and business development skills among participants to enable them to develop, grow, sustain and manage successful businesses. Specifically, Sales and Marketing skills are essential in running a business, but are equally valuable in any sector of industry, thus their transferability must not be undervalued.</p> <p>And most importantly, it will focus on enhancing the confidence of the female participants that it supports, as so many of these women self-report that their confidence has been eroded, for various reasons. In our existing WEBNET programme, the transformation in confidence levels from day 1 to the final day is extraordinary, as people have developed their presentation and communication skills throughout the programme. WEBNET+ will further develop this approach to learning.</p>			
2GE 03	Galway Mayo Institute of Technology	Western Region	<p><u>EMPOWER Explore Events/Networking: (200 participants, 100-200 at each of 2 events)</u></p> <p>Targeted events/networks will encourage participation in the programme.</p> <p><u>EMPOWER Start Programme: (40 Participants, 2 cohorts of 20, part-time over 12-14 weeks)</u></p> <p>Women will gain confidence and develop through the start-up process towards pitching their Business Model. Participants may then progress to the:</p> <p><u>EMPOWER Growth Programme: (20 Participants, 2 cohorts of 12)</u></p> <p>Entrepreneur-led experiential learning for women looking to grow/scale their business. Based on leadership skills and run one Saturday/month for 11 months.</p>	€306,643.10	Y	220

			The parallel <i>EMPOWER Scale Programme</i> will extend international research to identify interventions that best ensure women's entrepreneurial success in the Irish regional context.			
2GE28	SECAD Partnership CLG	Rural Cork & Limerick	The programme, targeting rural based new and recently established female entrepreneurs will promote and support entrepreneurial skills amongst this target group, through tailored online and face-to-face training and personal development supports. Due to the online nature of the training, it will allow flexible learning and will be acceptable to many. Run over thirty months, the programme will target 120 female entrepreneurs to participate in the online training. Network events and supports will be open to all new participants (120) and all graduates of the previous WREN training 2017-2020 (i.e. an additional 100 female entrepreneurs).	€353,627.94	Y	120
2GE 04	South East Community Training and Education Centre	Wexford	To increase the number of women entrepreneurs in Wexford area by providing a group of 20 female would be entrepreneurs who have a concrete business idea and wish to become self-employed with Enterprise training and supports to develop small scale enterprises. Training will include the following conducting SWOT analysis, Feasibility studies, developing Business plans and Marketing strategies including social media marketing, Basic bookkeeping, accounts and CIT skills, negotiating skills, employment Law, and grant applications. CTEC will work closely with the Local Enterprise board and Local Development company to assist the group to secure potential funding for their start up enterprises.	€181,630.38	Y, as WRW	40

