

EmployAbilityClare 2023 Annual Report

Supporting People to Reach their
Potential in Employment



An Roinn Coimisce Sóisialaí
Department of Social Protection



Ennis - Head Office

7C Elevation Business Park,
Clonroad, Ennis
V95 VR7V

☎ 065 684 4007 / 📠 087 946 4341

Shannon

No 3 Shannon Business Centre,
Shannon Town Centre.
V14 ED61

📠 087 993 4423

Kilrush / West Clare & Ennis

West Clare Family Resource Centre,
O'Gorman St, Kilrush.
V15 VK31

📠 086 835 0733

Ennistymon / North Clare

North West Family Resource Centre,
Parliament Street, Ennistymon.
V95 NX86

📠 087 258 5338

Scarriff / East Clare & Ennis

Scarriff Campus,
LCETB Scarriff.
V94 D262

📠 087 254 6109

EmployAbilityClare

Contents

Chairperson's Message	2
Thank you	3
EmployAbility Clare Service	4
Our Team	5
Finance and Expenditure 2023	6
2023 Review	7
Client Support Process	8
Client Supports and Outcomes	9
Employer Engagement and Support	10
Working in Partnership 2023	11
Our Partners	12
EmployAbility Clare Board Members 2023	13
Governance	13
Staff Training and Professional Development	14



Message from our Chairperson

2023 was a busy, productive and challenging year for the team at EmployAbility Clare. Seeking employment opportunities for our diverse clients remained a priority and 2023 was particularly successful. Our continuous marketing of the service around the county resulted in over one hundred and sixty referrals. More than 50% of people we supported gained employment; 25% participated in education and training opportunities; 12% opted for work experience opportunities to prepare them for employment.

Our service prides itself on its networking and partnerships and we linked 85 people with varied community supports, providing wraparound services for our clients. We were delighted to continue the very successful and impactful Individual Placement and Support (IPS) programme in Shannon, in partnership with HSE Mid-West Mental Health.

The tender for open procurement for national EmployAbility services was a lengthy and time-consuming process. Regional information meetings with Contracted Public Employment Services (CPES) were held in early February, followed by submission of questions and clarifications from EmployAbility services. The Board raised a number of concerns during the tender consultation process. The RFT was published in September, tenders were submitted in November and successful tenders were announced in December. EmployAbility Clare's tender was successful. The board again raised concern regarding a possible short fall in funding for the year 2024. Following a consultation with the Department assurances were given that a review would take place with EmployAbility Clare should the need arise.

On behalf of the board I would like to thank the staff for their dedication and commitment during a very challenging year. I would also like to thank the board members for their support, commitment and time given to board matters during what was a year of uncertainty for the company.

Deirdre Hughes

Thank You

Thank you to everyone who supported EmployAbility Clare in 2023

- Our voluntary Board of Directors:
Deirdre Hughes; Dymphna O'Callaghan; Peadar O'Loughlin; Pamela Clancy; Marie Killeen; Tommy O'Doherty.
- Our experienced and resourceful staff.
- Our funders: Department of Social Protection & HSE Mid-West Community Health Care.
- Our clients whose commitment and resilience continues to inspire us.
- The businesses of all sizes across County Clare who provide employment opportunities and mentoring to our clients.
- The organisations and services who partner with us to help our clients progress.



EmployAbility Clare Service

EmployAbility Clare provides an employment support service that meets the needs, rights and ambitions of people with a disability or health condition.

Our Service is:

For people with a disability, health condition or additional support needs.

To ensure that every person who wants to work is given the opportunity and can reach their potential in employment.

For businesses and employers.

To help them become more disability confident and support them in hiring people with a disability.

EmployAbility Clare is funded by Government: contracted by Department of Social Welfare and HSE Mid West Community Health Care.



An Roinn Coimirce Sóisialaí
Department of Social Protection



HSE MID WEST
COMMUNITY HEALTHCARE

Midwest Health | Older Persons | Disabilities
Primary Care | Health & Wellbeing

Our Team 2023

Employment Facilitators

Aodhnaid Lennon
Ennis



Deirdre Ball
Ennis



Jennifer Coleman
North Clare



Karen Kelleher
Shannon



Marcella Casey
West Clare & Ennis



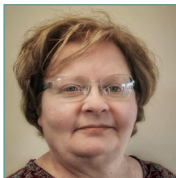
Yvonne Madden
East Clare & Ennis



Helen McQuillan
Manager



Marcella Moloney
Finance



David Clohessy
Office Assistant



Employment Specialist IPS

Marie Thornton
Shannon Mental Health Service



Karen Kelleher
Client Admin (PT)



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Finance and Expenditure 2023

Funding sources	Budget	Expenditure
Dept of Social Protection	€490,000	
EmployAbility Clare core funding	€445,000	€433,469
EmployAbility Training Support Grant (ETSG) *	€45,000	
HSE IPS Programme	€38,407	€38,407
Total 2023	€528,407	€471,876

* EmployAbility Clare did not use ETSG funding as DSP/ Intreo in Clare processed all TSG funding for EmployAbility Clare clients in 2023.



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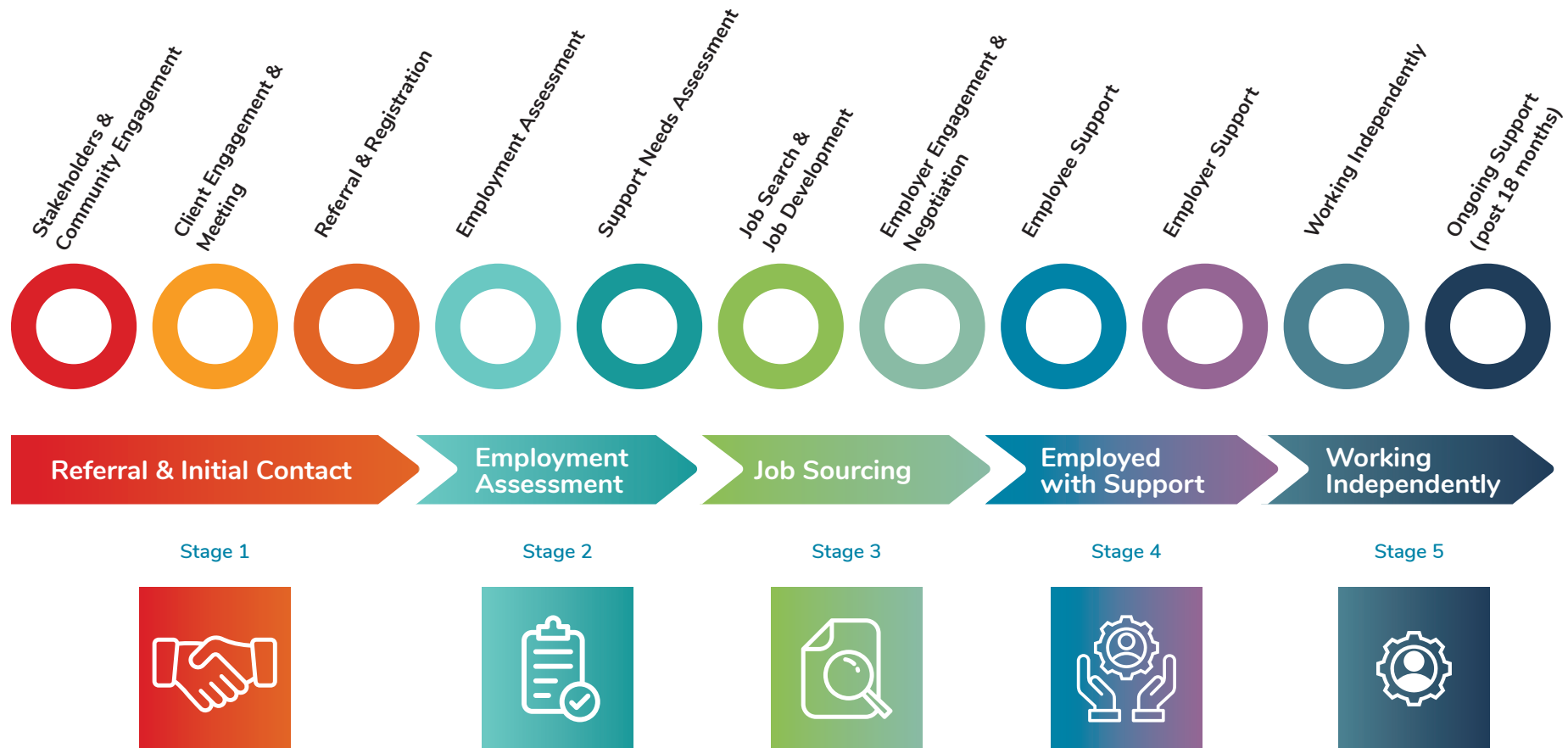
2023 Review

- 2023 was a very busy, productive year for EmployAbility Clare, in terms of client employment outcomes and employer engagement.
- The procurement process for 23 EmployAbility services nationally was initiated and completed by DSP's Contracted Public employment Service.
- EmployAbility Clare tendered successfully for the Clare service.
- The tender process offered a fixed budget for Clare for 2024 – 10% less than the service' budget for 2023.
- The uncertainty about budget allocation impeded the strategic planning process for EmployAbility Clare, which was due to be completed in 2023.



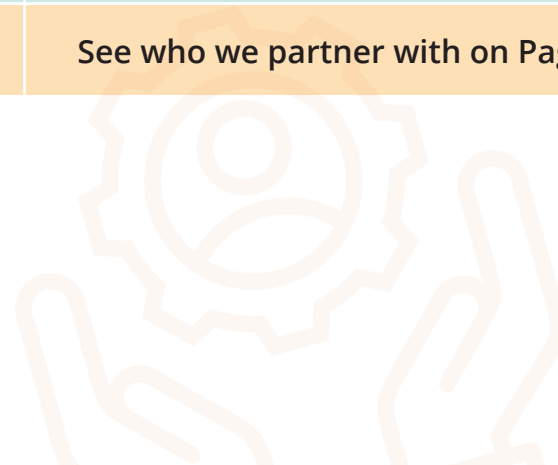
Client Support Process

EmployAbility Clare's client support process has a range of different elements and activities. Every client gets a service and supports tailored to their individual needs.



Client Supports and Outcomes

Client pre-reg/information meetings	106	To help people assess if EmployAbility is the right service for them
Client Referrals	161	EmployAbility and IPS
Employment Placements	84	24% of jobs were supported by DSP Employment grants
Wage subsidy Scheme	13	This is an employer grant
Work Place Experience Programme (WPEP)	7	This is a DSP funded work experience programme
Work Experience	12	This helps people familiarise themselves with workplaces
Training/upskilling	44	QQI 3-9 as well as work specific skills
Links to other support organisations	85	See who we partner with on Page 11



Employer Engagement and Support

- ➔ We provide a free recruitment and employment support service to all businesses in Clare.
- ➔ We provide information and guidance on employer grants and subsidies and workplace adjustments.
- ➔ We help businesses retain and support staff who acquire an illness or disability.
- ➔ We offer employers guidance on positive action towards disability and mental health support in the workplace.
- ➔ We provide businesses with a practical approach to (CSR) Corporate Social Responsibility through our Window to Work programme.



2023 Highlights

- ➔ The new WPEP (Work Experience Programme) was positively supported by Clare employers.
- ➔ Three Jobs Fairs, in partnership with DSP/Intreo were well attended by businesses and jobseekers in Ennis, Ennistymon and Kilrush.
- ➔ We organised a very informative Employer Disability/Neurodiversity training event in November with ASIAM.

Working in Partnership 2023



Networking and partnership working is an integral part of our work.

- Our good relationship continued with HSE Mid-West mental health services in Shannon, Ennis, Kilrush and Lisdoonvarna.
- We have a dedicated Employment Facilitator linked with Ennis Day Hospital. In May we recruited a new IPS (Individual Placement and Support) Employment Specialist who works as a member of the Shannon mental health services multidisciplinary team.
- We held two Connect Café, community services events as part of Mental Health Week in October in Ennis and Scarriff, in partnership with Clare Libraries, LCETB, Clare Local Development Company and Clare Volunteer Centre.
- Our annual information event on Adult Services in Clare for Young People with Disabilities was held in November. This is a very popular event for young people and their families to help them find out what their education, training and employment options are.
- Clare Learning Networks and good working relationships with LCETB across county Clare ensures our clients have up to date information and guidance on diverse education, training and upskilling options.
- We are fortunate and always appreciate the support and efficient service offered by the staff of our local DSP/Intreo offices.

Our Partners

- ✓ Department of Social Protection
- ✓ HSE Mid-West Mental Health Services
- ✓ Limerick/Clare Education and Training Board (LCETB)
- ✓ Local Employments Service & Jobs Club
- ✓ Clare Local Development Company and SICAP
- ✓ Community Employment Schemes
- ✓ Family Resource Centres
- ✓ Citizens Information Centre
- ✓ Clare Volunteer Centre
- ✓ Emergency Services (Samaritans, Pieta House, Crisis services)
- ✓ Financial and Budgeting Services
- ✓ Chambers of Commerce & Business Networks
- ✓ INOU
- ✓ National Learning Network
- ✓ Disability Support Organisations
- ✓ Support and Care Organisations
- ✓ Local Enterprise Office (LEO)
- ✓ Enterprise Support Networks
- ✓ Skillnets
- ✓ Clare County Council
- ✓ Rural Transport Providers
- ✓ Specialist Disability Support Services
- ✓ Probation Services



EmployAbility Clare Board Members 2023

Deirdre Hughes, Chairperson

Dympna O'Callaghan, Company Secretary

Peadar O'Loughlin

Pamela Clancy

Marie Killeen

Tommy O'Doherty



Governance

Clare Supported Employment Service CLG T/A EmployAbility Clare, is a registered charity. RCN 20060374

We are compliant with the Charity Regulator's Governance Code.

Our annual audited accounts are published on CRO website and EmployAbility Clare website.

Staff Training and Professional Development 2023

Staff undertake continuous professional development and specialist training, adapting the service and responding to the needs of our diverse customers.

EmployAbility Clare staff all have Further/Third level education qualifications, ranging from QQI 8 to QQI 10 and engage in continuous professional development

CPD 2023

- Boundary Management
- Crisis Intervention
- Equality and Diversity (UL) QQI 9
- Leadership in Workplace Health and Wellbeing (TUS) QQI 9
- Mindfulness for Workplace Resilience (UCC)
- Social Impact Measurement (Social Impact Ireland)
- Mental Health Awareness



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