



Action: 6 **Develop a multi-agency awareness-training programme on Cultural Diversity to be offered to Employers and Community-based Organisations in Fingal.**

Rationale Legislative requirements place an onus on agencies to undertake this type of training both as employers and service providers.
Those agencies who have contact with the private sector can offer this type of training.
There is an emerging view that community groups could benefit from this type of training.

Roles of Contributing Partners					
	€ Finance	☺ Co-ordinate	⌚ Implement	📄 Integrate into Plans	💬 Comment and Observe
FDB		√			
BAP	√		√	√	
COF	√		√	√	
RDL	√		√	√	
FCC	√		√	√	
ITB	√		√	√	
FCVF			√	√	√
HSE	√		√	√	

Key Steps Convene a seminar involving HR Managers and Service Managers who have a lot of contact with this client group.
Leading into the seminar design a generic training programme in conjunction with National Advisory body - NCCRI.
Support HR functions within the various organisations to tailor this programme.
Monitor the extent to which the training is rolled out and integrate into induction training for new staff.
Convene a conference, supported by a PR campaign, which highlights the successes of the programme.

Timeframe	2006				2007				2008			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Pre-Planning	√	√	√									
Implementation				√	√	√	√	√	√	√		
Evaluation				√				√				√

Indicators	Process	Administrative	Global
	Design of the Training Programme by relevant agencies.	Roll out of the training programme to 50% of the relevant staff.	Higher levels of customer satisfaction with access to services.

Commitment to Costs Each contributing partner to set as top priority in existing HR budgets.