



KERRY COUNTY
DEVELOPMENT BOARD
BORD FORBARTHA CHONTAE CHIARRAÍ



Kerry Integration Strategy - Extension 2013 - 2014
Straitéis Imeachtha Chiarraí - Síneadh 2013 - 2014

Part A: Interagency Plan
Cuid A: Plean Idirghníomhaireachta

Welcome to Kerry

Fáilte Romhat go Ciarraí



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Introduction

Kerry Integration Strategy (2010-2012) was developed through an extensive consultation process with stakeholders and the Immigrant Community of the County in response to the National Action Plan Against Racism recommendations. Kerry County Development Board, through its Social Inclusion Measures Committee, established the Integration Task Group which has enjoyed the full participation of the main statutory agencies, Community and Voluntary Sector and the Local Development Companies with support from Kerry County Council Community and Enterprise Director and staff.

The Kerry Integration Strategy was a very ambitious one, and has been successful in a number of fronts, not least in its work of raising awareness of the issues and supporting member bodies in developing targeted supports for immigrants in the county. Moreover, it has facilitated those of us involved in its implementation to learn from each other and it has kept the topic of integration alive and on the agenda.

On reaching the end of its life span in December 2012, while there was much to hand in achievements there remained many unfulfilled albeit ambitious targets. The downturn in the economy has seen the budgets of the main bodies tasked with implementation, shrink or disappear altogether indeed the funding the task group had received from the Office of the Minister for Integration through the diligence of Noreen O'Connor and Anne Marie Fitzgerald has also dried up in the

past two years. So we have had to cut our cloth according to our measure and we decided to extend the timeframe of the strategy by 2 years to the end of 2014, keeping as our focus interagency work which is measurable and achievable in that timeframe.

It is my earnest hope that by the time this term has elapsed that the country's period of austerity will have ended and a more ambitious strategy can again be developed.

The future of the Task group, SIM and the County Development Board is also in doubt; however as Chairperson I would like to think that our work has made a difference. My participation in leading the drawing up and implementation of Kerry Integration Strategy had enriched me personally and opened my eyes and mind to the contribution immigrants make to this great county as well as their needs.

Let us hope that by putting this Kerry Integration Strategy 2013-2014 in place that it will serve as a goal to be achieved and work in progress and something to improve upon for whatever new structures emerge in the coming years.

Maura Walsh

Chairperson, Integration Implementation Group

Réamhrá

Forbraíodh Straitéis Imeasctha Chiarraí tar éis próiseas comhairliúcháin fairsing le páirtithe leasmhara agus le Pobal Inimirceach an Chontae, mar fhreagairt ar mholtaí an Phlean Gníomhaíochta Náisiúnta i gCoinne an Chiníochais. Bhunaigh Bord Forbartha Chontae Chiarraí trí mheán Choiste na mBeart le haghaidh Imchúisiú Sóisialta, an Tascghrúpa Imeasctha, grúpa a bhain leas iomlán as páirtíocht na bpríomh ghníomhaireachtaí dleathacha, na hEarnálacha Pobail agus Deonacha agus na Comhlachtaí Forbartha Áitiúla le tacaíocht ó stiúrthóir agus foireann na Roinne Pobail agus Fiontair.

Cé go mba straitéis uailmhianach ó thús é Straitéis Imeasctha Chiarraí fós baineadh an-chuid amach, tháinig ardú mór ar fheasacht an phobail faoi cheistanna a bhaineann leis an imeascadh, tugadh cabhair leis do na heagraíochtaí a bhí ag plé leis chun tacaíochtaí sprioctha d'inimircigh a fhorbairt sa chontae. Thairis sin ba mhór an chabhair é dúinne a bhí páirteach ina chur i bhfeidhm chun foghlaim ó chéile agus chinntigh leis sé go mbeadh an t-Imeascadh beo mar ábhar agus fós ar an gclár oibre.

Ar theacht go deireadh tréimhse an phlean cé go raibh an-chuid bainte amach bhí fós spriocanna, dá uailmhianaí iad nach raibh buailte. Leis an gcúlú eacnamaíochta tá buiséid na n-eagraíochtaí ba mhó a bhí á chur i bhfeidhm craptha go mór nó imithe ar fad, ar ndóigh le dhá bhliain anuas tá deireadh tagtha ar fad leis an maoiniú a bhí á fháil ó Oifig an Aire d'Imeasctha trí obair dhúthrachtach Nóirín Ní Chonchúir agus Áine Máire Nic Gearailt. Ní raibh de

rogha againn mar sin ach fuineadh de réir na mine agus bheartaíomar síneadh ama dhá bhliain a chur leis an straitéis go dtí deireadh 2014 agus ár n-aird a choimeád dírithe ar obair idirghníomhaíochta ar féidir í a thomhas agus a chur i gcrích taobh istigh den bhfráma ama sin.

Táim fíordhóchasach go mbeidh an tréimhse déine sa tír seo thart roimh dheireadh an téarma seo agus go mbeifear ábalta straitéis ní b'uailmhianaí a fhorbairt arís.

Tá amhras ann leis faoi thodhchaí an Tascghrúpa, an SIM agus Bhord Forbartha an Chontae; táimse mar chathaoirleach den tuairim go bhfuil feabhas tagtha ar chúrsaí de bharr ár gcuid saothair. Measaim gur shaibhre mé go pearsanta de bharr mo pháirtíocht mar cheannaire ar dhearadh agus ar chur i bhfeidhm Straitéis Imeasctha Chiarraí agus gur chuir sé ar mo shúile dom ní amháin an méid a thugann inimircigh don tír iontach seo ach a gcuid riachtanas leis.

Bímis ag súil le go mbeidh Straitéis Imeasctha Chiarraí ina sprioc againn le dul ina threo agus gur rud é a d'fheadfaimis a bheith ag obair air agus a bheith á fheabhsú go dtí mbeidh struchtúir nua ann sna blianta amach romhainn.

Maura Walsh

Cathaoirleach, Grúpa um Fheidhmiú Imeasctha

Strategic Impact Area (SIA) 1: Education & Training

Réimse Tionchar Straitéiseach (SIA) 1: Oideachas agus Oiliúint

RESULT (The overall change you want to achieve)	ROUTE (How you may get there)	RESPONSIBLE (Who will get you there)
<p>Improved quality English language class provision</p> <p>Migrant children's education experience enhanced</p>	<ul style="list-style-type: none"> • The Integration Implementation Group (IIG) will support and promote the KETB countywide referral and assessment system as per KETB ESOL Policy • LDCs to target eligible Tús participants and work with KETB to deliver ESOL assessments to support progression • Develop a database of English language classes (formal/informal) available in county • Widen provision of informal/voluntary classes to compliment formal classes, to include Tús participants • Influence the National Implementation Body of the Tús Programme to include English language classes at LDC level for participants • Organise a workshop / seminar to identify ways to enhance education supports 	<p>KETB/IIG</p> <p>LDCs to lead. KETB to support.</p> <p>IIG/KETB</p> <p>KASI, TIRC & LDCs</p> <p>IRD to lead/LDCs</p> <p>KCCC to initiate</p>

Strategic Impact Area (SIA) 2: Information, Awareness Raising & Networking

Réimse Tionchar Straitéiseach (SIA) 2: Eolas, Cur le Feasacht agus Gréasáin

RESULT	ROUTE	RESPONSIBLE
<p>Increased participation in decision making, social and networking structures e.g. Kerry Migrants Forum in order to provide forum to voice issues & concerns</p>	<p>Support people to be involved in:</p> <ul style="list-style-type: none"> - the Kerry Migrant Forum - the Community and Voluntary Forum - the social & cultural life of Kerry (participate in major festivals, celebrations, local committees, etc) - Political Parties <p>Support the development of the Migrants Forum and migrant networks on the ground.</p> <p>Support Tús participants to engage in the Migrants' Forum</p> <p>Organise an annual event for Migrants (one NK one SK)</p> <p>Increase the number migrants registered to vote through</p> <ul style="list-style-type: none"> - encouraging voter registration - translating notices/application forms into different languages - work within networks to distribute information (KASI/TIRC/Migrant Forum, etc) - Providing Voter Awareness Training - e.g. on role of the European parliament, duties of MEPs, etc (Communication Europe Funding). - Organise other voter education programmes if funding is available. 	<p>LDCs to lead with CVF, TIRC & KASI</p> <p>LDCs to lead with CVF, TIRC & KASI</p> <p>LDCs</p> <p>Migrant Forum to lead with LDCs/TIRC/KASI/C&V/IIG</p> <p>KLA to lead with KASI/TIRC/LDCs</p> <p>IIG/LDCs</p> <p>IIG/LDCs</p>

Strategic Impact Area (SIA) 2: Information, Awareness Raising & Networking (contd.)

Réimse Tionchar Straitéiseach (SIA) 2: Eolas, Cur le Feasacht agus Gréasáin (ar lean)

RESULT (The overall change you want to achieve)	ROUTE (How you may get there)	RESPONSIBLE (Who will get you there)
Improved access to information	<p>Member agencies using 'plain English' in their publications - avail of the NALA tool kits (www.simplyput.ie)</p> <ul style="list-style-type: none"> • Build on the knowledge from the Migrant Forum information sessions to identify communication routes and gaps • Update the data base of ethnic groups /groups & agencies working with new communities/ migrants <p>Enhance web based access to information. For example develop an integration page/tab on appropriate websites e.g. www.countykerry.ie www.tralee.ie & www.killarney.ie www.kasi.ie & TIRC facebook page / identify appropriate website for integration information; include a link on the TIRC website & www.tralee.ie to www.traleewelcome.net</p> <ul style="list-style-type: none"> • Provide Drop-In service, outreach, targeted clinics & information sessions. All agencies to invite/promote KCIS local services (8 local centres in Kerry) 	<p>All Member Agencies</p> <p>Migrant forum, TIRC, KASI, KETB (& link with FRCs)</p> <p>Migrant Forum/LDCs/ C & V/IIG</p> <p>IIG</p> <p>KASI/TIRC/IIG</p> <p>KASI/TIRC/Gardaí/ KCIS/other member agencies as required</p>
Increased awareness of discrimination and of the benefits of diversity	<ul style="list-style-type: none"> • Develop and promote an anti- discrimination poster campaign for Kerry • Develop an audit of current human rights, diversity and intercultural training provided within state and community agencies. • Provide Human Rights, Diversity & Intercultural Training for IIG members and front line staff from member agencies • Influence the National Implementation Body of the Tús Programme to include Diversity & Intercultural Training for Tús Supervisors 	<p>IIG to lead</p> <p>IIG to lead</p> <p>IIG to lead</p> <p>IRD to lead/LDCs</p>

Strategic Impact Area (SIA) 3: Employment

Réimse Tionchar Straitéiseach (SIA) 3: Fostaíocht

RESULT	ROUTE	RESPONSIBLE
<p>Increased access to employment initiatives and participation by migrants in the labour force.</p>	<ul style="list-style-type: none"> • Promote understanding amongst employers of permits, employment status etc • Inform employers about the skills of migrants • Facilitate migrants to participate in employer days • Develop and circulate template to capture information on numbers of migrants accessing job seeker, career guidance support, training, start up and mentoring programmes & TUS programme to all relevant agencies 	<p>LDCs (through LES')</p> <p>LDCs (through LES')</p> <p>LDCs</p> <p>IIG</p>
<p>Improved awareness amongst migrants of employment rights and entitlements</p>	<ul style="list-style-type: none"> • Organise information events (one in each of the main 8 towns) to provide information on employment rights, entitlements and supports for migrant workers 	<p>LDC's to lead with other agencies participating e.g. KCIS</p>
<p>Increased opportunities for immigrants who want to start up their own business</p>	<ul style="list-style-type: none"> • Prompt / support the County Enterprise Board /LEADER to specifically target immigrants for enterprise training / development programmes /Back to Work Enterprise Allowance 	<p>KCEB, Local Development Companies (link in with DSP)</p>

Strategic Impact Area (SIA) 4: Access to basic public/private services

Réimse Tionchar Straitéiseach (SIA) 4: Teacht ar sheirbhísí bunúsacha poiblí/ príobháideachta

RESULT	ROUTE	RESPONSIBLE
Improved access to information on housing options for new communities	<ul style="list-style-type: none">Develop web based guide to accommodation/housing options in different languages & provide information through KCIS network & Drop-In Centres (KASI & TIRC).Collate data for migrants accessing social housing - e.g. waiting list - % migrants vs. Irish nationals, ratio of migrants v Irish % housed, etc	<p>KLA to lead with KASI/TIRC/KCIS to support training & information provision</p> <p>KLA</p>
Integration priorities mainstreamed within the planning processes of state / community agencies	<p>Incorporate integration & intercultural issues into Corporate & Strategic Plans when new plans being developed</p>	<p>All agencies</p>

Glossary of Terms

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- Asylum Seeker:** A person who seeks to be recognised as a refugee by Ireland's Department of Justice, Equality & Defence under the 1951 Geneva Convention.
- Direct Provision:** Support system for asylum seekers where all accommodation costs, together with cost of meals and snacks, heat, laundry and maintenance are paid directly by the State. Asylum Seekers in receipt of direct provision do not have a right to work and are currently in receipt of an allowance of €19.10 per adult and €9.60 per child per week.
- Discrimination:** Unfair treatment of a person or group based on prejudice, bias, favouritism, bigotry, intolerance.
- Ethnicity:** Shared characteristics amongst a group of individuals based on common geography, culture, language, religion, traditions and ancestry which contribute to a person's identity. Ethnic groups are not easy to define. People can, and usually do come from a number of different ethnic groups.
- Integration:** Integration is a long-term multi-dimensional and dynamic process starting from the moment of arrival in Ireland. It aims at ensuring respect for diversity and equal opportunities for the participation of all residents irrespective of culture or religious background, age, gender, disability or nationality. Integration takes place through the interaction of people and implies mutual understanding as well as shared rights and responsibility.
- Migrant Worker:** A person from another country who lives and works in Ireland and who is legally allowed to do so.
- Nationality:** The status of belonging to a particular nation by birth, origin or naturalisation.
- Racism:** A particular form of exclusion faced by minority ethnic groups based on the false belief that some 'races' are inherently superior to others because of their skin colour, nationality, ethnic or cultural background.
- Refugee:** A person who has been granted the legal right to stay in Ireland by the Department of Justice, Equality & Defence because they or their family who face serious threat if they returned to their own country.

List of Abbreviations

Liosta Giorrúchán

CVF	Community & Voluntary Forum	KCIS	Kerry Citizens' Information Service
DSP	Department of Social Protection	KETB	Kerry Education & Training Board
FRC	Family Resource Centres	KLA	Kerry Local Authorities
HSE	Health Service Executive	LAGS	Local Adult Guidance Service
IIG	Integration Implementation Group	LDC	Local Development Companies
IRD	Integrated Rural Development	LES	Local Employment Scheme
KASI	Killarney Asylum Seekers Initiative	NEKD	North & East Kerry Development Co.
KCCC	Kerry County Childcare Committee	SKDP	South Kerry Development Partnership
KCEB	Kerry County Enterprise Board	TIRC	Tralee International Resource Centre

Members of Integration Implementation Group

Baill Ghrúpa Feidhmithe Imeachta

Agency

HSE
Kerry Local Authorities
Kerry County Childcare Committee
An Garda Síochána
KETB
KASI
IRD Duhallow
TIRC
Kerry Community & Voluntary Forum
SKDP
NEKD
KCIS
Kerry County Council
Kerry County Council

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Tionscadal é seo de chuid Bord Forbartha Chontae Chiarraí a fuair
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Office of the Minister for Integration
Oifig an Aire Stail Lámhárdaíochta



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