



Rialtas na hÉireann
Government of Ireland

THE MIGRANT INTEGRATION STRATEGY 2017-2020

PROGRESS REPORT TO GOVERNMENT

OFFICE FOR THE PROMOTION OF MIGRANT INTEGRATION

2019

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MINISTER'S FOREWORD



David Stanton TD, Minister of State at the Department of Justice and Equality with special responsibility for Equality, Immigration and Integration.

I am pleased to present this Progress Report on Ireland's National Migrant Integration Strategy.

Our Strategy was adopted by Government in 2017 to provide a framework for the actions required by all Government Departments and Agencies, as well as Local Authorities, to support the effective integration of migrants in Ireland. Implementation of our Strategy is key to ensuring that migrants are facilitated to play a full role in Irish society; that integration becomes a core principle of Irish life; and that Irish society and institutions work together to promote integration.

We all have much to gain from the successful integration of those who have travelled from elsewhere to make Ireland their home – be it temporarily or permanently. Irish society is more nationally, ethnically and culturally diverse than ever before. This growing diversity gives us a welcome opportunity to develop broader and more inclusive identities at all levels – from how we define our local communities to our very sense of what it means to be Irish, and everything in between.

Everyone has a part to play in successful integration. It is not automatic. It requires positive and sustained effort on the part of migrants themselves; public servants; employers; community workers; volunteers; businesses small and large; trade unions and professional bodies; political parties; and wider society.

Our National Migrant Integration Strategy gives us the framework we need for this work. Now that we are halfway through the Strategy period, it is a good time to take stock of progress and see what we have achieved, where we have faced challenges, and how we can best focus our efforts during the second half of the Strategy period.

Two areas I would like to see a greater energy and focus on for the remainder of the Strategy period are actions combatting racism and xenophobia; and actions to support integration and social cohesion at the local level. This will benefit from synergies between my Department, the Department of Rural and Community Development and Local Authorities.

Evidence suggests the need for action in areas where outcomes are demonstrably poorer for migrants than non-migrants. Similarly, evidence suggests that action is needed in relation to racism and discrimination, to address issues that, if unchecked, are likely to lead to serious barriers to social inclusion for some migrant communities.

There is a lot of positive action at the local level and we need to support and promote this better. It is widely acknowledged that the local level matters when it comes to migrant integration. Local Leaders know how migrants can contribute in many areas, from meeting employment gaps to diversifying economic and cultural opportunities for all residents. In many cases, local associations are key partners in supporting migrants, in particular vulnerable ones, over time. I welcome the discussions between my Department, the Local Government Management Agency (LGMA), and the Department of Rural and Community Development on how best to support a coordinated response at the local level – through using existing mechanisms and a partnership approach.

This Progress Report provides much useful information on the work being done across Government to achieve the objectives of our Strategy and highlights some important milestones that we have reached since its adoption. It maps our journey to good practice and the lessons we are learning. We can use this map to help us get integration right; to build on the good work that has been done so far, and to plan for the future. It will also help us to see where we need to intensify our effort in the months ahead in order to realise our vision for migrant integration in Ireland.

EXECUTIVE SUMMARY

This Progress Report on the implementation of the Migrant Integration Strategy has been prepared by the Integration Team at the Office for the Promotion of Migrant Integration to meet the commitment contained in Action 76 of the Strategy: *“Progress on the implementation of these actions will be reviewed at the end of 2018 and a report prepared for Government.”*

1. Introduction

Section 1 of the report provides an introduction to the report. The Migrant Integration Strategy 2017-2020 was adopted by Government and launched in February 2017. The Strategy provides a framework for Government action on the integration of migrants and their Irish-born children across ten areas of public policy:

- Access to Citizenship / Long Term Residency
- Access to Public Services and Social Inclusion
- Education
- Employment and Pathways to Work
- Health
- Integration in the Community
- Political Participation
- Promoting Intercultural Awareness and Combating Racism and Xenophobia
- Volunteering
- Sport

It also addresses cross-cutting barriers to integration, the reduction or removal of which will require action by many or all public authorities. The Strategy contains seventy-six actions to be implemented by one or more public bodies over the period 2017 to 2020.

2. Monitoring

Section 2 of the report explains how the implementation of the Migrant Integration Strategy is monitored. Progress is overseen by a Migrant Integration Strategy Monitoring and Coordination Committee, which is chaired by Mr. David Stanton, TD, Minister of State at the Department of Justice and Equality with special responsibility for Equality, Immigration and Integration. Secretariat to this Committee is provided by the Office for the Promotion of Migrant Integration at the Department of Justice and Equality. Further information on the Committee and its work can be found at Appendix A to this report.

To support the monitoring process, the Committee has agreed progress indicators for each action in the Strategy. This meets the commitment contained in Action 75 of the Strategy: *“The integration plan implementation process will be strengthened through the collation, analysis and development, where necessary, of relevant indicators which can be used to monitor the integration process.”* The full set of indicators is provided at Appendix B to this report.

3. Review of Progress

Section 3 of the report provides a summary of progress under each action. In preparing these summaries, we gathered information on the current status of each action from the Department or Agency responsible for implementing the action. In the case of cross-cutting actions, we used the online reporting mechanism that we developed in early 2018 for routine monitoring

of these actions. For each action, we provide a summary of progress to date, and where possible, a look ahead at activity planned for the near future. Our intention is to give an overall picture of progress for each action, with a focus on concrete steps taken to meet the commitment made in the Strategy.

We have used a five-category traffic light system to help illustrate the current status of each action. The table below shows the five categories with the total number of actions in each category at time of reporting.

Colour	Description	Number of Actions
Black	Not started yet	0
Green	On track	45
Amber	Minor problems or delays	17
Red	One or more major difficulties	5
Blue	Complete	9

Below are some examples of the progress reported in Section 3 of the report.

Theme 1: General Actions

Integration Funding Programmes

Our integration funding programmes are an important way that we work to achieve the strategic objectives of the Integration Strategy. A diverse range of programmes and projects is being implemented nationwide by third party organisations with grant funding support from the Office for the Promotion of Migrant Integration and other public funding bodies. As many of these address directly themes and specific actions within the Strategy, we have included information on a selection of them throughout the report, with further data supplied at Appendix D.

Action 6

Integration Data Gaps

The Economic and Social Research Institute, working under a multi-annual integration research programme for the Office for the Promotion of Migrant Integration, has conducted an analysis of gaps in integration data available to policymakers and practitioners, which was published in March 2019: *Data for Monitoring Integration: Gaps, Challenges and Opportunities*.

Action 8

Theme 2: Access to Citizenship / Long Term Residency

Availability of Data on Applications for Citizenship and Long-Term Residency

Statistics on applications for citizenship and long-term residency are being published in line with the commitments contained in the Strategy.

Actions 9 and 13

Theme 3: Access to Public Services and Social Inclusion

Integration Research Programme

The Office for the Promotion of Migrant Integration is undertaking a two-year Integration Research Programme with the Economic and Social Research Institute (ESRI). Outputs from this Programme include:

- *Monitoring Report on Integration* (published November 2018)
- *Mapping Data Needs for Migrant Integration* (March 2019)
- *Diverse Neighbourhoods: An Analysis of the Residential Distribution of Immigrants in Ireland* (forthcoming June 2019)

Action 25

Theme 4: Education

School Admissions

The [Education \(Admission to Schools\) Act 2018](#) was passed by the Oireachtas on the 4th of July 2018, and was signed into law by the President on the 18th of July 2018. The Act is intended to create a more parent-friendly, equitable and consistent approach to how school admissions policies operate for all primary and post-primary schools. This will help to ensure that all children, regardless of nationality or religion, are able to access education.

Action 26

Theme 5: Employment and Pathways to Work

Public Sector Recruitment

The Public Appointments Service (PAS) has undertaken a number of positive initiatives with the aim of ensuring that the Public and Civil Service better reflect the diversity of Irish society. These include new means of advertising – for example through Polish on Facebook; a revised website, with a specific section on Diversity and Inclusion, and outreach initiatives to schools.

Action 44

Theme 6: Health

Intercultural Health Strategy

Ireland's Second National Intercultural Health Strategy was published on the 15th of January 2019. This five-year Strategy provides a comprehensive and integrated approach to addressing the health and support needs of health service users with diverse ethnic and cultural backgrounds.

Action 48

Theme 7: Integration in the Community

Communities Integration Fund

The [Communities Integration Fund](#) was launched in 2017 and is now in its third year. Administered by the Office for the Promotion of Migrant Integration at the Department of Justice and Equality, this fund provides €500,000 each year in small grants to community initiatives aimed at promoting migrant integration. To date, over €1 million has been distributed to 246 projects nationwide. This funding provides an important support for communities that are seizing the initiative in the two-way process of community integration. CIF 2019 was launched in March 2019, with €526,000 made available - €26,000 of this is supplied by the Office of Public Works for art projects.

You can find more information on the work supported by this fund at Appendix D.

Action 51

Theme 8: Political Participation

“Go Vote!” Campaign

A number of initiatives have been undertaken in order to encourage people from migrant communities to become engaged in politics and voting. A video campaign “Go Vote!” was developed with support from the European Union Asylum Migration and Integration Fund (AMIF), the Department of Housing, Planning and Local Government and the Department of Justice and Equality. The campaign, run by the Immigrant Council of Ireland, involved the development and dissemination of videos in a range of languages to encourage people from migrant communities to register and vote.

Actions 58, 59 and 60

Theme 9: Promoting Intercultural Awareness and Combating Racism and Xenophobia

Funding Anti-Racism Initiatives

Under the various funding streams supported and coordinated by the Government, a number of Anti-Racism projects have been funded. This funding provides relevant organisations with the resources to develop initiatives that encourage engagement and interaction amongst communities.

Under the National Integration Funding Programme, the Department of Justice & Equality is funding Cultúr Celebrating Diversity’s ‘Anti-Racism Project’, which provides support services and develops the capacity of local migrant groups in County Meath to engage with decision makers. An important element of the project is building communications between these migrant groups and their wider local communities to bridge differences and learn about each other.

Fingal County Council also received funding under the National Integration Funding Programme, for its project ‘Promoting Integration and Social Cohesion in Fingal’. The project is building effective connections and delivery mechanisms at the local community level, working with teens, young adults and families to address barriers to inclusion and build the intercultural relationships, which are the core of cohesive communities.

Action 68

Theme 10: Volunteering

Encouraging people from migrant communities to volunteer

The Department of Rural and Community Development circulated a Call for Input, for its National Volunteering Strategy, to Government Departments, relevant stakeholders and the public, in January 2019. The document includes a section on Challenges to Volunteering with one area focusing initiative to Increase Participation of Marginalised Groups in Volunteering. 200 submissions were received, and the Department is developing a draft National Volunteering Strategy, following which they will hold a second public consultation.

The discussion of this area in the consultation process demonstrates the importance of the issue of ensuring that volunteering reflects the diversity of Ireland and its new communities.

Action 72

Theme 11: Sport

Sport Against Racism Ireland, football training workshops for Primary Schools

Under the National Integration Funding Programme, the Department of Justice & Equality is funding Sport Against Racism Ireland (SARI) to travel nationwide delivering football-training sessions which incorporate anti-discrimination workshops, to children in primary schools aged 10-13.

The initiative 'Diversity Games' was a joint venture by Athlone Institute of Technology and Offaly Sports Partnership, which received funding under the Communities Integration Fund 2018. This initiative demonstrated the power of sport in bringing diverse communities together at the local level.

Sport Ireland announced an investment of nearly €32 million in National Governing Bodies for Sport, direct athlete support and the Local Sports Partnership Network for 2019 with a strong emphasis on increasing participation in sport and physical activity by all members of society.

Action 73

Theme 12: Implementation and Follow-Up

Monitoring Our Progress

Following the adoption of the Migrant Integration Strategy by Government in 2017, a Monitoring and Coordination Committee was established. This Committee is chaired by Mr. David Stanton, T.D., Minister of State at the Department of Justice and Equality with special responsibility for Equality, Immigration and Integration. Its membership includes Government Departments, Government Agencies and NGOs. Committee members provide regular updates to the committee on actions taken by their respective organisations to implement the Strategy. The Committee has met six times since June 2017. It last met on the 20th February 2019, and the next meeting will be on the 19th June 2019. Further information on the Committee and its work can be found at Appendix A.

Action 74

4. Conclusions and Recommendations

Section 4 of the report presents conclusions and recommendations from the Office for the Promotion of Migrant Integration. These reflect our experience and lessons learned over the first two years of the Strategy period and are informed by our roles both as secretariat to the Monitoring and Coordination Committee, and as central Government policy lead unit with respect to migrant integration. They also reflect input from members of the Monitoring and Coordination Committee whose views were sought during the development of the report.

Below is a summary of our conclusions and recommendations as set out in Section 4.

Conclusions

Overall Progress:

- There has been good progress in the implementation of the Strategy since its adoption in February 2017. As of April 2019, when this report was finalised, a total of 54 of the 76 actions fell into the 'on track or completed' reporting categories. 17 actions faced 'minor problems or delays', with a further 5 actions facing 'one or more major difficulties'. No actions had yet to start. Overall, this represents a good rate of progress.
- A number of significant milestones, that were included as commitments in the Strategy, have been achieved. These include the enactment of the Education (Admission to Schools) Act 2018; adoption of Ireland's Second National Intercultural Health Strategy; the establishment of the Communities Integration Fund; commencement of an OPMI/ESRI Integration Research Programme; and mapping of data needs for monitoring integration. These are important developments that will support the achievement of the objectives of the Strategy.
- A number of actions have not been implemented within the timeframes indicated in the Strategy and will require renewed focus in the remaining Strategy period.

Monitoring:

- The chief mechanism for monitoring the implementation of the Strategy is the Monitoring and Coordination Committee, and this is working effectively. The monitoring process is facilitated by the use of reporting tools, which OPMI developed for this purpose.
- Monitoring progress on those actions that have a 'process' focus and/or are cross-cutting has proven challenging.
- Gathering the necessary data to monitor progress on "All Departments" and Local Authority sector actions has also proven challenging.
- Greater use could be made of the agreed indicators in progress reports drawn up by bodies responsible for actions under the Strategy – however the absence of baseline data in many areas means it is not always possible to measure progress against indicators accurately.
- External analysis of outputs and/or outcomes could assist in addressing monitoring challenges.

Evidence Base:

- The growing evidence base on integration could help to inform implementation priorities for the remainder of the Strategy period.
- Greater use of this evidence (*Integration Monitor* (2018); IHREC/ESRI research series etc.) would help determine implementation priorities under the Strategy: especially in the areas of English language acquisition; employment (both access and progression); supporting integration at the local level; and combatting racism.

Recommendations:

General:

- Use integration monitoring data to prioritise actions for implementation.
- Develop implementation plans for any actions that have fallen behind published timelines for implementation.
- Commission external data gathering and/or monitoring to measure progress on certain actions.
- Link reports to Committee more directly to agreed indicators for each action.
- Extend the use of online reporting for "All Departments" actions.

Thematic:

- Consider whether additional actions to combat racism and xenophobia may be required in the Strategy.
- Develop greater synergy and more active links between Local Authority integration work and the implementation of the National Strategy
- Informed by integration monitoring, develop a programme to advance integration outcomes in adult education (in particular English language acquisition) and employment (access and progression).

1. INTRODUCTION

Action 76

Progress on the implementation of these actions will be reviewed at the end of 2018 and a report prepared for Government.

Responsible Body – Office for the Promotion of Migrant Integration

Introduction

Welcome to this Mid-Term Progress Report on the implementation of Ireland's National Migrant Integration Strategy 2017-2020. Launched in February 2017, the Strategy contains key actions that Government Departments and Public Bodies have committed to take in order to remove barriers to integration and enhance equality of opportunity for migrants and their Irish-born children.

Policy Context

As measured by Census 2016, almost 12% of our population has a nationality other than Irish, while 17% of us were born abroad. Rates of acquisition of Irish citizenship through naturalisation continue to increase, with almost 140,000 people becoming citizens in this way between 2005 and 2017. In terms of nationality, ethnicity, language, culture and religion, our population grows ever more diverse. As our migrant communities become more established, we also have a growing second generation: people who were born here to migrant parents.

As Irish society is changing, so public policy and service provision are changing with it. Public policy with respect to the integration of migrants is founded on the principle of mainstreaming. That is, migrants to Ireland avail of mainstream service provision in all areas of public policy, including education; healthcare; social protection; employment supports, etc. This mainstreaming approach recognises that services may need to adapt in order to ensure that migrant service users can access them on an equitable basis. Many of the adaptations required - such as providing information about services in a range of languages; training frontline staff so that they are equipped to serve a culturally diverse customer base; and taking integration into account in both policy development and service design - are included in the National Migrant Integration Strategy.

Background – Development of the Migrant Integration Strategy 2017-2020

Support for the successful integration of migrants has been the focus of policy development and implementation in Ireland for some time since Ireland became a country of large-scale inward migration in the mid-1990s. Since the late 1990s, policymakers and service providers have sought to respond and adapt to Ireland's changing demographics and society. The adoption and implementation of the current National Migrant Integration Strategy represents a continuing commitment to this work. It builds on the principles and achievements of a number of key policies and strategies that have shaped Ireland's policy and approach to integration. These include:

- *European Common Basic Principles on Integration (1999)*
- *Integration – A Two Way Process (1999)*
- *Planning for Diversity – The National Action Plan Against Racism (2005-2008)*
- *The National Economic and Social Council's Study on Migration Policy (2006)*
- *Migration Nation – A Statement on Integration and Diversity Management (2008)*

The development process for the current Strategy began in February 2014, with the endorsement of the Cabinet Committee on Social Policy of a proposal by the Minister for Justice and Equality to reconstitute a Cross-Departmental Group on Integration with the aim of preparing an updated migrant integration strategy. This Group led a review of the activities being undertaken by Government Departments and Agencies to promote integration; prepared a draft Strategy that took account of the policies and actions already being implemented across Government; and undertook consultations with key stakeholders. The Cross-Departmental Group also conducted a public consultation on the development of the Strategy, including inviting written submissions through an open call in the media; face-to-face meetings; and open consultation sessions. Informed by these inputs, the final version of the Strategy was developed, adopted by Government, and launched in February 2017.

Migrant Integration Strategy

The Migrant Integration Strategy contains seventy-six actions to be implemented by one or more public bodies over the period 2017 to 2020. It provides a framework for Government action on the integration of migrants and their Irish-born children across ten areas of public policy:

- Access to Citizenship / Long Term Residency
- Access to Public Services and Social Inclusion
- Education
- Employment and Pathways to Work
- Health
- Integration in the Community
- Political Participation
- Promoting Intercultural Awareness and Combating Racism and Xenophobia
- Volunteering
- Sport

It also addresses cross-cutting barriers to integration, the reduction or removal of which will require action by many or all public authorities.

Progress on the implementation of the Strategy is monitored by a Monitoring and Coordination Committee Chaired by Minister David Stanton, TD. Secretariat to the Committee is provided by the Office for the Promotion of Migrant Integration at the Department of Justice and Equality.

The approach to developing, implementing and monitoring the Strategy is evidence based, drawing on the latest research and expertise in the area. The OPMI funds the Economic & Social Research Institute (ESRI) to produce monitoring reports on

integration. The most recent Integration Monitor, published in November 2018, provides useful data to measure the progress of the Strategy so far and guide the implementation and monitoring process over the next two years. The Integration Monitor measures the integration of immigrants into Irish society in four key policy areas: employment, education, social inclusion and active citizenship. The findings provide policy makers with a balanced and rigorous assessment of the situation of immigrants in Ireland using the most reliable and up-to-date research.¹

Structure of this Progress Report

This Progress Report provides information on progress to date for each of the seventy-six actions in the Strategy. The report has been prepared by the Office for the Promotion of Migrant Integration (OPMI), with support and input from members of the Migrant Integration Strategy Monitoring and Coordination Committee. It summarises progress to date on each action as reported by the responsible Department(s) and/or Agency. Where possible, it also provides summary information on planned initiatives. We report that all of the actions have been initiated: 9 actions have been completed; 45 actions are on track; 17 actions are experiencing minor problems or delays and just 5 actions are experiencing one or more major difficulties.

There are many areas in which significant progress is reported, including:

- The launch of Ireland's Second National Intercultural Health Strategy
- The passing into law of the Education (Admission to Schools) Act 2018
- The launch of the Communities Integration Fund

There are also areas in which further progress is required in the remaining implementation period of the Strategy if commitments are to be met.

Some conclusions are drawn by the Office for the Promotion of Migrant Integration from our experience of monitoring the implementation of the Strategy and working with partners on its implementation. We also make a number of recommendations aimed at strengthening both the monitoring and implementation of the Strategy in the remaining Strategy period.

As the Report makes clear, considerable progress has been made in meeting the Strategy commitments and advancing its objective. It is also clear that concerted efforts from all relevant Department and Agencies, working alongside partners in the community and voluntary sector, will be essential to ensure that any actions lagging behind can be progressed and that those gains that have been made already are reinforced and mainstreamed where appropriate. Integration has been described as a two-way process. It might also be described as a continuous process that requires a sustained effort across Government.

¹ Samantha Arnold and Frances McGinnity, *Monitoring Report on Integration 2018*, Dublin: Economic and Social Research Institute, 2018, p3.

2. Monitoring the implementation of the Strategy

2.1 Monitoring arrangements

Action 74

To Support the process of implementing recommendations arising from this review, a monitoring and coordination Committee will be established. This Committee will encompass a broad membership, including but not limited to:

- Representatives from each relevant Government Department;
- Representatives of the relevant State Agencies, including the Health Service Executive;
- Representatives of the NGO sector.

Responsible Body – Department of Justice and Equality

Migrant Integration Strategy Monitoring and Coordination Committee

The Migrant Integration Strategy Monitoring and Coordination Committee (henceforth “the Committee”) was established in May 2017 in accordance with Action 74 of the Strategy, under the Chairmanship of Minister of State at the Department of Justice and Equality with special responsibility for Equality, Immigration and Integration, Mr. David Stanton T.D. The Office for the Promotion of Migrant Integration (OPMI) acts as secretariat to the Committee.

At its inaugural meeting on the 27th June 2017 the Committee adopted the following **Terms of Reference**, which are derived from the Strategy.

- To oversee implementation of the Migrant Integration Strategy;
- To review implementation of all actions;
- To agree indicators for monitoring progress;
- To assess whether or not further action is required on specific issues;
- To make recommendations on actions needed to be added to the Strategy or changed to respond to changing needs;
- To contribute to a progress report to Government at the end of 2018 on the implementation of all actions.

The Committee meets not less than three times per year in plenary format. Minutes of these meetings, once adopted by the Committee, are published on the website of the Office for the Promotion of Migrant Integration. The Committee has also established several thematic sub-committees to advance particular aspects of its work. These are:

- Access to Public Services and Social Inclusion
- Coordination
- Education
- Employment and Pathways to Work
- Promoting Intercultural Awareness and Combatting Racism and Xenophobia

Prior to each meeting of the Committee, Committee members are invited to provide updates on progress on actions under their responsibility. These updates are compiled by OPMI and condensed into a reporting template.

Progress of each of the actions is rated, with specific colours assigned to each rating. These colours can also be seen in the “Status” section of each of the action updates provided in this report. The rating scale is as follows:

	On Track
	Minor Problems or Delays
	One or More Major Difficulties
	Complete
	Not Started

A list of Committee members and schedule of meetings held is provided at **Appendix A**.

2.2 indicators of progress

Action 75

The integration plan implementation process will be strengthened through the collation, analysis and development, where necessary, of relevant indicators, which can be used to monitor the integration process.

Responsible Body – Government Departments and Agencies

Monitoring Indicators

In accordance with Action 75 of the Strategy, the Committee agreed a set of indicators against which to measure progress on the implementation of each action contained in the Strategy. These indicators can be found at Appendix B.

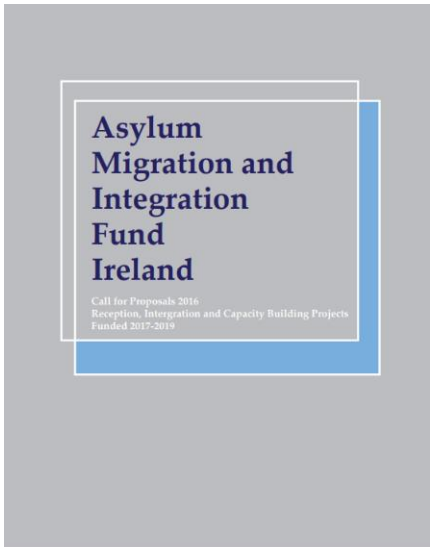
3. Review of Progress

Theme 1: General Actions (Actions 1-8)



Overview

The first group of actions in the Strategy are general or cross-cutting actions that do not belong to a single policy area. This group contains eight actions. Three actions are the responsibility of all Government Departments and Agencies to implement. Four actions fall to the Office for the Promotion of Migrant Integration at the Department of Justice and Equality, and a single action is the responsibility of a separate business area within the Department of Justice and Equality.

Highlight: Funding Programmes



Call for Proposals 2016
Reception, Integration and Capacity Building Projects
Funded 2017-2019



A number of [funding programmes](#) aimed at promoting migrant integration have been managed by the Department of Justice and Equality and implemented by partners.

Over €11 million of funding has been allocated to support a wide range of initiatives, from local community events to national projects.

This includes funding from:

- European Union Asylum Migration and Integration Fund
- European Union European Social Fund
- National Integration Funding Programme
- Communities Integration Fund
- Dormant Accounts Funding

Examples of Progress

- The Department of Justice and Equality and the Office for the Promotion of Migrant Integration have initiated a range of funding programmes to support integration projects nationwide.
- The Office for the Promotion of Migrant Integration has developed an online tool to gather data on the mainstreaming of integration by public authorities.
- The Economic and Social Research Institute, on behalf of the Office for the Promotion of Migrant Integration, has conducted an analysis of integration data available to policymakers and practitioners.

Implementation and Monitoring Challenges

- Early monitoring of the mainstreaming actions has shown mixed levels of awareness among public authorities of their obligations in this regard.
- Gathering and analysing data that can give a good illustration of progress on cross-cutting actions requires specific expertise and capacity.
- Reporting on cross-cutting actions has been restricted by the relatively low overall response rate to monitoring surveys – with a total of 46 responses received from a possible total of 17 Government Departments and 197 Agencies. This limited response rate means that the overall picture of current progress on these actions is far from comprehensive.

Progress Report by Action

Action 1

Integration issues will be mainstreamed in the work of all appropriate Government Departments and Agencies and addressed in their Strategy Statements, Annual Reports and other documents.

Responsible Body –Government Departments and Agencies

Timeframe: 2017-2020

Status: Minor Problems or Delays



Progress to Date:

Government Departments and Agencies have taken a number of steps to implement this action. The statutory duty on all public bodies to promote human rights, equality and anti-discrimination in their work, which was introduced in 2014, is an important driver for this action.

In order to streamline reporting on this and a number of other cross-cutting actions, the Office for the Promotion of Migrant Integration launched an online reporting tool in February 2018 to capture baseline information from responsible bodies and track progress. Of a total of 46 updates received by January 2019, Departments and Agencies reported addressing integration issues in corporate documents as follows:

Strategy: 9 (20%)

Annual Report: 8 (17%)

Customer Service Charter: 7 (15%)

Website: 11 (24%)

Other: 7 (15%)

Planned in the future: 9 (20%)

Looking Ahead:

OPMI will continue to monitor progress on this action through surveying responsible bodies prior to meetings of the monitoring Committee. Departments and Agencies will be reminded of their responsibilities under these actions in the Migrant Integration Strategy.

Action 2

Government Departments and agencies will ensure appropriate, regular engagement with NGOs representing migrant groups.

Responsible Body – Government Departments and Agencies

Timeframe: 2017-2020

Status: Minor Problems or Delays



Progress to Date:

Out of a total of 46 updates received by January 2019, a total of 16 (35%) of Departments and Agencies reported regular engagement with NGOs representing migrant groups.

Looking Ahead:

OPMI will continue to monitor progress on this action through surveying responsible bodies prior to meetings of the monitoring committee. Departments and Agencies will be reminded of their responsibilities under these actions in the Migrant Integration Strategy.

Action 3

Drawing on existing resources to the extent possible, factual material will be made available to enable migrants to learn about Ireland, its history, culture and so on. This material will be in a suitable format and a range of languages as appropriate.

Responsible Body – Office for Promotion of Migrant Integration

Timeframe: 2017-2020

Status: On Track



Progress to Date:

The Office for the Promotion of Migrant Integration (OPMI) launched its redeveloped website (www.integration.ie) in March 2018 to provide a more streamlined and user-friendly resource for migrants and other stakeholders.

A phased approach is being taken to the redevelopment with the first phase concentrating on the development of the website as a tool to promote migrant integration and the work being done by OPMI and others to implement the Migrant Integration Strategy. Also included in this phase was an information page for migrants, signposting specific public services and an information page on services available to victims of racism and discrimination. This information page includes a section with links to Department of Foreign Affairs publication –“Ireland in Brief” which is available in English and Chinese and provides an overview of Ireland and Irish History.

Looking Ahead:

OPMI will continue to develop and update its website and make efforts to understand better the requirements of website users in order to increase its relevance and usefulness.

Action 4

Decisions on grants to community and sports organisations will include a criterion on promoting integration activities.

Responsible Body - Government Departments and Agencies

Timeframe: 2017-2020

Status: Minor Problems or Delays



Progress to Date:

Based on reporting to January 2019, of the 18 Departments and Agencies who reported providing grants to community and sports organisations, a total of 6 (33%) stated that the grants include a criterion on promoting integration activities.

Looking Ahead:

OPMI will continue to monitor progress on this action through surveying responsible bodies prior to meetings of the monitoring committee. Departments and Agencies will be reminded of their responsibilities under these actions in the Migrant Integration Strategy.

Action 5

Periodic evaluations measuring the outcomes of funding initiatives will be carried out.

Responsible Body - Office for Promotion of Migrant Integration

Timeframe: 2017-2020

Status: On Track



Progress to Date:

An independent Interim Evaluation of Ireland's National Programme under the European Union Asylum, Migration and Integration Fund 2014-2020 was carried out in December 2017. The evaluation report is available on the Department's website <http://eufunding.justice.ie/> under publications.

Additionally, interim and final reports have been received and reviewed for other funding initiatives of the Office for the Promotion of Migrant Integration. These include reports from projects in the National Integration Funding Programme and the Communities Integration Fund 2017.

Looking Ahead:

The Office for the Promotion of Migrant Integration will continue to monitor various funding programmes related to migrant integration. This will include both internal and external evaluations.

Action 6

The OPMI will make funding available to local and national groups to carry out integration initiatives, including once-off initiatives, with particular emphasis on local and regional effects. Activities may include, for example, measures to increase mutual understanding between the host community and migrants, actions to introduce migrants to Irish society and enable them to adapt to it, or measures to encourage migrant participation in civil and cultural life.

Responsible Body – Office for Promotion of Migrant Integration

Timeframe: 2017-2020

Status: On Track



Progress to Date:

The National Integration Funding Programme, valued at €1.9 million over three years, was launched in 2017. It is administered by the Office for the Promotion of Migrant Integration. Following an open, competitive call for proposals in 2017, fifteen integration projects were selected for funding (Appendix D.3).

OPMI also runs a programme valued at €500,000 per year to provide employability supports to female refugees. This Programme is funded through Dormant Accounts and is administered by Pobal. Following an open, competitive call for proposals in 2017, seven projects were selected for funding. Extended Funding worth almost €500,000 was approved in November 2018 to allow the seven projects to progress their work for a second year (Appendix D.4).

Looking Ahead:

OPMI will continue to assess where there is potential for additional funding supports to target specific issues, subject to resources.

Action 7

The Department of Justice and Equality will use EU funding to support migrants to access the labour market and to promote integration activities.

Responsible Body – Department of Justice and Equality

Timeframe: 2017-2020

Status: On Track



Progress to Date:

EU funding for migrant integration and employability projects is provided by the Department of Justice and Equality through the Asylum, Migration and Integration Fund and the European Social Fund.

Following open, competitive calls for proposals in 2016, twenty-five projects were selected and commenced activity in 2017. A total of €7.3 million has been awarded and projects will run from 2017 to 2020. (Appendices D.1 and D.2)

Action 8

A working group will be established to identify and address data gaps.

Responsible Body – Office for Promotion of Migrant Integration

Timeframe: 2017

Status: On Track



Progress to Date:

The **Integration Data Group** has been established and its first meeting took place in May 2018. The following organisations are represented on the group: Dept. of Employment Affairs and Social Protection; Dept. of Education and Skills; Dept. of Health; Central Statistics Office (CSO) Economic and Social Research Institute (ESRI) and the Office for the Promotion of Migrant Integration (OPMI).

To support the work of the group, the Office for the Promotion of Migrant Integration commissioned research on “Mapping Data Needs for Migrant Integration” from the Economic and Social Research Institute as part of the 2017-2019 Research Programme on Equality and Integration. This research was carried out in 2018 and the report *Data For Monitoring Integration: Gaps, Challenges and Opportunities* was published in March 2019.

Looking Ahead:

The research findings will inform the work of the Integration Data Group, as it draws up its report and recommendations in 2019.

Theme 2: Access to Citizenship/Long Term Residency (Actions 9-14)

Overview

The six actions under the Access to Citizenship/Long Term Residency theme are exclusively assigned to the Irish Naturalisation and Immigration Service (INIS) for delivery. These actions seek to fill gaps in the naturalisation process, address barriers to naturalisation and provide improved statistical information to support future decision making in the area. Actions that have seen most progress are those relating to statistics and the registration of non-EEA minors. Those actions requiring greater consideration and cost benefit analysis have progressed more slowly. Overall, the actions under this theme remain largely on track.

Highlight: INIS Annual Report

Citizenship: Welcoming Ireland's newest citizens (continued)

Nationality	Age Group					Total
	0-17	18-34	35-64	65+	Unknown	
Poland	226	471	1051	6	0	1754
Romania	168	332	480	1	1	982
United Kingdom	29	77	497	215	1	819
India	194	264	316	4	0	778
Nigeria	162	198	317	5	0	682
Pakistan	123	290	229	3	0	645
Philippines	101	92	225	0	0	418
Latvia	54	104	245	4	0	407
Brazil	55	114	166	0	0	335
China (including Hong Kong)	73	82	155	1	0	311
Others	614	1534	2113	70	0	4331
Total	1799	3558	5794	309	2	11462

Table 2: Citizenship applications based on application date

The Irish Naturalisation and Immigration Service (INIS) now includes important disaggregated data on citizenship applications in its annual report.

The Immigration in Ireland: Annual Review 2017, included disaggregated data on citizenship applications by age and nationality.

Application for Citizenship is often considered to be a positive indicator of integration, so this information being publically available is very important in

developing further insights towards successful integration.

Examples of Progress

- The “Immigration in Ireland: Annual Review 2017” included disaggregated data on citizenship applications by age and nationality.
- The recently published report by the European Parliamentary Research Service clearly demonstrates that Ireland operates one of the more refugee friendly Naturalisation procedures across the Union, see link:

[http://www.europarl.europa.eu/RegData/etudes/BRIE/2018/625116/EPRS_BRI\(2018\)625116_EN.pdf](http://www.europarl.europa.eu/RegData/etudes/BRIE/2018/625116/EPRS_BRI(2018)625116_EN.pdf)

- Ireland is one of 10 Member states that provides for Jus Soli Citizenship
- Ireland is one of 13 member states that provides Citizenship with a residency period of 5 years or less
- Ireland is one of 16 member states that permits Dual Citizenship
- Ireland is one of 14 member states that do not require Citizenship tests

With particular regard to Naturalisation of recognised refugees:

- Ireland is one of 15 members states that operate a discretionary basis, 6 member states offer an entitlement
- Ireland is one of 5 members states that has 0 residence period
- Ireland is one of 2 members states that do not apply “other conditions”

Implementation and Monitoring Challenges

- Introduction of a statutory scheme for Long Term Residency (action 11). The interim recommendation is to opt for an administrative scheme rather than creating one on a statutory footing. INIS currently operates two schemes, which allow non-EEA nationals to apply for extended immigration permission based on their reckonable residence in the State.
- Civics and Language tests (Action 12). The Department has agreed to commission a piece of research to mark 10 years for Citizenship ceremonies, the research will include a review of the Civics and Language tests. Discussions are on-going with the ESRI in this regard.

Detailed Update by Action

Action 9

Statistics on applications for citizenship disaggregated by age, gender and nationality will be published annually.

Responsible Body – Irish Naturalisation and Immigration Service

Timeframe: Annually

Status: On Track



Progress to Date:

The Irish Naturalisation and Immigration Service Annual Review for 2017 (published May 2018) included data on citizenship applications disaggregated by age and nationality.

Looking Ahead:

Disaggregation of these statistics by gender is included in the Annual Review for 2018, which will be published in May 2019.

Action 10

The fees for naturalisation will be kept under regular review to ensure that costs are reasonable and do not deter applicants who are qualified.

Responsible Body – Irish Naturalisation and Immigration Service

Timeframe: Annually

Status: On Track



Progress to Date:

Naturalisation Fees are reviewed annually as part of the estimates process. This review considers feedback from those who have recently received their certificates of naturalisation and those currently in or considering entering the naturalisation process. The fee level is designed to cover the administration costs involved.

The particular challenges faced by recognised refugees in accessing Citizenship is reflected in the current fee structure. In so doing Ireland adheres to its responsibilities under the European Convention of Nationality. The recently published report by the European Parliamentary Research Service clearly demonstrates that Ireland operates one of the more refugee friendly Naturalisation procedures across the Union.

The fee for each application for naturalisation is €175.

The following are the relevant fees to be paid when the certificate of naturalisation is issued:

Application on behalf of a minor	€200
Widow, widower or surviving civil partner of Irish citizen	€200
Refugee, stateless person or Programme refugee	No charge
Others	€950

Looking Ahead:

It should be noted that a number of Member states have increased naturalisation fees in recent years. In Ireland, the fees have not changed since 2010 and there are currently no plans to change them.

Action 11

A statutory scheme for Long-Term Residency will be introduced.

Responsible Body – Irish Naturalisation and Immigration Service

Timeframe: 2017

Status: One or More Major Difficulties



Progress to Date:

In July 2013, a policy document focusing on a proposal to extend the current Long Term Residency scheme was drafted by Immigration Policy Division, INIS.

Following this, Residence Division, INIS, conducted a scoping exercise in 2016 to examine the feasibility of introducing a Long Term Residency scheme on a statutory footing. This exercise examined the list of categories and length of time required before being eligible for long-term residency; qualifying criteria; process; terms and conditions; and permission granted. As part of this process INIS considered the UK Indefinite Leave to Remain scheme, with a view to its use as a potential template for any such scheme in Ireland.

The interim recommendation, put in place following this review, was to opt for an administrative scheme rather than creating one on a statutory footing. INIS currently operates two schemes, which allow non-EEA nationals to apply for extended immigration permission based on their reckonable residence in the State:

Long-Term residency

This scheme is only open to persons who have been residing for 60 months in the State. They **must** have previously held a work/employment permit issued by the Department of Business Employment and Innovation.

Successful applicants will be granted stamp 4 for 5 years.

Applicants must pay a fee of €500 in order to obtain Long-term residency.

Applicants must also register their permission and pay the registration fee.

Without Condition As To Time (stamp 5)

Under this scheme, permission is granted to persons who have been residing in the State for 96 months.

Time as a student in the State is not reckonable for this scheme.

Applicants must not have come to the adverse attention of An Garda Síochána, or be an undue burden on the State**.

Successful applicants will be granted permission till the expiry of their passport (up to ten years).

There is no administration fee for this scheme.

Applicants must register this permission and pay the required registration fee.

**undue burden on the State – A person who is in receipt of a social welfare payment that is means tested or is not related to Pay Related Social Insurance (PRSI) contributions,.

One of the main considerations underpinning the current approach is the reduced numbers of applications for long-term residency in recent years. The ease of access to pathways to citizenship, and the rise in citizenship applications since 2011, partly explains this.

Action 12

The introduction of civics and language tests for those seeking citizenship will be examined.

Responsible Body – Irish Naturalisation and Immigration Service

Timeframe: 2017

Status: One or More Major Difficulties



Progress to Date:

The Department has agreed to commission a piece of research to mark 10 years for Citizenship ceremonies, the research will include a review of the Civics and Language tests. Discussions are on-going with the ESRI in this regard.

Recently published research indicates that Ireland is one of fourteen member states that do not operate Citizenship Tests.

Action 13

Statistics on applications for Long Term Residency will be published.

Responsible Body – Irish Naturalisation and Immigration Service

Timeframe: Annually

Status: Complete



Progress to Date:

The Irish Naturalisation and Immigration Service Annual Review for 2017 (published May 2018) included data on applications for Long-Term Residency.

Looking Ahead:

This data will be included in future INIS Annual Reviews.

Action 14

Arrangements to enable registration of non-EEA migrants aged under 16 years will be finalised as a matter of urgency.

Responsible Body – Irish Naturalisation and Immigration Service

Timeframe: 2018

Status: One or More Major Difficulties



Progress to Date:

INIS will introduce registration for minors in 2022, when responsibility for registration of non-EEA nationals is fully transferred from the Gardaí to INIS. This will ensure that minors do not have to present to Garda stations to register.

Theme 3: Access to Public Services and Social Inclusion (Actions 15-25)

Overview

The focus of actions within the theme 'Access to Public Services and Social Inclusion' is migrants' experience of public services. A mainstreaming approach to integration means that, typically, there is no separate service provision for migrants, rather they use the same public services as native service users. In order to ensure equality of access however, services need to adapt to meet specific needs of these service users where they arise – for example through provision of information in languages other than English and Irish.

Under this theme, four of the eleven actions are for implementation by all Departments and Agencies, while a further five fall to the Department of Employment Affairs and Social Protection. Of the remaining two actions, one is led by the Department of Housing, Planning and Local Government in co-operation with Local Authorities, while one is led by the Office for the Promotion of Migrant Integration. Actions under this theme are concerned with ensuring that public service providers are equipped to cater for linguistic and cultural diversity among their service users. Establishing and maintaining mechanisms to allow migrants to have a say in how public services are delivered to them is also encompassed by this theme.

Highlight: Integration Monitor 2018



The [Monitoring Report on Integration 2018](#) was launched in November 2018 as part of a wider research programme on integration by the Economic and Social Research Institute, funded by the Department of Justice and Equality.

The report considers integration outcomes, across the migrant population, in a wide range of life domains.

Examples of Progress

- A Migrant Consultative Forum, convened by the Department of Employment Affairs and Social Protection and including voluntary sector organisations working with migrants, meets regularly to identify and address issues specific to migrant customers of that Department.
- The Office for the Promotion of Migrant Integration is undertaking a two-year Integration Research Programme with the Economic and Social Research Institute (ESRI). Outputs from this Programme include:
 - *Monitoring Report on Integration* (published November 2018)

- *Mapping Data Needs for Migrant Integration* (published March 2019)
- *Diverse Neighbourhoods: An Analysis of the Residential Distribution of Immigrants in Ireland* (due for publication in June 2019)

Implementation and Monitoring Challenges

- The level of public contact can vary greatly across Departments and Agencies. In some Departments and Agencies, the scale of their public outreach has made it difficult to benchmark the availability of such services. User surveys could be useful in assessing whether existing training, interpretation and translation regimes are meeting demand.
- The rate of progress recorded for a number of actions under this theme has been slow – in particular actions which are to be implemented across all government departments and agencies. It is likely that this is due to monitoring challenges as well as implementation delays.

Detailed Update by Action

Action 15

Information will be provided in language-appropriate formats and in a manner easily accessible by migrants.

Responsible Body – All Government Departments and Agencies

Timeframe: 2017-2020

Status: Minor Problems or Delays



Progress to Date:

Of a total of 46 updates received by January 2019, Departments and Agencies reported providing information in languages other than Irish or English as follows:

Customer Information Leaflets: 7 (15%)

Website: 6 (13%)

Customer Service Charter: 1 (2%)

Audio/Visual Customer Notices: 1 (2%)

Forms for accessing services/Complaint forms: 5 (11%)

Other: 7 (15%)

Planned in the future: 5 (11%)

Looking Ahead

5 organisations stated that they planned to provide customer information in languages other than Irish or English in the future. OPMI will continue to monitor progress on this action through surveying responsible bodies prior to meetings of the monitoring committee. Departments and Agencies will be reminded of their responsibilities under these actions in the Migrant Integration Strategy.

Action 16

Government Departments and State Agencies will ensure that staff are trained to inform migrants accurately of their entitlements.

Responsible Body – All Government Departments and Agencies

Timeframe: 2017-2020

Status: Minor Problems or Delays



Progress to Date:

Of a total of 46 updates received by January 2019, 10 Departments/Agencies reported providing training to frontline staff on migrant entitlements to their services.

Looking Ahead:

OPMI will continue to monitor progress on this action through surveying responsible bodies prior to meetings of the monitoring committee. Departments and Agencies will be reminded of their responsibilities under these actions in the Migrant Integration Strategy.

Action 17

Initiatives will be undertaken aimed at increasing the number of migrant representatives in local authority fora, like Public Participation Networks (PPNs), and other representative fora.

Responsible Bodies – formerly the responsibility of the Department of Housing, Planning and Local Government, and Local Authorities; now the Responsible Body is the Department of Rural and Community Development

Timeframe: 2017-2020

Status: On Track



Progress to Date

The *Local Government Reform Act 2014* provided for the formal establishment of Public Participation Networks, with a PPN now established in all 31 local authority areas. Their main role is to facilitate participation and representation of communities in a fair, equitable and transparent manner, through the environmental, social inclusion and voluntary sectors, on decision-making bodies including Local Community Development Committees and Strategic Policy Committees. The relevant local authority hosts the majority of PPNs. A small number are registered companies limited by guarantee, or hosted by local non-governmental organisations.

Irrespective of their structure, PPNs work independently and carry out their work according to defined principles including participation, diversity, transparency, accountability and inclusivity.

All the Networks were asked by the Department of Rural and Community Development to actively support the inclusion of groups that may be at risk of social exclusion, including migrants. Data on the nationality or ethnicity of individual representatives is not available.

Looking Ahead:

The potential for further efforts and research regarding this action will be considered.

Action 18

Mechanisms for providing adequate interpreting facilities will be explored in order to facilitate equality of access to services.

Responsible Body – All Government Departments and Agencies

Timeframe: 2017-2020

Status: Minor Problems or Delays



Progress to Date:

Of a total of 46 updates received by January 2019, the following number of Departments and Agencies reported that they provide interpreting facilities including:

Face to Face Interpreting: 13 (28%)

Remote (telephone/Skype/etc...): 6 (13%)

Other: 3 (7%)

Looking Ahead:

OPMI will continue to monitor progress on this action through surveying responsible bodies prior to meetings of the monitoring committee. Departments and Agencies will be reminded of their responsibilities under these actions in the Migrant Integration Strategy.

Action 19

The availability of interpreting will be prominently displayed in a range of languages in public offices.

Responsible Body – All Government Departments and Agencies

Timeframe: Ongoing

Status: One or More Major Difficulties



Progress to Date:

A total of 46 Departments and Agencies submitted updates by January 2019, with a total of 22 Departments and Agencies stating that they have public offices.

Of those 22 Department/Agencies with public offices, 3 (14%) reported that they display the availability of interpreting in relevant public offices.

Department of Employment Affairs and Social Protection

Citizens Information Board

Fáilte Ireland

Looking Ahead:

OPMI will continue to monitor progress on this action through surveying responsible bodies prior to meetings of the monitoring committee. Departments and Agencies will be reminded of their responsibilities under these actions in the Migrant Integration Strategy.

Action 20

Progress on reducing poverty and social exclusion among migrants will be monitored in line with the national social target for poverty reduction.

Responsible Body – Department of Employment Affairs and Social Protection

Timeframe: 2017-2020

Status: On Track



Progress to Date:

The annual *Social Inclusion Monitor*, published by the Department of Employment Affairs and Social Protection, reports on progress towards the national social target for poverty reduction and profiles the living conditions of vulnerable social groups. The latest edition, based on data from the 2016 Survey of Income and Living Conditions, was published in June 2018. Work has begun on the 2017 Social Inclusion Monitor which will be published the end of April/start of May 2019.

Action 21

Department of Social Protection (DSP) will continue to take measures to ensure that the habitual residence condition (HRC) legislation is applied correctly and consistently. These measures include:

- Providing and regularly updating guidelines for decision makers within DEASP;
- Publishing these guidelines on the website;
- Provision of training in HRC for relevant decision makers;
- Ongoing provision of advice to decision-makers, as needed.

Responsible Body – Department of Employment Affairs and Social Protection

Timeframe: 2017-2020

Status: On Track



Progress to Date:

Training is available for Decision Makers in the application of the Habitual Residency Condition, with a focus on migrant access to social assistance. Training materials are regularly reviewed as an integral element of the Department's Learning & Development Strategy. Up-to-date guidelines are published on the Department's website. Case advice is provided to Decision Makers by the Department's Decisions Advisory Office

Action 22

The Migrant Consultative Forum will continue to offer the opportunity for NGOs whose primary focus is dealing with migrants, to engage on migrant-related aspects of social protection services on an ongoing basis over the lifetime of the Strategy.

Responsible Body – Department of Employment Affairs and Social Protection

Timeframe: 2017-2020

Status: On Track



Progress to Date:

The Migrant Consultative Forum was established in 2012. The Forum provides an opportunity for NGOs to meet with officials of the Department to discuss migrant-related aspects of social protection services on an ongoing basis. Meetings of the Forum are held on a regular basis (approximately three times yearly). Issues specific to migrants that are raised by the voluntary sector representatives on the Forum are addressed and resolved at these meetings. The Forum last met on the 19th January 2019.

The migrant stakeholders represented at the Forum are: Crosscare, Doras Luimní, New Communities Partnership, FLAC, One Family and Citizens Information Centres.

Action 23

The Department of Social Protection will continue to provide up-to-date information and training to staff on entitlements for all clients in relation to its schemes and services. In line with core values of the Department, awareness and respect for equality and diversity (including relevant legislation) is an integral component of all training activity. Provision of generic training across the public service via the shared learning and development curriculum (currently being developed under Action 9 of the Civil Service Renewal Plan) will address specific provision of anti-racism and cultural awareness training where a need is identified.

Responsible Body – Department of Employment Affairs and Social Protection

Timeframe: 2017-2020

Status: On Track



Progress to Date:

Role-specific training is ongoing: as staff join the Department, are promoted or move laterally into new roles. All training is in accordance with and integrates the Department's core values.

The Department of Employment Affairs and Social Protection provides cultural awareness training as a component of comprehensive Frontline Customer Service Training (in-house). This programme includes cultural/diversity awareness, equality, dignity, respect – reflecting and reinforcing the organisational core values in addition to legislative provisions in the areas of equality and equal status.

Frontline customer service training has been integrated, as standard, into a 3-day induction and orientation for all new entrants to the Department since June 2016, and is provided within 6 weeks of commencement. Induction also covers HR policies, such as Dignity at Work, which similarly reinforce the aforementioned principles and behaviours.

Action 24

The Department of Social Protection will continue to provide translation/interpretive/sign language services as required and the provision of information in alternative formats where feasible on request.

Responsible Body – Department of Employment Affairs and Social Protection

Timeframe: 2017-2020

Status: On Track



Progress to Date:

These services are provided both to internal and external customers on a needs basis as requests are made to the Department's Translations & Interpretive Services.

Action 25

Research will be undertaken to assess how mainstream services are meeting migrant needs.

Responsible Body – Office for the Promotion of Migrant Integration

Timeframe: 2017-2018

Status: On Track



Progress to Date:

The Office for the Promotion of Migrant Integration is undertaking a two-year Integration Research Programme with the Economic and Social Research Institute (ESRI). Outputs from this Programme include:

- *Monitoring Report on Integration* (published November 2018)
- *Mapping Data Needs for Migrant Integration* (published March 2019)
- *Diverse Neighbourhoods: An Analysis of the Residential Distribution of Immigrants in Ireland* (due for publication in June 2019)

The *Monitoring Report on Integration*, published in November 2018, assesses migrant outcomes across a range of indicators in the fields of education, employment, social inclusion and active citizenship. By comparing migrant outcomes against outcomes for the native population, it provides insight on how mainstream services are meeting migrant needs and whether there are areas that require additional focus.

Looking Ahead:

Two ESRI reports (mentioned above) were published or are due for publication in 2019. Further research for the second half of 2019 is being considered in order to address specific challenges.

Theme 4: Education (Actions 26-37)

Overview

Education is a critical pillar of integration. The strategy addresses integration at all levels within the education and training system. The twelve actions under this theme fall under the responsibility of the Department of Education and Skills, the Education and Training Boards (ETBs), SOLAS and other Training Providers.

Highlight: Education (Admissions to Schools) Act 2018



Number 14 of 2018

Education (Admission to Schools) Act 2018

The Education (Admission to Schools) Act 2018 was passed by the Oireachtas on the 4th of July 2018, and was signed into law by the President on the 18th July 2018.

The Act is intended to create a more parent-friendly, equitable and consistent approach to how school admissions policies operate for all primary and post primary schools.

This should help to ensure that all children, regardless of nationality or religion, should be able to access education.

Examples of Progress

- The Education (Admissions to Schools) Act 2018 became law on the 18th July 2018. This represents the completion of Action 26 and is a significant step towards ensuring more accessible schools.
- The Department of Education and Skills has begun collecting data regarding migrant children in schools in order to better inform policy and practice.
- An expert group has been established to explore the use of the Common European Framework for Languages for recognition of English language proficiency.

Implementation and Monitoring Challenges

- The commitment to explore the extension of the Free Fees initiative for Third Level Education to the children of migrants requires further engagement. A pilot scheme for school leavers in the protection system was implemented in 2015 with the extension of this scheme under consideration, but measures to address the broader issue need to be developed.

Detailed Update by Action

Action 26

The Education (Admission to Schools) Bill 2016 will be enacted.

Responsible Body – Department of Education and Skills

Timeframe: 2017

Status: Complete



Progress to Date

The Education (Admission to Schools) Act 2018 was signed into law on the 18th July 2018. The Act is intended to create a more parent-friendly, equitable and consistent approach to how school admissions policies operate for all primary and post primary schools. The Act contains a provision banning waiting lists and this measure will ensure that children who move to a new area are not disadvantaged when applying for admission to a school. The Act also provides new powers for the National Council for Special Education (NCSE) and TUSLA, the Child and Family Agency, to designate a school place for those children who cannot get a school place.

The Act contains a provision to remove, in the case of recognised denominational primary schools, the existing provision in the Equal Status Act 2000, which permits such schools to use religion as a selection criterion in school admissions. Under this provision, there is a protection to ensure that a child of a minority faith can still access a school of their faith.

As a result of this measure, non-denominational families will find that for in excess of 95% of primary schools (i.e. all schools except minority religion primary schools who admit children of minority religions), they will be treated the same as all other families in primary school admissions.

Looking Ahead

On the 3rd October 2018, a number of sections of the Act were commenced and are operational from that date, including section 64 which prohibits fees relating to admissions in non-fee charging schools and section 11 which removes, in the case of recognised denominational primary schools, the existing provision in the Equal Status Act 2000, which permits such schools to use religion as a selection criterion in school admissions. Under this provision, there is a protection to ensure that a child of a minority faith can still access a school of their faith.

The remaining sections of the Act which have not yet commenced require regulations and procedures to be drafted and this requires consultation with the Education Partners prior to commencement. Consultation with the Partners in this regard commenced in February 2019.

Action 27

Proactive efforts will be made to attract migrants into teaching positions, including raising awareness of the Irish language aptitude test and adaptation period for primary teaching.

Responsible Body – Department of Education and Skills

Timeframe: 2017-2020

Status: On Track



Progress to Date:

The Department of Education and Skills has established the Programme for Access to Higher Education (PATH) fund for clusters of higher education institutions to support implementation of the National Plan for Equity of Access to Higher Education 2015-2019.

Centres of education have been allocated funding under PATH 1 that supports the objective to increase access to initial teacher education for students, including migrants, from the target groups identified in the National Access Plan (NAP), such as lone parents, Travellers or students with a disability.

To date, much preparatory work has taken place in each of the six centres, including close work and partnership with schools and further education institutions and the designing of courses. Reporting templates will be returned by the centres to the Higher Education Authority in early 2019. Funding of €2.7m is being provided over a three-year period.

Looking Ahead:

A Progress Review of the National Plan for Equity of Access to Higher Education and the Priorities to 2021 was published in December 2018. The Progress Review acknowledges a number of significant positive developments and characterises the first phase of implementation of the NAP as a period of achievement and investment. A major element of both progress to date and the future implementation of the Plan has been the increased investment in new access initiatives since the original publication of the National Access Plan.

Action 28

The extension of the Free Fees initiative for Third Level Education to the children of migrants will be explored.

Responsible Body – Department of Education and Skills

Timeframe: 2017-2018

Status: On Track



Progress to Date:

Under the Free Fees Initiative, the Exchequer meets the cost of tuition fees in respect of eligible students who are pursuing full-time undergraduate courses of study that are a minimum of two years duration in an approved higher education institution.

To be eligible for this scheme, students must:-

- hold inter alia EU/EEA/Swiss nationality in their own right,

- have been ordinarily resident in an EU/EEA/Swiss state for at least three of the five years preceding their entry to an approved third level course.

Certain Non EU/EEA nationals are also deemed to meet the nationality requirement of the scheme, including refugees/recognised family members, persons with Humanitarian Leave to Remain or permission to remain under the Immigration Act, and non EEA family members of EEA migrant workers. This is in line with EU legislation, which allows such persons to have the same right to education as students from the home country.

Persons in the asylum process are not eligible. However, in the event that they are granted refugee status or other permission to remain, time spent from the date of their official lodgement of application papers for refugee status is included for the purpose of meeting the three year residency requirement of the Free Fees Initiative.

Third-level students who were not deemed eligible for free fees upon commencement of their studies, but who become naturalised during their studies, may be eligible for free fees for the remainder of their course of study. Where students do not qualify for free fees funding they must pay the appropriate fee as determined by their third level institution.

The Department of Education and Skills initiated a pilot support scheme in 2015 for school leavers who are in the asylum process, which grants access to the Free Fees Initiative. Under the pilot scheme, 6 students have received support up to 2018/19. The application process for the 2019/20 academic year opened on 4 June 2019, following a review of the 2018 scheme.

Applicants in the protection system, who wish to be supported to pursue certain courses in further education or at undergraduate level in higher education, will be required to meet the following criteria:

- Meet the definition of a protection applicant or a person at leave to remain stage (other than those at the deportation order stage);
- Have obtained their Leaving Certificate;
- Have been accepted on an approved post-leaving certificate course or an approved undergraduate course;
- Have at least three academic years in the Irish school system by 31 August 2019; and
- Have been part of an application for protection or leave to remain for a combined period of three years as at 31 August 2019.

Looking Ahead:

The Department will have to be cognisant that any further expansion of eligibility criteria will have cost implications for the Exchequer.

Action 29

The number of non-English speaking migrant children in schools will be monitored annually and details published.

Responsible Body – Department of Education and Skills

Timeframe: Annually

Status: On Track



Progress to Date:

With the permission of the Data Protection Commissioner, since 2016/17 the Department of Education and Skills has collected additional data on migrant children in schools through the annual primary and post primary school census. The primary online system now collects data on date of first enrolment of a child in a recognised school in Ireland, mother tongue and ethnicity/cultural background. The post primary online database collects details of country of birth and ethnicity. Questions on ethnicity are non-compulsory.

Looking Ahead:

The number of non-English speaking migrant children with a mother tongue other than English in primary in schools will be monitored annually.

The Department of Education and Skills publishes enrolment data on nationality (primary level) and country of birth (post primary level) in late June each year. Enrolment data at September 2018 will be published on the Department's website in June, 2019. Data on mother tongue is collected and will be publically available from June 2019.

The National Council for Curriculum and Assessment (NCCA) have commissioned UCD to carry out research which includes inclusion and ethnicity. *Children's School Lives* will track the children for six years, and aims to present an intimate portrait of school and community life in Ireland that can feed into national policy on the development of curriculum for early childhood, primary and post primary education.

Action 30

Current school enrolment policies will be monitored over time to assess their effect on migrant students.

Responsible Body – Department of Education and Skills

Timeframe: Annually

Status: Minor Problems or Delays



Progress to Date:

Department of Education and Skills Inspectors, whose work is informed and guided by legislation, examine school documents including school enrolment policy as part of the whole school evaluation process. These documents are reviewed from the perspective of the quality of education provision, admissions and inclusion.

Looking Ahead:

The Inspectorate's published Inspection Guide for WSE (P.28) states that during WSE (under the section "Quality of support for pupils") "The manner in which the school manages and

addresses the wellbeing of all of its pupils is evaluated. The support that the school provides for the inclusion of pupils with special educational needs, for pupils from disadvantaged backgrounds and those from minority groups is examined”.

The Inspection framework (Looking at our School 2016) is shared with schools to guide internal self-evaluation and to set down the standards for DES evaluation. Under the section “Leadership and Management”, the document outlines that school leaders (should):

- “promote a culture of improvement, collaboration, innovation and creativity in learning, teaching and assessment;
- foster a commitment to inclusion, equality of opportunity and the holistic development of each pupil;
- manage the planning and implementation of the curriculum;
- foster teacher professional development that enriches teachers’ and pupils’ learning.

It provides a unified and coherent set of standards for two dimensions of the work of schools: teaching and learning, and leadership and management. The Quality Framework informs the work of inspectors as they monitor and report on the work in schools. The teaching and learning dimension of the Quality framework is also designed to support schools as they engage in the school self-evaluation process. The framework has been positively received by management bodies in Irish education and its use is becoming more evident in schools. All schools are encouraged to use the framework as a means of supporting its school self-evaluation work.

There is a serving inspector on all Section 29 Hearings to decide cases on refusals to enrol or permanent exclusions.

Action 31

The effectiveness of training for teachers on managing diversity and tackling racism will be reviewed.

Responsible Body – Department of Education and Skills

Timeframe: 2018-2019

Status: Minor Problems or Delays



Progress to Date:

Human rights education is included in the Social, Personal and Health Education (SPHE) Programme delivered as part of the primary curriculum, and in the Civics, Social and Political Education (CSPE) subject taught in second-level schools. The Professional Development Service for Teachers (PDST) provides support for schools at primary and post primary level in these areas through the provision of workshop, seminars and in-school support.

PDST Team-Teaching for Literacy seminars is being rolled out nationally again in 2018/ 2019 and will provide guidance to Special Education and mainstream class teachers in how children for whom English is an additional language can be supported in their own classrooms through the inclusive team-teaching model.

PDST also invites expressions of interest from those education centres who have demand locally for English as an Additional Language (EAL) training. Where this need is identified supports will be provided locally also. Of the 1,783 schools who applied for Languages

/Literacy support in 2017- 2018, 113 of these were specifically to assist teachers to work effectively in diverse classrooms and to strengthen their capacity to teach English as a second language and in the context of the new curriculum and the New Special Education Teacher Allocation Model.

Action 46 in the Action Plan for Education contains a commitment to evaluate the impacts of CPD for teachers.

Looking Ahead

In January 2019 the Department of Education & Skills commissioned a project to develop a research based framework for the evaluation of CPD for teachers and for the piloting of this framework in the area of CPD for teachers for student wellbeing. The Educational Research Centre is carrying out this 3 year research project and the Department has established a Steering Committee to oversee the research. It is anticipated that the project will be concluded at the end of 2021.

Action 32

The provision of ESOL classes to cater for the language needs of adults from ethnic minorities will be reviewed following the development of ESOL policy guidelines.

Responsible Body – Department of Education and Skills and Education and Training Boards (ETBs)

Timeframe: 2018-2019

Status: Complete



Progress to Date

SOLAS and Education and Training Boards (ETB) have completed the review of 'English language provision and language assessment for low-skilled and unemployed migrants in ETB provision at levels 1-3: Recommendations for good practice'. The review was published in March 2018. A National Advisory Committee (NAC) is tasked with progressing recommendations arising from the review.

The NAC, which has been established as a Sub Committee of the ETBI National Literacy and Numeracy Advisory Network, has been tasked with progressing the recommendations for good practice at National Framework of Qualifications (NFQ) levels 1-3 in Education & Training Boards (ETBs). Membership includes, ETBs, NALA, SOLAS. There is specific representation from FET Directors, Adult Education Organisers, Adult Literacy Organisers, Skills for Work National Coordinators, and Training Centre Managers. Additional expertise will be co-opted to the committee as required to progress recommendations.

The ETBI National Literacy and Numeracy Network meet on a bi-monthly basis and receive updates on the progress of the ESOL recommendations.

- Actions are progressed through the Strategic Agreements process with individual ETBs
- Development of good Practice Guidelines for Initial assessment of English Language Competence for Low-Skilled/Unemployed Migrants has commenced
- An 'expert' group of practitioners has been convened to develop unaccredited English Language programme linked to Common European Framework of Reference for Languages (CEFRL) for the sector.

Looking Ahead:

Priorities for SOLAS in 2019 include supporting the work of the National Advisory Committee, progressing work on the initial and ongoing assessment of language competence for migrants, supporting efforts aimed at professional development for FET tutors, supporting ETBs in programme development for ESOL and supporting the work of QQI and partners in the review of award standards at levels 1-3.

Action 33

The adequacy of language supports in schools to cater for the language needs of children from ethnic minorities will be kept under review.

Responsible Body – Department of Education and Skills**Timeframe: 2017-2020****Status: On Track****Progress to Date:**

The Primary Language Curriculum/ Curaclam Teanga na Bunscoile (PLC/CTB) was introduced from junior infants to 2nd class on a phased basis from September 2016. It will be introduced from 3rd class to 6th class from September 2019.

The PLC/CTB supports teaching and learning in English and Irish to children of all abilities in all school contexts including children for whom English is an additional language (EAL)

The PLC/CTB is an integrated curriculum that makes connections across and within languages and that seeks to support the transfer of skills between languages. Children with EAL are already learning in an integrated way which will enhance their learning of English and Irish in primary school. It emphasises the need for partnerships between primary schools and the home to plan for and support the language learning of children with EAL.

DEIS plan 2017 contains a commitment that EAL provision at second level is to be reviewed with a view to establishing current identified educational need, particularly in relation to reading literacy. In addition, DEIS Plan 2017 has provided that arrangements are to be made for the collection of data on EAL inputs, outputs and outcomes in all schools, with particular emphasis on provision in schools with the highest concentrations of pupils from disadvantaged communities to establish whether the needs of pupils are being met.

A new model for allocating special education teacher to schools was introduced for all mainstream primary and post primary schools in 2017. The allocations for schools under this model were updated in February 2019. The model for allocating special education teachers is designed to distribute teaching resources fairly to schools, taking into account the profiled needs of each school, as indicated by a set of key data indicators. The model provides all schools with a baseline teaching allocation to assist current and future pupils who have learning and literacy difficulties, including those arising from English Additional Language (EAL) needs.

In primary schools, the standardised test scores on which part of the profile is based reflects where pupils have literacy problems. In post-primary schools, Junior Certificate examination result data in English and Mathematics represent the literacy and numeracy achievement scores and have been applied in a graduated manner to create a value for each school. The profiled allocation therefore takes account of the extent of literacy needs a schools has,

including where these literacy needs arise due to language difficulties. The profiled allocation for schools therefore takes account of EAL needs in schools.

Where schools can demonstrate that they have high concentrations of pupils requiring EAL they can continue to apply for *Additional Allocations for Schools with High Concentrations of Pupils that require Language Support (EAL)* in accordance with the procedures set out in the primary school staffing schedule for the 2019/20 school year. Schools where a significant number of the total enrolment is made up of language support (EAL) pupils with less than B1 (Level3) proficiency can make an appeal to the *Independent Post Primary Teachers Appeals Board* for additional resources. Procedures for making an appeal are set out in the annual post primary staffing circulars

Looking Ahead:

The Primary Language Curriculum/Curaclam Teanga na Bunscoile (PLC/CTB) was introduced from junior infants to 2nd class on a phased basis from September 2016. The PLC/CTB will be available to all classes – Junior Infants to Sixth Class – from September 2019.

The special education teaching allocations which are being made for schools effective from September 2019 will remain in place for two years, following which, revised profiled allocations will be considered for schools from September 2021.

The DEIS EAL Working Group will commence in 2019, to consider the current level of provision of English as an Additional Language (EAL) supports at post primary level and to make recommendations in relation to future EAL provision.

Action 34

Schools will be encouraged to support migrant parents' participation in the school life of their children.

Responsible Body – Department of Education and Skills

Timeframe: Ongoing

Status: On Track



Progress to Date:

The Department of Education and Skills supports Parents' Councils and encourages the involvement of parents in the education of their children and their partnership in the broader education system. The Department also liaises with Parents' Councils on issues of concern to parents of children in primary and post-primary schools. The Programme for a Partnership Government contained a commitment to introduce a stronger school complaints process and a charter for parents. This commitment was echoed in the Action Plan for Education 2016-2019, where an action to introduce an Education (parent and student) Bill was provided for to improve how schools engage with students and parents.

In December 2016, the Minister for Education and Skills published the General Scheme of an Education (Parent and Student Charter) Bill 2016. The Government have approved the draft outline of a new law, which will require every school to consult with parents and students, and publish and operate a Parent and Student Charter. The draft legislation defines the principles that will guide how schools will engage with students and parents.

Under the proposed Education (Parent and Student Charter) Bill, each school will be required under law to prepare, publish and implement a Parent and Student Charter. A school will prepare, publish and implement a Charter in accordance with national guidelines to be developed by the Minister for Education and Skills after consultation with the main education stakeholders.

In January 2018, the Minister secured Government approval for the drafting of the bill, in conjunction with the Office of the Parliamentary Counsel (OPC). The Department of Education and Skills continues to liaise with the Office of Parliamentary Counsel on the formal drafting of the Bill. Once the drafting work has been completed, the Minister intends to publish the Bill before the end of the current Dáil term.

Looking Ahead:

Each school will prepare, publish and implement a Parent and Student charter which aims to improve how schools engage with students and parents.

Action 35

The use of the Common European Framework of Reference for Languages for recognition of English language proficiency will be extended so that people can assess their progress.

Responsible Body – SOLAS and Training Providers

Timeframe: 2017-2020

Status: On Track



Progress to Date:

Quality and Qualifications Ireland (QQI) has paused the CEFRL project pending the passage and enactment of the Qualifications and Quality Assurance (Education and Training) (Amendment) Bill 2018. The provisions of this Bill will grant QQI greater flexibility when addressing English Language education and in determining the relationship of the CEFRL in relation to the National Framework of Qualifications (NFQ). QQI is engaging with stakeholders to consider appropriate next steps in light of these legislative changes.

Action 36

The fostering and development of positive attitudes towards diversity and celebrating difference will continue to form part of the school curriculum.

Responsible Body – Department of Education and Skills

Timeframe: 2017-2020

Status: On Track



Progress to Date:

Anti-bullying Procedures for all primary and post primary schools were published at the beginning of the 2013/14 school year. The procedures are designed to give direction and guidance to school authorities and school personnel in preventing and tackling school-based bullying behaviour amongst its pupils. The procedures include a number of specific measures in respect of identity-based bullying including a requirement on all schools to have in place education and prevention strategies that explicitly deal with identity-based bullying. The education and prevention strategies that the school will implement must be documented in the anti-bullying policy and must explicitly deal with the issue of identity-based bullying.

The procedures for schools outline key principles of best practice for both preventing and tackling bullying and require all schools to commit to these principles in their anti-bullying policy. In particular, they emphasise that a cornerstone in the prevention of bullying is a positive school culture and climate. In that regard, the procedures set out the need for schools to encourage and strengthen open dialogue between all school staff and pupils and to ensure that they provide appropriate opportunities for pupils to raise their concerns in an environment that is comfortable for the pupil.

The anti-bullying procedures also include specific requirements in relation to the use of prevention and education strategies and the consistent investigation, follow up and recording of bullying behaviour. The procedures for schools put in place important new oversight arrangements at school level that involve the school principal reporting regularly to the Board of Management and a requirement for the Board to undertake an annual review of the school's anti-bullying policy and its implementation. Confirmation that the annual review has been completed must be provided to the Parents' Association and published on the school website.

There is no requirement on schools to report incidents of bullying behaviour to the Department. However, the Department's Inspectorate in the course of their whole school inspection work gathers information about how schools deal with bullying in a number of ways through reviews of school documentation, including the school's Code of Behaviour and anti-bullying policy, meetings with parents and student representatives at which there is an opportunity for parents and students to raise issues where relevant and the inclusion of parent and student Questionnaires on items relating to bullying. Where the Inspectorate encounter non-compliance with the anti-bullying procedures relevant findings are included in whole school evaluation reports published on the Department's website.

Politics and Society has been introduced as a subject at Leaving Certificate Level, which aims to develop the student's ability to be a reflective and active citizen.

Looking Ahead:

At primary level, 'Education about Religions and Beliefs (ERB) and Ethics' will be considered as part of the redevelopment of the Primary Curriculum. Examples of good practice in the area

of ERB and Ethics have been published and disseminated to schools for use in supporting and developing practice in this area. Following extensive consultation, a draft overview of the redeveloped Primary Curriculum will be published in Autumn 2019 for further consultation.

Action 37

Follow-on English for Speakers of Other Languages (ESOL) programmes will be delivered to enable migrants to acquire more intensive language skills to assist their integration into the workplace.

Responsible Body – Department of Education and Skills

Timeframe: 2017-2020

Status: On Track



Progress to Date:

The Further Education and Training (FET) Services Plan 2018 indicates that there are a projected 13,649 beneficiaries for ESOL programme from January – September 2018, including those actively participating in refugee resettlement programmes.

There are also collaborative programmes across Education and Training Boards (ETBs) aimed at enabling migrants to acquire more intensive language skills to assist their integration in the work place. One such, as described in the 2018 Further Education and Training Plan, is a 'World of Work Programme' developed by Cavan Monaghan ETB in conjunction with Monaghan Integrated Development and Third Age. The primary aim of this programme is to enable migrants to access the labour market and to enable them to break the cycle of low-skilled roles.

Looking Ahead:

SOLAS continues to work with its partners to support the targeted provision of English Language tuition for low-skilled and unemployed migrants to enable their enhanced participation in Further Education and Training, Employment, Community and Family life in Ireland.

Theme 5: Employment and Pathways to Work (Actions 38-47)

Overview

The “Employment and Pathways to Work” theme contains ten actions aimed at improving our understanding of barriers to labour market integration and taking steps to address them. Responsibility for implementation of these actions is spread across a number of public authorities: the Central Statistics Office; SOLAS; Education and Training Boards; the Department of Employment Affairs and Social Protection; Quality and Qualifications Ireland; the Public Appointments Service; the Department of Public Expenditure and Reform; Enterprise Ireland; and Local Enterprise Offices.

Highlight: Public Appointments Service



The Public Appointments Service (PAS) has undertaken a number of positive initiatives in order to ensure that the Public and Civil Service better reflect the diversity of Irish society.

The initiatives include:

- New means of advertising – for example through Polish on Facebook
- Revised website, with a specific section on Diversity and Inclusion
- Outreach initiatives to schools

Examples of Progress

- Ireland's agreement to opt-in to the EU Receptions Conditions Directive (2013/33/EU), following a court ruling on the right of International Protection Applicants to access the job market, represents a positive step towards enabling access to employment for this cohort.
- The Public Appointment Service (PAS) has reported much improved public awareness amongst migrant communities of PAS and its role, as a result of its proactive engagement on the issue.
- An analysis of the extent to which joblessness affects job seekers of African origin more than those from other groups has been completed.

Detailed Update by Action

Action 38

The Central Statistics Office will continue to publish disaggregated data on unemployment.

Responsible Body – Central Statistics Office

Timeframe: Quarterly

Status: On Track



Progress to Date:

The Central Statistics Office (CSO) has continued to publish high quality and timely labour market statistics to inform public policy including official estimates of employment and unemployment from its' Labour Force Survey (LFS) on a quarterly basis.

The CSO publishes quarterly and monthly estimates of unemployment. Monthly estimates are seasonally adjusted and are broken down by sex and broad age groups (15-24, 25-74, 15-74). The latest results are for August 2018. The quarterly results are from the Labour Force Survey. This survey replaced the Quarterly National Household Survey (QNHS) from Q3 2017, in what was part of a major programme of modernisation of the Household Surveys within the CSO over the past 5 years. The most recently published results were for Q2 2018 and the level of disaggregation continues to be the same as the QNHS. The CSO continually reviews the timeliness of its dissemination programme on labour market statistics and the quarterly LFS results are currently published within 51 days from the end of the reference quarter.

Looking Ahead:

The CSO will continue to produce high quality and timely labour market statistics. The CSO will also continue to engage with users and stakeholders which will help inform plans for additional outputs.

Action 39

The Further Education and Training Authority (SOLAS) will through its funding and reporting requirements, require the Education and Training Boards to ensure that their Further Education and Training courses provision meet the specific needs of migrants e.g. language acquisition, knowledge of the Irish working environment, interview skills, c.v. preparation etc. This provision will be either directly on their principal courses or through part-time modular provision parallel to the learners' participation on their principal courses as appropriate.

Responsible Body – SOLAS and Educations and Training Boards

Timeframe: 2017

Status: Minor Problems or Delays



Progress to Date:

In March 2018 Education & Training Board Ireland and SOLAS published 'English language provision and language Assessment for low-skilled and unemployed migrants – recommendations for good practice at NFQ levels 1-3 in Education & Training Boards (ETB)'. The implementation of recommendations relating to provision of classes is being progressed via SOLAS / ETB Strategic Performance Agreements.

The report provides 24 recommendations ranging across the following 6 thematic areas:

- General Recommendations
- Funding and Eligibility
- Assessment
- Curriculum Development and Programmes
- Accreditation
- Staffing

Looking Ahead:

These recommendations are implemented, progressed and prioritised by a National Advisory Committee. Priorities for SOLAS in 2019 include supporting the work of the Advisory Committee, progressing work on the initial and ongoing assessment of language competence for migrants, supporting efforts aimed at professional development for FET tutors, supporting ETBs in programme development for ESOL, supporting the work of QQI and partners in the review of award standards at levels 1-3.

Action 40

Education or training programmes specifically catering for unemployed migrants whose language skills require development will contain a language component.

Responsible Body – SOLAS and Educations and Training Boards

Timeframe: 2017-2020

Status: Minor Problems or Delays



Progress to Date:

Both beneficiary numbers and expenditure for ESOL and Refugee Resettlement have increased year on year and planned beneficiaries for 2018 are 14, 749 (ESOL) with a planned expenditure of €2,341,291. The figure for Refugee resettlement is 1,341 beneficiaries with an expenditure of €2,991,243.

Participation and completion rates are encouraging for both ESOL and Refugee resettlement with over 90% of starters retained on courses in 2017.

Other initiatives aimed at low qualified learners and employees, including migrants, are 'Pathways to Apprenticeship' and 'Skills to Advance' and 'Skills for Work and Family Learning'. Supporting parental involvement in their child's education is an important element of the FET Literacy and numeracy strategy.

Some examples of Family Learning programmes currently running include:

- Clare Family Learning Project (LCETB)
- Parents Family Learning Group (KCETB)
- Happy Talk (Cork City Partnership & HSE)
- Young Ballymun (Department of Children and Youth Affairs; Pobal)
- The Area Based Childhood programme 2013-2017; HSE
- Doodle Den (Childhood Development Initiative)

Examples of locally devised partnership initiatives responsive to the needs of migrants in their communities are outlined in SOLAS Training Services Plans.

4,675 ESOL beneficiaries progressed to FET and/or HET at the same or higher level and 309 progressed to employment. 489 Refugee Resettlement Beneficiaries progressed to FET and/or HET at the same or higher level while 5 progressed to employment.

Looking Ahead:

As documented above, there is a clear commitment to supporting the migrant community in Ireland at all life and educational stages, through the delivery of a broad range of programmes coordinated at both a local and a national level. Provision nationwide is aimed at further developing language skills, encouraging social integration and providing clear pathways to progression and employment.

Action 41

Appropriate levels of quality engagement with migrants who are registered jobseekers will be ensured. The promotion of the availability of employment services to 'voluntary engagers'/'walk-in' immigrants not on the Live Register, if such person is entitled to work here, in the new Pathways to Work strategy will be undertaken.

Responsible Body - Department of Employment Affairs and Social Protection

Timeframe: 2017-2020

Status: On Track



Progress to Date:

All clients who are registered as jobseekers will avail of the compulsory activation process and will be given a personalised one to one service provided by a Case Officer. Clients complete a Personal Progression Plan where their specific education, training and development needs are identified to enable them access the Labour Market. A walk-in service is also available to unemployed people not on the live register.

With effect from 30th June 2018 and in compliance with the EU Reception Conditions Directive (2013/33/EU), International Protection Applicants who are awaiting a first instance decision on their status for 9 months or longer, can apply for broader access to the labour market than applied under the interim arrangement. This access is granted by way of a permission from the Irish Naturalisation and Immigration Service (www.INIS.gov.ie) operating on behalf of the Minister for Justice and Equality to allow full access to both employment and self-employment. This permission will be valid for a period of six months, and may be renewed if the applicant has not received a final decision.

Arising from the EU Directive, in addition to broader labour market access, eligible International Protection Applicants seeking employment can also avail of the employment support services of DEASP on a voluntary basis. This development, since 30th June 2018, enables eligible applicants to make contact with a Case Officer of the DEASP at any of its countrywide Intreo Centre Office to seek information and guidance on the supports available to assist them in their job seeking efforts. Total number to date who received this support is 309 (IPO Applicants).

In order to communicate these important developments to relevant stakeholders, jointly held information sessions between the Department of Justice and Equality and the Department of Employment Affairs and Social Protection were held across the Divisions. Case Officers and front line Intreo staff were also advised with a supporting help desk to assist with enquiries also available.

Action 42

An analysis will be undertaken to assess the extent to which the level of joblessness among jobseekers of African origin exceeds that of other groups and determine what action, if any, is required to address any evidence that people of African origin face higher barriers to exit unemployment.

Responsible Body – Department of Employment Affairs and Social Protection

Timeframe: 2017-2020

Status: Complete



Progress to Date:

The Department has completed this analysis and the report has been published.

Action 43

The Quality and Qualifications Ireland's system for the recognition of vocational skills accredited in other countries will be promoted more widely.

Responsible Body – Quality and Qualifications Ireland (QQI)

Timeframe: 2017-2020

Status: On track



Progress to Date:

Quality and Qualifications Ireland (QQI) hosts NARIC Ireland (National Academic Recognition Information Centre) which provides advice on the academic recognition of a foreign qualification by comparing it, where possible, to a major award type and level on the Irish National Framework of Qualifications (NFQ). NARIC Ireland provides free online advice by way of generic comparability statements on more than 1100 foreign academic qualifications. The statement allows users to place their foreign qualification in the context of the National Framework of Qualifications. The website had more than 70,000 visits in 2018 and approximately 25,000 statements were downloaded. The NARIC Ireland unit at QQI works continuously on the promotion of this service to the public and stakeholders through attending relevant events, mail shots and literature dissemination.

QQI is also part of the wider European Network of Information Centres (ENIC-NARIC) network and is the national reference point for the European Qualifications Framework and Europass. These affiliations help support mobility within/outside of Ireland.

Looking Ahead:

NARIC Ireland (QQI) also participates in Erasmus+ projects with EU partners to further enhance recognition activities across the networks. Automatic recognition of qualifications is now a more realistic objective. A range of projects are underway from 2018 – 2020. These include projects on automatic recognition, evaluating refugee qualifications and assessment of MOOCs (massive open online courses).

Action 44

Proactive outreach and support measures will be undertaken by all public sector employers to increase the number of persons from an immigrant background working at all levels in the civil service and wider public service. There will be a particular focus on increasing the numbers of people from immigrant backgrounds working in front-line services. This work will have regard to public service employment principles of merit and transparency, and to restrictions regarding non-EEA nationals working in the Irish Public Service.

Responsible Body – Public Appointments Service (PAS)

Timeframe: 2017-2020

Status: On Track



Progress to Date:

This Action is linked to the delivery of Objective 3 of the Public Appointments Service Strategy Statement 2017-2019: Develop stronger public recognition of our organisation to attract more diverse and high quality applicant pools. It is important to note that all work undertaken is subject to restrictions regarding non-EEA nationals being recruited to the Irish public service.

Measure: 20% increase in new visitors to publicjobs.ie (including 5% migrant community).

A marketing strategy has been developed to establish brand recognition and to enhance the quality and diversity of candidate pools including migrants (complete Q1 2018).

Client engagement to identify innovative ways of sourcing and attracting quality candidates, including migrants, was rolled out in 2018.

Optimisation and integration of online and digital delivery channels, centred around an enhanced publicjobs.ie that explains what diversity in the Irish public service is and addresses potential issues for migrants (for example):

- dispelling the misperception that one must be competent in the Irish language to work in the Irish public service
- proficiency in English necessary to compete in open competitions, particularly in relation to testing
- videos of diverse pool of candidates currently employed in Irish public service (complete Q2 2018)

Proactive use of appropriate channels, networks and media technologies to reach new and diverse audiences:

- optimisation of appropriate delivery channels to reach and attract migrants;
- built partnerships with key stakeholders, NGOs and others

Measure: 20% increase in new visitors to publicjobs.ie (including 5% migrant community).

Looking Ahead:

A Brand Awareness survey (Q4 2019)

An Equality Monitoring update will provide statistics on key target audiences attracted from migrant communities (Q3 2019)

Action 45

To make the Civil Service fully representative of Irish society we will aim to have 1% of the workforce from ethnic minorities and will:

- put in place arrangements to identify the number of civil servants from ethnic minorities;
- broaden our outreach in schools and ethnic communities to raise awareness, educate about the role of the Civil Service and showcase the career opportunities available;
- review the composition of our applicant pool so that we can understand where applicants to the civil service come from and develop targeted measures to encourage those areas of society that are not applying.

Responsible Body – Department of Public Expenditure and Reform

Timeframe: 2017-2020

Status: On Track



Progress to Date:

COs and EOs, recently appointed to the Civil Service, have been presenting at schools (second level), and the IGC Conference.

See Action 45 regarding Equality Monitoring.

Measure: 4% of applications from migrant communities.

Action 46

Further activities will be undertaken to raise awareness of State board opportunities among key groups within society that are currently under-represented on State boards, working with Departments and the relevant State bodies in this regard.

Responsible Body – Public Appointments Service

Timeframe: 2017-2020

Status: On Track



Progress to Date:

This Action is linked to the delivery of Objective 3 of the Public Appointments Service Strategy Statement 2017-2019: Develop stronger public recognition of our organisation to attract more diverse and high quality applicant pools. Measure: 20% increase in new visitors to stateboards.ie (including 2% migrant community).

A marketing strategy was developed to establish brand recognition on stateboards.ie and to enhance the quality and diversity of candidate pools including migrants (complete Q1 2018).

Client engagement took place to identify innovative ways of sourcing and attracting quality candidates including migrants (rolled out 2018).

Optimisation and integration of online and digital delivery channels, centred around stateboards.ie and the new enhanced publicjobs.ie that explains what diversity in the Irish public service is and addresses potential issues for migrants (for example):

- dispelling the misperception that one must be competent in the Irish language to work in the Irish public service;

- proficiency in English necessary to compete in open competitions, particularly in relation to testing;
- videos of diverse pool of candidates currently employed in Irish public service (complete Q2 2018)

Proactive use of appropriate channels, networks and media technologies to reach new and diverse audiences:- optimisation of appropriate delivery channels to reach and attract migrants;
 - built partnerships with key stakeholders, NGOs etc

Looking Ahead:

Brand Awareness survey (Q4 2019).

Equality Monitoring update to review key target audiences, specifically migrant communities (Q3 2019).

Action 47

Local Enterprise Offices (LEOs) will continue to undertake targeted initiatives to engage with migrant prospective entrepreneurs in line with local need. The LEO Centre of Excellence in Enterprise Ireland will promote best practice activities in this area amongst all LEOs nationally.

Responsible Body – Enterprise Ireland/Local Enterprise Offices

Timeframe: 2017-2020

Status: Minor Problems or Delays



Progress to Date:

Local Enterprise Offices (LEOs) are the first stop shop for all persons wishing to start a business and they continue to engage with prospective entrepreneurs on a local needs basis, including migrants. 51% of Local Authorities reported that their LEO had undertaken targeted initiatives or have proposals under consideration to address this issue.

Looking Ahead:

LEOs will continue to undertake initiatives such as Start Your Own Business Courses and Idea Generation workshops together with the delivery of presentations regarding their services and supports at Direct Provision centres or Emergency Reception and Orientation Centres (EROOC) to engage with migrant prospective entrepreneurs in line with local need and as demand arises.

The LEO Centre of Excellence in Enterprise Ireland will promote best practice activities in this area amongst all LEOs nationally.

Theme 6: Health (Actions 48 – 50)

Overview

A health service that is responsive to the needs of its diverse clients is essential to ensuring that migrants have equal access to healthcare in Ireland and that health outcomes for migrants do not differ from broader society. This section features three actions which fall under the responsibility of the Health Service Executive (HSE).

Highlight: Intercultural Health Strategy



In January 2019, the Health Service Executive (HSE) officially launched the [Second National Intercultural Health Strategy](#).

The Strategy provides a comprehensive and integrated approach to addressing the many, unique, health and support needs experienced by the continually increasing numbers of service users of diverse ethnic and cultural backgrounds who live in Ireland.

Copies of the Executive Summary of the strategy have been translated into Arabic, Lithuanian, Polish, Portuguese, Romanian and Irish.

Examples of Progress

- The second HSE National Intercultural Health Strategy has been launched.

Implementation and Monitoring Challenges

- Progress on the action of recording of ethnicity as part of ethnic equality monitoring across the health service has been slow to date.

Detailed Update by Action

Action 48

A second National Intercultural Health Strategy will be developed by the end of Q2 2017.

Responsible Body – Health Service Executive (HSE)

Timeframe: 2017

Status: Complete



Progress to Date:

The HSE National Intercultural Health Strategy has been developed and was launched on the 15th January 2019.

Action 49

An appropriate model will be developed for the provision of interpreting services to users within the health area who are not proficient in English.

Responsible Body – Health Service Executive (HSE)

Timeframe: 2017-2020

Status: On Track



Progress to Date:

Initial efforts have been progressed in this area, with a report published “Report of the Working group to develop a model for the implementation of trained interpreters in the Irish healthcare system”.

Looking Ahead:

Further efforts will be made to develop responses to the findings of the report described above.

Action 50

The recording of ethnicity as part of ethnic equality monitoring across the health service will be promoted as a means of identifying unique needs of migrants and developing interventions to address these needs.

Responsible Body – Health Service Executive (HSE)

Timeframe: 2017-2020

Status: Minor Problems or Delays



Progress to Date:

Progress on this action has been slow as efforts here are best timed to align with other HSE strategic priorities, for example: individual health identifier, the launch of Intercultural Health Strategy, and efforts in respect of the National Traveller and Roma Inclusion Strategy.

Looking Ahead:

Further efforts will be made to implement this action as progress is made on the other HSE strategic priorities.

Theme 7: Integration in the Community (Actions 51 – 57)

Overview

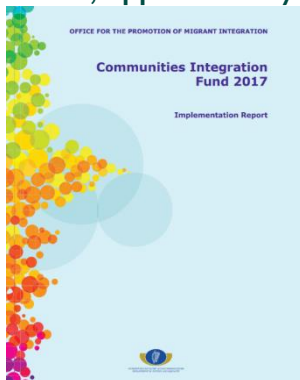
Actions at the local level are critical to the successful integration of migrants. This theme places an emphasis on initiatives to facilitate integration at the local level.

The seven actions in this theme fall to a number of different Departments and Agencies: the Department of Justice and Equality; Local Authorities; Dublin City Council; the Department of Children and Youth Affairs; the Office for the Promotion of Migrant Integration; and the Department of Business, Enterprise and Innovation.

Highlight: Communities Integration Fund (CIF) and Local Authorities' Integration Strategies

The Communities Integration Fund was launched in 2017 and has continued to issue small grants each year to community initiatives aimed at promoting migrant integration.

So far, approximately €1 million has been distributed to 246 projects nationwide. This funding provides an important support for communities that are seizing the initiative in the two-way process of migrant integration.



The Office for the Promotion of Migrant Integration published an Implementation Report on CIF2017 in March 2018. The 2019 CIF was launched on the 29th March 2019, €526,000 is available.

Belonging to Limerick: Limerick City and County Integration Plan 2018-2020, was launched by President Michael D Higgins on the 28th September 2018.



David Stanton, T.D., Minister of State with Special Responsibility for Equality, Immigration and Integration, launched the Waterford Migrant Integration Forum on the 4th February 2019.

Examples of Progress

- A Communities Integration Fund, managed by the Office for the Promotion of Migrant Integration, has been established. This fund is worth €500,000 per year in small grants of up to €5,000 for local integration projects. The 2019 CIF was launched on the 29th March 2019, €526,000 is available.
- Waterford City and County Council, in partnership with Waterford Local Community and Development Committee and partner agencies, launched its Migrant Integration Forum on the 4th February 2019.

Implementation and Monitoring Challenges

- Engagement and awareness of the Strategy amongst Local Authorities has been uneven to date. Given the critical role of Local Authorities in encouraging and promoting migrant integration, this area will require renewed effort over the remaining period of the Strategy.

Detailed Update by Action

Action 51

A Communities Integration Fund will be developed to support actions by local communities throughout Ireland to promote the integration of migrants and refugees.

Responsible Body – Department of Justice and Equality

Timeframe: 2017-2020

Status: Complete



Progress to Date:

The Communities Integration Fund was launched in 2017 with €500,000 distributed among 131 projects nationwide, following an open competitive calls for proposals. A new round of the Fund was administered in 2018, with 115 new projects selected. The Office for the Promotion of Migrant Integration published an Implementation Report on CIF2017 in March 2018. The 2019 CIF was launched on the 29th March 2019, €526,000 is available.

A summary of the projects funded in both 2017 and 2018 can be found in Appendix E.5.

Looking Ahead:

The deadline for CIF 2019 is the 2nd May 2019, and OPMI will evaluate and select projects during May to June 2019.

Action 52

Integration strategies will be updated.

Responsible Body – Local Authorities

Timeframe: 2017-2020

Status: On track



Progress to Date:

Currently, all Local Authorities (31) under the Social Inclusion and Community Activation Programme (SICAP), have “new communities” and Roma listed as target groups for their actions.

Actions for the delivery of the programme are captured in Local Authority Migrant Integration Strategies by eight Local Authorities and an additional twelve Local Authorities have detailed their actions in other plans, such as the Local Economic and Community Plans (LECPs). The remaining eleven Local Authorities are in the process of creating plans or strategies in which their actions targeted at new communities and Roma can be captured and tracked.

A sample of the 8 Local Authorities which have an integration strategy, is:

Limerick City & County *Integration Plan 2018-2022*
Dublin City Council, *Integration Strategy 2016-2020*

Research co-funded by the European Union Asylum, Migration and Integration Fund (AMIF) and the Department of Justice and Equality was published. The research was carried out by the Immigrant Council of Ireland (ICI). The report, entitled “Keeping it Local: Discussion document and proposed actions for Local Authorities on developing local migrant integration strategies”, provides an overview which includes:

1. Review of previous local migrant integration strategies and a review of Local Economic and Community Plans (LECPs) in partnership with the Department of Rural and Community Development;
2. Results of survey with Local Authorities on local migrant integration strategies in partnership with the Department of Housing, Planning and Local Government;
3. Key principles and proposed actions for councils to adopt in partnership with the Department of Housing, Planning and Local Government.

Looking Ahead:

Local Authorities will be encouraged to update and review their integration strategies. OPMI is considering how the LECPs can in future address migrant integration.

Action 53

A Migrant Integration Forum will be established in every local authority area, ideally through existing Public Participation Network (PPN) structures, and will meet regularly.

Responsible Body – Local Authorities

Timeframe: 2017-2020

Status: On Track



Progress to Date:

Almost all Local Authorities (29) have or are in the process of establishing a Migrant Integration Forum. Twelve Local Authorities have established Migrant Integration Forums, and an additional six Local Authorities have alternative but equivalent structures in place. These equivalents either pre-date Action 53 (were set up before the National Integration Strategy was published) or were initially established by a

party other than the Local Authority, but subsequently the Local Authority have become involved (so the term 'forum' may not have been used but the group now acts as the local authority area migrant integration forum).

Many of these were organised through the LECP and executed through SICAP.

Eleven Local Authorities are in the process of setting up forums or an equivalent structure. In some cases, however, the Local Authorities are still in the process of creating their Migrant Integration Strategies/Plans so will complete this action first before progressing to establishing the structures for delivery of the actions.

While five Local Authorities have used the PPN to establish the forum and two more are currently using the PPN, there are at least eight Local Authorities where the existing migrant forum pre-dates the establishment of the PPN. It was also noted that sometimes the groups preferred a less structured approach so the PPN was not favoured by the groups as they developed more organically.

Waterford City and County Council, in partnership with Waterford Local Community and Development Committee and partner agencies, launched its Migrant Integration Forum on the 4th February 2019.

Looking Ahead:

Local Authorities will continue to support all groups in direct response to the needs of the target population.

Action 54

An Integration Network will be established where migrant groups can engage with the Government and public bodies on issues of concern and on barriers to integration.

Responsible Body – Dublin City Council

Timeframe: 2017

Status: On Track



Progress to Date:

Dublin City Council's Social Inclusion and Integration Section was reorganised in 2018 and a new team has been put in place. The priority of the Social Inclusion Section is to implement Dublin City Council's Integration Strategy 2016 – 2020. The Social Inclusion Section is in the process of establishing a migrant network for Dublin City. This is one of the key tasks for the section in 2019.

Looking Ahead:

The Migrant Integration Network is being established through the Public Participation Network (PPN), actioned through the Department of Rural and Community Development. The PPN encourages groups to connect with each other and the Local Authority and it's through the PPN that Dublin City Council will establish its migrant network.

Dublin City Council contacted in excess of 60 migrant groups encouraging them to become part of the PPN. According to Salesforce System on to which groups register there are an

estimated 55 migrant groups. Dublin City Council are in the process of bringing this group of Migrant Organizations together to form a linkage group and it is through this method that Dublin's Migrant Network will be established

Action 55

In carrying out the reform programme on youth work funding, there will be an added focus on ensuring that young people from ethnic or religious minorities, migrants, refugees and asylum seekers have access to youth services in which they will feel safe and protected and which will assist and enhance their integration.

The National Youth Council of Ireland through funding provided by the Department of Children and Youth Affairs will continue to promote implementation of the recently published toolkit "8 steps to Inclusive Youth Work" which is available to all youth workers. The toolkit is broken up into 8 easy-to-follow steps, to help youth workers to identify how good, inclusive practice is evident and measurable in their organisation's youth work.

Responsible Body - Department of Children and Youth Affairs

Timeframe: 2017-2020

Status: On Track



Progress to Date:

On the 10th July 2018, a Memo for Government containing an outline and implementation plan for the Department's new Targeted Youth Funding Scheme was submitted to government for information. The Memo included the strategic design process and the main operational features of the scheme. The key components of the scheme are to provide out of school supports to young people in their local communities to enable them to overcome adverse circumstances and achieve their full potential by strengthening their personal and social competencies. The primary target group is young people aged 10 to 24 who are described in the National Youth Strategy as marginalised, disadvantaged or vulnerable, including young people whose specific circumstances may limit their life chances, such as those from religious minorities, migrants, refugees and asylum seekers.

The National Youth Council of Ireland continues to promote its toolkit, "8 steps to Inclusive Youth Work", which is designed to support youth workers in developing inclusive youth work practices. This toolkit was developed using funding from the Department of Children and Youth Affairs and since 2010 the Department of Rural and Community Development.

Looking Ahead:

The new Targeted Youth Funding Scheme is due to be operational as of January 2020.

Action 56

Encourage businesses to focus on integration.

Responsible Body - Office for the Promotion of Migrant Integration

Timeframe: 2017-2018

Status: On Track



Progress to Date:

OPMI is participating in the implementation of the National Action Plan on Corporate Social Responsibility and supporting the promotion of the Diversity Charter among businesses in Ireland.

Various funding streams included initiatives aimed at encouraging and improving the promotion of migrant employment in the private sector. For example, the EU AMIF and Department of Justice and Equality funded EPIC programme which is implemented by Business in the Community Ireland (BITCI).

Looking Ahead:

OPMI will continue to participate in the implementation of the National Action Plan on Corporate Social Responsibility. Further actions and initiatives will be considered.

Action 57

Invite speakers to present on integration to existing business sector relationships/ engagements.

Responsible Body - Department of Jobs, Enterprise and Innovation

Timeframe: 2017-2020

Status: On Track



Progress to Date:

OPMI presented on the Migrant Integration Strategy at the CSR Stakeholder Forum meeting on the 27th November 2018, Dublin.

OPMI were invited to engage with the CSR Stakeholder Forum Project Team on Diversity and Inclusion as a result of their presentation.

Looking Ahead:

Business members of the CSR Stakeholder Forum are also members of the Open Doors Initiative which was launched in late 2018.

Representatives from the Open Doors Initiative will be invited to speak to the CSR Stakeholder Forum once projects are up and running and businesses will be in a position to share their story.

The CSR Stakeholder Forum Project Team on Diversity and Inclusion will also consider the area of integration in their future selection of speakers for Forum meetings.

In relation to the administration of the employment permit system, the Department of Business, Enterprise and Innovation will continue to seek to ensure that the employment rights of non-EEA employees are protected.

Theme 8: Political Participation (Actions 58 – 60)

Overview

Theme 8, “Political Participation”, focuses on efforts to ensure that the political system becomes more representative of the broader population. At present, migrant representation in politics is very low. This is in spite of Ireland having quite a progressive position in terms of eligibility to vote and participate in politics, particularly at the local level. There are three actions under this theme, for implementation by political parties and NGOs, as well as the Department of Housing, Planning and Local Government.

Highlight: Voting Videos



A number of initiatives have been undertaken in order to encourage migrant communities to become engaged in politics and voting – in order to address the current lack of representation of migrant communities in politics.

A particular highlight is a [video campaign](#) which was funded with funds from the European Union Asylum Migration and Integration Fund (AMIF), the Department

of Housing, Planning and Local Government and the Department of Justice and Equality. The campaign, implemented by the Immigrant Council of Ireland, has included the development and dissemination of videos in a range of languages that encourage migrant communities to vote and register to vote.

Examples of Progress

- Encouraging progress can be seen in terms of initiatives which have been carried out by NGOs alongside political parties, with support from OPMI and the Department of Justice and Equality. In total, two events have been hosted in 2018 with a focus on encouraging migrants to both use their vote and run for political office. Further events are planned.

Implementation and Monitoring Challenges

- While a number of encouraging initiatives have been implemented, further, sustained action will be required by all stakeholders in order to ensure an increase in participation by targeted communities.

Detailed Update by Action

Action 58

Migrants will be encouraged to participate in local and national politics to the extent that these areas are legally open to them.

Responsible Body – Political Parties/NGOs

Timeframe: 2017-2020

Status: On Track



Progress to Date:

The Office for the Promotion of Migrant Integration has supported a number of events focused on encouraging political participation of migrants in local and national politics. These events have been coordinated by NGOs and have included representation from political parties.

The event “Promoting Political Engagement of Migrants 2018” took place in The Atrium in the Department of Justice and Equality’s offices in St. Stephen’s Green on the 24th March 2018. The event brought approximately 100 migrant community leaders together with a panel of representatives from Irish political parties and groupings to discuss the barriers that are preventing greater involvement of migrants in local and national politics.

The event “Migrant Political Participation” in Cork was hosted on the 22nd of September 2018 by a number of different organisations. As with the Dublin event, political parties were present and spoke at the event. Minister of State David Stanton addressed the event.

Cork City Council launched a voter registration campaign on the 23rd August 2018. The campaign aims to encourage foreign workers and immigrants in Cork city to vote. The event was entitled “Shape Your City: Use Your Vote”. Minister of State David Stanton attended the event as a speaker.

Action 59

Migrants will be supported and encouraged to register to vote and to exercise their franchise.

Responsible Body – Department of Housing, Planning and Local Government

Timeframe: 2017-2020

Status: On Track



Progress to Date:

The Department of Housing, Planning and Local Government set up a stand at citizenship ceremonies to provide general information and applications to register.

A video campaign was co-funded by the European Union Asylum, Migration and Integration Fund (AMIF), the Department of Housing, Planning and Local Government and the Department of Justice and Equality. The campaign, implemented by the Immigrant Council of Ireland, has included the development and dissemination of videos in a range of languages that encourage migrant communities to vote and register to vote.

Looking Ahead:

The Department of Housing, Planning and Local Government will continue to set up stands at citizenship ceremonies as a matter of course in future.

Action 60

Multi-lingual materials on voter registration and on elections will be made accessible and available.

Responsible Body – Department of Housing, Planning and Local Government and Local Authorities

Timeframe: 2017-2020

Status: On Track



Progress to Date:

Multi-lingual materials on voter registration and one local and European elections has been developed is accessible and available on the Department of Housing, Planning and Local Government website. 54% of Local Authorities have this information available to migrants or are working on it.

Looking Ahead:

Further efforts should be considered in order to ensure that these materials are easily accessible, particularly for the targeted user-groups.

Theme 9: Promoting Intercultural Awareness and Combating Racism and Xenophobia (Actions 61 – 71)

Overview

“Promoting Intercultural Awareness and Combating Racism and Xenophobia” forms an important element in enabling migrants to feel that they are welcomed into Irish society and their community and that they are protected.

Actions under this theme fall under the responsibility of An Garda Síochána, Local Authorities, the Office for the Promotion of Migrant Integration, the Department of Justice and Equality; as well as two actions which are expected to be carried out by all Departments and Agencies. Actions include the review of hate crime legislation, improving reporting on hate crime and funding of measures to combat racism and xenophobia.

Highlight: Funding for Anti-Racism Projects

Under the various funding streams supported and coordinated by the Government, a number of Anti-Racism projects have been funded. This funding provides relevant organisations with the resources to develop initiatives that encourage engagement and interaction amongst communities.

Under its National Integration Funding Programme, the Department of Justice & Equality is funding Cultúr Celebrating Diversity’s ‘Anti-Racism Project’, which provides support services and develops capacity of local migrant groups in Meath, to engage with decisions makers.

An important element of the project is building communications between these migrant groups and their wider local communities to bridge differences and learn about each other.

Fingal County Council also received funding under the National Integration Funding Programme, for its project ‘Promoting Integration and Social Cohesion in Fingal’. The project is building effective connections and delivery mechanisms at the local community level, working with teens, young adults and families to address barriers to inclusion and build the intercultural relationships, which are the core of cohesive communities.



Examples of Progress

- An Garda Síochána, through the Garda National Diversity and Integration Unit (GNDIU), has been actively engaging with civil society organisations in order to promote the role of An Garda Síochána and how to access their services.

- The 2017 National Integration Funding Programme includes a number of projects that received funding for initiatives that include measures to combat racism. This includes funding to organisations such as: SARI, Show Racism the Red Card, Localise and Cultúr Celebrating Diversity.

Implementation and Monitoring Challenges

- As in other themes, actions that fall under the responsibility of all Government Departments and Agencies have so far received limited progress, with only four Departments/Agencies with a public office reporting that they display information on how to make a complaint about racist behaviour.

Detailed Update by Action

Action 61

Intercultural awareness training will be provided by all Government Departments and Agencies and it will be reviewed at intervals to ensure that it is adequate and up to date. Front-line staff will receive ongoing cultural awareness training appropriate to their role and operational requirements.

Responsible Body - All Government Departments and Agencies

Timeframe: 2017-2020

Status: Minor Problems or Delays



Progress to Date:

A total of 10 (22%) of Departments/Agencies surveyed reported that they provide cultural awareness training:

Bus Átha Cliath/Dublin Bus
 Department of Foreign Affairs and Trade
 Department of Agriculture, Food and the Marine
 Dublin Airports Authority plc
 Finance
 Bus Éireann
 Citizens Information Board
 Irish Prison Service
 Financial Services and Pensions Ombudsman
 Health Service Executive

Looking Ahead:

The Office for the Promotion of Migrant Integration will continue to monitor progress on this action through surveying responsible bodies prior to meetings of the monitoring committee. Departments and Agencies will be reminded of their responsibilities under these actions in the Migrant Integration Strategy.

Action 62

Local Authorities will take action to have migrant representation on all Joint-Policing Committees.

Responsible Body – Local Authorities

Timeframe: 2017-2020

Status: Minor Problems or Delays



Progress to Date:

While this was identified as an action under the Migrant Integration Strategy, the DHPLG policy set out for the election of JPC representatives identifies the PPN as the mechanism through which members are elected. Because of this, there has been some level of discussion about how to address this conflicting policy position, particularly in local authorities with very small migrant populations who do not engage in large numbers in the PPN.

To date, nine local authorities have reported taking actions to include members of their migrant communities on their JPCs. An additional three in the process of putting actions in place. Of the remaining local authorities, there are two that are actively encouraging migrant representatives to nominate themselves for positions on the JPC while two local authorities are considering redesigning their structures to allocate a seat to a migrant community representative.

Looking Ahead:

Local authorities have suggested this is an area where the Department of Justice and Equality could liaise with the DHPLG to help facilitate delivery of this action as there appears to be some level of policy conflict.

Action 63

An Garda Síochána will continue to implement a victim-centred policy and good investigative practices in racial and other similar crimes to encourage victims to report offences in line with recommendations of the Garda Inspectorate in this regard.

Responsible Body – An Garda Síochána

Timeframe: 2017-2020

Status: Minor Problems or Delays



Progress to Date:

The Garda National Diversity and Integration Unit (GNDIU) monitors hate crime on a daily basis and encourages victims and witnesses to report any suspected incidents, and immediately makes contact with investigating Gardaí who fail to follow appropriate reporting procedures. Newly appointed Garda call-takers and dispatchers are trained to ensure any evidence of hate crime is captured while taking reports of crime from the public (training courses provided in Galway and Dublin to date in 2019).

Despite efforts by the dedicated Ethnic Liaison Gardaí and the GNDIU, the reported figures on hate crime are low.

The GNDIU is known to all ethnic representative groups and NGOs working in the area of hate crime in Ireland, and encourages all such representatives and members of NGO groups to inform all victims of hate crime of this confidential Garda service that is available to them without discrimination.

Recent communication events have included: a presentation on the topic of 'challenging racism in society' at the Annual Conference of IGBO Nigerians (Ohanaeze Ndi Igbo Ireland); attendance at a SPIRASI event for asylum seeker victims of torture; presentations focused on challenging any form of hate crime, and how to report suspected cases to An Garda Síochána.

Since January to March 2019, the GNDIU have given presentations at the Civic Hall in Cork on challenging racism in our society; at the Laois Integration Network seminar in Portlaoise; and visited Reception Centres with the local Superintendent and Ethnic Liaison Officers to reassure residents that racism is not tolerated in Irish society.

Looking Ahead:

How to address the low reporting by victims of hate crimes, despite all the public messaging and attempts to recruit ethnic minorities into the Gardaí.

'Power of by-standers to report hate crime'. AGS adopted the definition of hate crime as laid down in the Macpherson Report: '*...any incident which is perceived to be a hate crime by the victim or any other person*' will be recorded as hate crime. The police must record any such report from a witness. By-standers can report in the same manner as an alleged victim can report.

The new *Garda Diversity Strategy 2019-2021* is in the final stage of development and due to be published soon.

Action 64

Local Authorities will develop and publish their policy on the early removal of racist graffiti in their respective areas.

Responsible Body – Local Authorities

Timeframe: 2017

Status: On Track



Progress to Date:

Local authorities that deal with graffiti on a regular basis have policies in place regarding the early removal of racist (or any derogatory) graffiti. Eleven local authorities have policies in place and a further two local authorities are currently working on creating their graffiti removal policies. The remaining 16 local authorities do not have specific policies regarding racist graffiti as in many cases graffiti is not an issue that is dealt with frequently and policies are not developed unless needed.

Action 65

The current legislation with regard to racially motivated crime will be reviewed with a view to strengthening the law against hate crime, including in the area of online hate speech.

Responsible Body - Department of Justice and Equality

Timeframe: 2017

Status: Minor Problems or Delays



Progress to Date:

The Department of Justice and Equality is undertaking a review of the Prohibition of Incitement to Hatred Act 1989 and is considering legislative change in relation to hate crime, in the context of the Migrant Integration Strategy, the EU Framework Decision 2008/913/JHA on combating racism and xenophobia and legislative developments in other jurisdictions.

To date, the Department has undertaken considerable research and has examined work carried out by external bodies and academics, with the aim of identifying different approaches taken to legislating in this area and the merits of each.

Looking Ahead:

The Department has included in its research plan for 2019 a project to consider approaches taken to hate crime in other jurisdictions, including an assessment of their success, and the outcome of that will inform any future legislative reform. The closing date for receipt of tenders for this element of the research has just passed.

Progress is continuing on the Department's review of the Prohibition of Incitement to Hatred Act. The next phase is a public consultation. The consultation document is being finalised and we expect the consultation to go 'live' before the end of May.

Action 66

The issue of the under-reporting of racially-motivated crime will continue to be addressed including through the development of greater contact with marginalised communities.

Responsible Body - An Garda Síochána

Timeframe: 2017-2020

Status: On Track



Progress to Date:

The Garda National Diversity and Integration Unit (GNDIU) continues to develop contact with representatives of minority groups nationwide for the purpose of instilling confidence in communities to come forward and report any suspected cases of hate crime perpetrated against individuals, and/or communities generally.

Separately, GNDIU continues to deliver training to Ethnic Liaison Officers and community Gardai, which also forms part of a campaign to engage minority representatives with their local front-line Gardai, while encouraging them to have confidence to report hate crime.

Action 67

Public offices will display information on how to make a complaint of racist behaviour by a member of staff or other customer.

Responsible Body – All Government Departments and Agencies

Timeframe: 2017-2020

Status: One or More Major Difficulties



Progress to Date:

In the cross-cutting actions survey results, of the 22 Departments/Agencies with public offices, 4 (18%) reported displaying information on how to make a complaint specifically about racist behaviour².

Department of Employment Affairs and Social Protection
Bus Éireann
Fáilte Ireland
Office of the Revenue Commissioners

Looking Ahead:

The Office for the Promotion of Migrant Integration will continue to monitor progress on this action through surveying responsible bodies prior to meetings of the monitoring committee. Departments and Agencies will be reminded of their responsibilities under these actions in the Migrant Integration Strategy.

Action 68

All relevant public sector bodies will explore additional ways of working in cooperation with communities affected by stigmatisation and develop appropriate relationships with minority communities to avoid the danger of external groups having negative influences on marginalised communities.

Responsible Body – Office for the Promotion of Migrant Integration and An Garda Síochána

Timeframe: 2017-2020

Status: On Track



Progress to Date:

The Office for the Promotion of Migrant Integration – research into the integration experiences of several minority groups commenced in April 2018 as part of an overall review of the refugee resettlement programme in Ireland.

The Garda National Diversity and Integration Unit (GNDIU) continued to meet with representatives of the Muslim community to reassure them of Garda interventions to avoid the danger of external groups having negative influences on this community.

GNDIU monitors PULSE on a daily basis with regard to all reports pertaining to hate crime on a nationwide basis, thereby gauging the level of prejudice in society against marginalised

² Included in this are examples where Departments/Agencies display general information on how to make a complaint, with references in other documents (such as Customer Service Charters) to the right to equal treatment.

communities. Recorded cases are monitored, and contact is made with investigating Garda members by GNDIU where it is deemed necessary upon risk assessment.

Looking Ahead:

The Office for the Promotion of Migrant Integration will continue to explore, in collaboration with relevant stakeholders, the development of this action.

Action 69

Arts and culture programmes and policy will assist in the promotion of the arts and culture of diverse communities across Ireland.

Responsible Body – Department of Culture, Heritage and An Gaeltacht.

Timeframe: 2017-2020

Status: On Track



Progress to Date:

Creative Ireland

Creative Ireland are funding a project in partnership with Mary Immaculate College (MIC), Limerick under the National Creativity Fund Scheme entitled 'Song Seeking'. The 'Song Seeking' project will involve a cross-agency collaboration between MIC as the project lead, the Association of Irish Choirs (AOIC) and the Irish Refugee Council (IRC). Across six Direct Provision (DP) centres, the project will include intergenerational group singing workshops, shared 'Sing-In' days with local choirs, a new choral commission, a large-scale 'Big Sing' event and a final conference.

Chester Beatty Library

- Scheduled Community Ambassador tours in Arabic, Mandarin, Japanese once a month
- Chester Beatty Library have a well-being programme that offers regular Qi Gong; sessions, facilitated by a member of the Chinese community;
- Dublin Arabic Film Festival and Dublin Greek Film Festival were celebrated in October 2018, co-organised with the local migrant Arabic-speaking and Greek communities;
- Specific art workshops for adults are held throughout the year, facilitated throughout the year by Japanese, Chinese and Iranian artists;
- Embracing Cultural Diversity in the Classroom: Research and development of a new intercultural programme for schools 2018-2020 working with the formal and informal education sector exploring how best to develop suitable resources for teachers, students and training courses in education (in association with IHREC and Creative Ireland);
- New multi-lingual storytelling sessions for families in partnership with Mother Tongues in Mandarin/English; Greek/English in February 2019.

The Heritage Council

- A collaboration between the Heritage Council and Meitheal Mara, the 'Making a Connection – with currachs' project involved a group of people living in Direct Provision participating in a boat building course. Over 12 weeks they built a Dunfanaghy currach and in October 2018 they launched their boat An Bád Chorcaí.

Irish Museum of Modern Art and National Gallery of Ireland

- The Irish Museum of Modern Art and the National Gallery of Ireland host groups of migrants in tours to their exhibition programmes through a partnership with Serve the City. Tour the City is a project of Serve the City Dublin which seeks to enhance social inclusion and to initiate an integration process for refugees and asylum seekers in Direct Provision centres in the Dublin area;
- The artist and activist Joe Caslin worked with the National Gallery on the project 'Finding Power'. This project comprised interviews, photographs, drawings and portraits and involved the artist working closely with a diverse group of people, including migrants, reflecting the zeitgeist of contemporary Ireland.

Arts Council

- The Arts Council will launch its new Equality, Human Rights and Diversity Policy and an Implementation Plan in March 2019. It is envisioned that this overarching policy will inform existing and future arts policy and development, and contribute to the development of more equitable opportunities for diverse communities across Ireland to make and engage with the arts.

Screen Ireland

- Central to Screen Ireland's role is supporting and nurturing a multiplicity of diverse Irish voices, so that audiences at home and abroad can see Irish stories on screen that not only reflect the zeitgeist, but stories that cut through our culture to challenge, question transform and entertain. The following films are supported by Screen Ireland and highlight migrant themes – A Girl from Mogadishu (2019) and Sweetness in the Belly (Forthcoming)

Action 70

Schools outside the established education system will be encouraged to network with the aim of providing information on child protection and health and safety regulations to them and of developing relationships with them.

Responsible Body – Office for the Promotion of Migrant Integration

Timeframe: 2017-2018

Status: Minor Problems or Delays



Progress to Date:

The Office for the Promotion of Migrant Integration are re-examining proposed activity following the recommendations from the Sub-Committee meeting of the 3rd May 2018. The sub-committee identified a number of possible inclusions in any network of schools outside established education system including Madrassas, Polish and Russian Community Schools and Sunday Schools.

Looking Ahead:

OPMI hopes to support some targeted initiatives with partner agencies and NGOs to build trust and communications with schools outside the established education system, providing information on child protection and health and safety regulations.

Action 71

Measures to combat racism and xenophobia will feature among the actions funded by the Office for the Promotion of Migrant Integration.

Responsible Body – Office for the Promotion of Migrant Integration

Timeframe: 2017-2018

Status: On Track



Progress to Date:

The 2017 National Funding Programme includes a number of projects that received funding for initiatives that include measures to combat racism. This includes funding to organisations such as: SARI, Show Racism the Red Card, Localise and Cultúr Celebrating Diversity.

Many of the AMIF-funded projects include measures to combat racism.

Looking Ahead:

Additional actions and funding in this area will be considered for the 2019 Communities Integration Fund and other opportunities to support work in this area will be explored by OPMI.

Theme 10: Volunteering (Action 72)

Overview

Volunteering is seen as an important and accessible way for migrants to become involved in their local community and actively contribute to their society. It also provides a significant opportunity for positive engagement with the rest of the community.

There is only one action under this theme, with the Department of Rural and Community Development called upon to ensure that volunteering will be promoted amongst less represented groups.

Highlight: National Volunteering Strategy Consultation

Tipperary Volunteer Centre in partnership with Tipperary County Council proactively engaged with the County's growing migrant communities, linking them in with the wider community and engaging them through volunteering.



A Call for Input paper on volunteering issued from the Department of Rural and Community Development in December 2017. This is the first step in developing a national volunteering strategy. It is designed to inform stakeholders about the proposed development of a national volunteering strategy and seek their views on what the strategy should contain. Following the Call for Input Paper, 200 submissions were received. These are being considered at present, and a draft volunteering strategy will be developed, which will be followed by a further opportunity for public consultation.

The screenshot shows the Volunteer Ireland website. At the top is the logo for Volunteer Ireland, with the tagline 'Connecting Communities Through You' and 'cúair dhíomach i léim'. Below the logo is a navigation menu with links for Home, About Us, Volunteers, Organisations, Services, and Events. A prominent purple box contains the text: 'Help shape the future of volunteering! Have your say on the national volunteering strategy'. Below this box, there is a paragraph of text: 'The Department of Rural and Community Development have published a 'Call for Input' on the development of a national volunteering strategy. The document poses a number of questions on the current state of volunteering in Ireland, the challenges faced by volunteers and organisations and how we can develop the future of volunteering. Answers to these questions will inform the development of a national volunteering strategy. We encourage anyone with an interest in volunteering to read the document and submit.'

The Call for Input document includes a section on *Challenges to Volunteering* with one area focusing on the discussion of the issue of aiming to *Increase Participation of Marginalised Groups in Volunteering*.

The discussion of this area in the consultation process demonstrates the importance of the issue of ensuring that volunteering reflects the diversity of Ireland and its new communities.

Examples of Progress

- There are clearly a number of funding initiatives in the area of volunteering, with the aim of promoting volunteering to all groups, including those that are typically less well represented.

Implementation and Monitoring Challenges

- There is perhaps room for more specific measures in the funding programmes to ensure that migrant communities are aware of and engaged in volunteering opportunities.

Detailed Update by Action

Action 72

Volunteering will be promoted among the less well-represented groups.

Responsible Body – Department of Rural and Community Development

Timeframe: 2017-2020

Status: On Track



Progress to Date:

In 2018, €3.5m was provided by the Department of Rural and Community Development to support 22 Volunteer Centres, 8 Volunteer Information Services and a number of volunteer-supporting organisations, such as Volunteer Ireland. This infrastructure exists to promote volunteering to all groups, including those typically less well represented.

Tipperary Volunteer Centre is one of the 22 funded by the Department; over the past decade Tipperary has seen many people born outside of Ireland choose to make their new home there. Realising the potential that these new arrivals bring to the community, Tipperary Volunteer Centre in partnership with Tipperary County Council proactively brought this group into the wider community and engaging with volunteering. Outcomes are as follows: migrant involvement in the 'A Guide to Community Life in Tipperary' handbook, to make it migrant friendly and a new 'Diverse Tipperary' website with a directory of relevant services and information for the new Irish Community in Tipperary.

Specific initiatives aimed at promoting inclusive volunteering have been supported by funding from the Department of Justice and Equality:

Third Age - Failte Isteach is a nationwide project training local volunteers to become English language tutors, to deliver free English language tuition to local migrants. Failte Isteach encourages the participation of older volunteers to promote intergenerational social cohesion. The classes bring migrant communities and locals together and create positive social encounters and a bridge into the community.

Volunteering For All, run by Localise Youth and Community Service, which aims to tackle racism and xenophobia by providing structured programmes directly to schools nationwide that engage students from all backgrounds and nationalities in community service projects. Young people can come together to tackle prejudice by promoting cooperation, understanding, mutual respect and community spirit.

Theme 11: Sport (Action 73)

Overview

Sport is another area that is seen as providing an important and accessible way for migrants to become involved in their local community and provides a significant opportunity for positive social engagement between migrant and host communities.

As with Theme 10, there is only one action under this theme, which calls for the potential of sport in the integration of migrants to be further explored.

Highlight: Diversity Games, Athlone Institute of Technology and Sport Ireland

Under its National Integration Funding Programme, the Department of Justice & Equality is funding Sport Against Racism Ireland (SARI) to travel nationwide delivering football-training sessions which incorporate anti-discrimination workshops, to children in primary schools aged 10-13.



The initiative 'Diversity Games' was run by Athlone Institute of Technology and Offaly Sports Partnership, who received funding under the Communities Integration Fund 2018, proving that sports initiatives like the Diversity Games can bring diverse communities together, and most importantly at the local level.

Sport Ireland announced an investment of nearly €32 million in National Governing Bodies for Sport, direct athlete support and the Local Sports Partnership Network for 2019 with a strong emphasis on increasing participation in sport and physical activity by all members of society.

Examples of Progress

- Migrant communities are included as target groups for Dormant Accounts and Core Grant Applications by Sport Ireland.
- Funding under several funding streams in the Office for Promotion of Migrant Integration (OPMI), including Communities Integration Fund and others, has been given to sports clubs and associations in order to encourage integration.

Implementation and Monitoring Challenges

- Progress here has been broadly positive, but further engagement between Sport Ireland and OPMI is planned in order to leverage the achievements so far.

Detailed Update by Action

Action 73

The potential of sport in the integration of migrants will be further explored through encouraging active participation, volunteering and involvement in governance.

Responsible Body – Sport Ireland and the Office for the Promotion of Migrant Integration

Timeframe: 2017-2020

Status: On Track



Progress to Date:

Migrant communities are included as target groups for Dormant Accounts and Core Grant Applications by Sport Ireland.

Funding under several funding streams in the Office for Promotion of Migrant Integration, including the Communities Integration Fund and others, has been given to sports clubs and associations in order to encourage integration.

Migrant Integration Case studies were developed and reflected in the 2017 Sport Ireland Participation Annual SPEAK report.

Looking Ahead:

Further engagement between Sport Ireland and the Office for the Promotion of Migrant Integration will take place in order to explore further action that can be taken in this area.

Theme 12: Implementation and Follow-Up (Actions 74 – 76)

Overview

Theme 12, “Implementation and Follow-Up” focuses specifically on the actions that are required to ensure the successful coordination and implementation of the strategy.

This takes the form of three specific actions including the establishment of a monitoring and coordination committee, the development of relevant indicators to monitor progress and a review of the implementation of the strategy actions in December 2018.

Highlight: Monitoring and Coordination Committee



The [Migrant Integration Strategy Monitoring and Coordination Committee](#) (MISMCC) has been established and has met five times since June 2017.

The Committee is chaired by Minister of State David Stanton, T.D., and its membership includes Government Departments, Government Agencies and NGOs. It provides a forum for monitoring and engagement with the strategy. Committee members provide regular updates and inputs to the committee and present on key progress and actions taken by their respective organisations.

Examples of Progress

- The Migrant Integration Strategy Monitoring and Coordination Committee was successfully established and has met six times as of February 2019. The next meeting is the 19th June 2019.
- Input, output and impact indicators were drawn up for all 76 actions following a round of thematic Sub-committees in late 2017.
- This report will serve as the review of progress to April 2019.

Implementation and Monitoring Challenges

- While these actions are generally on track, the engagement of all Committee members has been varied, with all members understandably balancing the various competing priorities of their work.

Detailed Update by Action

Action 74

To support the process of implementing recommendations arising from this review, a monitoring and coordination Committee will be established. This Committee will encompass a broad membership, including but not limited to:

- representatives of each relevant Government Department;
- representatives of the relevant State Agencies, including the Health Service Executive;
- representatives of the NGO sector.

Responsible Body – Department of Justice and Equality

Time Frame: 2017-2020

Status: Complete



Progress to Date:

This action was completed in 2017. The Committee has been established and first met on 27 June 2018 and a schedule of meetings for the duration of the strategy has been drawn up.

Looking Ahead:

The Committee and Sub-Committees will continue to monitor and coordinate the implementation of the Strategy for the duration, meeting three times a year.

Action 75

The integration plan implementation process will be strengthened through the collation, analysis and development, where necessary, of relevant indicators which can be used to monitor the integration process.

Responsible Body – All Government Departments and Agencies

Timeframe: 2017-2020

Status: Complete



Progress to Date:

Input, output and impact indicators were drawn up for all 76 actions following a round of thematic sub-committees in late 2017.

Action 76

Progress on the implementation of these actions will be reviewed at the end of 2018 and a report prepared for Government.

Responsible Body – Office for the Promotion of Migrant Integration

Timeframe: 2018

Status: Complete



Progress to Date:

The draft Progress Report was presented to the Migrant Integration Strategy Monitoring and Coordination Committee in October 2018 for feedback and suggestions. Subsequently, the report was revised and will be submitted to government in early 2019.

4. Conclusions and Recommendations

This section of the report presents conclusions and recommendations from the Office for the Promotion of Migrant Integration. Our conclusions reflect our experience and lessons learned over the first two years of the Strategy period from our roles both as secretariat to the Monitoring and Coordination Committee, and as central Government policy lead unit with respect to migrant integration. They also reflect input from members of the Monitoring and Coordination Committee whose views were sought during the development of the report.

Conclusions:

Overall Progress

There has been some good progress in the implementation of the Strategy since its adoption in February 2017. As of February 2019, when this report was finalised, a total of 54 of the 76 actions fall into the 'on track' or 'completed' reporting categories. Implementation of 17 actions is facing 'minor problems or delays', with 5 actions having encountered 'one or more major difficulties'. No actions have yet to start. Overall, this represents a good rate of progress.

A number of significant milestones that were included as commitments in the Strategy have been reached since its publication. These include the enactment of the Education (Admission to Schools) Act 2018; adoption of Ireland's Second National Intercultural Health Strategy; establishment of the Communities Integration Fund; commencement of an OPMI / ESRI Integration Research Programme; and mapping of data needs for monitoring integration. These are important developments that will support the achievement of the objectives of the Strategy.

While good progress has been made on many actions, others have run into difficulties or delays. These actions will require a renewed focus during the remainder of the Strategy period if they are to be implemented as planned.

Monitoring

The chief mechanism for monitoring the implementation of the Strategy is the Monitoring and Coordination Committee, and this is working effectively. The monitoring process is facilitated by the use of the reporting tools we have developed for the purpose.

We have encountered some challenges in monitoring progress on actions that are grounded in routine process and may not have easily identifiable milestones. Gathering the necessary data to monitor progress on "All Departments" and Local Authority sector actions has also proven challenging. Making greater use of the agreed indicators in reporting on these actions may assist with monitoring in these areas, however, the absence of baseline data in many areas means it is not possible to measure progress against indicators accurately. It may also be helpful to carry out some output and/or outcome analysis of the implementation of certain actions before the end of the Strategy period.

Evidence Base

There is a substantial and growing evidence base on migrant integration policy makers and practitioners alike. Greater use could be made of this (e.g. 2018 Integration Monitor; IHREC/ESRI research series, etc.) in determining implementation priorities under the Strategy,

particularly in the areas of English language acquisition; employment (both access and progression); supporting integration at the local level; and combating racism.

Recommendations:

Recommendations for all Responsible Bodies named in the Strategy:

- Prioritise actions that have fallen behind published timelines for implementation in 2019, including a renewed focus on access to Citizenship and Long Term Residency.
- Commission external data gathering and/or monitoring to measure progress on given actions.
- Link reports to Committee more directly to agreed indicators for each action.
- Extend the use of online reporting for “All Departments” actions.

Recommendations on Specific Themes:

- Consider whether additional actions to combat racism and xenophobia may be required in the Strategy.
- Develop greater synergy and more active links between Local Authority integration work and the implementation of the National Strategy.
- Informed by integration monitoring, develop a programme to advance integration outcomes in adult education (in particular English language acquisition) and employment (access and progression).

5. GLOSSARY OF TERMS

AGS – An Garda Síochána
CCMA – County and City Management Association
CSO – Central Statistics Office
DBEI – Department of Business, Enterprise and Innovation
DCYA – Department of Children and Youth Affairs
DEASP – Department of Employment Affairs and Social Protection
DES – Department of Education and Skills
DFAT – Department of Foreign Affairs and Trade
DHPLG – Department of Housing Planning and Local Government
DJE – Department of Justice and Equality
DOH – Department of Health
DPER – Department of Public Expenditure and Reform
EEA – European Economic Area
ETB – Education and Training Board
EU – European Union
HRC – Habitual Residence Condition
HSE – Health Service Executive
IHREC- Irish Human Rights and Equality Commission
INIS – Irish Naturalisation and Immigration Service
LA – Local Authority
LEO – Local Enterprise Office
LGMA – Local Government Management Agency
NGO – Non-Governmental Organisation
OPMI – Office for the Promotion of Migrant Integration
PAS – Public Appointments Service
PPN – Public Participation Network
QQI – Quality and Qualifications Ireland

6. Appendices

Appendix A

Migrant Integration Strategy Monitoring and Co-ordination Committee

- A.1. Terms of Reference of the Committee
- A.2. Membership of the Committee
- A.3. Schedule of Meetings

Appendix B

Agreed Indicators of Progress

Appendix C

Quick Guide to Traffic Light Status of All Actions

Appendix D

Summary of Survey Feedback on Cross-Cutting Actions

Appendix E

Integration Projects Funded by the OPMI

- E.1. European Union Asylum Migration and Integration Fund
- E.2. European Union European Social Fund
- E.3. National Integration Funding Programme
- E.4. Dormant Accounts Fund
- E.5. Communities Integration Fund

Appendix A: Migrant Integration Strategy Monitoring and Coordination Committee

A.1. Terms of Reference of the Committee

Terms of Reference

1. To oversee implementation of the Migrant Integration Strategy;
2. To review implementation of all actions;
3. To agree indicators for monitoring progress;
4. To assess whether or not further action is required on specific issues;
5. To make recommendations on actions needed to be added to the Strategy or changed to respond to changing needs;
6. To contribute to a progress report to Government at the end of 2018 on the implementation of all actions.

Committee Working Arrangements:

(a) The Committee is chaired by Mr. David Stanton, T.D., Minister of State at the Department of Justice and Equality with responsibility for Equality, Immigration and Integration.

(b) The Committee comprises:

Representatives of each relevant Government Department

Representatives of the relevant State Agencies, including the Health Service Executive

Representatives of the NGO sector

(The membership may evolve to accommodate additional expertise over time).

(c) The Committee meets in plenary session three times per year and will last the lifetime of the Migrant Integration Strategy (to end 2020). Additional meetings may be convened if required.

(d) The Committee operates by consensus and in confidence.

(e) The Office for the Promotion of Migrant Integration acts as secretariat to the Committee.

(f) The Committee may appoint Sub-Committees to carry out particular tasks and report back to the Committee.

(g) Where a Sub-Committee is constituted, the organisation acting as Chair to the Sub-Committee will act as secretariat to that Sub-Committee.

A.2. Membership of the Committee

Chairperson: David Stanton TD, Minister of State for Justice at the Department of Justice and Equality with special responsibility for Equality, Immigration, and Integration			
Current Representatives			
Carol Baxter	Dept. of Justice and Equality	Ciara Bates	Dept. of Rural and Community Development
Úna Ni Dhubhghaill	OPMI, Dept. of Justice and Equality	Bernie Reape	Dept. of Rural and Community Development
Edwina Steele	OPMI, Dept. of Justice and Equality	Emma Jane Clarke	Sport Ireland
Michael Williams	OPMI, Dept. of Justice and Equality	Keith McSweeney	Central Statistics Office
Philomena Connick	OPMI, Dept. of Justice and Equality	Jim Dalton	Central Statistics Office
Frank Bradley	OPMI, Dept. of Justice and Equality	Dave McInerney	An Garda Síochána
Geraldine Crowley	OPMI, Dept. of Justice and Equality	Diane Nurse	Health Service Executive
John Burke	Department of Public Expenditure and Reform	Michelle Noone	Public Appointments Service
Mark Shannon	Dept. of Public Expenditure and Reform	Fiona Maloney	Education Training Board (ETB)
Judy Howard	Dept. of Education and Skills	Siobhan McEntee	Education Training Board (ETB)
Aongus O Connor	Dept. of Justice and Equality, INIS	Leonie Kerins	Doras Luimní
Aongus Casey	Dept. of Justice and Equality, INIS	Fiona Finn	NASC
Patricia Sheehan	Dept. of Education and Skills	Tonya Myles	Cairde
Olive Moloney	Dept. of Education and Skills	Emilia Marchelewska	Cairde
Mary Cregg	Dept. of Education and Skills	Joe O'Brien	Immigrant Council of Ireland
Paul Lemass	Dept. of Housing, Planning, and Local Government	Salome Mbugua	AkidWa
Fiona Ward	Dept. of Business, Enterprise and Innovation	Shamsun Nahar Chowdhury	AkidWa
Dairearca Ni Neill	Dept. of Health	Fatma Msumi	New Communities Partnership (NCP)
Fiona Conroy	Dept. of Health	Helen Lowry	Migrant Rights Centre Ireland (MRCI)
Denis O'Sullivan	Dept. of Children and Youth Affairs	Richard King	Crosscare
John Gilbane	Dept. of Children and Youth Affairs	Tinu Achioya	Cultúr
Sarah O'Halloran	Dept. of Employment Affairs and Social Protection	Saoirse Brady	Children's Rights Alliance
Garry Boon	Dept. of Employment Affairs and Social Protection	Nick Henderson	Irish Refugee Council
Olive Walsh	Dept. of Transport, Tourism and Sport	Barnaba Dorda	ICTU
Breda Farrell	Dept. of Transport, Tourism and Sport	Barbara Heslin	County and City Managers Association
David Lawler	Dept. of Defence		
Valerie Byrne	Dept. of Defence		
Past Representatives			
Mark Shannon	Dept. of Public Expenditure and Reform	Declan Smyth	Central Statistics Office
Orla Corrigan	Dept. of Justice and Equality, INIS	Niall Leavy	Public Appointments Service
Grant Couper	Dept. of Housing, Planning, and Local Government	Rachel Byrne	Doras Luimní
Michael Keenan	Dept. of Children and Youth Affairs	Fiona Hurley	NASC
John Gilbane	Dept. of Children and Youth Affairs	Pablo Rojas Coppari	Migrant Rights Centre Ireland (MRCI)
Rosie Smyth	Dept. of Rural and Community Development	Sharon Corcoran	County and City Managers Association
Valerie Hayes	County and City Managers Association	John Orme	Dept. of Rural and Community Development

A.3. Schedule of Meetings

Migrant Integration Strategy Monitoring and Coordination Committee		
No.	Theme	Date
1	Inaugural Meeting, Committee Work Plan	27 th June 2017
2	Monitoring Indicators, Census 2016 Migration and Diversity Report	4 th October 2017
3	End of Year Review, All Actions	31 st January 2018
4	Promoting Intercultural Awareness and Combatting Xenophobia	17 th May 2018
5	Interim Report to Government, Integration Monitor 2018 ESRI	18 th October 2018
6	Intercultural Health Strategy	20 th February 2019
7	Active Citizenship	19 th June 2019

Sub Committees	
Theme	Date
Access to Public Services and Social Inclusion	9th November 2017
Coordination	6th December 2017
Education	22nd November 2017
Employment and Pathways to Work	16th November 2017
Promoting Intercultural Awareness and Combatting Racism and Xenophobia	21st November 2017
Promoting Intercultural Awareness and Combatting Racism and Xenophobia	3rd May 2017

Appendix B: indicators of progress

No	Actions	Resp. Body	Input Indicator	Output Indicator	Impact / Outcome
1	Integration issues will be mainstreamed in the work of all appropriate Government Departments and agencies and addressed in their Strategy Statements, Annual Reports and other documents.	ALL DEPTS	New reporting template from OPMI to all Departments and Agencies. Report will reference Section 42 (Public Duty) of the IHREC Act 2014.	Integration issues addressed in Strategy Statements and Annual Reports and Human Resource Strategies.	Integration is signalled as a priority in public policy documents.
2	Government Departments and agencies will ensure appropriate, regular engagement with NGOs representing migrant groups.	ALL DEPTS	Communication and reminders from OPMI to Departments and Agencies encouraging direct consultation with migrants and targeted customer service plans.	All Govt. Departments and Agencies providing services to migrants to conduct regular stakeholder engagement meetings throughout duration of strategy. Details of meetings to be presented to Monitoring Committee by Q2 2018.	Better incorporation of migrant voices into policy development.
3	Drawing on existing resources to the extent possible, factual material will be made available to enable migrants to learn about Ireland, its history, culture and so on. This material will be in a suitable format and in a range of languages as appropriate.	OPMI	Multiple web resources for the provision of information to migrants. Establish baselines for current reach of INIS and Integration websites reach. Redesign of www.integration.ie.as integration information hub providing links to other relevant sites.	Availability of information to migrants via multiple sources. Measurement of website usage. Test phase of thirty people. Website launch.	Migrants better informed about history and culture of Ireland, easing the integration process.
4	Decisions on grants to community and sports organisations will include a criterion on promoting integration activities.	ALL DEPTS	Guidance to grant awarding bodies from OPMI on requirement to include Integration benefits as a criteria. Crosschecking across agencies for potential duplication of funding.	Proportion of funding calls that include integration criterion.	Increased promotion of inclusion and diversity through sports. More effective use of funds to further integration objectives.
5	Periodic evaluations measuring the outcomes of funding initiatives will be carried out.	OPMI	Analysis of funding recipients' project reports. External evaluations may be commissioned.	Internal and external evaluations of funding initiatives, including AMIF Mid-Term Review (2018).	Learning from evaluations improves the performance of funding programmes.

6	The Office for the Promotion of Migrant Integration will make funding available to local and national groups to carry out integration initiatives, including once-off initiatives, with particular emphasis on local and regional effects. Activities may include, for example, measures to increase mutual understanding between the host community and migrants, actions to introduce migrants to Irish society and enable them to adapt to it, or measures to encourage migrant participation in civil and cultural life.	OPMI	Total funding allocated under NIFP and CIF programmes during period of strategy.	Proportion of funding allocated to successful projects as judged by evaluations.	Migrant integration is promoted through funded projects.
7	The Department of Justice and Equality will use EU funding to support migrants to access the labour market and to promote integration activities.	DJE	Total funding allocated under AMIF and ESF PEIL programmes during period of strategy.	Proportion of funding allocated to successful projects as judged by evaluations.	Migrant integration is promoted through funded projects.
8	A working group will be established to identify and address data gaps.	OPMI	OPMI to solicit nominations from relevant organisations including NGOs and input as regards terms of reference and work programme.	Composition of Working Group established by end 2017. First meeting to agree terms of reference /Work programme to be held by end Q1 2018. First report and recommendations to be delivered by Q1 2019.	Data gaps are identified and addressed leading to better informed policy.
9	Statistics on applications for citizenship disaggregated by age, gender and nationality will be published annually.	INIS	Review work required in order to publish such data.	Annual Review will have disaggregated data on citizenship applications.	Better data available on citizenship applications.
10	The fees for naturalisation will be kept under regular review to ensure that costs are reasonable and are not used as a deterrent.	INIS	Consideration given in annual review if any change in fees is being explored.	Annual review as part of the Estimates process	Fees for naturalisation applications will not deter applicants.
11	A statutory scheme for Long Term Residency will be introduced.	INIS	Consideration to be given as to benefits of having a statutory scheme.	Update on progression of available legislation.	The current Administrative scheme will be put on a statutory footing.
12	The introduction of civics and language tests for those seeking citizenship will be examined.	INIS	Mapping exercise on international activity and best practice. Consultations with NGOs working with migrants.	Recommendation based on mapping exercise and consultation.	Clarity as to whether introduction of civics and language tests would be appropriate and an aid in the integration process.

13	Statistics on applications for Long-Term Residency will be published .	INIS	Review of data collected by AISIP to see if such information is currently available.	Recommendations on current data gaps on AISIP.	Policy making better informed by accurate statistics up to date on trends and patterns in Long Term Residency applications.
14	Arrangements to enable registration of non-EEA migrants aged under 16 years will be finalised as a matter of urgency.	INIS	Consideration of logistical arrangements and sensitivities surrounding registration of minors.	Project Plan delivered.	Registration is enabled. Improved data can better inform policy development in related areas.
15	Information will be provided in language-appropriate formats and in a manner easily accessible by migrants.	ALL DEPTS	Communication from OPMI to relevant Departments and Agencies. Establish baseline as to what is currently available.	Proportion of offices with language appropriate information. Proportion of information leaflets available in other languages. Number of posters/leaflets distributed t public offices.	Better access to public services for non-English speaking migrants, as measured through user surveys.
16	Government Departments and State Agencies will ensure that staff are trained to inform migrants accurately of their entitlements.	ALL DEPTS	Communication from OPMI to relevant Departments and Agencies. Customer survey to establish baseline for language needs. Examine possibility of inclusion in Civil Service Renewal Programme.	Proportion of adequately trained staff disaggregated by Departments and Agencies. Training programme content available online and to MIS Monitoring Committee.	Migrants better informed in relation to entitlements.
17	Initiatives will be undertaken aimed at increasing the number of migrant representatives in local authority fora, like Public Participation Networks (PPNs), and other representative fora.	DRCD	Establish baselines on migrant participation in PPNs and other LA fora. List of actions to be taken at LA level to increase migrant participation.	Increase in number and diversity of migrant groups represented on LA fora.	Migrants visibly involved in decision making. Better migrant access to services.
18	Mechanisms for providing adequate interpreting facilities will be explored in order to facilitate equality of access to services.	ALL DEPTS	Review of facilities and their accessibility undertaken.	Report of review published.	Development of interpretation model and best practice guidelines.
19	The availability of interpreting will be prominently displayed in a range of languages in relevant public offices.	ALL DEPTS	Review of facilities and their accessibility and associated communication undertaken. (Examine HSE guidelines with a view to adapting them for all Departments if appropriate.)	Report of review. Recommendations on standards and resourcing of interpretation across Public Sector.	Development of interpretation model including appropriate communications.

20	Progress on reducing poverty and social exclusion among migrants will be monitored in line with the national social target for poverty reduction.	DEASP	Official SILC data figures are released by CSO without delay for input into current Social Inclusion Monitor. Social Inclusion Forum is announced. Any stakeholder engagements are completed.	Social Inclusion Monitor is published. Social Inclusion Forum is held and report is published. Annual Social Inclusion Report is finalised and published.	Using the available official data from the CSO and through the publication of the various reports the public are better informed.
21	Department of Social Protection (DSP) will continue to take measures to ensure that the habitual residence condition (HRC) legislation is applied correctly and consistently. These measures include: - Providing and regularly updating guidelines for decision makers within DSP; - Publishing these guidelines on the website; - Provision of training in HRC for relevant decision makers; - Ongoing provision of advice to decision-makers, as needed.	DEASP	Providing and regularly updating guidelines for decision makers within DSP; Publishing these guidelines on the website; Provision of training in HRC for relevant decision makers; Ongoing provision of advice to decision-makers, as needed;	Guidelines up to date, training provided, advice provided.	Improved application of HRC policy.
22	The Migrant Consultative Forum will continue to offer the opportunity for NGOs whose primary focus is dealing with migrants, to engage on migrant-related aspects of social protection services on an ongoing basis over the lifetime of the Strategy.	DEASP	Meetings held as scheduled	Issues raised by voluntary bodies concerning the interaction of migrants with the social protection system are addressed and resolved as far as possible.	Better understanding between relevant NGOs and relevant DEASP staff
23	The Department of Social Protection will continue to provide up-to-date information and training to staff on entitlements for all clients in relation to its schemes and services. In line with core values of the Department, awareness and respect for equality and diversity (including relevant legislation) is an integral component of all training activity. Provision of generic training across the public service via the shared learning and development curriculum (currently being developed under Action 9 of the Civil Service Renewal Plan) will address specific provision of anti-racism and cultural awareness training where a need is identified.	DEASP	Training provided as training need identified	DEASP training is based on legislation and supporting guidelines (internal). Generic, civil service wide training is externally provided by approved organisations on the One Learning (L&D shared services) framework. When the generic programme is developed, DEASP will make it available to its staff in line with training needs identified.	Training completed.

24	The Department of Social Protection will continue to provide translation/interpretive/sign language services as required and the provision of information in alternative formats where feasible on request.	DEASP	Communication / guidance from OPMI; requests for services	Usage data ..number of translations and interpretations delivered (broken down by language / how delivered)	Better access for nonEnglish speaking migrants to DEASP services
25	Research will be undertaken to assess how mainstream services are meeting migrant needs.	OPMI	Research commissioned to assess how mainstream services are meeting migrant needs. (Eg. Housing needs). MISMCC to be consulted on research questions.	Output from research programme delivered.	Policy-makers and mainstream service providers are better informed about how services are meeting migrant needs.
26	The Education (Admission to Schools) Bill 2016 will be enacted.	DES	Bill progressed to final stage	Bill enacted	There will be an overarching framework which ensures that school enrolments admission criteria laid down by schools are legitimate, reasonable and fair.
27	Proactive efforts will be made to attract migrants into teaching positions, including raising awareness of the Irish language aptitude test and adaptation period for primary teaching.	DES	No. of migrants participating in PATH (Progress to Higher Education) funded programmes.	Nonqualified teachers from migrant backgrounds increased on Baseline figure.	Increased diversity in the education profession. Educational settings are more inclusive for migrant children.
28	The extension of the Free Fees initiative for Third Level Education to the children of migrants will be explored.	DES	Review of 2016 pilot for students in protection process completed.	Student support scheme for children in the protection process.	Increase in number of migrant children participating in third level education.
29	The numbers of non-English speaking migrant children in schools will be monitored annually and details published.	DES	Data on numbers of migrant children collected on an annual basis.	Outcome focused planning of policy and supports for migrants.	Improved data available for policy and planning.
30	Current school enrolment policies will be monitored over time to assess their effect on migrant students.	DES	The Education (Admission to Schools) Bill 2016 will be enacted which will ensure transparency and fairness in admissions for pupils and their parents. Data gathered on Section 29 appeals relating to migrant children. Engage with Tusla EWS in relation to relevant data on migrant children.	Education (Admissions) Bill enacted. Data available on enrolment issues.	Greater transparency for parents.
31	The effectiveness of training for teachers on managing diversity and tackling racism will be reviewed.	DES	Baseline research undertaken to establish teacher training needs in the areas of diversity and racism. Training modules developed to address these needs.	No. of teachers that participate in racism and diversity training at preservice and in-service level	Teachers are better equipped to address racism and engage in inclusive teaching practices which are respectful of diversity

32	The provision of ESOL classes to cater for the language needs of adults from ethnic minorities will be reviewed following the development of ESOL policy guidelines.	DES	Funding provided to SOLAS and ETBI to develop policy guidelines for Further Education and Training (FET) ESOL provision at levels 1-3 for low skilled and unemployed migrants.	Policy guidelines for FET ESOL provision developed	Improved services
33	The adequacy of language supports in schools to cater for the language needs of children from ethnic minorities will be kept under review.	DES	Ongoing DES CAU language needs reviews.	Language needs of children from ethnic minorities while attending school are regularly reviewed.	Language supports continue to be put in place where required as determined by ongoing reviews.
34	Schools will be encouraged to support migrant parents' participation in the school life of their children	DES	Following consultation with our education partners, including the National Parents Council (Primary), National Parents Council (Post Primary) and the Irish Second-level Students Union, the Minister will finalise national guidelines on a Parent and Student Charter.	General Scheme of an Education (Parent and Student Charter) Bill 2016 enacted.	Improved participation of parents in school life of their children
35	The use of the Common European Framework of Reference for Languages for recognition of English language proficiency will be extended so that people can assess their progress.	SOLAS	ETBI funded to undertake same	Policy guidelines for FET ESOL provision developed.	Improved services
36	The fostering and development of positive attitudes towards diversity and celebrating difference will continue to form part of the school curriculum.	DES	Included in DES Inspectorate Whole school Evaluations.	New curriculum implemented	Positive attitude to diversity in schools.
37	Follow-on ESOL programmes will be delivered to enable migrants to acquire more intensive language skills to assist their integration into the workplace.	DES	ETBI funded to undertake same.	Policy guidelines for FET ESOL provision developed.	Improved services
38	The Central Statistics Office will continue to publish disaggregated data on unemployment.	CSO	Request from OPMI for specific disaggregated reports	Metric= Migrant specific disaggregated reports produced Target=as required from start 2018 Metric=Future census requirements for migrant data captured Target: by end 2019	Areas of life where outcomes are less favourable for migrants more easily identified and quantified. Better informed public policies.

39	The Further Education and Training Authority (SOLAS) will through its funding and reporting requirements, require the Education and Training Boards to ensure that their Further Education and Training courses provision meet the specific needs of migrants e.g. language acquisition, knowledge of the Irish working environment, interview skills, c.v. preparation etc. This provision will be either directly on their principal courses or through part-time modular provision parallel to the learners' participation on their principal courses as appropriate.	SOLAS	Development of new policy on ESOL Provision. Consultation with local communities on needs assessment. Allocation of resources.	Policy developed by end 2017. Training needs assessment completed.	Migrant needs are met more effectively and percentage of migrant attendance improves. Improvement on baselines over lifetime of action
40	Education or training programmes specifically catering for unemployed migrants whose language skills require development will contain a language component.	SOLAS	Establish baselines on number of programmes available to unemployed migrants and level of uptake broken down by those with language components and those with language requirement. .	Relevant educational and training programmes identified. Programmes adapted to take account of various degrees of language ability among migrants.	Migrants will further develop their language skills in relevant educational programmes and training to facilitate access to employment.
41	Appropriate levels of quality engagement with migrants who are registered jobseekers will be ensured. The promotion of the availability of employment services to 'voluntary engagers'/'walk-in' immigrants not on the Live Register, if such person is entitled to work here, in the new Pathways to Work strategy will be undertaken.	DEASP	As part of the compulsory activation process there will be a service provided to all new jobseekers which is tailored to each individual's needs. This will include migrants. A walk in service is also available to those persons not on the live register, if that person is entitled to work here.	Activation service provided	Access to activation service provided to all of the users to that personalised service, which would include migrants.
42	An analysis will be undertaken to assess the extent to which the level of joblessness among jobseekers of African origin exceeds that of other groups and determine what action, if any, is required to address any evidence that people of African origin face higher barriers to exit unemployment.	DEASP	Analysis Commences	Analysis Completed	Availability of data re: the level of joblessness among jobseekers of African origin

43	The Quality and Qualifications Ireland's system for the recognition of vocational skills accredited in other countries will be promoted more widely.	QQI	<p>Promotion of QQI in engagements between OPMI and Business Sector</p> <p>Establish baselines = stats on QQI use</p>	<p>Information Leaflets on QQI available in all Intreo PPSN Registration offices by end 2018.</p> <p>QQI info to be included in all OPMI presentation material to business sector by end Q1 2018.</p> <p>Rate of uptake of QQI services Target=increase on baselines over lifetime of strategy</p>	Migrants better informed of QQI and greater uptake. Greater buy-in from employers.
44	Proactive outreach and support measures will be undertaken by all public sector employers to increase the number of persons from an immigrant background working at all levels in the civil service and wider public service. There will be a particular focus on increasing the numbers of people from immigrant backgrounds working in front-line services. This work will have regard to public service employment principles of merit and transparency, and to restrictions regarding non-EEA nationals working in the Irish Public Service.	PAS	Identify events specifically targeting migrants at 2nd and 3rd level, and within business and the community in Q4 2017 and 2018; and increase digital media focus on particular migrant communities. Retrain all staff on diversity & unconscious bias in relation to migrant communities Q4/2017. Ensure all application and assessment processes operate on principals of merit and transparency and appeal to migrant communities with regard to restrictions regarding non-EEA nationals working in the Irish Public Service.	5% of applicants to publicjobs.ie from migrant communities by Q4/2019.	Delivery on Objective 3 of Public Appointments Service Strategy Statement: Stronger public recognition amongst migrants of public jobs. 1% of Irish public service workforce from migrant community.

45	<p>To make the Civil Service fully representative of Irish society we will aim to have 1% of the workforce from ethnic minorities and will:</p> <p>put in place arrangements to identify the number of civil servants from ethnic minorities;</p> <p>broaden our outreach in schools and ethnic communities to raise awareness, educate about the role of the Civil Service and showcase the career opportunities available; - review the composition of our applicant pool so that we can understand where applicants to the civil service come from and develop targeted measures to encourage those areas of society that are not applying.</p>	PAS	<p>Examine and resolve issues affecting accurate data collation</p>	<p>As previous with additional metric of "Improved data collection"</p> <p>Target date = by end 2018</p>	<p>See previous</p>
46	<p>Further activities will be undertaken to raise awareness of State board opportunities among key groups within society that are currently under-represented on State boards, working with Departments and the relevant State bodies in this regard.</p>	PAS	<p>Identify events specifically targeting migrants in the business and the community in Q4 2017 and 2018; increase digital media focus on particular migrant communities. Re-train all staff on diversity & unconscious bias in Q4/2017. Migrant-centric State board recruitment campaigns where appropriate. Promotional campaigns.</p>	<p>2.5% of applicants to State Boards by Q4/2019.</p>	<p>Delivery on Objective 3 of Public Appointments Service Strategy Statement: Stronger public recognition amongst migrants of State Boards. 1% of Irish public workforce from migrant community.</p>
47	<p>Local Enterprise Offices (LEOs) will continue to undertake targeted initiatives to engage with migrant prospective entrepreneurs in line with local need. The LEO Centre of Excellence in Enterprise Ireland will promote best practice activities in this area amongst all LEOs nationally.</p>	LEOs	<p>LEO info leaflets on services available in language appropriate formats at Intreo offices and Citizens Info Bureaus</p> <p>Establish best practice guidelines for all LEOs from the 10 existing LEOs who have developed initiatives targeting migrants</p>	<p>Info at all Intreo offices by Q1 2019</p> <p>LEO best practice guidelines for engaging with migrants to be developed by end 2018</p> <p>All LEOs to adopt guidelines by Q3 2019.</p> <p>Visible increase in participation of traditionally underrepresented migrants in local workforces and business ownership.</p>	<p>Greater supports and employment outcomes for skilled migrants and migrant entrepreneurs. Promotion of benefits of interculturalism and diversity.</p>

48	A second National Intercultural Health Strategy will be developed by the end of Q2 2017.	HSE	Strategy Development.	Strategy completed and published.	Launch of Strategy.
49	An appropriate model will be developed for the provision of interpreting services to users within the health area who are not proficient in English.	HSE	HSE Report on interpretation needs.	Circulation of Report to Stakeholders.	Informed approach to the development of an interpretation model for the Health Sector.
50	The recording of ethnicity as part of ethnic equality monitoring across the health service will be promoted as a means of identifying unique needs of migrants and developing interventions to address these needs.	HSE	Existing formats capturing customer data to be amended to include questions on ethnicity.	More granularity within customer records - details on country of birth, language etc.	Evidenced approach to addressing needs of migrants and other members of minority groups
51	A Communities Integration Fund will be developed to support actions by local communities throughout Ireland to promote the integration of migrants and refugees.	DJE	Funding allocated through Communities Integration Fund.	- Project Evaluation Reports - all projects within 3 months of end of project each year. - Project showcase and Networking Event.	Community integration enhanced nationwide. Examples of best practice identified. Future iterations of the Funding programme informed by lessons learned.
52	Integration strategies will be updated.	LGMA	Establish baseline information on Local Authority integration strategies. Collaboration between LA's and Immigrant Council of Ireland.	All Local Authorities to have a current integration strategy by 2020.	Migrant integration will be planned and promoted in each local authority area.
53	A Migrant Integration Forum will be established in every local authority area, ideally through existing Public Participation Network (PPN) structures, and will meet regularly.	LGMA	Baseline info on number of local authorities with a Migrant Integration Forum or similar. Actions to promote migrant integration in collaboration with migrant agencies/NGOs identified"	Baseline info established by end Q1 2018. All LAs to have established a Migrant Integration Forums or similar body by 2020. Forums to meet at least twice annually.	Better relationships and communication between local authorities and migrants in their areas. Capacity Building among migrant population. A voice in the decision-making process impacting on their daily lives.
54	An Integration Network will be established where migrant groups can engage with the Government and public bodies on issues of concern and on barriers to integration.	LGMA/ DCC	Identification, encouragement and resourcing of migrants/groups/individuals to participate in established migrant integration Forums/Committees.	Network to be established by DCC by Autumn 2017 Working arrangements to be agreed by end 2017.	Integration Network is established with resources and functioning. Migrant representatives participate into shaping the integration policy forums at local level.

55	In carrying out the reform programme on youth work funding, there will be an added focus on ensuring that young people from ethnic or religious minorities, migrants, refugees and asylum seekers have access to youth services in which they will feel safe and protected and which will assist and enhance their integration. The National Youth Council of Ireland through funding provided by the Department of Children and Youth Affairs will continue to promote implementation of the recently published toolkit "8 steps to Inclusive Youth Work" which is available to all youth workers. The toolkit is broken up into 8 easy-to-follow steps; to help youth workers to identify how good, inclusive practice is evident and measurable in their organisation's youth work.	DCYA	Establish baselines on youth programmes and funding being made available to inform programme of reform.	Baseline to be established by Q1 2018. Delivery of the reformed youth funding scheme is to be rolled out over 2018 and 2019 - the reform will deal with/take on board any identified needs of young people from ethnic or religious minorities, migrants, refugees and asylum seekers to ensure that they either have access to existing youth services or, if necessary, access to new services specific to their needs	Funding directed to targeted initiatives based on evidenced need. Best practice among youth organisations identified and promoted across sector.
56	Encourage businesses to focus on integration.	OPMI	OPMI engagements with Corporate Social Responsibility Forum	No. of Engagements with CSRF platform.	Improved levels of integration in the business sector.
57	Invite speakers to present on integration to existing business sector relationships/engagements	DBEI / OPMI	Establish links with appropriate forums for delivering information on migrant integration to business sector established.	Target min. 2 engagements per year. Engagement with all main business sectors within lifetime of strategy.	Greater numbers of migrants entering workforce through targeted schemes in business sector.
58	Migrants will be encouraged to participate in local and national politics to the extent that these areas are legally open to them.	OPMI	Letter to chairs of each Political Party/Grouping from OPMI. Examination of number of migrants running in 2019 local elections.	Action Plan to engage with Political Parties.	Numbers of migrants taking part in local, national elections and campaigns. Full participation of migrants in political life.
59	Migrants will be supported and encouraged to register to vote and to exercise their franchise.	DHPLG	DHPCLG stand at each Citizenship ceremony to provide general information and application forms to register	Number of migrants exercising their franchise in local and national elections.	Increased focus and representation on migrant issues at political level.
60	Multi-lingual materials on voter registration and on elections will be made accessible and available.	DHPLG & LAs	Mapping exercise on international activity and best practice.	Recommendation based on mapping exercise and consultation.	Clarity as to whether introduction of civics and language tests would be appropriate and an aid in the integration process.

61	Intercultural awareness training will be provided by all Government Departments and Agencies and it will be reviewed at intervals to ensure that it is adequate and up to date. Front-line staff will receive on-going cultural awareness training appropriate to their role and operational requirements.	ALL DEPTS	Communication from OPMI to all Departments and Agencies. Baseline stats on training programmes and no.s covered. Collaboration with Migrant Groups in developing training. Review by Monitoring Committee.	Proportion of Depts and Agencies that have carried out training increased. 100% by 2020. Percentage of frontline staff trained in each agency increased. 100% by 2020. Customer Service Satisfaction Surveys established in all Depts by 2020.	Staff trained to deliver better services to migrant communities.
62	Local Authorities will take action to have migrant representation on all Joint Policing Committees.	LGMA	Baselines - The number of local authorities that have taken action to have migrant representation on all Joint-Policing Committees and number of JPCs with migrant participation confirmed.	No. of local authorities who have taken action to include migrant representation on JPCs. Target = All local authorities to have taken action to have migrant representation on JPCs by end 2018. No. Of JPCs with migrants. Target = Improvement on baseline within timeframe of action.	Joint-Policing Committees will have greater migrant representation.
63	An Garda Síochána will continue to implement a victim-centred policy and good investigative practices in racial and other similar crimes to encourage victims to report offences in line with recommendations of the Garda Inspectorate in this regard.	AGS	Awareness Campaign and regular communications from GRIDO to wider Garda organisation. Increase in no. of Ethnic Liaison Officers to 200.	Improvement in detection rate and prosecution % rate for racially motivated crime Target = 200 with action timeframe.	Racially motivated crime is fully investigated and detected leading to reduction of incidents over time.
64	Local Authorities will develop and publish their policy on the early removal of racist graffiti in their respective areas.	LGMA	The number of local authorities that publish a policy on the early removal of racist graffiti.	Increase on the baseline figures for local authorities with racist graffiti removal protocols.	Reduction in the visibility of racist graffiti.
65	The current legislation with regard to racially motivated crime will be reviewed with a view to strengthening the law against hate crime, including in the area of online hate speech.	DJE	Dept. Of Justice review of existing legislation.	Legislative review to be completed by end 2017.	Recommendations/Heads of Bill to strengthen law in this area.

66	The issue of the underreporting of racially motivated crime will continue to be addressed including through the development of greater contact with marginalised communities.	AGS	Forums providing for Gardaí to address marginalised community groups. Collate information on incidents.	Displaying of relevant information in all Garda Stations. Number of marginalise communities engaged and frequency of engagements.	Improved reporting and improved outcomes. Clear Garda strategy for response to incidents.
67	Public offices will display information on how to make a complaint of racist behaviour by a member of staff or other customer.	ALL DEPTS	Communication and guidance from OPMI to relevant Departments and Agencies. Establish Baselines and Best Practice templates.	No. Of Public Offices with information displayed.	Reduction of racist behaviour in public offices. Migrants more comfortable making complaints. Legitimate complaints upheld.
68	All relevant public sector bodies will explore additional ways of working in cooperation with communities affected by stigmatisation and develop appropriate relationships with minority communities to avoid the danger of external groups having negative influences on marginalised communities.	AGS / OPMI	Policy Research. Dialogue with public sector stakeholders (LAs, Garda Síochána (inc. ELOs/Community Gardaí) Síochána etc.). Consultation with migrant community leaders.	Research report and/or forum discussion on projects/methods that have tangible results for the integration of such communities and recommendations on how and where they can be applied in Ireland.	Best practice identified, disseminated and adopted as necessary. Relationships between relevant public sector bodies and minority communities affected by stigmatisation developed.
69	Arts and culture programmes and policy will assist in the promotion of the arts and culture of diverse communities across Ireland.	DCHG	Measures identify and encourage migrant representatives to promote their arts and culture as part of existing and planned arts initiatives.	Proportion of arts initiatives with migrant participation increased.	Promotion of interculturalism and diversity.
70	Schools outside the established education system will be encouraged to network with the aim of providing information on child protection and health and safety regulations to them and of developing relationships with them.	OPMI	Establish stakeholder dialogue. Identify and contact schools outside the established education system to establish a baseline.	Proportion of schools contacted and provided with necessary information on CP and health and safety. .	Relationship with schools created. Schools have increased knowledge of relevant requirements.
71	Measures to combat racism and xenophobia will feature among the actions funded by the Office for the Promotion of Migrant Integration.	OPMI	Allocation of funding to anti-racism focused projects. Public campaign 2018. (recommended focus on youths)	Success of projects as judged by evaluations. Showcase event.	Reduction in racism and xenophobia.
72	Volunteering will be promoted among the less well-represented groups.	DRCD / Volunteer Ireland	Engagement with Volunteer Ireland in relation to statistics and looking at a baseline piece of research on volunteerism.	Migrant proofing volunteer policies.	Better data on participation in volunteerism amongst migrants.

73	The potential of sport in the integration of migrants will be further explored through encouraging active participation, volunteering and involvement in governance.	Sport Ireland / OPMI	Consultation between OPMI, Sport Ireland and Local Sports Partnerships and National Governing Bodies.	Development of a programme of events and training models to encourage migrants into sport and to support migrant participation in governance and as sports trainers.	Sport being used to a greater extent to enhance integration of migrants.
74	To support the process of implementing recommendations arising from this review, a monitoring and coordination Committee will be established. This Committee will encompass a broad membership, including but not limited to: representatives of each relevant Government Department; representatives of the relevant State Agencies, including the Health Service Executive; representatives of the NGO sector.	DJE	OPMI to draw up list of proposed participating organisations using previous consultation process as a starting point. OPMI to invite nominations and contributions towards work programme of the committee from participating organisations.	First meeting of Committee by end Q2 2017. Work Programme and Schedule of meetings for duration of Strategy agreed by end Q3 2017. Relevant Government Depts. and Agencies, and NGO's all appropriately represented.	Migrant Integration Strategy monitoring Committee in place to ensure delivery on overall aims of the Strategy.
75	The integration plan implementation process will be strengthened through the collation, analysis and development, where necessary, of relevant indicators which can be used to monitor the integration process.	ALL DEPTS	Indicator assigned to each action in the Strategy.	Progress reported against agreed indicators.	Implementation strengthened by use of indicators to monitor progress.
76	Progress on the implementation of these actions will be reviewed at the end of 2018 and a report prepared for Government.	OPMI	Review undertaken.	Report to Government.	Implementation strengthened, visibility increased, accountability requirements met.

APPENDIX C: Quick Guide to Traffic Light Status of All Actions

THEME		On Track	Minor Problems or Delays	One or More Major Difficulties	Complete	All Actions
1	Coordination	4	3	0	3	10
2	Active Citizenship	8	0	3	1	12
3	Education	8	2	0	2	12
4	Employment & Pathways to Work	6	3	0	1	10
5	Promoting Inter-Cultural Awareness / Anti-Racism	10	5	1	1	17
6	Access to Public Services (including health)	9	4	1	1	15
ALL ACTIONS		45	17	5	9	76

Appendix D: Integration Projects Funded by the DEPARTMENT OF JUSTICE AND EQUALITY

D.1. European Union Asylum Migration and Integration Fund

Name of Beneficiaries	Project Name	Location / Area	Details and Operational Objectives	Grant Award
Clare Immigrant Support Centre Limited	Clare Immigrant Support Project	County Clare	<p>The Project will support the personal capacity of in excess of 2,100 TCNs, Refugees and Asylum Seekers to successfully establish and maintain their lives in Ireland by improving their skills to positively integrate and be part of Irish society. This will be achieved by providing orientation, reducing isolation, improving service interaction, improving language skills. This increased knowledge and awareness of their rights and obligations, will support improved participation in education, training and employment thus building their capacity to positively engage and become active citizens in all aspects of Irish society.</p>	€180,000
Crosscare	Promoting Integration through Partnership and Support	Dublin and surrounding areas	<p>The Project will focus on two key areas:</p> <ol style="list-style-type: none"> 1. Capacity building of frontline services in the statutory and voluntary sector that work with our target group with a focus on those who are marginalised, vulnerable or in crisis, targeting social workers, medical social workers, domestic violence refuge key workers, community groups and homeless service staff – through training, joint case work, resource materials and referral mechanisms. <p>Target: 30 organisations</p> <ol style="list-style-type: none"> 2. Direct information and advocacy service provision to TCNs, including those who have been granted status after being in the asylum system, around the immigration system (residency, family reunification, citizenship), access to statutory services (health, social protection and job seeking supports, and social housing supports), preventing or exiting homelessness, and integration into their local community. <p>Target: 2,700 - 3,000 people/families</p>	€248,981

Name of Beneficiaries	Project Name	Location / Area	Details and Operational Objectives	Grant Award
Doras Luimní	Reception and Integration Service	Limerick and mid-west region	The Doras project aims to enhance the reception experience of those in the protection process and to improve all TCNs integration prospects and ability to reach their potential in Ireland. This will be achieved through a mix of advice and information services to 1,485 asylum seekers, provision of training and skills development to up to 30 learners, health, psychological supports referrals, and	€234,245
Edmund Rice (to 07/2018) Waterford Area Partnership (from 09/2018)	MUKISA – Capacity Building Programme (Mobilising Urban Knowledge and connectedness through Integration and Social Achievement)	Waterford Wexford, Kilkenny and Carlow	The Project will promote integration and build the capacity of the TCN community to develop their environment in harmony with the host community to reflect their cultures and to foster mutual understanding and cultural respect that promotes acceptance of the diversity and combats discrimination and racism. The project will engage 40 TCN's on the Mukisa programme that includes English language training, QQI accredited training and work experience.	€47,185 €102,815
Football Association of Ireland	Grassroots Integration through Football	National	FAI will foster integration in Irish society using football by mobilising community participation nationally within a project framework that supports alliances and collaborative actions between local clubs, individuals and community groups. The project will develop and support a national alliance network of sustainable local football actions developing connections beyond the lifetime of the AMIF. Operationally, the project proposal will leverage the FAI's existing network of full time development officers, extensive grassroots network of affiliates, from clubs to leagues, as well as local authority and NGO connections to support collaborative alliances. The project will specifically focus on children, adults and young people's participation, and aims to involve over 6,100 participants in the programme.	€150,073

Name of Beneficiaries	Project Name	Location / Area	Details and Operational Objectives	Grant Award
Galway City Partnership	Building a Receptive Integrated and Diverse Galway of Equals (BRIDGE)	Galway City and County	<p>The BRIDGE Project will promote the effective delivery of:</p> <ul style="list-style-type: none"> • Reception/asylum; • Integration supports (including capacity building interventions) of up to 540 families/participants in Galway City and County. <p>The BRIDGE Project will ensure:</p> <ol style="list-style-type: none"> 1. Effective delivery of targeted reception/asylum responses through information, advocacy, referral and support actions in two direct provision centres and two support centres in Galway city; 2. Innovative integration actions will comprise of language, pre-enrolment and cultural orientation interventions through individual/group context in Galway City and outreach supports to Tuam, Gort, Ballinasloe and Loughrea; 3. Capacity building actions will build an effective partnership with public organisations in developing innovative and flexible referrals systems, services and supports to meet the needs of the target groups. 	€201,000
Immigrant Council of Ireland	Integration Hub	National	<p>The Integration Hub will function as a national focal point and service provider. The Hub will act as a catalyst and focal point for discussion and development of good practice and policy on migrant integration. The direct service will have two broad areas of focus; civic & political participation and anti-racism. The service will provide 4 workshops a year, including 2 regional events and other capacity-building activities on civic & political participation. Anti-racism work will involve victim support, public awareness raising, diversity training and research. The Hub will further train and support groups to provide workshops and training on the two issues.</p>	€150,000

Name of Beneficiaries	Project Name	Location / Area	Details and Operational Objectives	Grant Award
Irish Refugee Council	Quality, Protection and Empowerment in the Asylum Procedure and Transition from Direct Provision	Focused on areas where there is little or no information provision - Monaghan, Athlone, Westmeath, Waterford, Sligo, Mayo and Galway	<p>The project will provide services to asylum seekers at each stage of the asylum procedure: initial information in relation to the asylum procedure; early Legal Advice to persons in the asylum procedure; family reunification and a holistic integration package for beneficiaries of international protection.</p> <p>The Project will use a continuum of care approach to ensure that applicants are assisted at each stage of the asylum procedure according to best practice models developed by the IRC and other organisations, both in Ireland and internationally. In addition, through training, capacity building and resources, the project will ensure other key stakeholders are able to deliver similar services to a standard of best practice.</p> <p>The project will assist and have direct impact on approximately 3,000 asylum seekers and beneficiaries of protection. It will assist and have direct impact on approximate. 200 lawyers and community group and Citizens Information Board staff.</p>	€300,000
Irish Traveller Movement	Yellow Flag Programme	National	<p>The Yellow Flag programme is a whole school intercultural initiative supporting integration among refugees' and asylum seekers' children, TSNs. ITM will run the programme in 10 schools across the academic year Sept 2017-June 2018. It will actively target schools during this period (using the latest Census/Department of Justice and DES statistics) in areas/schools where asylum seeker, Third Country Nationals (TCN) or children under the IRPP are living/attending. ITM will both pilot the resources developed from ITM's existing Yellow Flag work in the 10 schools, as well as further develop additional case studies & resources during our work with the schools up to June 2018.</p>	€150,410

Name of Beneficiaries	Project Name	Location / Area	Details and Operational Objectives	Grant Award
Jesuit Refugee Service (JRS) Limited	PATHS Project (Providing Asylum-seekers in Transition with Housing and Support)	Dublin	The PATHS project will assist long-term residents with status to exit Direct Provision. Participants will be selected in consultation with the Reception and Integration Agency (RIA). The Paths Project will target 140 TCN's to assist them in establishing a new life in the community, to help address transition challenges encountered, to support integration and to contribute to a more inclusive society in Ireland through a more sustainable model of integration. The guiding approach will be based on the housing first model, which prioritises up front housing provision accompanied by wraparound integration (education, employment and links to the community) and psychosocial supports.	€179,954
KASI	Reception Project for Asylum Seekers and Integration of TCN's	Killarney and Tralee	The Project is a consortium between KASI in Killarney and TIRC in Tralee. The Project will operate drop-in/resource centres in both towns. These centres will provide information, advocacy, and referrals. The project will target 280 Asylum Seekers, Refugees and TCN's and will provide information on various topics (health, education, social welfare, accessing jobs, volunteering, etc.). Various training workshops will be provided for up to 160 Asylum Seekers, Refugee and TCN's. Family support and outreach work will be provided in 2 Family Reception Centres in Killarney and Tralee.	€180,000
Kilmallock Performing Centre	Integration through the Arts	Limerick City, Counties Cork and Clare	The Project will engage with 6,000 students in schools, using a drama methodology to combat racism and raise awareness of the benefits of legal migration. It will produce 1,000 accompanying anti-racism resource packs for teachers. The Project will establish an international Youth Theatre for 50 TCN young people, performing integration themed films and plays for the public that promote intercultural dialogue and mutual understanding. The project will provide English language and employability skills course for 70-90 TCN adults. Using its established educational networks, participants will be referred and self-selected. It is also planned to run a summer camp for 30 TCN young people each year.	€42,960

Name of Beneficiaries	Project Name	Location / Area	Details and Operational Objectives	Grant Award
Laois Partnership Company	Laois Asylum Migration and Integration Programme	County Laois	<p>The project will:</p> <ol style="list-style-type: none"> 1. Support asylum seekers, refugees and third country nationals living in Laois and surrounding areas transitioning from direct provision; 2. Develop Laois's first Integration Strategy; 3. Identify and raise awareness of the needs of new communities; 4. Enhance their capacity to engage with service providers and relevant agencies; and 5. Support and provide training to relevant service providers. <p>The project will engage with 400 service users.</p>	€150,000
Mary Immaculate College	Embracing Diversity, Nurturing Integration, Learning for Life	Limerick City	<p>This project will support migrants to integrate into Limerick city and Irish society. It will include a range of in school and after school supports for approximately 1,700 children, their families and service providers, based on needs identified and informed by best practice. It will develop structures to facilitate integration. A project team will be appointed to implement the programme. Beneficiaries include the families and their children currently enrolled who come from forty countries, speak twenty-six languages and practice seventeen different religions. It is anticipated that this 23 month project will form the basis of a more long term intervention.</p>	€300,000
Migrant Rights Centre of Ireland	Advancing Rights and Building Capacity of Low Waged TCNs	Nationwide - Waterford, Cork, Kerry, Limerick, Galway, Mayo, Roscommon, Donegal, Meath, Kildare and Dublin	<p>The Project will target TCNs most at risk of poverty, exclusion and discrimination in low-waged and un-regulated sectors. It will support 1400 TCNs cases per year to access rights and entitlements and take up mainstream services. It will engage between 1000-1500 to participate in project actions and in the development of policies that affect their lives.</p> <p>This project will indirectly support over between 5000-7000 TCNs. This will be achieved through the provision of information and support, new outreach models, use of innovative technology and building the active participation of vulnerable TCN migrants through a community work process. This Project will generate data and evidence of the situation of TCNs to inform policy and improve the capacity of key stakeholders to engage TCNs.</p>	€250,000

Name of Beneficiaries	Project Name	Location / Area	Details and Operational Objectives	Grant Award
NASC	Integrating Cork	Cork	<p>This Project will work with asylum seekers and beneficiaries of international protection and provide one-to-one support to people in the asylum / reception system, and beneficiaries of international protection through the delivery of an expert, wrap around front line information and support service across 5 asylum centres in Cork.</p> <p>The Project will operate a legal information and drop in service for TCNs to provide information on economic, social and cultural rights and obligations, with a specific focus on vulnerable people. A range of web based information and materials, to enable self-advocacy and access to rights for TCN's will be developed. These materials will include how to guides, fact sheets, information on the single procedure, family reunification, reception rights and entitlements, transition supports and integration opportunities. The Project will provide capacity building and training to host communities including: schools community / voluntary groups and statutory and non-statutory organisations to promote greater understating between Irish Citizens and TCN communities, and to ensure services are more aware and inclusive.</p>	€200,000
National College of Ireland	Community Integration and Family Support Project	Dublin North and South Inner City	<p>The project will provide a home visiting programme for 30 vulnerable migrant families with children aged 0-4 years. They will be visited twice weekly where the Home Visitor will model for parents how to talk, read and play with their children and/or offer support to a parent of an infant. This has a dual purpose of reducing isolation and integrating migrant families into the local community. The programme will enhance children's languages skills and school readiness.</p>	€150,000

Name of Beneficiaries	Project Name	Location / Area	Details and Operational Objectives	Grant Award
South Dublin County Partnership	Integration of Third Country Nationals Through the Life Cycle	South Dublin County	<p>The Project is aimed at supporting the integration and capacity building of approximately 85 TCNs across three categories: young people, adults and elderly all of whom are living in areas of South Dublin, by means of:-</p> <ol style="list-style-type: none"> 1. Increasing the participation of young TCNs in mainstream youth work provision and build the capacity of youth workers to be more inclusively and culturally aware in their practice. 2. Building the capacity of TCNS adults in leadership or potential leadership positions. 3. Building social awareness and opportunities for social and cultural integration for older TCNs. 	€150,000
South West Mayo Development Company CLG	Diversity Mayo	Mayo	<p>This Project will aim to target 800 asylum seekers, refugees and vulnerable TCNs in Mayo to access a number of high-quality information, advocacy, activities, supports and services appropriate with their legal status. Building capacity of front-line services to respond to the needs of the target group in a culturally competent way will assist this.</p>	€265,814
Spirasi	Holistic Rehabilitation & Educational Support for Torture Victims in Ireland	National	<p>This project seeks to augment the holistic rehabilitation offered to 130 victims of torture, and will focus on:</p> <ol style="list-style-type: none"> 1. Providing approximately 100 Initial Assessments per annum leading to an individualised care plan for ongoing therapeutic and psychosocial support. 2. Providing approximately 100 Medical Legal Reports per annum in a timely manner for the protection process. 3. Building the capacity of the organisation to deliver, expand and sustain the project. 	€750,000

D.2. European Union European Social Fund: PEIL Integration and Employment of Migrants Projects

European Social Fund PEIL Integration and Employment of Migrants Projects 4 year projects

Name of Beneficiaries	Project Name	Location / Area	Details and Operational Objectives	Grant Award
Business in the Community	The Employment for People from Immigrant Communities (EPIC) Programme	Dublin and surrounding areas including Mosney	The EPIC Programme will promote active inclusion, equal opportunities and active participation to improve employability and integration of migrants. It will support disadvantaged and vulnerable migrants, including those distant from the labour market, to raise their skills and actively help them to find employment and employment related training opportunities including work placements and mentoring. Total planned number of participants 1,280.	€1,925,000
County Kilkenny Leader Partnership	Kilkenny Migrants 'New Start' Programme	Kilkenny City and County	<p>This Project will outreach to a target of 150 individual migrants who are distant from the labour market and through a tailored programme of intervention to progress these individuals into employment, self-employment, social enterprise or further education / training.</p> <p>This process will involve four pieces of work.</p> <ol style="list-style-type: none"> 1. Outreach to identify the most marginalised individuals and prepare an individual learning plan for each participant. 2. Increase the level of English language and IT competency to a level that will allow them to work in a general work environment. 3. To improve the level of job readiness of each participants through the 'Kick Start' project which is a successful package of pre-employment training developed by Kilkenny LEADER Partnership. 4. To successfully place all participants in work, further training/education, self-employment or a relevant support agency. 	€357,350

Cultúr Celebrating Diversity Limited	JUMP	County Meath	<p>The Project will consist of the following programmes/ activities and will be delivered throughout County Meath:</p> <ul style="list-style-type: none"> • Accredited Cambridge Business English Courses (3 levels); • Career Planning Workshop; • Work Place Experience Preparation courses; • Work Place Experience in Irish Context; • One to One Coaching and Mentoring & referral to other services; • Work Place Rights workshops. <p>The beneficiaries of the projects will include: legally resident migrants; unemployed, underemployed, low paid and essential workers (with focus on migrants with higher ESOL proficiency seeking progression routes). The target number is 516 migrants.</p>	€327,103
New Communities Partnership	Migrant Access Programme (MAP)	Nationwide	<p>The MAP will empower 240 unemployed migrants by assessing their needs and providing them with a “Toolkit” to outline their career future in the Irish Labour Market MAP will provide 6 week intense training courses combining one to one interactions in their own language with tailored workshops to create and upskill their capability to efficiently access the labour market. Training will focus on needs assessment, job readiness (English level, computer and CV training, interview skills, etc.). MAP will also offer one-day information sessions to migrants nationwide to introduce them to the Irish Labour Market.</p>	€329,045
Seetec Employment and Skills Ireland	Welcome to Work	Nationwide	<p>The Welcome to Work Project will engage 507 migrants, support 410 participants on the programme and move 187 into employment/ training outcomes. The Project will target the most disadvantaged migrant groups to maximise impact. Engagement Selection using local and social media or indirect through 3rd parties (community, faith, youth, sports groups). Applicants will attend for assessment and create a personalised action plan. Delivery of the project will be over 13 weeks. The programme includes group and one to one online support sessions to build skills and integration e.g. English language, employability skills, volunteering, training, job search support. Sustainment through in employment support and ongoing access to centres (up to 12 months).</p>	€350,000

D.3. National Integration Funding Programme

This Integration Programme is funded by the Office for the Promotion of Migrant Integration at the Department of Justice and Equality

Grants totalling €1.9 million are being made available to 15 projects to help the integration of immigrants in to Irish society. These projects will be delivered over the next three years in a number of locations across the country by public bodies and NGOs who were successful following an open call for applications.

Funding is being provided to projects that provide integration measures in one or more of the following ways:

- Increasing mutual understanding between host communities and immigrants;
- combating racism and xenophobia;
- facilitating language acquisition aimed at enabling immigrants to access employment and / or to integrate into their local communities;
- promoting the integration into Irish society of vulnerable or socially-excluded immigrants;
- providing training to public and private sector organisations on equality and integration;
- providing information and support for immigrants in regard to access to services;
- providing information and support for immigrants in regard to immigration and citizenship;
- promoting integration in schools;
- promoting integration in the youth sector;
- promoting integration in the workplace; promoting the involvement of immigrants in sport, volunteering and cultural activities.

A brief description of the projects is provided in the following pages.

Organisation Name	Project Name	County	Geographical scope	Description of Project	Grant
Marino Institute of Education (MIE)	Migrant Teacher Programme – Duration: 24 months	Dublin	Nationwide	<p>This project will provide a bridging programme for migrant teachers to help them to access the public service teaching jobs in Ireland. The Marino Institute of Education/Trinity College Dublin accredited programme will be delivered to 60 migrant teachers through a blended model of online learning and face-to-face learning. It will provide participants with nationally recognised certification thus strengthening their applications for teaching positions in Ireland.</p> <p>The project will also deliver four nationwide training events aimed at Boards of Management and National management bodies of schools. It is anticipated that the events will focus on and highlight the school and society based benefits of recruiting IJET's (Immigrant Internally Educated Teachers).</p>	€100,000
NASC the Irish Immigrant Support Centre	Immigrant Integration Initiative – Duration: 36 months	Cork	Southern Region & Cork City and County	<p>This project will deliver an information and support service for Irish nationals, including persons of a migrant background, EEA and non - EEA nationals with permission to reside in the state and their families. This is a wraparound service that cuts across the full range of immigration and citizenship issues and provides support around the access to services including, employment, education, housing etc. Access to accurate information and appropriate supports will enable migrants to effectively navigate immigration and citizenship systems leading to better outcomes and increased awareness.</p> <p>Training will be developed and delivered to Citizens Information Centres and other information providers in Cork and Waterford so that they are better informed on migration and citizenship issues.</p> <p>To maximise reach online resources will be developed to target mainstream service providers and will supply an overview of the immigration system. These resources will include a training manual, FAQs and 'How to' guides.</p>	€75,000
The Lantern Intercultural Centre	Asylum Seekers and Refugees Psychosocial and Educational Support Programme – Duration: 12 months	Dublin	Greater Dublin Area, Kildare Town, Newbridge, Galway City	<p>This Project provides assistance to refugees and asylum seekers by offering:</p> <ul style="list-style-type: none"> - Assistance with gaining the necessary skills and qualifications that will enable them to access employment. - Professional educational support, including long term tuition for the duration of courses and training. - Professional guidance with job applications, interviews and placements. - Support and advice services. - Psychotherapy and psychotherapeutic support. 	€12,000
Sport Against Racism Ireland	SARI Training Workshops for Primary Schools – Duration: – 32 months	Dublin	Nationwide	<p>The aim of the SARI Training Workshops are to organise activities and events that further social inclusion by bringing people of different communities together through sport in the school playground.</p> <p>SARI will travel nationwide delivering football training sessions, which incorporate anti-discrimination workshops, to children in primary schools aged 10 - 13. All classes will be delivered by a diverse team of certified SARI coaches and young leaders.</p>	€90,000

Tralee International Resource Centre	Tralee International Resource Centre – Duration: 36 months	Kerry	Tralee Urban/Tralee Rural	<p>This project is focused on the integration of families through language skills, drop in facilities, Befriending and Intercultural events.</p> <ul style="list-style-type: none"> - English language classes will be delivered in collaboration with the Kerry ETB. - Drop In facilities will provide support and advice to families and will assist with accessing information and services. - The Befriending project will build bridges between host and new communities. A pilot project has been set up in Kerry to support the refugee families who arrived under the resettlement programme and this model will be used to deliver the project to the wider migrant community. - Intercultural events and awareness raising programmes will promote integration and celebrate cultural diversity. Members of the community will be brought together to mark events such as Africa Day, World Refugee Day, Eid etc. 	€100,000
Show Racism the Red Card	Show Racism the Red Card school activities programme – Duration: 12 months	Dublin	Nationwide	<p>Show the Racism the Red Card will deliver a programme of activities in schools that aims to tackle racism and promote integration. The programme of activities involves:</p> <ul style="list-style-type: none"> - Provision of anti - racism education workshops in primary, post - primary schools, Youthreach programmes and youth services nationwide. - Coordination of activities such as the SRTRC Creative Competition, Wear Red Day and FARE fortnight (Football Against Racism in Europe) all of which give young people the opportunity to take action and demonstrate that they are opposed to racism and support a culture of inclusion. 	€100,000
Business in the Community	Rise - Refugee Integration, Skills and Employability – Duration: 36 months	Dublin	Dublin	<p>Rise is a new training programme that is specifically designed to support refugees to understand, appreciate and integrate successfully into Irish society and to facilitate language acquisition.</p> <p>The goal is to help participants progress to education or employment as these are key pathways to integration. Rise also aims to increase mutual understanding between the host country and immigrants, combat racism and xenophobia, provide multiple supports for accessing services or learning about the political system and promote integration in the workplace. Rise will cater for vulnerable refugees living in Dublin and the surrounding areas two days per week.</p>	€150,000
Third Age	Third Age - Fáilte Isteach – Duration: 36 months	Meath	Nationwide	<p>Fáilte Isteach is a nationwide project that involves training local volunteers to become English language tutors who then deliver free English language tuition to local migrants. Fáilte Isteach encourages the participation of older volunteers to promote intergeneration, and to recognise the volunteer's skills and contributions to their community.</p> <p>The English classes bring migrant communities and Irish locals together, thus encouraging integration, and they provide practical supports such as understanding Irish ways and customs to support with official government forms and agencies. Classes are available to all,</p>	€300,000

				ranging from beginner to advanced and a student centred approach is adopted in order to tailor focus on the needs of the student and to increase confidence and esteem.	
South East Community Training and Education Centre	The ELI Project (English Language for Immigrants) - Duration: 12 months	Wexford	Wexford (Focus on Wexford Town and Enniscorthy Town)	This project will work with up to 60 immigrants who have recently settled in Ireland and help them acquire language skills to enable the following: <ul style="list-style-type: none"> - Integrate in to their community - Engage with services - Access information (media, radio, newspapers etc.) - Access employment - Engage in local activities and with local voluntary organisations. - Participate and understand local cultural activities and events 	€30,000
Fingal County Council	Promoting Integration and Social Cohesion In Fingal - Duration: 12 months	Dublin	Tyrrelstown, Mulhuddart, Balbriggan	This project consists of four distinct elements: <ul style="list-style-type: none"> - Fingal Integration and Social Cohesion Strategy - Youth Integration Project - Fingal Ethnic Network (FEN) - Tyrrelstown Integration Forum <p>The overarching driver of the project will be to build effective connecting and delivery mechanisms at local community level. There will be a strong emphasis on community based approaches to integration, working with children, teens, young adults and families to address barriers to integration and build intercultural relationships at the core of a cohesive community.</p>	€50,000
Localise Youth & Community Service Ltd.	Volunteering For All - A Localise mainstream integration schools/community programme - Duration: 36 months	Dublin	Greater Dublin Region, Limerick, Tipperary, Meath and Cork	Volunteering For All aims to tackle racism and xenophobia by providing structured programmes directly to schools nationwide that engages students from all backgrounds and nationalities in community service projects. Young people can come together to tackle prejudice by promoting cooperation, understanding, mutual respect and community spirit. Students and members of the community can engage in the programme in one of three ways: <ul style="list-style-type: none"> - 10 Week Challenge: Learning programme that enables young people to work together as a team and deliver a community service action project in their local community. - Service Days: A four week programme which is run with schools and youth community groups that focuses on specific local community transformations through one day service events. - Workshop: Two 2 hour workshops run with schools or community groups where they interactively explore volunteering and diversity. 	€300,000
DCU	DCU - Strengthening the Practice of Intercultural	Dublin	Nationwide	This project aims to promote and support the positive integration of migrants within Irish Primary Schools through effective intercultural education for all children. Specifically the project will strengthen the competence and confidence of 135 teachers at primary level to integrate intercultural education in their teaching practice and wider school environment.	€130,000

	Education in Primary Schools – Duration: 28 months			Project activities will include establishing a project advisory committee, a national conference, a TeachMeet, a blended learning programme for teachers, the development of good practice guidelines and a Roundtable and launch event. As a result there will be increased awareness of the value of diversity and integration in Irish society and enhanced mutual understanding between host communities and migrants.	
Cultúr Celebrating Diversity	Cultúr Migrant Integration and Anti - Racism Project – Duration: 36 months	Meath	County Meath	This project aims to strengthen integration locally, provide needed support services for migrants and develop the capacity of local migrant groups to engage with decision makers and NGOs. The project will also explore issues of racism and develop relationships with organisations working in the area. There will be a focus on groups that are most vulnerable to racism and exclusion but also to work with the wider communities of which they are a part.	€208,890
Mendicity Institution	Employment & Integration project – Duration: 36 months	Dublin	Dublin city	The Employment & Integration project is a targeted programme that facilitates access to legal employment for homeless, vulnerable and socially excluded migrants living in Dublin. The project provides a personalised job -seeking support plan through a number of workshops and equips participants with practical job-seeking skills and the ability to identify potential employers. All assistance is provided through a number of languages to facilitate non-English speakers.	€225,000
New Communities Partnership	NCP Youth "English Homework Club" – Duration: 36 months	Dublin	Dublin North inner city	NCP Youth is a project that aims to identify the challenges that migrant youth face in Ireland. The project will facilitate English Homework Clubs to migrant children in primary and secondary schools in order to allow for better integration within the school system. The programme will be delivered to select schools within Dublin North Inner City.	€117,000

D.4. Dormant Accounts Fund:

Funding totalling €485,000 has been made available to seven projects around the country to support the labour-market integration of female refugees. This funding was sanctioned as part of the Dormant Accounts Disbursement Scheme.

An open call was held in June 2017 by Pobal, who administer the grants on behalf the Office for the Promotion of Migrant Integration. Grants were awarded to 7 organisations who demonstrated they can fulfil the requirements of Measure 4, i.e. improve the employability of female refugees and the female family members of refugees through the provision of intensive, short-term targeted supports that promote access to and participation in education, training, employment and self-employment. It is a one year programme.

Organisation Name		Project Name	County	Description of Project	Grant
1	Cultur Celebrating Diversity	The Net-WORK Project	Meath	Cultur and Meath Partnership will collaborate to develop the Net-WORK project and deliver a ready-for-life and work skills programme for refugee women moving out of the accommodation centre in Mosney and women who have recently transitioned to independent living within the county. The project will provide a comprehensive life skills and employability programme that aims to equip female refugees with the skills required to succeed in Ireland	€99,319
2	Irish Refugee Council	Employment course and work placement	Dublin	This project will work with 15 women in the Dublin area to provide a 12 week employment preparation course, followed by a 6 month supported work placement. The preparation programme will include classes with an employment training consultant, effective communication skills, basic ICT skills, teamwork and preparation for job interviews. Modules covering personal development including self-esteem and goal setting will also be included. Participants will be matched with female mentors to provide support and encouragement.	€76,560
3	Nasc, the Irish Immigrant Support Centre	Gateway to Employment	Cork	The Gateway to Employment Project will deliver bespoke training to a targeted group of female refugees on a number of key modules including language classes, Personal Effectiveness & Cultural Competencies, IT skills and Employment & Entrepreneurship Training. The project will also include work placements and volunteer placements to suitable participants. Twenty participants will be targeted with an expected retention rate of 80%. The project will also include individual mentoring and career guidance, and engagement from refugee women who have advanced in education as well as employment & self-employment. In addition, it will include a personal action plan for each participant setting out clear goals for achievement.	€54,906

4	Robert Emmet Community Development Project	Capacity and skills building	Dublin	This project will support female refugees, focusing on building their capacity and skills to progress to employment or education. The project aims to encourage and support an existing group of refugee women who have come through the international protection process to support their needs and put in place the skills to move away from dependency on social welfare payments.	€53,040
5	Roscommon Integrated Development Co.	Just Creative: Empowering refugee women	Roscommon	This project will work with the Syrian female refugee community at the Emergency Reception and Orientation Centre (EROC) in Ballaghaderreen. The aim of this project is to aid the transition into further education/training and secure employment/self-employment by linking training to work, building confidence and enhancing personal skills through the provision of accredited and non-certified programmes, including work placements. The project also aims to establish a Creative collective based on an integration best practice model. It will use hand craft and cultural food in order to provide personal development, pre-employment, training and integration to participants. The project hopes to contribute to Ballaghaderreen realising its ambition to become a Creative Town.	€73,800
6	SEDCo Social Enterprise Development Co.	'Tailored Support' project	Dublin	This project aims to work with 200 female refugees and female family members providing training , education and employability workshops and entrepreneurship which will empower women to find or create employment in their local communities. The programme will offer 10 monthly weekend training courses in tailoring, food services and crafts over a 10 month period and provide on the job training at 6 markets and sales events with 2 opportunities for each women to sell their products. As well as providing female refugees with the skills and supports to find employment or become self employed SEDCo will hold a jobs fair linking participants with prospective employers, local networks and outlets providing employment opportunities and or on the job experience. The project will be delivered by SEDCo in partnership with Akidwa national network of migrant women, The Irish Refugee Council who provide support and advice services for refugees, and The Intercultural Centre, Clondalkin.	€53,110
7	Westmeath Community Development	Refugee Employment Support	Westmeath	The aim of this project is to provide female refugees and family members identified with tailor-made supports, services and training that will increase participation and uptake of labour market training and quality education; increase job readiness, employability skills and job seeking activities, and increase their entry into the workforce or public work placement programmes such as Community Employment, TUS, CSP. The project aims to provide a total of 30 female refugees from the Kurdish (Mullingar), African (Athlone) and Syrian (Athlone and Mullingar) communities with one to one mentoring, training, information provision and employment supports over a 12 month period.	€74,491

D.5. Communities Integration Fund

List of CIF 2018 Projects

Carlow	
Carlow County Development Partnership CLG	€5,000.00
Equal Chances Polish School	€3,100.00
Cavan	
Bounce Back Youth Service South East Cavan	€5,000.00
Clare	
Burren Gaels Football Club	€3,050.00
South West Clare Community Radio	€4,975.00
Clare Women's Network	€4,872.00
Cork	
Cork New Life Media	€4,796.00
Ballincollig Family Resource Centre CLG	€5,000.00
Love and Care for People CLG	€5,000.00
Meitheal Mara	€5,000.00
Carrigtwohill Family Resource Centre	€5,000.00
SECAD Partnership CLG	€5,000.00
Cork City Partnership CLG	€4,360.00
Roma Support Group Ireland	€3,200.00
Cork City	
Brij	€5,000.00
Better Together	€5,000.00
New Communities Partnership	€5,000.00
Youth Work Ireland Cork	€4,500.00
Donegal	
Inishowen Development Partnership	€4,995.00
Dublin City	
Refugee and Migrant Solidarity Ireland (RAMSI)	€2,700.00
Sports Across Ireland Ltd	€5,000.00
Donnycarney Football Club	€5,000.00
Tus Nua Artane Coolock FRC	€4,500.00
Tasnuva Shahim Foundation Ireland (Lovin' Eire)	€5,000.00
KLEAR	€5,000.00
Dublin City Interfaith Forum	€5,000.00
Near Media Co-Op	€5,000.00
Outhouse LGBT Community & Resource Centre	€4,997.50
Sports Against Racism Ireland (SARI)	€5,000.00
City of Sanctuary Dublin	€5,000.00
First Fortnight Limited	€5,000.00
Outlandish Theatre Platform CLG	€4,965.00
Dublin 7 Integration Initiative (Welcome Café)	€5,000.00
The Ark	€5,000.00
AkiDwa	€5,000.00
Acts of Compassion Ministries	€5,000.00
Intercultural Language Service	€5,000.00
Latin America Solidarity Centre	€4,960.00

Jesuit Refugee Service (JRS) Ireland	€4,750.00
Hill Street Family Resource Centre	€5,000.00
St. Andrew's Resource Centre	€3,000.00
Stella Maris Football Club	€4,664.80
Social Enterprise Development Company (SEDCo)	€4,905.00
LGBT Ireland	€5,000.00
Association of Brazilian Families	€4,240.00
Henrietta Street Senior Citizens Services (HSCS)	€1,694.00
Dún Laoghaire-Rathdown	
Muslim Sisters of Eire	€5,000.00
The Welcome Table	€3,000.00
Southside Partnership Dublin	€3,090.00
Fingal	
Loving and Affectionate Family	€5,000.00
Swim Ireland	€5,000.00
Balbriggan Integration Forum CLG	€5,000.00
Mulhuddart Community Centre CLG	€2,480.00
Polka	€1,240.00
Swords Intercultural Festival	€1,000.00
i-Smile International	€5,000.00
Fingal Ethnic Network	€4,100.00
Safer Blanchardstown	€5,000.00
Faite Isteach Tyrrelstown	€3,000.00
Teen Talk	€3,400.00
Musicantia Ltd	€5,000.00
Galway	
Galway Integration Consortium	€5,000.00
ARD Family Resource Centre	€5,000.00
Galway City	
Croi na Gaillimhe Resource Centre	€5,000.00
Theatre for Change Galway	€5,000.00
Kerry	
NEWKD	€5,000.00
Kerry Youth Dance Theatre	€5,000.00
Kildare	
Leixlip Youth Project	€1,345.00
Kilkenny	
St Patrick's Amateur Boxing Club	€4,905.00
Twilight Community Group	€5,000.00
Kilkenny Recreation and Sports Partnership	€5,000.00
Laois	
Laois Integration Network	€4,900.00
Leitrim	
Drumshanbo Parish Pastoral Council	€3,000.00
Leitrim International Community Group	€2,000.00
Limerick	
Doras Luimni	€4,830.00
Jesuit Refugee Service (JRS) Ireland	€5,000.00
Limerick Social Service Council CLG	€5,000.00
Manor Fields Adare	€2,650.00

Northside Family Resource Centre	€5,000.00
Limerick Youth Service	€5,000.00
Narrative 4 CLG	€5,000.00
Longford	
Longford Community Resources CLG (LCRL)	€5,000.00
Louth	
Omeath District Development CLG	€2,000.00
Dundalk FM	€4,009.00
Mayo	
Ballaghaderreen GAA Club	€5,000.00
Meath	
Cultur Migrants Centre Navan/Migrant Womens Group	€4,610.00
Trim Family Resource Centre CLG	€4,305.00
Capacitar Ireland	€5,000.00
Claremont Stadium CSG Sports Club CLG	€4,330.00
Meath Local Sports Partnership	€5,000.00
Migrant Network Group	€5,000.00
Mosney Foroige	€5,000.00
Youth Work Ireland Meath	€5,000.00
Monaghan	
Wezesha International	€3,000.00
Failte Isteach Monaghan	€3,500.00
Offaly	
Offaly Sports Partnership	€5,000.00
Roscommon	
Friends of the Centre Ballaghaderreen	€5,000.00
Gaelic Athletic Association	€5,000.00
Ballaghaderreen Community Games	€5,000.00
Sligo	
Sligo Global Kitchen	€5,000.00
Sligo Family Resource Centre CLG	€5,000.00
Irish Refugee Council	€4,950.00
South Dublin	
South Dublin County Partnership	€5,000.00
Discovery Gospel Choir	€4,600.00
Tipperary	
Slieveardagh Utd AFC	€750.00
Waterford	
Polish Educational Association (Polska Eire Waterford)	€1,900.00
Waterford City & County Council	€5,000.00
Tramore Community Radio CLG	€3,100.00
Gaelic Athletic Association	€2,050.00
Westmeath	
Mullingar Lithuanian Community	€2,250.00
Athlone Institute of Technology	€5,000.00
Wexford	
Sports Active Wexford (Wexford Sports Partnership)	€5,000.00
Access 2000 (Wexford) CLG	€5,000.00
Wicklow	
Ferns Diocesan Youth Service CLG	€3,950.00

Wicklow Educate Together National School	€3,000.00
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List of CIF 2017 Projects

Carlow	
Cavan Congolese Community Forum	€3,840
Ballyea Community Group	€5,000
Ennis Street Arts Festival	€5,000
Ballincollig Family Resource Centre	€1,000
Bantry YMCA	€2,050
Brij (in association with Wallaroo Playschool)	€5,000
Brooklodge Table Tennis Club	€600
Carrigtohill Family Resource Centre	€4,700
Clonakilty Community Arts Centre	€2,930
Clonakilty Friends of Asylum Seekers	€5,000
Cork YMCA	€5,000
Kinsale Road Accomodation Centre	€5,000
Love and Care for People	€4,800
Meitheal Mara	€4,370
Passage West Spraoí for Syria	€4,830
SECAD - Midleton/Macroon	€5,000
The Glucksman - UCC	€4,500
Together - Razem Centre	€500
Donegal	
Donegal Bay Rowing Club	€2,800
Donegal Family Resource Centre	€1,400
Donegal Youth Services	€5,000
Dublin	
ACET Ireland	€5,000
Akidwa	€5,000
AMAL Women's Organisation	€5,000
An Cosán, Tallaght	€5,000
Balbriggan Community Council	€3,300
Balbriggan Cricket Club	€3,320
Balbriggan Tourism	€5,000
Baldoyle United	€5,000
Belvedere Football Club	€2,800
Blue Fire	€5,000
Cairde	€5,000
Capital Strength Weighlifting Club	€4,992
Clare Hall Resident's Association	€4,500
Discovery Gospel Choir	€4,900
Dublin City Inter Faith Forum	€5,000
ENAR Ireland	€5,000
Failte Isteach, Tyrellstown	€3,000
Foroige-Balbriggan Youth Service	€5,000
Hartstown Hunstown FC	€5,000
i-Smile International, Mulhuddart	€5,000
Irish Refugee Council	€5,000
Irish Vikings Club	€5,000
LIR Anti Racism Training & Education Programme	€3,300
Literature Ireland, TCD	€4,950
Moatview Early Education Centre	€2,278
Mulhuddart Community Centre	€2,000

Musicantia Ltd	€5,000
Neighbourhood Youth Project 2	€3,500
O'Connell Secondary School	€5,000
Outhouse LGBT Community & Resource Centre	€4,000
Outlandish Theatre Platform	€4,950
Polish Peace Corps	€3,340
Pinoy Badminton Association Ireland	€5,000
Praise Tabernacle	€5,000
Railway Union Cricket Club	€4,840
Rekindle Talent, Ladyswell	€4,670
Rialto Community Radio	€5,000
Scoil Bhríde (Cailíní), Blanchardstown	€5,000
SEN Polish Complementary School	€3,280
South Dublin County Partnership, Clondalkin	€2,280
Sport Against Racism Ireland	€5,000
Street Feast, Rialto	€5,000
Tallaght Community Arts	€4,850
The Ark Children's Cultural Centre	€5,000
Artane Coolock Family Resource Centre	€4,395
Tyrellstown Cricket Club	€1,500
Tyrellstown Resident's Association	€3,240
Tyrellstown Social Club (Women's Group)	€3,150
Verona Sports & Leisure Club, Clonsilla	€4,220
Welcome Café	€5,000
West Dublin Rhinos American Football, Lucan	€4,760
Young People At Risk (YPAR)	€4,800
Galway	
Ard Family Resource Centre	€5,000
Bia Lover	€5,000
Croí na Gaillimhe Resource Centre	€3,900
Foróige Athenry Adolescent Project	€4,520
Monivea Fair Committee	€1,350
Pernet Company Ltd	€4,950
Rahoon Family Centre	€5,000
Scoil Chroí Iosa	€2,590
St Nicholas National School	€4,800
The Irish Workhouse Centre	€1,000
Youth Work Ireland Galway	€2,805
Kerry	
Kerry Diocesan Youth Services	€1,990
Kerry Youth Dance Theatre	€5,000
Kildare	
Kilcock GAA Club	€1,500
Le Cheile Athletic Club	€4,800
Monasterevin Youth Action	€2,850
Kilkenny	
Kilkenny Integration Forum	€2,000
Polska/Eire Kilkenny Integration	€5,000
Laois	
Laois Sports Partnership	€5,000

Portlaois Family Resource Centre	€4,750
Leitrim	
The Leitrim Design House	€4,950
Limerick	
Limerick Youth Service	€5,000
Northstar Family Support Project	€5,000
Longford	
Backstage Theatre	€5,000
Louth	
Culture Connect	€5,000
Dee Hub	€5,000
Drogheda Homeless Aid	€2,310
Mayo	
Ballaghaderreen GAA Club	€5,000
Ballyhaunis GAA Club	€5,000
Ballyhaunis Parent and Toddler Group	€300
Green Campus GMIT	€5,000
Meath	
African Women's Development Initiative	€4,365
Monaghan	
Border Bounce Gymnastics Club	€5,000
Teach Na nDanine Family Resource Centre	€3,000
Offaly	
Offaly Sports Partnership	€5,000
Youthwork Ireland, Midlands	€2,775
Roscommon	
Ballaghaderreen Community Games	€2,000
Ballaghaderreen Golf Club	€4,883
Faillte Isteach	€1,200
Friends of Fairgreen	€5,000
Roscommon Women's Network	€5,000
Sligo	
Sligo Family Resource Centre	€5,000
Sligo Global Kitchen	€5,000
Tipperary	
Old School Community Centre	€1,800
Roscrea Heritage Centre	€3,700
Slieveardagh United F.C	€500
The Commons Community Playschool	€1,000
Vee Rovers Club	€1,720
Youth Work Ireland Tipperary	€3,531
Waterford	
Déise Refugee Response	€5,000
Erin's Own/ Sacred Heart GAA	€2,000
Fáilte Isteach	€2,080
Sacred Heart Parish	€500
Westmeath	
Athlone Refugee and Asylum Seeker Support Group	€2,180
Westmeath Sports Partnership	€5,000
Wexford	

Faythe Harriers Hurling and Camogie Club	€5,000
Wicklow	
Children & Young People's Services Committee	€5,000