

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



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



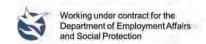


















JOBSEEKER SUPPORT:

- 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

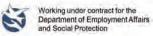
GOVERNANCE:

- 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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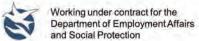
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