

THE EMPLOYMENT AND YOUTH ACTIVATION CHARTER

Businesses have a central role in tackling the urgent issues of long-term unemployment and youth activation. One of the most important things we can do is to open up our workplaces to unemployed people and help develop the crucial link to the world of work.

The 'no experience-no job; no job-no experience' issue needs your attention urgently.

We know that long-term and youth unemployment profoundly damages people's ability to live stable and happy lives. There are thousands of people who we urgently need to help before unemployment leaves a permanent scar on their lives and communities. As employers, we must make the Live Register our first stop in the recruitment process. There is enormous untapped talent here – exhaust the Live Register first. Use your local Intreo office as a recruitment service to access this talent pool.

By signing this Charter, you are confirming your Company's Commitment to helping solve one of Ireland's biggest challenges on its road to recovery.

Within your recruitment policy and processes, guarantee that at least 50% of candidates to be considered for interview will be taken from the Live Register.

In addition to the above, and depending on the size and nature of your Company, we also ask you to commit to a selection of the following measures:

- **Promise to provide accredited pre-employment skills to unemployed people over the next 12 months to help them become job ready. This could be achieved in conjunction with other companies or as a sectoral commitment.**
- **Host / support a training event for unemployed people in your geographical area or your sector. This could offer CV writing, interview techniques, and job-readiness skills.**
- **Offer job placements / internships through schemes such as Jobbridge.**
- **Participate in your local DSP Job Clubs. For example, offer a 1 hour motivational talk or insights into starting your own business presentation at a Job Club.**
- **Work with local schools to offer students early insights into the world of work and the necessary skills to succeed.**
- **Facilitate a Job Sampling tour, including tours of your business, a showcase of your company and an overview of the type of attributes that you look for in a candidate.**
- **Attend a DSP/Intreo Regional Workshop, to maximise your understanding of the range of employer supports available to you... or invite them to come to you!**

On behalf of (company name)
I confirm our commitment to this Charter.

CEO / MD Signature:

Date: