



**1. [Business in the Community Ireland](#) run the EPIC
Programme: Employment and Integration Training**

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| Identification of the initiative/programme | The EPIC programme | | |
| Promoter(s) | Business in the Community Ireland | | |
| Website | www.bitc.ie | | |
| Country | IRELAND | | |
| Active | YES | Is the resource available? | |
| Language (s) | English | Online Training Programme | Access or application can be done online or at the Dublin office |
| Type of training | EPIC offers a FREE online employment and integration programme that can help migrants integrate into Irish society by overcoming some of the most common barriers when looking for work or education such as: lack of Irish work experience, interview preparation, understanding of the Irish standards when preparing CV and Cover Letter. | | |
| Group(s) addressed | Asylum Seekers, Refugees and Migrants | | |
| Starting point | This Programme was developed to equip migrants or refugees with the basics required to attain employment in Ireland. Each country and culture has different ways of carrying out the job-seeking and hiring process. This programme introduces newcomers to Ireland the common ways, practices and standards used and expected by Human Resources departments in Ireland | | |
| Objectives | Please, indicate the objectives of the programme. | | |

Description

The programme covers many areas to help Migrants improve their skills and find work in Ireland.

Searching for work

- Advice on how to look for a job
- CV and cover letter writing techniques
- Interview preparation includes tips and advice from employers
- How to handle difficult interview questions
- Mock interviews
- Telephone skills for job interviews

Business support

- IT training in Microsoft Office Word and Excel
- LinkedIn skills training
- Workshops with HR representatives and companies
- Practice interviews
- Networking
- Company visits

Integration sessions

The aims of the information sessions are to help Migrants to network, understand the Irish system and integrate into Irish society. Topics covered include:

- Cultural Integration
- Indirect/Indirect communication
- How to access to healthcare
- How to access education
- Employment rights

One-to-one support with career counsellors

Our career counsellors provide one-to-one support sessions on the steps to take when seeking new employment or education. Their expertise and wide experience in career advice and job placement will help one on their journey. They may offer support with:

- CV and interview preparation

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| | <ul style="list-style-type: none"> • Psychometric testing (Aptitude test) • Interview coaching • Exploring your further education or employment options |
| Training/learning methodology applied | Please, indicate the pedagogical approach behind (collaborative, constructivist, etc.) |
| Competences developed | <p>Communication (Cultural integration)</p> <p>IT & Digital Skills</p> <p>Opportunity seeking skills</p> <p>→ Employment skills</p> |
| Structured learning/training topics covered | The EPIC programme is a FREE 6-week online training and education programme taught in English that helps one develop important skills, look for work and integrate into Irish society. |
| Results | The Migrants will have obtained the necessary skills to understand the way of work in Ireland and hopefully then will have a good foundation to go on and develop entrepreneurial skills |
| Challenges | What have been the main challenges of the programme? |
| Potential for PatENT project | How it is very important to have a good foundation and understanding of the systems in place in one's new country of residence. This will assist in the development of successful employment and potentially enterprises for migrants |
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2. The Start-up Entrepreneur Programme (STEP)

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| Identification of the initiative/programme | The Start-up Entrepreneur Programme (STEP) | | |
| Promoter(s) | The Irish Government | | |
| Website | https://www.irishimmigration.ie/coming-to-work-in-ireland/what-are-my-options-for-working-in-ireland/coming-to-work-for-more-than-90-days/start-up-entrepreneur-programme-step/#introduction | | |
| Country | IRELAND | | |
| Active | YES | Is the resource available? | |
| Language (s) | English | Business Incentive Programme | Application can be done online |
| Type of training | The purpose of the Start-up Entrepreneur Programme is to enable non-EEA nationals and their families who commit to a high potential start up business in Ireland to acquire a secure residency status in Ireland. | | |
| Group(s) addressed | non-EEA national | | |
| Starting point | The Programme was established by the Irish Government in 2012 to stimulate productive investment in Ireland and to offer residency in Ireland with its associated advantages to dynamic business professionals with a proven record of success. | | |
| Objectives | To give stability and residency to applicants and their families while simultaneously stimulating the Irish economy and resulting in employment for the skilled Irish workforce | | |
| Description | <p>The Start-up companies will benefit from Ireland's Corporate tax Regime</p> <ul style="list-style-type: none"> • Corporate tax rate of 12.5% for active business. • 25% Research & Development (R&D) Tax Credit which may be refundable over a three year period. • An Intellectual Property (IP) regime which provides a tax write-off for broadly defined IP acquisitions. | | |

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| | <ul style="list-style-type: none"> • An attractive holding company regime, including participation exemption from capital gains tax on the disposal of shares in subsidiaries. • An effective zero tax rate for foreign dividends (12.5% tax rate on qualifying foreign dividends, with flexible onshore pooling of foreign tax credits). • An EU-approved stable tax regime with access to extensive treaty network and EU Directives. • Generous domestic law withholding tax exemptions. <p>Successful applicants and their nominated family members will be granted residence in Ireland for two years which will be renewable for a further three years. After 5 years residence, participants under the programme will be eligible for long term residence in the State. Where required the applicant will be granted a multiple entry visa for Ireland for the same duration. This will allow successful candidates to reside in Ireland and to travel freely to Ireland for the duration of the permission.</p> |
| Training/learning methodology applied | Please, indicate the pedagogical approach behind (collaborative, constructivist, etc.) |
| Competences developed | Business Development Opportunities within an open market for their HSPU – High Potential Start-Ups |
| Structured learning/training topics covered | - The Start-up Entrepreneur Programme (STEP) provides that migrants with a proposal for a high potential start-up in the innovation economy and funding of €50,000 can be given residency in the Irish State for the purposes of developing their business. No initial job creation targets will be set as it is recognised that such businesses can take some time to get off the ground. |
| Results | <ul style="list-style-type: none"> • The Non EEA applicants will be given the opportunity to develop and grow their business. With benefits mentioned above. • The applicants will be legally entitled to a safe and secure residency in Ireland • Ireland will be the home to the development of a new or innovative product or service to international markets. |
| Challenges | They must have proof of at least €50,000 funding when applying for the programme |

Potential for PatENT project

Ireland is probably the most open economy in the developed world. Being open means Ireland benefits from the boom in world trade; equally it means it must adapt quickly to changing market conditions. Foreign Direct Investment (FDI) is not new to Ireland. The national drive to encourage overseas companies to locate here began back in the middle of the 20th century. Today, success is measured by Ireland's continuing ability to attract cutting-edge Foreign Direct Investment as US, European and Asia-Pacific countries demonstrate their growing confidence in locating their overseas business here. Almost 1,000 companies – including many of the best-known world brands – have placed Ireland at the hub of their European networks because of the combination of winning factors Ireland offers. Overseas business and entrepreneurs from abroad find a welcome home in Ireland.

This programme and associated supports should assist in the development of successful enterprises for migrants

3. ESF+ 2021-2027:Employment, Inclusion, Skills & Training ('EIST') Programme

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| Identification of the initiative/programme | Employment, Inclusion, Skills & Training ('EIST') Programme | | |
| Promoter(s) | The Irish Government | | |
| Website | gov.ie - AMIF and ESF Funding (www.gov.ie) | | |
| Country | IRELAND | | |
| Active | YES | Is the resource available? | |
| Language (s) | English | Online Training Programme | Access or application can be done online or at the Dublin office |
| Type of training | <p>EIST contains five Priorities which were developed in line with the European Pillar of Social Rights, EU and national policy, and a stakeholder consultation process.</p> <p>Priority 1 – Employment: Support labour market training and activation measures for all job seekers with a particular focus on younger workers, the long-term unemployed and those underrepresented in the labour market, including people with a disability.</p> <p>Priority 2 – Skills and Lifelong Learning: Support increased access to inclusive education and training at all levels including through the enhanced provision of adult education and targeted support for learners from disadvantaged groups. Promote lifelong learning through support for upskilling and reskilling programmes in key sectors of the economy.</p> <p>Priority 3 – Social Inclusion: Provide targeted support for individuals at higher risk of social exclusion, to facilitate their active participation in society and improve employability. Support actions designed to further the personal and social development</p> | | |

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| | <p>of those at risk of poverty or social exclusion, in particular young people and children.</p> <p>Priority 4 – Social Innovation: Support social innovation and social experimentation measures including the development and testing of new ideas, approaches and policies designed to address this challenge. It will also support the scaling up of approaches tested on a smaller scale or in a different context. The overall aim is to develop new approaches to the challenges faced by disadvantaged groups and to develop the social innovation ecosystem in Ireland</p> <p>Priority 5 – Assistance to the Most Deprived: help people take their first steps out of poverty by addressing their most basic needs i.e. food and basic materials for personal use.</p> |
| Group(s) addressed | <ul style="list-style-type: none"> • Unemployed • Disadvantaged/deprived / socially excluded • Youth • Social innovators • migrants |
| Starting point | <p>The Employment, Inclusion, Skills and Training Programme, (EIST), is Ireland’s ESF+ programme for the 2021 to 2027 period. It was formally approved by the European Commission in October 2022 and approved by the Government of Ireland in November 2022. The Programme involves a total investment of over €1.08 billion; €508 million from the EU and €573 million from the Government of Ireland</p> |
| Objectives | <p>To give equal opportunities to the groups addressed in line with the European Pillar of Social Rights, EU and national policy</p> <ul style="list-style-type: none"> • Access to employment • Skills and lifelong learning for all • Tackling poverty and social exclusion • Social innovation • Food and basic material assistance to the most deprived |

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| Description | Under the EIST programme there are several organisations around Ireland that have secured funding to meet one or several of the priorities. |
| Training/learning methodology applied | Please, indicate the pedagogical approach behind (collaborative, constructivist, etc.) |
| Competences developed | Competences developed vary from one priority to the next but include: <ul style="list-style-type: none"> • Employment and jobseeking skills • Soft skills development • Active community participation • Social innovation and social experimentation |
| Structured learning/training topics covered | - EIST aims to provide support to organisations involved in social innovation with a view to fostering social inclusion |
| Results | EIST aims to support over 340,000 people across the country through the range of courses, schemes and projects it will fund. |
| Challenges | Organisations seeking funding must complete a comprehensive application form |
| Potential for PatENT project | Several of the programmes and initiatives that the EIST programme will fund will provide migrants and others with the skills and tools they need to enhance their lives and career opportunities. One example is Home - Empower |