

EmployAbility Clare



EmployAbility Clare 2019 – Year in Review

Unit 7C Elevation Business Park
Ennis, County Clare
V95VR7V

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What we do



Job Seekers

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



Employers

Helping businesses recruit and retrain staff and become more disability confident

Finance



Our budget for 2019

DEASP

€434,500.00

HSE Mental Health

€51,736.00



Our expenditure 2019

DEASP

€388,278.00

HSE Mental Health

€50,858.00

Governance

- EmployAbility Clare is a registered charity. RCN 20060374
- We have been compliant with the original governance code for community and voluntary organisations since 2015.
- In 2019 we adopted the Charities Regulator's new Governance Code.
- Annual audited accounts are published on CRO website and EmployAbility Clare website.



Our Partners

- + Department of Employment Affairs and Social Protection (DEASP)
- + HSE Mid-West Mental Health services
- + Limerick Clare Education and Training Board (LCETB)
- + Clare Learning Network
- + Family Resource Centres
- + Clare Volunteer Centre
- + Chambers of Commerce
- + Citizens Information Centre
- + National Learning Network
- + Disability Support Organisations
- + Support and care Organisations
- + Local Development Companies
- + Local Enterprise Office, Enterprise Support Networks
- + Genio



Thank you to everyone who supported our service in 2019

To our volunteer board of Directors

- | | |
|----------------------|---------------------|
| + Deirdre Hughes | + Richard Collins |
| + Dympna O’Callaghan | + Peadar O’Loughlin |
| + Gay Mangan | + Pamela Clancy |

To the staff of EmployAbility Clare

- ➔ To our funders Department of Employment Affairs and Social Protection, HSE Mental Health Services
- ➔ To the businesses in County Clare who support our service
- ➔ To our clients who keep us motivated, inspired and energised
- ➔ To our partners and support services who share our vision

Our Team & Offices



Karen Kelleher

Administrator



Helen McQuillan

Team Leader



David Clohessy

Office Assistant



Employment Facilitators



Jennifer Coleman

North Clare & Ennis



Aodhnaid Lennon

IPS (Mental Health)
Ennis



Yvonne Madden

East Clare & Ennis



Marcella Casey

West Clare & Ennis



Deirdre Ball

Ennis



Deirdre Larkin

Ennis



Tómas de Buítléir

Shannon



Shane Tuohy

IPS (Mental Health)
Shannon

EmployAbilityClare

Offices

Ennis
Shannon

Co-located

East Clare: Scariff
North Clare: Ennistymon
West Clare: Kilrush
Shannon: HSE Mental Health
Ennis: HSE Mental Health

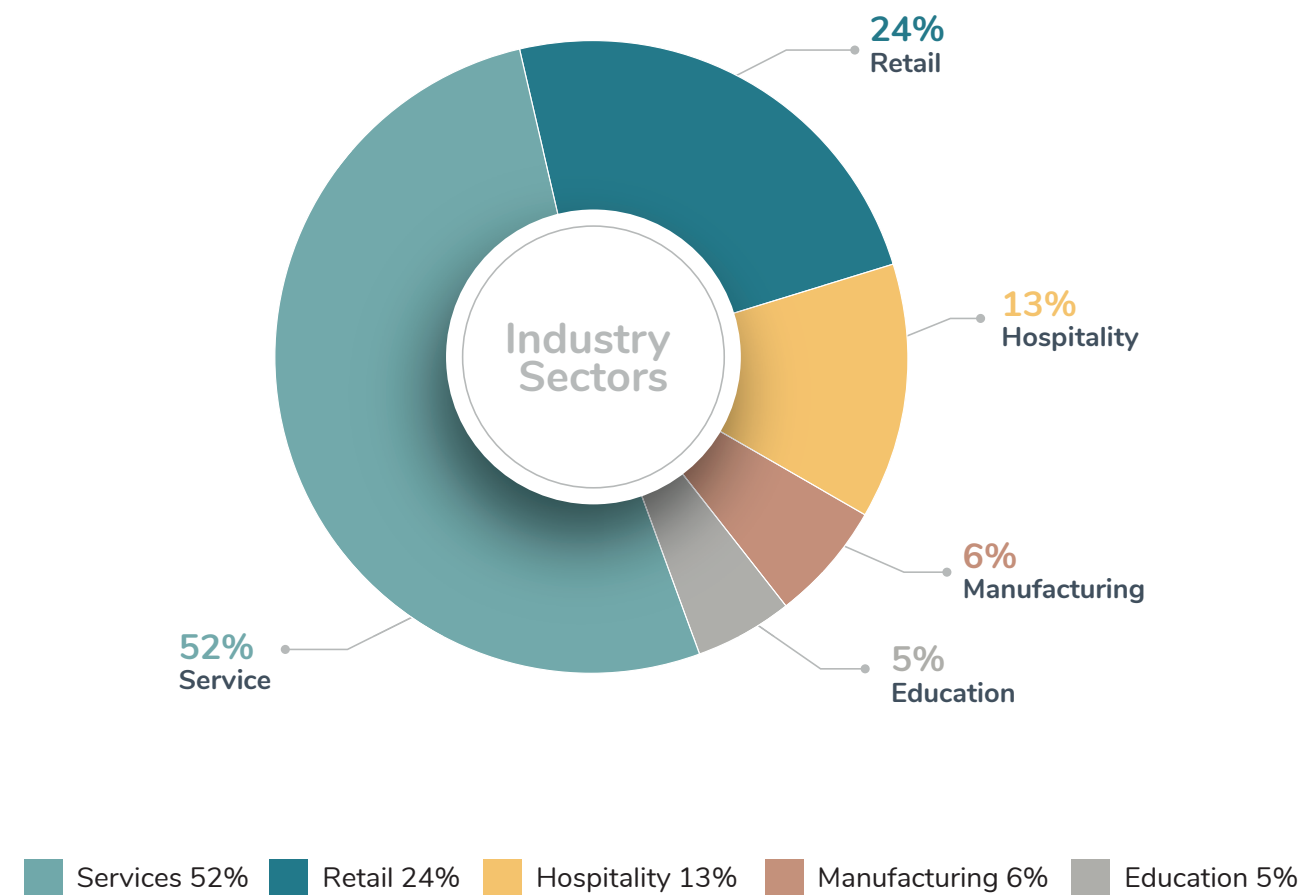
Training and Professional Development 2019

Each year training and professional development are prioritised based on training needs analyses.

- Mental Health Awareness
- Mental Health First Aid
- Equality and Diversity
- Disability Awareness – Multiple Sclerosis
- Individual Placement and Support (IPS)
- Motivational Interviewing
- ASSIST Suicide Intervention
- Accenture’s Skills to Succeed
- Good Governance
- GDPR
- Digital Marketing
- Fire Warden Training
- Understanding Eating Disorders



Industry types



Employer Support

In 2019 we supported **530** businesses/employers.

This included:

- ✓ Recruitment of staff
- ✓ Retention of staff/support to return to work
- ✓ On the job support for employees
- ✓ Job analysis and job customisation
- ✓ Advice on inclusive recruitment
- ✓ Guidance on government grants and subsidies

2019 Highlights

1. Mental Health Initiatives

- ➔ Individual Placement and Support (IPS) going well in Shannon, and is well integrated into HSE Mid-West Mental Health service
- ➔ Research conducted by Leigh Bergain, UL, on participant experience of the IPS programme
- ➔ Introduced See Change, Wellbeing in the Workplace programme
- ➔ Co-hosted a mental health event for employers with Shannon Chamber, Ei Electronics and Shannon Community Mental Health team with guest speaker Dr Harry Barry

2. New Website

Developed our new website www.employabilityclare.ie

3. Window to Work Programme

We launched a new Corporate Social Responsibility (CSR) programme. Clare Businesses offered our clients workplace visits; job shadows; interview preparation; working interviews; skills analysis; job seeker mentoring

4. NSAI Excellence through People

Awarded NSAI Excellence through people accreditation

5. Invited Presentations

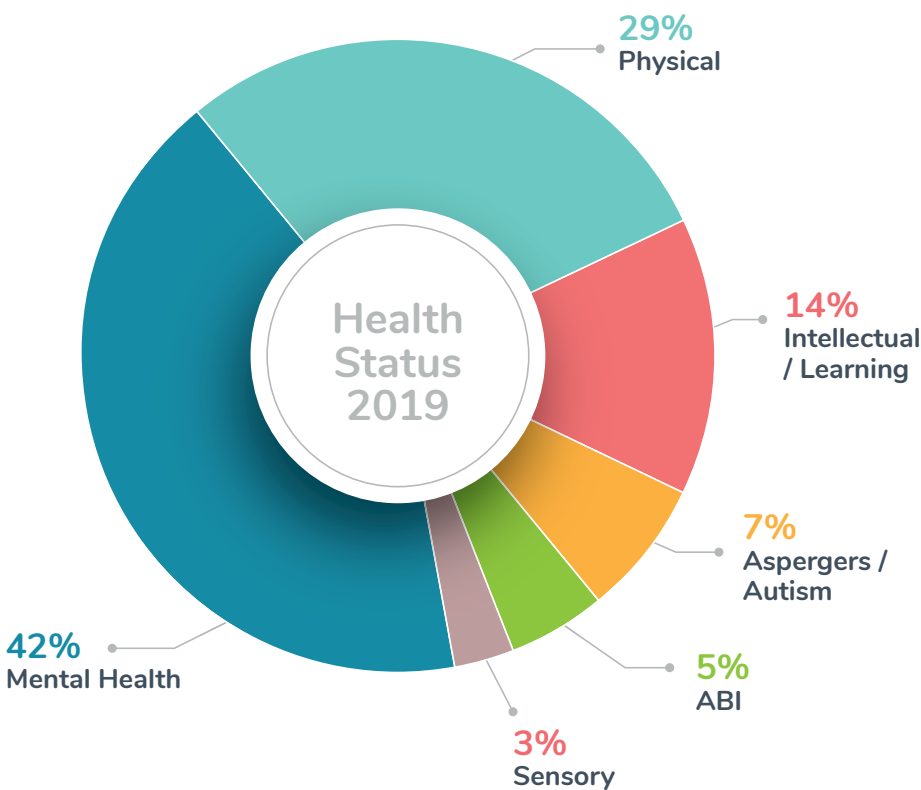
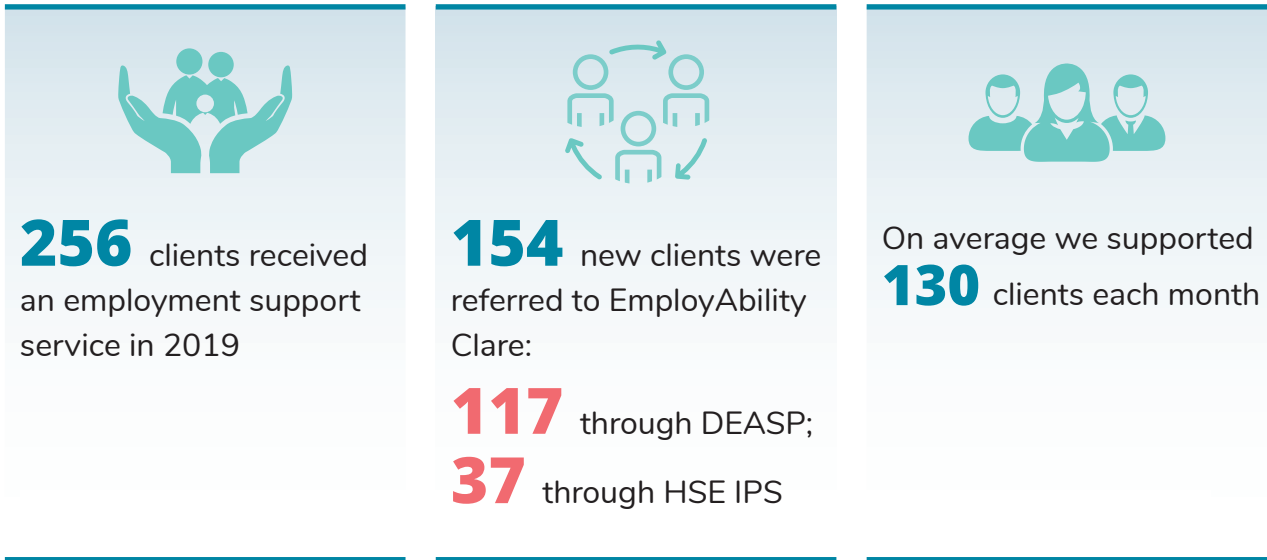
- ➔ Entrepreneurs with Disabilities inaugural conference, TU Dublin
- ➔ Spina Bifida Hydrocephalus annual conference, Loughrea

6. National Consultations:

- Contributed to consultations on employment supports for people with disabilities:
- ➔ Pathways to Work consultation, DEASP
- ➔ Review of Contracted Public Employment Services, Institute for Employment Studies UK

Our Clients

Numbers



Health Status

We support job seekers with a disability or illness including physical, sensory, mental health, intellectual, ASD, acquired brain injury

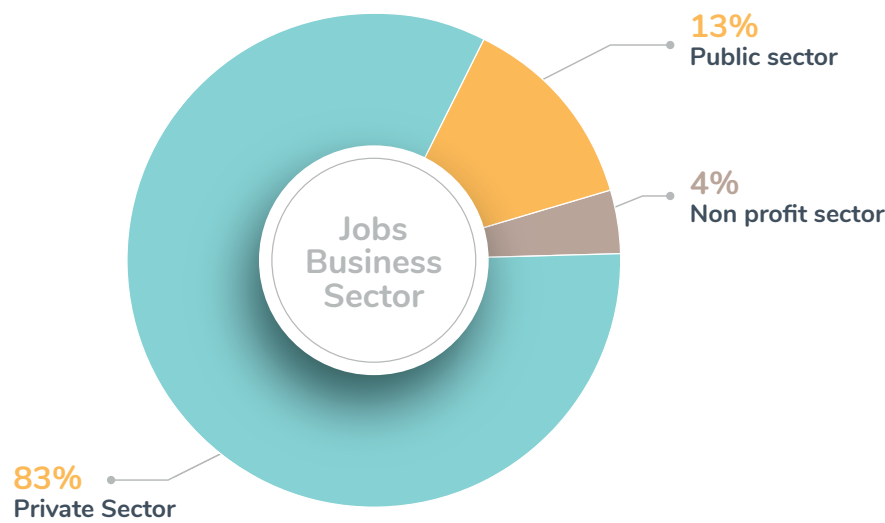
Client outcomes

Employment Outcomes

Employment	74
Work experience	29
Window to Work opportunities	30

Pathways to Employment

Education, training, upskilling	31
Volunteer placements	18
Links with other support organisations	42



Where are the jobs? Business Sectors

Private sector	83%
Public sector	13%
Non profit sector	4%