

## **BUSINESS & PROFESSIONAL WOMEN TOGETHER (BPWT)**

### **A Programme of Collaboration between Irish and Ukrainian Business & Professional Women Living in Galway**

#### **1. Background:**

Following the start of the conflict in Ukraine, BPW Europe (part of the Global NGO *Business & Professional Woman*) encouraged all BPW clubs in Europe to develop projects to assist Ukrainian refugees in their local areas. BPW Ireland responded by requesting its clubs to do likewise.

BPW Galway responded by developing a programme of collaboration with its Ukrainian peer group.

#### **2. Vision:**

BPW Galway's mission is to *Share, Educate and Have a Voice* and the vision of the *Business & Professional Women Together (BPWT)* programme, established by BPW Galway in January 2023, is:-

**“to assist Ukrainian business & professional women living in Galway to fulfill their wishes to set up businesses and work in their professions in Ireland”**

#### **3. 2023 BPWT Programme Outline:**

##### **January 2023 BPWT Programme Development Meetings**

*Objective:* To outline & scope a potential programme of collaboration and assistance, share ideas on how best to identify and organise the required assistance and to make initial contacts with potential Ukrainian peers

##### **February 2023 BPW Social Event with Ukrainian Group Coordinators**

*Objective:* To engage directly with small group of Ukrainian peers to get to know them and introduce them to the wider BPW Galway membership in an informal and social setting and to share ideas in relation to areas of mutual interest and potential collaborations.

##### **March 2023 Networking Event & Introductory Seminar**

*Objective:*

*(a) Networking:* Provide a social setting in which a large group of peers (25 women each from Ukraine and Galway) could engage informally over coffee for 15 – 30 minutes to meet and get to know one another and

*(b) Introductory Seminar:*

Following a presentation on the background and vision of the *BPWT* Programme, 5 women each from Ukraine and Galway speak individually and briefly to the assembled audience about their work and family histories and their career objectives & skill sets and potential areas of collaboration and assistance.

The final part of the seminar includes a question and answer session focused on *where we go from here* and a formal summing up of areas for further exploration followed by a closing networking session.

#### **April 2023 *BPWT* Programme Development Meetings**

Objective: Ukraine & Galway group leaderships to meet and agree a detailed programme of events and related agendas

#### **May 2023 Focused Seminar:**

*Objective:* To provide expert speakers to make presentations to an assembled audience of up to 50 Ukrainian and Irish women on 2 areas of mutual interest (eg how to set up a business or professional practice in Ireland covering matters such as market research, preparing a business plan, legal structure & issues and employment regulations etc) including networking opportunities over coffee

#### **June, July and August 2023 English Language Practice Sessions:**

Objective: Regular *One-to-One* and *Group* English Speaking Sessions for Ukrainian women who have a good knowledge of English but who are currently hesitant to speak (NB language acquisition at beginner level is outside the scope of this programme)

#### **September 2023 Focused Seminar and English Language Practice Sessions**

Objective:

(a) Seminar: To provide expert speakers to make presentations to an assembled audience of up to 50 Ukrainian and Irish women on 2 areas of mutual interest (eg providing information on state aids & grants, banking & loan facilities, enterprise agencies and how to access them including networking opportunities over coffee

(b) Language Practice Sessions (as before)

#### **October 2023 *BPWT* Programme Development Meetings & English Language Practice Sessions (as before)**

#### **November 2023 Focused Seminar:**

*Objective:* To provide expert speakers to make presentations to an assembled audience of up to 50 Ukrainian and Irish women on 2 areas of mutual interest (eg providing information on regulatory requirements (recognition of qualifications, garda vetting process etc) for Ukrainian citizens working in Ireland and in specific sectors (education, health, child care, beauty etc)

#### **December 2023 BPWT Programme Review and Social Event**

*Objective:*

- (a) *Programme Review:* To assess the value and achievements of the Programme and to consider if further actions and /or activities would be beneficial
- (b) *Social Event:* To provide an informal and social setting to celebrate achievements to date with the larger group of Ukrainian and Irish women and to an informal networking opportunity to share ideas about needs and potential future collaborations

#### **4. Funding and Resourcing of the 2023 BPWT Programme**

BPW Galway is a not-for-profit organisation and relies wholly on membership fees to fund its activities and the Ukrainian women in Galway are refugees and largely dependent at present on state supports. As such, neither group is in a position to fund the *BPWT* Programme.

##### **A Resourcing:**

The input to this Programme of BPW Galway members and of Ukrainian participants is being contributed on a volunteer basis at no cost to the project.

##### **B Costs:**

###### **(a) Seminars:**

The cost of room hire for each Seminar with up to 50 participants (including audio visuals, coffees & water, documentation and Covid masks & sanitizers) is €575.

The total estimated cost for 4 seminars (March, May, September and November) amounts to €2300.

###### **(b) Speakers:**

It is difficult to estimate the cost of attracting expert speakers and even more so when we cannot as yet identify the exact topics and speakers we will need. At a maximum, an honorarium of €500 per

speaker will be required. On this basis, two speakers at each seminar would amount to a total cost of €4000. We will endeavour to source speakers happy to give of their time and expertise for less.

**(c) English Language Speaking Practice:**

- One-to-One: This is the best way of encouraging regular speaking of English by individuals, particularly at the beginning of the programme. It is envisaged that One-to-One sessions conducted by volunteers will take place over coffee & a scone in a quiet part of a hotel or café for a period of 30 minutes and that numbers will be limited to 10 Ukrainians together with an Irish 'buddy' each. In this way the overall cost will be kept to a maximum of €20 per session. Total costs would amount to €1000 if sessions were held once per month in June-October. If sessions were held each fortnight the total cost would be €2000 and weekly sessions would cost a total of €4000.
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- Group Circle Sessions: This is a good approach when pupils have gained some fluency. It is envisaged that these sessions would be held once per month from June to October. Room Hire for one hour per month for 20 participants with coffees would cost €150 per month or a total of €750 for the 5 months,

**(d) Programme Development & Review Meetings:**

These meetings involve volunteers and will be arranged at no cost to the project.

**(e) Social Events:**

Two social events are envisaged (February and December). The February event was incorporated into a BPW Galway Supper where two Ukrainian Coordinators were invited to join in this annual event as guests. The total cost of their tickets was €110.

The December event is envisaged as being incorporated into a similar BPW Galway event and it is envisaged that up to 10 Ukrainian women, who are participating in the leadership of the BPWT Programme, will be invited as guests. The total cost would amount to €600.

**(f) Rural Provision:**

Ukrainian women living in rural Ireland may need additional and specific supports eg outside of the city, it is probably very difficult to source specific supplies & services for business development. This element of the programme has not yet been developed and is difficult to assess at the outset. However a provision of €3000 in these regards would be useful.

**(g) Total Cost Estimate - €15,000**

**C Funding:**

In order to implement this detailed BPWT programme for 2023, it is intended that approaches will be made to various bodies to assist with funding and/or resourcing.

NOTES:

- While much of the information being made available at the focused seminars is perhaps available on line, it is important to note that persons skilled in accessing, understanding and communicating it, are vital to interpret and explain the content to Ukrainian women unfamiliar with the business environment in Ireland. Expert speakers and BPW Galway bring these skills to the table.
- Conversational Speaking circles where like-minded Ukrainian and Irish business women meet to exchange cultural and business information are an important element of the *BPWT* Programme. These speaking circles can be most helpful in expanding the spoken English proficiency of Ukrainian women who have some English language skills but not enough to be comfortable in a business transaction in a new country.

*BPWT* Programme 2023.