



The Open Doors Initiative www.opendoorsinitiative.ie works with business, government and NGOs to create employability for marginalised groups. These include:

- Refugee, asylum seekers and migrants.
- Young people under 25 from disadvantaged backgrounds.
- People with all disabilities

These groups face higher barriers to employment than most others. The benefits of what we are doing are two-fold – we are opening up the labour market to some of those who have been unable to access it; and in doing so we will attract and retain our future workforces.

Why:

Employment matters. It gives income, security and all the benefits inherent. It creates skills, knowledge and experience and widens your social circle. One of the first questions you tend to be asked is – where do you work?

As a result of Covid19, unemployment rates have reached 17% from nearly full employment prior to this. Of this, for example, over 70% of people with a disability can't gain access to the labour market

There is a strong business case for inclusion and diversity – it affects the bottom line, increases employee morale, bring in employees with lateral thinking which leads to innovation and increases opportunities for those in marginalised groups to apply - “if you can't see it, you can't be it”

Workplace participation remains very low among certain groups and there are many barriers to employment. By working with other companies and organisations to create a new government and private sector initiative, Open Doors strives to increase opportunities for people in workplaces with an inclusive ethos.

Who we are:

Currently 45 organisations - multinationals, semi states, SMEs and educational bodies – 23 NGOs working in the areas – and government partners across a number of departments and scaling up.

These all work together to create internships, paid placements, training and support and actual jobs in the mainstream labour market.

We work to make organisations disability aware and culturally confident in their employment practices.

The employees of Open Doors all have lived experience of some the issues these groups face - we understand the challenges and find solutions to them.

Some companies are on a learning curve with the aid of the Open Doors Initiative, to put best practice into place in their hiring, retention and career progression. All organisations share their learnings to drive this inclusive ethos.

We offer quality support and mentoring to people within the workplace such as on-boarding, embedding and career progression by working with the organisations on their HR knowledge and staff training in these areas.

We have aimed to recession proof this work so companies continue to do the right thing, regardless of economic drivers. We want to create an environment where hiring people from marginalised backgrounds is the norm rather than the exception.

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