

EmployAbility

Empowering People, Supporting Business



An Roinn Coimírce Sóisialaí
Department of Social Protection

Employers Pack





Contents



Welcome note from EmployAbility Limerick Coordinator	2
About EmployAbility	3
What We Do	4
What Can We Offer Your Company?	6
Employer Incentives	8
Testimonials	10
Client Testimonials	13
Practical Approach - Steps of Engaging with Us	15
Contact Us	16





Welcome note from EmployAbility Limerick Coordinator

Dear Employer,

Welcome to our Employer information pack!

Employability Limerick are building disability confidence within businesses throughout limerick city and county since 2004. Funded through the Department of Social Protection, we continuously work to break down barriers and help raise the employment rates for people with an illness, injury, health condition and / or a disability, but we can't do it alone – we need businesses like you!

The supported employment model uses a partnership strategy to enable people with disabilities to achieve sustainable long-term employment and businesses to employ valuable workers; through partnership with employers, we help address the barriers to employment and improve the pathways to work for people with a disability.

We know that traditional recruitment techniques can be often rigid and formal interviews can also be challenging for some of our clients, so we encourage an alternative way of assessing a persons skill and ability to do the job and in our experience, employers are increasingly recognising the value of “working

interviews”. This process allows individuals to demonstrate their skills in the workplace and allow the employer to gather the sort of evidence that a formal interview seeks to capture. This is one example of how the talent acquisition and interview process can be adopted easily by any company no matter what the size of your business.

This employer pack is designed to encourage employers to think differently about how they recruit and to remind businesses that EmployAbility Limerick are here to support and encourage them in the process and to make things easier! The pack will also provide an in-depth overview of what our service provides, ways to work with us, benefits of hiring a person through our service as well as giving you a look at some of our success stories.

I hope it will give you an insight into inclusive hiring practices, along with all the information you need to start thinking a little different about how you recruit.

I look forward to working with you in the future,

Ursula Mackenzie
Project Coordinator

About EmployAbility

Our goal at EmployAbility Limerick is to assist and support our clients who have an injury, illness, health condition or a disability in returning to work and maintaining employment.

We do this through promoting diversity and inclusion and supporting employers to embrace more diversified workplaces, thus creating pathways for local, often underutilised talent to work with some of Limerick's most prominent employers.

We work in partnership with people and organisations who believe everyone who wants to work has the right to work.



Overview

- ▶ Well established service, operating since 2004
- ▶ Dedicated jobcoach support to jobseekers and employers
- ▶ We look for wide variety of roles for our clients - including part time, full time, from manual to specialist jobs
- ▶ We pre-screen our clients to ensure best fit for the employer needs and requirements
- ▶ We advise employers on schemes and financial supports available through the Dept of Social Protection (DSP)

What We Do

A lot of what we do is focused on **positive action.**

We support our clients to find competitive employment so they can achieve their potential at work.

We also want local businesses to be disability confident, so we work with companies like yours to explore alternative way of recruiting & onboarding talent.

Once you identify a role you wish to fill, we match your role to our clients and supply you with CVs and a profile of the candidates for you to review. Through this screening process we may suggest a working interview or work trial, in our experience this has been beneficial to both the employer and candidate and is seen as a very useful and often important step in determining suitability and fit for a role.

Our team will support you, the employer, through all the steps of this process and advise on any reasonable accommodations that the employee may need to succeed in the role.



We place candidates in a wide variety of sectors and industries as we deal with such a diverse range of skills and interests. We also facilitate training to upskill candidates who wish to work in new areas and where employers need a certain level of certification.

Please find below a range of sectors in which we have placed candidates.

Production

Maintenance

Carers

Catering

Administration

Sales / Retail

Security

IT

Hospitality



What can we offer your company?



Assistance in hiring candidates in a quick and hassle-free way.



Improved employee wellbeing and employer satisfaction.



Help you reach an untapped, motivated and diverse workforce.



Assistance with your recruitment needs at no cost providing accurate job matching to your company needs.



Reduced staff turnover through flexible and ongoing support of a job coach.



Professional recruitment advice – helping you find the right candidate for your organisation.



Actively engaging in Corporate Social Responsibility by offering opportunities to a person seeking to return to work following an illness.



Pool of potential employees for job placement with varying levels of skills, abilities and training and a data base of skilled jobseekers.



Information on
Employment Grants and
Subsidies which you
may be able to avail of.



Opportunity to promote
your business as an
equal opportunities'
employer.



Inclusion awareness
and workplace training
for your company.



Collaboration with each
individual to create a
'task list' of jobs & a role
suitable within your
company.



Guidance on positive
action towards
disability and mental
health in the workplace.



Practical examples of
alternative interview
methods.



Take a look at some frequently used DSP Employer Incentives



Wage Subsidy Scheme

The Wage Subsidy Scheme (WSS) offers financial incentives to private sector employers to employ people with disabilities.

The work offered must be for a minimum of 21 hours per week and the subsidy is available up to 39 hours per week at a rate of €6.30 per hour.



Work Experience Placement Programme

The Work Placement Experience Programme (WPEP) gives people who have never had a job or who have lost their job a chance to get work experience. The WPEP aims to give a person the opportunity to re-train and get experience in a new role, while on a 30 hour per week work placement in a host organisation. The person must be aged 18–65, unemployed for at least 6 months and currently getting a qualifying social welfare payment. The weekly rate of payment paid by the state to the participant is €311.



Job Interview Interpreter Grant

The Job Interview Interpreter Grant Scheme provides funding for people with speech and hearing impairments who want to attend job interviews.





Workplace Equipment Adaptation Grant

The Workplace Equipment Adaptation Grant (WEAG) is a grant for people with a disability who work in the private sector. Employers and self-employed people can apply for the grant towards the cost of adapting the workplace or making it more accessible for staff with disabilities. The grant is provided by the Department of Social Protection.

- Minor building modifications, such as ramps or modified toilets
- Alarm systems with flashing lights
- Voice synthesizers for computers or amplifiers for phones



Employee Retention Grant

The scheme is open to every company in the private sector. Any existing employee (working at any level in the organisation) who acquires an illness, condition or disability that affects their job is covered under this scheme.



Testimonials

We have been lucky to work with some amazing employers and clients who have been placed in employment. Here are some testimonials on their experience of working with us.



Having used the employability service here in Limerick, I cannot recommend them highly enough. We first heard about the service through a business network and reached out to the team earlier this year when we had a vacancy for admin support.

We linked in with the service and explained what we were looking for in a suitable candidate, they sent us some CV's for consideration, and we hired KellyAnne who was the best fit for the role. Throughout the process employability Limerick staff provided a highly professional service, with ongoing support, as well as a candidate who has become a very valuable member of our team.

It was a positive experience for our company, and we would definitely encourage other employers to avail of this opportunity.

David O'Malley
Hutch O'Malley Consulting Ltd

One day I called into Employability to ask about what services they offered companies. As it happened, I was looking for someone to work in Digital Marketing. I met with one of the job coaches and as I described the skills I was looking for he told me that he could have an interesting candidate who had prior retail experience and is also hard of hearing.

I offered the candidate an interview; she had mainly worked in 'bricks & mortar' store retail however she told me that it was her ambition to move into online retailing. During the interview it was obvious that she has high potential, so I hired her!

Since she started, we have worked on different aspects of digital marketing across many Irish online retailers. What stands out to me is her great work ethic, she is creative when it comes to digital marketing and has natural intuitive instincts about what will drive online sales.

I would highly recommend EmployAbility Limerick to any company looking to hire. The process of engaging clear and easy which resulted in a very positive experience.

Paul McGurran
Optiflow eCommerce





I was approached by a jobcoach from EmployAbility Limerick who explained the service and asked us to consider one of their clients for a role. We were immediately interested and as we happened to have a position available at the time, we agreed to meet with the person, so we set up an interview. This went well so we were only too delighted to take her on as an employee.

Dagmara has settled in well and we are delighted to have her on board. EmployAbility Limerick took the time to ensure the hiring process went smoothly from start to finish and was delivered in a professional but personable manner. We got support with the Wage Subsidy Scheme and would recommend this service and support to any employer.

Aisling Stack
Nasmaste

As a social enterprise operating under the Community Services Programme, The Manor Fields Adare would not have been able to fill all our positions without the staff which were sent our direction from Employability Limerick. Currently 75% of our workforce are registered disabled and have come to us via Employability.

We are delighted to have Employability Limerick's support and would highly recommend any other social enterprise or other business to engage with their services, you wont be disappointed!

Brian Hogan
Manor Fields



Client Testimonials

I find EmployAbility Limerick to be very helpful. My jobcoach has been very supportive, helping me with my CV and exploring job opportunities. She has always been more than happy to give me some extra help with something and for giving advice for what to do next. I highly recommend it.

Jamie
Client

After doing an online digital marketing course, I realised that this is an area that I wanted to further explore as my career choice. I discussed this with my job coach and he told me about an employer who could dedicate his time into mentoring and teaching me about ecommerce and digital marketing. He briefed me about the job opportunity and future job prospects, so we went for it!

Since starting the new position as a digital marketing executive, I find that I am learning something new every day. I have signed up to digital marketing institute online professional certificate which is an internationally recognised qualification.

Romana
Client





During my time with EmployAbility, I always felt reassured throughout the process. The information and advice given was practical, and the job coaching was hugely beneficial to me along with the CV prep and mock interviews. When my time was up the door was left open if I ever needed support in the future, that made me feel as if I was not on my own if I ever needed the service again it was there.

Michael
Client

I was delighted to have gone through the process with employability, and proud to have completed the extra training and upskilling during this time. Although I was both excited and nervous about interviews, their support and encouragement enabled me to secure employment. I am excited to be finally starting a new job, and positive and hopeful for the future.

Anne
Client

Practical Approach - Steps of Engaging with Us

Are you seeking to hire for an identified vacancy in your organisation?

We are always seeking to build our connections within the corporate sector. If you have an identified vacancy within your organisation and wish to see if we have a suitable candidate, you can see below steps to take:

- ▶ Vacancy identified
- ▶ Contact EmployAbility Limerick
- ▶ Arrange meeting with Job Coach
- ▶ Review cv's for suitable clients
- ▶ Arrange interviews
- ▶ Job offer / work trial

If you do not have an identified vacancy, you can still connect with us in many different ways. Please see below some different ways we work with companies:

- ▶ Training
- ▶ Connect and Network
- ▶ Advice and Support



Contact Us

If you have a vacancy in your organisation that you wish to fill or would like to find out more about the service we offer, we would love for you to get in touch! Even if you are not recruiting right now, you can still get involved in helping us promote inclusive workplace practices. We look forward to hearing from you.

5 Mallow Street, Limerick

Phone: 061 493095

Website: www.employabilitylimerick.ie

Twitter: @Employab

Facebook: www.facebook.com/employab

LinkedIn: www.linkedin.com/in/employability-limerick



Thank you for reading our employer pack!

We hope it gives you all the information you need and encourages you to contact EmployAbility Limerick services, where we can have a chat about what best suits your needs.

We are very active on social media platforms so please connect!

Each quarter we send an online newsletter with important organisation updates, candidates seeking employment and employer tips.

If you would like to be emailed this, please email:
ursula@employabilitylimerick.ie



EmployAbility

Empowering People, Supporting Business

5 Mallow Street, Limerick

T: 061 493095 | E: info@employabilitylimerick.ie

www.employabilitylimerick.ie



An Roinn Coimíre Sóisialaí
Department of Social Protection

