

*Tusla NTRIS employment support scheme*

<b><u>Organisation(s):</u></b>	Child and Family Agency (TUSLA)	
<b><u>Country:</u></b>	Ireland	
<b><u>Contact:</u></b>	<a href="mailto:policy@esn-eu.org">policy@esn-eu.org</a>	
<b><u>Theme:</u></b> <i>Choose at least one option</i>	<input type="checkbox"/> Ageing & Care <input type="checkbox"/> Asylum & Migration <input type="checkbox"/> Young People <input type="checkbox"/> Support for Children & Families <input type="checkbox"/> Community Care <input type="checkbox"/> Integrated Care & Support <input type="checkbox"/> Co-Production <input type="checkbox"/> Disability <input type="checkbox"/> Housing & Homelessness <input type="checkbox"/> Artificial Intelligence <input type="checkbox"/> Digitalisation <input type="checkbox"/> Quality Care	<input checked="" type="checkbox"/> Labour Market Inclusion <input checked="" type="checkbox"/> Social Inclusion <input type="checkbox"/> Technology <input checked="" type="checkbox"/> Workforce and Leadership <input type="checkbox"/> Social Benefits <input type="checkbox"/> EU Funding <input type="checkbox"/> Social Service's Resilience <input type="checkbox"/> Mental Health <input type="checkbox"/> Person-Centred Care <input type="checkbox"/> Research & Use of Evidence <input type="checkbox"/> Management & Planning <input type="checkbox"/> Other, please specify:
<b><u>Principles of the European Pillar of Social Rights:</u></b> <i>Check the 20 principles here.</i>	<input checked="" type="checkbox"/> 1. Education, training, life-long learning <input type="checkbox"/> 2. Gender equality <input type="checkbox"/> 3. Equal opportunities <input checked="" type="checkbox"/> 4. Active support to employment <input type="checkbox"/> 5. Secure and adaptable employment <input type="checkbox"/> 6. Fair Wages <input type="checkbox"/> 7. Transparent employment conditions <input type="checkbox"/> 8. Social dialogue <input type="checkbox"/> 9. Work-life balance <input type="checkbox"/> 10. Healthy, safe work environment	<input type="checkbox"/> 11. Childcare and child support <input type="checkbox"/> 12. Social protection <input type="checkbox"/> 13. Unemployment benefits <input type="checkbox"/> 14. Minimum income <input type="checkbox"/> 15. Old age income and pensions <input type="checkbox"/> 16. Health care <input type="checkbox"/> 17. Inclusion of people with disabilities <input type="checkbox"/> 18. Long-term care <input type="checkbox"/> 19. Housing and assistance to homeless <input type="checkbox"/> 20. Access to essential services
<b><u>Current status of the practice:</u></b>	<input type="checkbox"/> Concept and Design Phase <input type="checkbox"/> Testing or pilot phase <input type="checkbox"/> Temporary practice that has terminated <input type="checkbox"/> Temporary practice that is ongoing and has a termination date <input checked="" type="checkbox"/> Established and ongoing practice <input type="checkbox"/> Scaling Up and Transformation Phase <input type="checkbox"/> Other (please specify)	
<b><u>Summary:</u></b> <i>Please summarise the practice in maximum 3 sentences. This will be the</i>	The Tusla NTRIS Employment Support Scheme has been established for students from the Traveller and Roma Communities who are undertaking academic courses that meet the requirement for employment in social work and social care with Tusla.	

<p><i>disclaimer of your project on our website.</i></p>	
<p><b><u>Context/ Social issues addressed</u></b>  <i>Please explain the problem you attempt to solve with your practice.</i></p>	<p>This is an extremely innovative and ambitious project that supports two of our most disadvantaged, socially isolated, excluded and racially discriminated ethnic communities in Ireland - Traveller and Roma. It is one of several projects within Tusla that responds to the actions outlined in the National Traveller and Roma Social Inclusion Strategy (NTRIS) - NTRIS II will be launched in 2025, and the Tusla Employment Support Scheme will feature prominently in this. NTRIS II expands upon previous efforts to include Travellers and Roma in Irish society. The focus of future delivery will be on equal access to education, employment, health and housing, effectively fighting racism and discrimination and promoting equal participation.</p> <p>Employing Traveller and Roma social workers and social care workers in both community and residential services in the Agency will hopefully build Traveller and Roma children, parents, and families' trust and engagement with Tusla Services and promote awareness, access, and participation in services for both of these communities.</p>
<p><b><u>Objectives:</u></b>  <i>Please provide a maximum of three objectives in bullet points.</i></p>	<ol style="list-style-type: none"> <li>1. To increase the number of Travellers and Roma people employed in Tusla</li> <li>2. To support those staff to reduce the negative perception of Tusla within their respective communities and, in doing so, increase more positive engagement of Traveller and Roma families in Tusla early intervention and family support services</li> <li>3. To improve the employment opportunities for Traveller and Roma students who frequently struggle to gain meaningful employment post-qualifying.</li> </ol>
<p><b><u>Activities:</u></b>  <i>Please describe the activities put in place to achieve the objectives (maximum 300 words).</i></p>	<p>The Employment Support Scheme provides invaluable work experience in Tusla for students while they complete their third level courses. Students are provided with six weeks work experience during the summer of their course. This is in their locality and is usually with our prevention and early intervention services in the community and the experience with Tusla services increases confidence, builds self-esteem and empowers students to complete their studies and become professionally qualified. The guaranteed employment contract post-qualifying is hugely reassuring for our students and encourages and promotes completion rates.</p>
<p><b><u>Outcomes:</u></b>  <i>Please explain what the results were/are so far and how you evaluated this.</i></p>	<p>Since the scheme's inception in 2021, we have received feedback from the students, line managers, and supervisors within Tusla, as well as access officers and programme directors in the colleges, who liaise with the students and support them.</p> <p>The feedback has been overwhelmingly positive. The students, where they have undertaken work placements, have gained invaluable experience and have been, for the most part, surprised by the broad range of work undertaken by the Agency that goes well beyond taking children into care. Three students completed their undergraduate social care degrees and subsequently successfully gained places on a master's in social work course. During their studies, they completed student placements in the Agency as part of their course requirements and paid work experience during the summer. Five students are employed in the organisation, three as social care workers in community and residential teams and two as social workers in the community. This has been fantastic for everyone involved, particularly the students. Watching their progression through the third level and securing a permanent position in the Child and Family Agency has been hugely satisfying. The remaining students are continuing to complete their respective courses. Two new students have joined the Scheme in 2024. The success of the Scheme has been recognised and acknowledged by the Department of Children, Equality, Disability, Integration and Youth, who have provided some funding in 2024 and have recommended increasing funding for the Scheme in the new National Traveller and Roma Social Inclusion Strategy.</p>

<p><b><u>Links to supporting documents:</u></b> <i>e.g. website or report of the practice</i></p>	<p><a href="https://www.tusla.ie/">https://www.tusla.ie/</a></p> <p><a href="https://eurydice.eacea.ec.europa.eu/news/ireland-supporting-traveller-and-roma-students-and-those-risk-educational-disadvantage">https://eurydice.eacea.ec.europa.eu/news/ireland-supporting-traveller-and-roma-students-and-those-risk-educational-disadvantage</a></p>
<p><b><u>Comments and tips</u></b> <i>i.e. for people willing to use your Practice</i></p>	<p>The importance of building relationships with 3<sup>rd</sup> level providers can't be emphasised enough, as they will have strong connections with their students and provide a pivotal support to them in identifying opportunities. Relationships with the students who are on the Scheme is equally important and it is great to go on the student journey with them and see them qualify and join the Agency as employees.</p>