

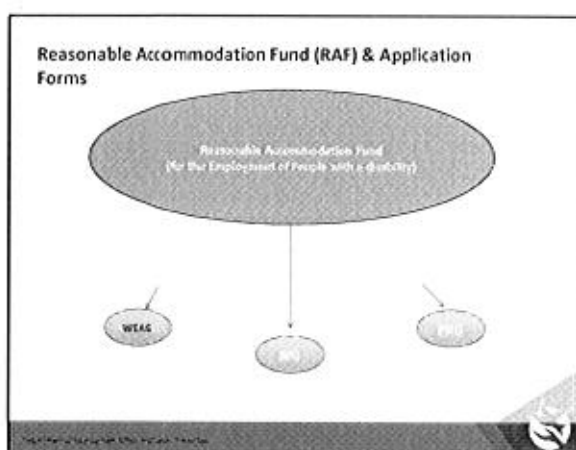
Introduction

Responsibility

Department of Employment Affairs & Social Protection has the responsibility for providing labour market services and supports for people with a disability, assisting them with finding paid employment or preparing them for employment through a training or employment programme.

Under the Reasonable Accommodation Fund (RAF), the Department can also help an employer/jobseeker to take appropriate measures to enable a person with a disability/impairment to have access to employment by providing the following grants and schemes -

- Workplace equipment/adaptation grant
- The Personal Reader grant
- The Job Interview Interpreter grant
- The Employee Retention grant.



Workplace Equipment Adaptation Grant (WEAG)

Who can apply

- ✓ Any person with a disability who is about to take up employment, change job as a result of re-deployment or promotion, or self-employed, and who requires **assistive technology** or an **adaptation to the workplace** in order to undertake the duties required
- ✓ Any person with a disability who is employed by a private sector employer whose condition deteriorates so that he/she requires new assistive technology or a further adaptation to the workplace in order to retain his/her employment
- ✓ Maximum grant of €6,350, can increase to €9,523 if specialist training is required
- ✓ Private sector only

Minor building modifications such as ramps or modified toilets

Alarm systems with flashing lights

Equipment adaptation such as voice synthesizers for computers or amplifiers for telephones

This grant can also be used to upgrade adapted equipment funded previously

An application may be made by an employee or prospective employee with a disability, by a full-time employer or prospective employer, or by a self-employed person with a disability

RAF – Job Interview Interpreter Grant

- ✓ Grant to cover cost of sign language interpreter service for eligible jobseekers at job interviews or induction
- ✓ The jobseeker sources and selects the sign language interpreter or other interpreter as appropriate
- ✓ Interpreters can be friends, family members or professionally qualified sign language interpreter
 - ✓ Private sector only

Get fee for 3 hours for the services of an interpreter

Travel costs for the interpreter are paid at a fixed rate

No limit to number of jobs

Sign Language Interpreting Service (Bridge Interpreting)
Deaf Village Ireland
Sunset Road
Cabra
Dublin 7

Email: bookup@slie.ie

Phone/fax: (01) 402 6344
Fax: (01) 402 7888

Email: office@bridgeinterpreting.ie

Sligo Centre for Sign Language Studies
Administration & Accounts Branch Office
Bannmore House
Old Dublin Road
Carrickan Shamrock
Co. Leitrim

Email: bookup@scslsides.ie

RAF – Job Interview Interpreter Grant (JIIG)

The jobseeker or newly hired employee contacts their Jobcentre Plus advisor and complete application form*

The application form Section 1 and Section 2 are brought to the attention of the selection programme and signed and verified by the employer and interviewer

On return of the application forms, payment is made directly to the interpreter or to the interpreting service, if applicable

* The forms may be accessed on welfare.ie

Department of Social Protection

RAF – Personal Reader Grant (PRG)

- Grant towards cost of job related reading for a person who is blind or visually impaired
- Person has recently become visually impaired and is in danger of losing the job
- Person is going back to original employer to do new or different work
- Prospects for promotion are being restricted because of reading difficulty due to visual impairment
- Reader is employed by the person with the disability
- Private sector only

Personal reader must not be replacing any existing help normally given by work colleagues, relatives or friends	Full national minimum wage*	Maximum of 60 hours per annum
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* Where there is a requirement for technically qualified readers the rate to be paid will be based on an individual basis and may be higher

Department of Social Protection

RAF – Personal Reader Grant (PRG)

The employee contacts their Jobcentre Plus advisor to obtain and complete an application form* Section 1 and Section 2

The Case Officer, the employer and the applicant agree the number of hours based on the amount of reading required

The Department pays a grant to the employer to pay the costs of their personal reader based on a Claim Form

* The forms may be accessed on welfare.ie

Department of Social Protection

RAF – Employee Retention Grant Scheme (ERGS)

Demand-led employment support for people who have acquired a disability whilst in employment

Grant to assist in retaining employee:

- Identify accommodation and/or training to enable the staff member to remain in his/her current position, or
- Retrain the staff member so that he/she can take up a different position within the company

* For private sector employers only

The scheme is structured in 2 stages according to the development and implementation of a retention strategy

Department of Social Protection

RAF – Employee Retention Grant Scheme (ERGS)

STAGE 1 - Development of the Retention Strategy

- To hire a Specialist(s) to evaluate the employee's occupational capacity and conduct a workplace/job assessment to develop an individualised written Retention Strategy

Application Stage 1

STAGE 2 – Implementation of the Retention Strategy

Subject to a maximum of €12,500 or 90% of eligible programme costs per employee

- To train the employee for his/her current position or to retrain him/her for another position within the company
- To hire a Job Coach to offer support to the employee and liaise with his/her line manager for a maximum period of 300 hours, and/or
- To hire a Specialist to manage the Retention Strategy on an on-going basis until reintegration is complete for a maximum period of 60 hours

Application Stage 2 Claim Form Stage 1 & 2

Department of Social Protection

Disability Awareness Support Scheme (DASS)

Provides financial assistance to private sector organisations to:

- undertake staff development in order to assist the integration of people with disabilities into the workforce
- relinquish mistaken perceptions about the capacity of people with disabilities to be productive and effective employees and colleagues

The training is aimed at providing participants with an understanding and awareness of the issues surrounding disability, including:

- An overview of relevant anti-discrimination and equal opportunities legislation
- General and specific information on disabilities, perceptual awareness exercises and disability etiquette
- Information on dealing with mental health issues in the workplace

Grants of 80% of eligible training costs, up to a maximum of €20,000, are available to private companies in the first year and 60% in the second and subsequent years

Department of Social Protection

Wage Subsidy Scheme

Provides financial incentives to private sector employers, to employ people with a disability who work **21 hours per week or more, up to a maximum of 39 hours per week**.

The participation of potential employees on the Scheme is contingent on a person having a disability, which would result in a **productivity loss**.

A person in receipt of the following Disability Payments can qualify for participation in the WSS without further Medical Assessment:

- ✓ Disability Allowance
- ✓ Blind Pension
- ✓ Disablement Pension awarded at 20% or more for life (final, not provisional)
- ✓ Illness Benefit
- ✓ Invalidity Pension

ONLY Disability Allowance (DA)/Blind Pension (BP) recipients may avail of the DA/3P Disregard in conjunction with the WSS.

For more information, please contact us on 01 761 1000



Wage Subsidy Scheme (WSS) - Eligibility

Being in receipt of a qualifying disability payment is not a requirement prior to participation in WSS.

- ✓ A person in receipt of any Social Welfare payment, or none, who is unemployed, can currently apply for WSS if he/she has a disability
- ✓ If the client is not in receipt of a qualifying DSP Disability Payment, he/she should give the Case Officer a confidential **WSS Medical Report form*** completed by his/her doctor
- ✓ This should be supported by a recent **Specialist's Report or Doctor's Letter**

*Medical Report form to confirm that he/she has a disability and that it is causing or could cause him/her to have a shortfall in productivity, compared to a colleague without a disability.

For more information, please contact us on 01 761 1000



EmployAbility Services

EmployAbility Services is an employment and recruitment service to assist people with a disability to secure and maintain a job in the open labour market. Services include:-

- Professional guidance in career planning
- Identification of skills
- Job search support & Advice
- Access to job vacancies
- Support with job application process
- Work experience placements
- Employers sourced
- Assistance with integrating into the workplace

Follow up support

Access to support services as required to maintain employment.

For more information, please contact us on 01 761 1000



Thank you for your attention!

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