

Open Doors Initiative Annual Report 2020



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Purpose

To create pathways to employment for marginalised people.

Values

- Demonstrate commitment to the rights and needs of marginalised people in terms of employment, education and economic development, based on the relevant UN Sustainable Development Goals.
- Consult with the people we work with when appropriate and facilitate the active participation of member organisations in the development and implementation of our objectives and policies.
- Foster positive and collaborative working relationships with other organisations in the pursuit of our aims and objectives.
- Ensure openness and transparency.
- Enable timely monitoring and evaluation of our work.
- Have an ambitious and flexible responses to changes in the situation regarding employment and marginalised people.



“

The journey of life is not always smooth sailing, but it's always better when you get help navigating it. For me, Open Doors has been that navigator we all need when lost and stuck, giving direction and assistance to get back up and carry on with confidence.

”

Precious Matumba
UCD Scholarship Student

Overview from our Chair, Oliver Loomes

The Open Doors Initiative works with industry, government and NGOs to create pathways to employment for marginalised groups. The people we work with are: refugees, asylum seekers and migrants; young people from marginalised backgrounds; and people with disabilities.

In Ireland today, these groups face higher barriers to employment than most others. People with disabilities are more than twice as likely to be unemployed. Although many refugees and asylum seekers in Ireland have been given the right to work, they are unable to access training and experience. The long-term unemployment rate among under 25s is twice the national average.

In September 2018, 14 Irish employers came together with a plan to support people from these three groups in Irish society into employment, at the instigation of David Stanton TD, the then Minister of State of Integration and Equality.

This has now grown to over 95 organisations and continues to expand. Over its first year, The Open Doors Initiative opened the labour market to over 2,300 people who have been unable to access it before. These numbers have now grown by over 600% to nearly 14,500 people who have benefitted.

However, more needs to be done. We are all experiencing the challenges faced by Covid-19 and the knock-on implications for the Irish economy. We are seeing the global uncertainty and how disrupted life and business has become, but in times of recession, diversity and inclusion is needed even more.

With the vision, drive and determination of everyone who has joined this group to date, and beyond, we want to create more supports, education, training programmes, internships, jobs and entrepreneurs. We want to help people find their place in Irish society and make it better.

To make this happen, we must amplify the success to date so that we can help even more people. We must reduce barriers to employment and create supports for people who need assistance. We want more company CEOs to involve their

organisations in Open Doors and make the Irish workforce a more inclusive space for people across Irish society.

This year, we commissioned research by Professor Tom Cooney of TU Dublin into the barriers and supports to the employment of marginalised people. It signposts the areas in which we can have the most impact and makes recommendations on how we best approach it as business leaders, NGOs and Government.

It is vital that these are engrained in the way we work, attract and retain people, as well as helping those who fall outside the employment net.

To drive real change within our workplaces, we need to look for those with different backgrounds, abilities and experiences, to make our businesses more creative, better equipped to think laterally and become more resilient. In doing so, we will make our companies and organisations better places to work with more enjoyable experiences for all; our employees will become more engaged and prouder of where they work and as a result, our companies and organisations will have more sustainable futures.

Change doesn't happen overnight - it requires long term and proactive planning. It requires leadership. It means bringing the entire workforce on the journey. And it leads to better workplaces, better outputs, better bottom lines and a better society. Everyone benefits.

This is not box ticking - it is inclusion. And people can see a company's truly held values, as opposed to lip service. And that is not just for the good times, but also during times of recession.

This mindset is needed more than ever, particularly with Covid and the restrictions that brings. We need further Government support to do this and are delighted to work with a number of the departments on an ongoing basis to these aims.

I want to thank all of you for your continued efforts and encourage you and your companies to do even more to increase your impactful work and to attain our goals. We will do our utmost to support you at every step.

Oliver Loomes

Chair, The Open Doors Initiative



Message from our CEO

Jeanne McDonagh

When you are striving to build an equitable society, all boats rise when you have that mindset and you cannot be inclusive of some people and not of others. When you campaign for inclusion, you leave no one out and you must recognise the fact that some groups face struggles to be on an equal path.

In our work over the last year, everyone – companies, employees, jobseekers – has faced daily struggles to maintain work and life as usual. None more so than our participants. There has been disengagement, particularly amongst youth from disadvantaged backgrounds, who are pulling away from their usual supports for a variety of reasons.

We have tried to overcome these challenges by innovative practices, programmes and training, all in an online environment. We have helped people into further education, skills programmes and jobs despite the dramatic drop in employment levels. Our companies have had to adjust and face fiscal issues never foreseen. They have risen to the occasion and have kept programmes going and grown their outreach by a phenomenal amount, despite these burdens, as they are truly inclusive. They realise that inclusive behaviour is an ongoing and long-term necessity, engrained in their practices and not just for periods of growth but needed now more than ever.

There have been countless studies that show that a diverse workforce benefits a company. It helps its existing employees, it helps the person you are working with, it impacts positively on the bottom line, it impacts on the company culture and it leads to the production of very creative and lateral thinking. It is a huge benefit for companies, and they all need to realise that and embrace it.

We have people with doctorates, we have people with MA's, from a wide range of disciplines and they have knowledge, training, skills and expertise. We want people to see past their assumptions and bias and assist these people to shine here in Ireland in what they do and help them overcome any barriers to their goals and to work with their abilities.

In the Open Doors Initiative, we take a very collaborative approach. We work with all our different companies and NGO's and government and supporting partners to bring best practice to the forefront and to share the learnings within the different companies. This has shown itself throughout the year with many programmes arising and knowledge shared. We continue to grow this ethos as we all have the same North Star - to help people from marginalised backgrounds, into employment.

One thing we have highlighted from the last year is that approach we take should be person centred. You must be guided by the person and importantly, become an ally to people and campaign for equality and inclusion for all people. Do not just have it as a nice to have or in your head thinking, 'I agree, I should do something'. Action it, become really meshed in the different areas of business and life which you are interested in and which you want to support and be proactive in it.

Looking forward to further engagement and success next year.

Jeanne McDonagh

CEO, The Open Doors Initiative



Success Stories

Participating companies provide service through many channels, including an online employability platform to youth and training programs for marginalised groups. Each participating company assists by providing various employability interventions at a national and EU level, focusing on maintaining a high-quality path. These participating companies adhere to the pledge created by the “Open Doors Initiative”, which provides all employees obtained through this program with a fair wage and an opportunity to grow within the company ranks.

Listed below are some of the programs and opportunities many of these participating companies provide:

- Employment Workshops hosted by Talent Acquisition in Partnership with diverse organisations.
- Support for LGBTQI+ and Youth social mobility.
- Provide opportunities and eliminate barriers for students from under-represented backgrounds.
- Provide comprehensive training programmes and job application workshops to expose marginalised groups to real-life work environments and experience.
- Provide employability skills workshops for people with a variety of disabilities to support their job search.
- Provide opportunities for work experience across various company sites for asylum seekers and people with physical and intellectual disabilities.
- Employ people with intellectual disabilities and providing support when they join the workforce.
- Provide apprenticeships for marginalised job seekers.
- Actively include migrants, refugees, and asylum seekers in the recruitment process and support their development through the experience.
- Provide apprenticeships to upskill young migrant people with practical training and work experience.
- Online and face-to-face learning programmes focused on empowering and supporting young people aged 18-30 to achieve their career ambitions.
- Provide pro bono advice, support and professional services to marginalised groups.
- Paid internships for young people so they can secure good jobs.

- Provide accredited qualifications courses for marginalised groups, including work placements and training.
- Multiple training programmes for all three key groups providing training and workshops on pre-employment techniques such as job-seeking skills, how to successfully perform at interview, skills for application writing and self-promotion through social media
- Provide hospitality skills training and work experience placements for refugees, asylum seekers, people with various disabilities, and young people coming from educationally disadvantaged backgrounds.
- Interview skills workshops for immigrant communities provided by recruitment specialists.
- Provide paid placements in professional business environments to graduates with various disabilities, supporting and mentoring them to ensure their success in future employment.
- Provide employability skills training with refugees and asylum seekers to help them seek work, including CV and interview preparation.

“

I am truly thankful for the opportunities given to me by the Access Foundation Programme. For anybody thinking of pursuing this, don't think twice. It's a year of your life that will benefit you for the rest of your career. The programme is the springboard into education.

”

Eric Strong
TU Dublin Student

Case Studies



AIB

AIB holds economic and social inclusion as one of the pillars of their sustainability strategy and constantly seek ways to increase their positive impact on society. They have made commitments in respect of disability in signing up to the Charter.

They initiated a vulnerable customer programme which included Visually Impaired Customers (Infobank guide), llearn digital training course on offer for colleagues.

They initiated a Student Access Programme which supported students from socio-economically disadvantaged backgrounds to find high-quality, fully paid, professional summer work experience in established workplaces.

They focus on promoting education and careers in STEM, particularly to young women underrepresented in the professions. Typically, the class is intentionally 60-65% female, and the balance is male to address the gender imbalance. They construct the week with a series of workshops, presentations, guest speakers and a visit to DCU for a day of coding exercise.

They provide virtual programmes to schools in Dublin with over 50 students participating.

AIB endorses research into areas such as Neurodiversity and continues to support projects such as the Rebuild Innovation project with over 80 Stanford volunteers recruits and assisted in publishing their reports externally.

AIB implemented ways to remove entry barriers for refugees/asylum seekers to ease their access to employment opportunities.

In 2020 AIB, via CEO Colin Hunt, became a signatory to the Valuable 500. AIB is proud to support Valuable 500 and their commitment to putting disability on the business leadership agenda.

In June, they celebrated pride by decorating branches and offices where possible and partnered with BeLong To and Drag Queen Bunny O'Hare to host a virtual Queerantime Bingo. The event raised €3,090 for the essential work that BeLongTo do with LGBTQ+ youths across Ireland. They also sponsored a Pride in Sport Campaign hosted by the DCU Centre of Excellence for Diversity and Inclusion. The campaign via webinars will be focused on insights & best practices to help make sport a more inclusive and welcoming place for the LGBTQI+ community.



DeCare Oral Health

DeCare Dental, Ireland's only dedicated dental insurance, oral health and wellness company, based in Claremorris, Co. Mayo, has been one of the founding members of the Open Doors Initiative. In addition, it has been involved in several initiatives to provide opportunities in the workplace, including employment opportunities and educational seminars for those people most in need in Irish society.

One such successful initiative has been the collaboration between DeCare Dental and the direct provision centre in Ballyhaunis, Co. Mayo. The centre accommodates 193 refugees and asylum seekers from 16 different countries such as The Congo, Albania, Yemen, Nigeria, Malaysia, Uganda, Sierra Leon and South Africa. Petraea Costello, HR Manager at DeCare Dental, connected with Natalya Pestova, a Direct Provision and Volunteer Support Worker with South West Mayo Development, to find out more about how DeCare Dental could offer their support and expert knowledge on Oral health to these refugees and asylum seekers.

When asked why DeCare Dental choose the direct provision centre as part of their involvement in Open doors, Petraea commented, 'We wanted to offer our services to a marginalised group in society that is, to a certain degree, forgotten. On my first visit to the centre with Noeleen Lowry, health promotion specialist at DeCare Dental, we met very well educated, energetic and driven men and women who genuinely want to work and have better and safer lives, having fled countries marred by conflict and corruption. So we felt compelled to help in some way.'

DeCare's mission is to empower people to improve their oral and general health over a lifetime and hopes that this is just the start of a very successful partnership.



“

I am grateful that I decided to participate in the Break to Advertising training course. Great start to the year. I met incredibly interesting people who not only shared knowledge of their experiences, but also inspired me to go the marketing path. After this course, I gained wings and I'm ready to fly!

”

Inga Snetkova
IAPF Course Participant

Measurement and Reporting

From the beginning of the Open Doors Initiative, measurement outcomes have been key to ensuring that the impact of the collective activities of the participating companies are captured. This collective impact has been measured following guidelines of the measurement framework developed in January 2019.

Participant companies have measured their employability intervention inputs, participant outputs, and the overall progress toward their desired inclusion goals. Each company reports this information individually and the individual inputted data is then consolidated. Companies are tracking quantitative metrics: INPUTS (company time, company funding, and company assets), OUTPUTS (participants reached, participants skilled, number of training sessions, number of placements) and OUTCOMES (paid apprenticeships, employment, business establishment). Companies are also optionally tracking qualitative metrics: labour market barrier removal, government policy engagement/advocacy, participant confidence and empowerment.

Many of the corporate inclusive employment and training programmes are ongoing and have been in operation for some time so it is often difficult to accurately measure the company time and spend in total. There are further challenges when aiming to measure the impact for the company of their work and dedication which is not captured in the qualitative data.

We are working to improve upon our measurement matrix to capture the rich feedback and great results shared by the participant companies. We will be helping our participating companies to implement changes to their tracking systems to help them to better assess the impact of their diversity efforts.

Our figures were compiled by Enfuse, National College of Ireland, as an independent auditor.



Year to Date Progress (January - December 2020)

There has been very significant progress reported in the first year of the programme. Companies report on five mandatory metrics: people skilled, people who have secured full time employment, people who have sustained employment, people who have secured a paid placement, and people who have established a business. The numbers of people assisted, despite Covid, have increased by over 600% since last year.



14,429 SKILLED

People who successfully completed an intervention led by a participant company that enhanced their employment prospects through the development of new market-relevant, or enhancement of market-relevant skills.



1,157 SECURED FULL TIME EMPLOYMENT

People who have secured paid (minimum wage or better) and relevant employment in the participant company bound by a non-zero hours contract of any duration.



834 HAVE SUSTAINED EMPLOYMENT

People who have sustained paid (minimum wage or better) and relevant employment in the participant company bound by a non-zero hours contract for at least six months.



62 SECURED A PAID PLACEMENT

People who have secured a paid (minimum wage or better) and relevant placement in the participant company for a duration of at least three months.



32 ESTABLISHED A BUSINESS

Established a company (self-employed, partnership, or limited entity) which is currently in either start-up or trading phase.

**2,251.5 HOURS**

Spent by staff supporting the programmes and delivering interventions (mentoring, training, etc.) and the time spent by participants in the programmes. Most of the hours reported were in yearly estimation and were not included into the data.

**€1,235,735 EXPENDED**

(NGO programme funding, training materials, stationery, catering, and stipends) by the company to fund or support programmes and participation.

**14,754 REACHED**

This represents the number of participants who started learning interventions.

**1,432 INTERVENTIONS DELIVERED**

This is the number of learning interventions delivered across all companies.

**1,210 BARRIERS REMOVED**

These are the participant barriers (monetary, language, physical or virtual accessibility, etc.) removed through actions by or on behalf of the company.

**919 NUMBER OF PEOPLE**

Progressing to Further Education & Training through participating companies' programs.

**105 NUMBER OF PEOPLE**

Progressing to Other Employment Schemes through participating companies' programmes.

Innovations and Solutions

The Open Doors Initiative developed a number of projects during the year 2020, all aimed at helping marginalised people on pathways to employment. Some of these were in collaboration with our members, supporting partners and Government departments. These are all ongoing and continue to benefit the people we work with.



Employers for Change - Employer Disability Information Service

There are more than 1 billion people in the world living with some form of disability. This corresponds to about 15% of the world's population. (WHO, 2020)

Employers For Change, a new enterprise under the Open Doors Initiative, started in December 2020 with support from the Department of the Department of Children, Equality, Disability, Integration and Youth. It aims to provide an employer disability information service, which empowers employers with all the information and advice needed to hire, employ, manage and retain staff with disabilities.

The service:

- Provides a dedicated helpline giving advice and information to employers about recruiting and employing people with disabilities.
- Hosts a central web-based information resource incorporating guidance and a FAQ section.
- Provides and participates in awareness raising and outreach activities.
- Maintains links with employer stakeholders and disability stakeholders.
- Promotes the positive business case for the employment of people with disabilities.

www.employersforchange.ie | info@employersforchange.ie



Cairde – the Allies Network

The Open Doors Initiative is a partner organisation of The Open Community, run with the purpose of creating links with key areas of Irish society such as business, education, sports, the religious and other groups who can leverage their connections to enable families to integrate. This can be by a number of ways and we encourage innovative and creative thinking. The North Star is to welcome families and help them create a home from home.

Community Sponsorship was pioneered in Canada in the 1970s. After four decades of the programme's success, we know that this is hugely positive for the lives of both refugees and local communities.

Refugees referred to the Community Sponsorship programme go directly to the community where they will reside and immediately begin the process of settlement. Under community sponsorship, private citizens and community organisations, rather than government officials, become the face of welcome for resettled refugees arriving to their country; supporting them through the process by providing a range of social and emotional supports, as well as providing accommodation, assisting in learning the language and seeking employment, enrolling in schools and any other necessary assistance.

With Community Sponsorship programme in Ireland, communities will be supported to provide direct assistance to refugees settling in their locality through a structured programme backed by a unique collaboration between government, UNHCR, NGOs and civil society.

Cairde is the means by which all of society can link in with this work and create a home from home. We look forward to future engagement with existing and other partners in this work.

Entrepreneurs Incubator

We are working to create an incubator model for entrepreneurs from marginalised backgrounds to assist them in creating, planning and developing new businesses.

Each of our target groups have substantial entrepreneurial capability and yet there is a dearth of national strategies or tailored programmes which have been designed to enable people from these marginalised communities to pursue self-employment as a career opportunity. This model aims to assist this potential and ensure the viable ideas are made market ready.

Diversity in the Media Scholarships

Ongoing project working with media, education and tech to create media scholarships and placements for people from diverse backgrounds

Ongoing Projects with Partners

Empower – an upskilling course to give people access to corporate employers expectations from the workforce when applying and interviewing for positions with Diageo Ireland

Purpl Unicorn – the placement of people in online and training courses in digital skills

Recruit Refugees – the collection and distribution of 900 computers to enable access to education and work for people in Direct Provision

Covid Interns – working to support people into internships during Covid

Employ Refugees – placing highly skilled refugees in appropriate employment

Crann – creating a remote working hub for people with disabilities in the Cork area

External Relations

Events

- People with Disabilities Entrepreneurs webinar series with TU and the Dublin Regional Forum (throughout the year)
- Clayton Hotel seminar on employing people with disabilities with guest speaker Minister for Equality and Integration, David Stanton, TD, November 2019
- Meeting with HRH the Duke and Duchess of Cambridge and Mei Lin Yap, February 2020
- AIB HQ Diversity seminar, February 2020

- PRII National Conference, 3 November 2020
- Chambers Ireland Workplace and skills forum, 11 November 2020
- International Women's Day – meeting at the Aras with President Michael D Higgins and Sabina Higgins, March 2020
- Open Doors Day Anniversary, launched by Tánaiste Leo Varadkar, September 2020

Memberships and Associations

- The Open Community – lead on the Cairde allies network
- Lord Mayor's Integration Taskforce member – engagement on making Dublin a city of inclusion
- Dublin Regional Enterprise Committee – supporting them in meeting their goals on inclusion in employment
- Dept of Business, Enterprise and Employment National CSR Hub members

Research

We carried out a number of research projects during the year, to underpin and form a solid basis for our work, grow knowledge in the area of employment for marginalised people and help us plan future projects and work. We also inputted into other organisations research to aid them with our knowledge and experience in these areas.

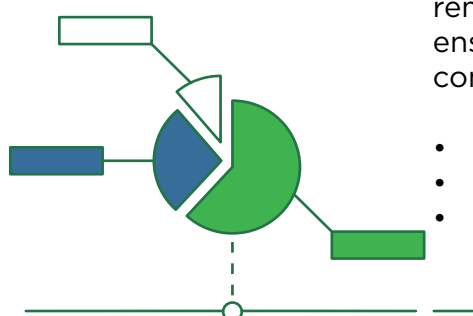
These include

- OECD – Disability and Employment research
- Dept of Justice – Submission on Refugee Employment barriers
- Dept of Business, Enterprise and Employment – Submission on Remote Working
- Committee on Disability Matters – Submission on employment of people with disabilities and the barriers they face (Organisational and personal)
- Prof Thomas Cooney TU Dublin – Research on barriers and support to marginalised people into employment
- Dept of Further Education – Three year Strategy plan

Social Media and Website

We continue to have a robust and far-reaching social media landscape which covers Twitter and LinkedIn. Our website remains the beating heart of our communications strategy and ensures we amplify the stories of our organisation, member companies and supporting partners throughout the year.

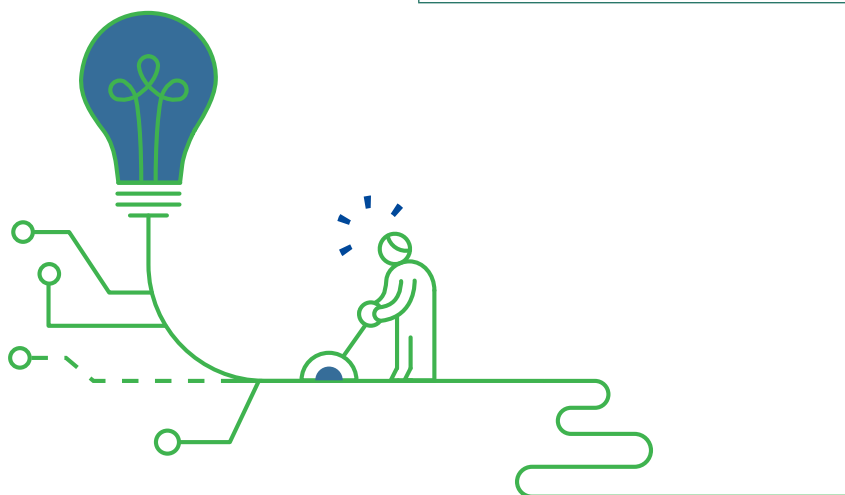
- Twitter – From 0 followers to 1,677 in one year
- LinkedIn – 2,056
- Website Page Views – 65,554



Awareness Sessions

We ran many sessions throughout the year, open to all. The aim is to increase knowledge, understanding and inclusive thinking around employment and general work supports.

Course Name	Trainer
Understanding and Applying Equality and Diversity at Work	Gerry Rooney Sponsored by Pos2Work
Neurodiversity & Engagement in the workplace	Lara O'Muirthe
Working with disadvantaged youth	Declan Keenan Irish Youth Foundation
Personal Brand	Gerard Tannam Islandbridge
Refugee, Asylum Seekers and Migrants - Understanding the System	Eugene Banks Dept of Justice & Equality
Recruiting during Covid 19	Maureen Lynch Hays Recruitment
Young people in need - working with people from a marginalised background	Shane Smart BeLong To
A Participant's Perspective How companies can make a change	Mei Lin Yap CPL
Employment Law Rights What to consider when starting a new job	Roslyn Palmer Community Law & Mediation
Working to Change From prison to employment	The Probation Service
Building your Personal Brand	Siobhan Smith Expleo Group
Master your Growth Mindset	Michelle Murphy Accenture
How to create an accessible and inclusive workplace Pos2work Training	Eoin O'Herlihy O'Herlihy Access Consultancy



Open Doors Initiative Podcast Series

The aim of the podcasts is to help people in all aspects of employment and into the future. These podcasts feature experts in various fields including mental health, diversity and inclusion, employers and trade unions and those from marginalised groups.

Podcast Series	Special Guest
The Future of Work	Ester Lynch, Deputy General Secretary of the European Trade Union Confederation (ETUC)
	Maeve McElwee, Director of Employer Relations, Ibec
	Jim Harris, Author, Politician, Disruptive Innovator
Pathways to Work	Gary Gannon TD
	Dr Vivian Rath, Trinity College Dublin
	Ghada Feddawi, Employ Refugees
Covid 19	Tiernan Brady, Global Director of Inclusion, Clifford Chance
	Maureen Walsh CEO of DeCare Dental
	Dr Pat McKeon founder of Aware and former Clinical Director of St. Patrick's Hospital
	David Joyce, ICTU Equality Officer from the Irish Congress of Trade Unions

External Podcasts

Podcast Title	Topic of Discussion
Glassdoor Podcast	A discussion on Diversity and Inclusion in the workplace and highlights of the work of the Open Doors Initiative for companies to get onboard
Fitvision Podcast	Discussion on ODI and how organisations can get involved and the different aspects of DEI
Invest in You Week series	AIB podcast discussing Siobhan Sweeney's career, how she got involved in ODI, and her role to date
Peptalks	Siobhain Sweeney, Mental health discussion, May 2020
Harvey Nash 'Nash Talks' x 2	Discussion on how The Open Doors Initiative aims to improve employability for groups where unemployment rates are higher than average. Building a D&I Strategy and Successful Implementation into the workplace.

Media

We continue to engage with media to highlight our purpose and the need to help more marginalised people into employment. We also discuss issues pertinent to them and base all our work on ongoing research.

Media	Topic
Business Plus	Interview on ODI's work
RTE Reignite	Interview on ODI's work
Chambers Summer 2020	Article on ODI
The Examiner	Report launch Sept 2020
Business Plus	Report launch Sept 2020
Irish Independent	Opening Doors
RTE.ie	Report Launch Sept 2020
Irish Business Focus	Report Launch Sept 2020
Dublin City FM	Dublin Social Enterprise Award

Mentoring Programme

The Open Doors Initiative launched a mentoring programme in Q4, 2020. This programme was mobilised to support participants from marginalised groups to gain better opportunities to pathways to employment through CV preparation, mock interviews, soft skills, to name but a few.

Positive2Work supported the Open Door Doors Initiative with a skilled external trainer, Natalie Bagnall, to ensure all mentors were equipped with the skills before they commenced as mentors. She also walked all our participants through their expected role as a mentee to ensure they got the most from the programme.

A big thank you to all our 80 mentors for volunteering to take part in the programme. The mentees are reaping the success at this early stage from all the experience and knowledge shared.

Open Doors Participant Training

The Open Doors initiative offers a variety of free online training resources. These courses have assisted participants in building confidence and key employability skills required to secure job opportunities.

A number of our member companies and supported partners have provided us with the below courses that are available on the ODI website to utilise. These include the following:



Accenture Digital Skills Courses The Accenture Digital Skills Courses platform contains an easy to use package of information and skills in the digital area.



Solas eCollege Solas eCollege is a leading learning platform with courses include, project management, information technology, graphic design, web design, digital marketing, software development and basic computer literacy.



Hays Thrive The engaging content – training comprises of videos, quizzes and assessments – frequently updated for relevance



Olive Group The unique Learning Management System, Academy HQ is the platform where you will be able to take the course of your choice, online, anytime and anywhere. The courses are accredited by Solas, QQI and RoSPA.



Skills Summary Skills Summary helps young people assess their career skills and gives them a language around these skills – including communication skills, interpersonal skills and much more.

Positions, Apprenticeships and Internships

The Open Doors Initiative works with companies who practice inclusive recruitment. To further support the participants we work with, an available positions section on the website has been created. These are positions from our companies who encourage applications from people with diverse backgrounds, abilities and skills. Training and mentoring is offered with these positions to assist individuals reaching their potential.

“I would like to thank Open Doors Initiative, for offering the Mentor and Mentee programme. My mentor Dr Cera Selvin helped me update my CV, LinkedIn profile and set my career goals. As a result of the programme I’ve secured a six month internship with Deloitte Ireland.”

Sharon Mpofu
Direct Provision Resident

Key Activities

September 2018 - December 2019

During its incubation phase in Diageo Ireland, the Open Doors Initiative undertook a widespread engagement programme of events and seminars to increase recognition and knowledge of its work and encourage companies to come on as members. These are some of the activities undertaken.

Seminars

- Supporting Partners seminar, November, Dalata Gibson
- Government Seminar, March, Dept of Justice
- CEO breakfast, June, Diageo
- Autumn seminar, October, AIB
- INC seminar with Colm O’Gorman and Minister David Stanton, TD, October, Diageo
- Anniversary event, September, Roe&Co Distillery

Speaking Engagements

Oliver Loomes (Chair, ODI)

- Financial services Forum - 8 May
- Dept of Enterprise CEO Forum, 27 June
- Women Mean Business, 30 September
- Ibec National Council, November 2018

Patrick Doyle (Director, ODI)

- Business Network

Siobhan O’Shea (Member of the Leaders Advisory Board)

- Dublin Chamber of Commerce

Jeanne McDonagh (CEO, ODI)

- Ibec Labour Market & Skills Council Feb 11
- Ibec HR Forum, 23 May
- Common Purpose, 12 September
- Ibec FSI HR Forum, 26 September
- Tripartite roundtable with Dept, 22 November
- Ibec Tech group December
- IDA CSR Group, December
- QQI Roundtable, 27 November
- Law Society CSR training 23 May 2020 (with Siobhan Sweeney)
- Chambers Ireland Webinar, 17 June 2020

-
- Thursday 25 June, Harvey Nash Talks (20mins, Q&A)
 - Friday 26 June, Kerry Group presentation to European Leaders group
 - HR Tech Forum, Siro, Wednesday 1 July

Siobhan Sweeney (Director of Development)

- Network Ireland Louth
- Network Ireland Cork
- Sports Ireland 2020

John Kennedy (President Europe, Turkey and Asia, Diageo)

- Chairs and CEOs event hosted by the 30% Club Ireland, December 2019

Joan Hodgins (Global HR Director, Diageo)

- AON/Bord Bia D&I Advisory Group, 12 November

Liam Reid (Corporate Relations Director, Diageo)

- PRII National Conference
- Business & Human Rights Implementation Group, 9 October

Sandra Caffrey (HR Director, Diageo)

- AON/Bord Bia Masterclass, 15 October

Minister of State for Equality, David Stanton TD

- UNHCR pledge, UN NGO meeting, December 2019

Publications

- Participant interview in UNHCR toolkit
- Inclusivity Employers toolkit, June
- Chambers Ireland Newsletter, June
- Enterprise Ireland Website/ezone
- Dublin Chamber of Commerce ezine
- Accenture candidate toolkit launched on website, July
- Meeting with UN High Commissioner for Refugees, July
- Issue of six-month figures, June
- Ad in Irish Times Diversity and Inclusion supplement, October

Financial Statements

for the financial year ended 31 December 2020

The financial year began in the end of March 2020 when the Open Doors Initiative went out as a stand-alone CLG, Not for Profit.

As it was only nine months of figures, there is less detail included than will be the norm in subsequent years.

The first year of trading shows good solvency and a reserve build up which will buffer the organisation should funding be impacted in anyway.

The accounts were prepared by Icon Accounting and audited by Donal Ryan and Associates, to whom we are very grateful for their careful scrutiny and assistance with all financial matters.

We are grateful to all our members for contributing their annual fees to the core costs and running of the projects and other work. We are also very grateful to our funders - the Department of Justice, the Department of Children, Equality, Disability, Integration and Youth, Diageo, AIB and Workday for their generous support.

Directors' Report

for the financial year ended 31 December 2020

The directors present their report and the audited financial statements for the financial year ended 31 December 2020.

Principal Activity and Review of the Business

The Open Doors Initiative will provide opportunities to some of the marginalised members of our society:

- Refugees, asylum seekers and non-native English speakers.
- Young people under 25 with educational barriers.
- People with a disability.

In Ireland today, these groups face higher barriers to employment than most others.

- There is a 70% unemployment rate among people with a disability.
- Since the summer of 2018 many of our refugees and asylum seekers have been given the right to work, but have been unable to access training and experience.

- The unemployment rate among our long-term unemployed under 25s is twice the national average.

The benefits of what we are doing will be two-fold we will open 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.

The Company is limited by guarantee not having a share capital.

There has been no significant change in these activities during the financial year ended 31 December 2020.

Financial Results

The surplus for the financial year amounted to €92,074.

At the end of the financial year, the company has assets of €250,671 and liabilities of €158,597. The net assets of the company are €92,074.

Directors and Secretary

The directors who served throughout the financial year were as follows:

Patrick Doyle
Oliver Loomes

The secretary who served throughout the financial year was Gerard Kiernan.

In accordance with the Constitution, the directors retire by rotation and, being eligible, offer themselves for re election.

Future Developments

The company plans to continue its present activities and current trading levels. Employees are kept as fully informed as practicable about developments within the business.

Post Balance Sheet Events

There have been no significant events affecting the company since the financial year-end.

Auditors

Donal Ryan & Associates, (Chartered Certified Accountants), were appointed auditors by the directors to fill the casual vacancy and they have expressed their willingness to continue in office in accordance with the provisions of section 383(2) of the Companies Act 2014.

Accounting Records

To ensure that adequate accounting records are kept in accordance with sections 281 to 285 of the Companies Act 2014, the directors have employed appropriately qualified accounting personnel and have maintained appropriate computerised accounting systems. The accounting records are located at the company's office at 27 Great Western Square, Dublin, Co. Dublin, D07 Y896.

Independent Auditor's Report

to the Members of The Open Doors Initiative

Report On The Audit Of The Financial Statements

Opinion

We have audited the financial statements of The Open Doors Initiative ('the company') for the financial year ended 31 December 2020 which comprise the Income and Expenditure Account, the Balance Sheet, the Reconciliation of Members' Funds, the Cash Flow Statement and notes to the financial statements, including the summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish Law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", issued in the United Kingdom by the Financial Reporting Council, applying Section 1A of that Standard.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 31 December 2020 and of its surplus for the financial year then ended;
- have been properly prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", applying Section 1A of that Standard; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis For Opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are described below in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and the Provisions Available for Audits of Small Entities, in the circumstances set out in note 4 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions Relating To Going Concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified

any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other Information

The directors are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our Auditor's Report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions On Other Matters Prescribed By The Companies Act 2014

In our opinion, based solely on the work undertaken in the course of the audit, we report that

- the information given in the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' Report has been prepared in accordance with the Companies Act 2014.

We have obtained all the information and explanations which, to the best of our knowledge and belief, are necessary for the purposes of our audit.

In our opinion the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited. In our opinion the financial statements are in agreement with the accounting records.

Matters On Which We Are Required To Report By Exception

Based on the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified any material misstatements in the Directors' Report. The Companies Act 2014 requires us to report to you if, in our opinion, the disclosures of directors' remuneration and transactions required by sections 305 to 312 of the Act, which relate to disclosures of directors' remuneration and transactions are not complied with by the company. We have nothing to report in this regard.

Respective Responsibilities**Responsibilities Of Directors For The Financial Statements**

As explained more fully in the Directors' Responsibilities Statement, the directors are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, if applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the company or to cease operation, or has no realistic alternative but to do so.

Auditor's Responsibilities For The Audit Of The Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditor's Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is contained in the appendix to this report, located at page 9, which is to be read as an integral part of our report.

The Purpose Of Our Audit Work And To Whom We Owe Our Responsibilities

Our report is made solely to the company's members, as a body, in accordance with section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the

company's members those matters we are required to state to them in an Auditor's Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume any responsibility to anyone other than the company and the company's members, as a body, for our audit work, for this report, or for the opinions we have formed.

Donal Ryan FCCA AITI for and on behalf of

DONAL RYAN & ASSOCIATES

Chartered Certified Accountants and Statutory Auditor
 32 Manor Street
 Dublin 7
 Republic of Ireland

Income and Expenditure Account

for the financial year ended 31 December 2020

	Notes	2020 €
Income		208,575
Expenditure		(116,501)
Surplus before tax		92,074
Tax on surplus		
Surplus for the financial year		92,074
Total comprehensive income		92,074

Balance Sheet

as at 31 December 2020

	Notes	2020 €
Current Assets		
Debtors	7	10,000
Cash and cash equivalents		240,671
		<u>250,671</u>
Creditors: Amounts falling due within one year	8	(158,597)
Net Current Assets		<u>92,074</u>
Total Assets less Current Liabilities		<u>92,074</u>
Reserves		
Income and expenditure account		<u>92,074</u>
Equity attributable to owners of the company		<u>92,074</u>

The financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", applying Section 1A of that Standard.

Supplementary Information Relating To The Financial Statements

Schedule 1 : Overhead Expenses

for the financial year ended 31 December 2020

	2020 €
Administration Expenses	
Wages and salaries	67,474
Employee Pension Contributions	13,500
Employer's PRSI Contribution	7,456
Insurance	906
Printing, postage and stationery	301
Advertising	341
Telephone	411
Computer costs	15,795
Travelling and expenses	1,330
Consulting & Accounting	6,427
General expenses	1,330
Gifts	370
Auditor's remuneration	881
	<hr/>
	116,501

Governance

The Open Doors Initiative has a robust Governance structure and is supported by CEOs and Directors from a number of the member companies.

Leadership Advisory Board

Company Directors

- Chair - Oliver Loomes 18/09/2018 (Diageo, CEO Ireland)
- Secretary - Gerard Kiernan 18/09/2018 (Icon Accounting, CEO)
- Patrick Doyle 18/09/2018 (eFrontiers, Director)

Members

- Alistair Blair 18/09/2018 (Accenture CEO)
- Siobhan O'Shea 18/09/2018 (CPL Director)
- Ian Anderson 18/09/2018 (Momentum CEO)
- Professor David Fitzpatrick 18/09/2018 (TUD President)
- Will Cronin 18/09/2018 (AIB) term ended
- Geraldine Casey 18 /09/2020 (AIB Head of People)
- Giles Barrett 01/11/2020 (AIB Head of Wellness)
- Julie Ennis 19/03/2020 (Sodexo CEO Ireland and UK)
- Veronique Rodriguez Cabezas 19/03/2020 (Lifera, CEO Ireland)

Date of Meetings

- 27th January 2020
- 7th September 2020
- 7th December 2020

Leadership Advisory Board Updates:

- April
- May
- June
- July
- August
- September
- Oct
- Nov
- Dec

Employees:

- Jeanne McDonagh, CEO
- Siobhan Sweeney, Director of Development (joined February 2020 on secondment from AIB)
- Christabelle Feeney, Director, Employers for Change (joined November 2020)

Kind assistance given by:

- Eugene Banks
- Brian Dalton BL
- Ross Flanagan
- Alan Hatton
- Jenna Molloy-Clark
- Patrick Sweeney
- Sharleen Sweeney

Company Number 665789

Auditors Donal Ryan and Co, Auditors





“

This Open Doors Initiative was very helpful in building my self-confidence, interview skills and getting ready for the Irish working world.

”

Jacqueline Nabbumba
ODI Participant

Funding

A sincere thank you to all our funders and supporters for various initiatives, without whom we could not carry out our work.



With Thanks to Valued Supporters of Events and Projects

- Accenture
- AIB
- Dalata Hotel Group
- Diageo
- FUEL
- Wilson Hartnell

Our Members





Our Supporting Partners



