



SKILLS. TALENT AND EMPOWERMENT THROUGH PATHWAYS



STEP connects skilled refugees and displaced persons with employers in Ireland, Italy, and Spain.

STEP is an **employer-led labour mobility scheme** which aims to address labour market shortages.

FAQS

WHICH TYPE OF PERMIT AND VISA ARE WE USING?

In Ireland, the favoured pathway is the Critical Skills Employment Permit or General employment Permit. After the permit has been obtained, the candidate will apply for an Entry Visa (Long Stay D) to travel to Ireland, and register for an Irish Residence Permit following arrival. STEP will provide guidance and assistance throughout the entire process to the candidate and employer. Once all immigration processes have concluded, the candidate will be able to reside and work in Ireland.

HOW LONG DOES IT TAKE?

The sourcing and recruitment phase can take up to three months. The recruitment process is employer-led so timescales can vary according to the selection process. To date the permit and visa application processes have taken between 1.5 and 3 months.

SUPPORT PROVIDED BY STEP

STEP provides access to a new talent pool. We support the employer to find candidates with the right skills for their business whilst providing supports to the candidate and employer throughout the process. The project provides the employer with the following tailored supports:

- ✓ Access to a database of **120K+ candidates**.
- ✓ **Job matching** and recruitment.
- ✓ Support with **permit and visa applications**.
- ✓ **Pre-departure training** and orientation.
- ✓ **Post-arrival orientation** and support.
- ✓ **Monitoring** of the matching and follow up.

In partnership with:



FRAGOMEN



Funded by
the European Union

How the process works

JOB VACANCY & SOURCING



Employer shares a job description. STEP provides a shortlist of suitable candidates. STEP facilitates remote recruitment process (e.g. video interview, written tests).

INFORMED DECISION



Employer issues a job offer to their preferred candidate. STEP supports the candidate in making an informed decision. Candidate accepts and employment contracts are signed.

IMMIGRATION



STEP works with employer and our preferred immigration partners at Fragomen (or the employer's preferred immigration partner if they have one) to prepare the employment permit and Long Stay D entry visa application. STEP monitors to ensure a smooth immigration process.

PRE-DEPARTURE



STEP helps the employer to prepare for the arrival of their new employee. STEP provides pre-departure training and orientation for employee and employer. STEP assists with the relocation process.

POST-ARRIVAL



STEP offers post-arrival training to the candidate and can support the employer with integration needs. Employer provides one month of temporary accommodation STEP provides support via regular check-ins with employee and employer.

EMPLOYER COSTS

The employer is required to cover the following:

- ✓ **Permit and visa-related costs**
- ✓ **Travel costs**
- ✓ **Housing costs (1 month)**
- ✓ **Minimum remuneration as required by Irish employment permit legislation**

STEP creates a **win-win** scenario, whereby skilled professionals and their families are lifted out of displacement to a **secure future**, whilst employers **address their skills shortages** and **promote diversity and inclusion** in their workforce.

CONTACT

Through STEP we provide employers with access to a large international talent pool in a competitive global market.

Are you ready to join STEP to find new employees?

E-mail:

tstephenson@talentbeyondboundaries.org