

# Employ*Ability* Clare

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# EmployAbility Clare

**Supporting people with a disability or illness to reach their potential in employment**

EmployAbility Clare is a county-wide government-funded employment support service:

## For people with a disability or illness who want to work

- 💡 We help jobseekers find suitable work and support them in employment
- 💡 We provide a range of personalised employment supports
- 💡 We focus on skills, abilities, interests and experience in exploring employment opportunities

## For businesses who want to recruit or retain staff, or become more disability confident

- 💡 We make it easier for businesses to hire a person with a disability or illness
- 💡 We provide a range of supports for employers: recruitment; job matching; work trials; on-the-job support as needed
- 💡 We offer information and guidance on government grants and subsidies, and workplace adjustments

## Who can avail of the service?

- 💡 We support job seekers over the age of 18 with a disability or illness including physical, sensory, mental health, intellectual, hidden, ASD, acquired brain injury
- 💡 Our free service is available to all businesses based in County Clare
- 💡 We are one of 23 EmployAbility services across Ireland





# Employ*Ability*Clare

## Vision

- ⬆ That every person with an illness or disability who wants to work is given the opportunity to do so

## Mission

- ⬆ To support jobseekers with a disability or illness to find suitable work and reach their employment potential
- ⬆ To encourage and support businesses to recruit people with a disability or illness

## Our Values

**Inclusion:** We are an inclusive and accessible organisation

**Respect:** Respect, equality and diversity strengthen our work and workplace

**Person centred:** We are responsive to individuals' employment goals, unique talents and support needs

**Leadership:** We are committed to helping businesses in Clare become more disability confident

**Partnership:** We work in partnership with people and organisations who share our vision

**Support:** We value and develop our team's professionalism and expertise and support each other at work

**Excellence:** We are committed to excellence and continuous improvement in the quality of our customer service

**Trust:** We adhere to the principles of transparency and good governance and are compliant with the Governance Code



# Employ*Ability*Clare





### **JOBSEEKER SUPPORT:**

1. Continue to provide a county wide, inclusive service to diverse client groups, including people with high support needs
2. Expand self-employment and social enterprise supports, linking with Clare LEO and Clare Local Development Company
3. Partner with mental health service in the Mid-West in a mental health reform strategy and programme
4. Improve supports and services for jobseekers with autism

### **BUSINESS/EMPLOYER ENGAGEMENT:**

1. Recognise, thank and promote the businesses who support us
2. Expand the range of employment opportunities and supports we ask businesses to offer our clients
3. Focus our employer engagement strategy on ongoing contact, communication and networking

### **PR & COMMUNICATION:**

1. Raise our visibility across all media, including social media
2. Contribute to the rebranding and promotion of the national EmployAbility service
3. Continue to promote the Disability Confidence campaign through employer events with Chambers of Commerce and EDI (Employer Disability Information)

### **STAFF SUPPORT & DEVELOPMENT:**

1. Conduct an annual training needs analysis and invest in staff professional development and leadership
2. Support staff to set professional goals and develop new competencies and skillsets
3. Promote wellbeing in the workplace initiatives – pledge to the See Change workplace campaign

### **GOVERNANCE:**

1. Review our governance code compliance annually
2. Ensure ongoing DSP communication with directors' representative group/forum
3. Measure our impact with a focus on outcomes

### **QUALITY AND EFFICIENCY:**

1. Support smart working initiatives and efficiencies – spend more time away from the desk
2. Invest in information management and customer relationship management software with EmployAbility services
3. Continue to pursue quality standards and Excellence through People accreditation

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