



AN ROINN DLÍ AGUS CIRT AGUS COMHIONANNAIS
DEPARTMENT OF JUSTICE AND EQUALITY

Report on the Employment Strategy for People with Disabilities 2016



This is an Easy to Read report.





The Government set up the Employment Strategy for people with disabilities in October 2015.



A Strategy is a plan of action.
This plan of action is about supporting people with disabilities to work.



The Strategy will last for ten years.



A group was set up to work on the Strategy.

Fergus Finlay is the Chairman of the group.

The Chairman leads the group and gives information from the group to the Minister.



The group is made up of people from different government departments and from disability organisations.



The Chairman says:



The Strategy wants to make sure that people with disabilities can get a job and have a good career.



The group met a number of times in 2016.



I would like to thank everyone that helped the group with their work.



In my first year, I met people who shared their experiences with me. These experiences helped me understand the problems that some people face when they try to work.

To start with, the Strategy looked at six important things:



Building up people's skills and independence.



Setting up the right supports to get people into work.



Making work pay.



Keeping people with disabilities in their jobs and getting people back to work.



Giving supports that work together.



Talking to employers.



The government set out almost 70 actions to check how they are doing with the Strategy.



An action is like a goal – it is something that you plan to do.



Every action had a timeframe – this said when the action would be achieved.



A person, department or organisation was named to lead on each action.



The group looked at the things that stop people with disabilities from getting a job. They looked at ways to get over these barriers.



They looked at how to put the right job supports in place in public services.



The Strategy would like to see the skills and talents of people with disabilities valued and respected.



I gathered information on the progress made towards the 70 goals.

Good work has been done but there are still things which could be better.



There is a lot of work to do to make sure that people with disabilities can have the jobs and careers they want.

As the Strategy moves on, we must think about some key things:



We need to talk more with people with disabilities.

We will look at ways to do this.



The government needs to give more jobs in the public service to people with disabilities.



The government must put the right supports in place so people with disabilities can take up these jobs.



We need to let the public know that people with disabilities can play a part in the workforce.



We need to talk about skills and ability, and break down barriers around disability.



Social Protection



The Department of Social Protection has a part in 33 actions in the Plan.



The Department wants to find better ways to get people with disabilities started in jobs.



The Department wants to talk to people with disabilities about its policies and work.



The Department wants to give staff in Intreo the right skills to support people with disabilities to get into education, training or work.



Social Protection



The Department did a survey with people on Disability Allowance.

The survey showed some of the problems faced by people with disabilities who want a job.



The Department looked at pilot programmes that helped people get into work.



The Department set up a group to look at how to make work pay for people with disabilities.

This Group will report to the Minister in 2017.





The Department of Health and the HSE can help us to achieve some of the actions in the Strategy.

The HSE have set up a group to work on the actions in the Strategy.



Many people get their services and supports from organisations that get money from the HSE.



A lot of people with disabilities want to work or get into training and education.



The HSE are looking at examples of good training in different organisations.



New Directions says that people should get support and training to find work and stay in jobs.



One of the most important times for young people is when they move from school to adult services.



In 2017 the HSE will put together a training programme to support people with the move from school to adult life.



One of the actions in the Strategy is about moving people out from large workshops. This plan will be worked on in 2017.



People with disabilities and their families should be talked with about these changes.



etbi
Education & Training
Boards Ireland
*Bord Oideachais &
Oiliúna Éireann*

SOLAS

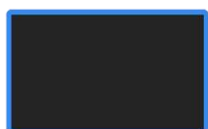
The Department of Education and Skills, and organisations like the ETBs and Solas, can help achieve the actions in the Strategy.



The Department has a new plan for more teaching supports for students with special needs.



This plan was tested in 47 schools. Schools and parents liked the new plan.



The new plan will start in all schools in September 2017.



The Minister for Education and Skills has given an extra 900 jobs to schools to put the plan in place.



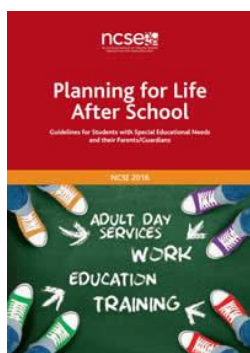
Education



The Department and the National Council for Special Education are working on actions to support young people to move from school to college or university.



They want to support students with disabilities to plan for their future and reach their goals.



The National Council for Special Education put together information on moving on from school.



The Higher Education Authority asked for a review of the money for students with disabilities in colleges and universities.



The plan is for more people with disabilities, including intellectual disabilities, to go to college or university.



A report by the National Platform of Self Advocates said that transport is a big problem for many people with a disability.



It is one of the main things that stops people from getting a job.



We will try to get the Department of Transport and the National Transport Authority to work with us on this Strategy.



The Leap card is one example of a good action.
It makes it easier for people with disabilities to pay for travel.
The new Public Services Card will have a Leap chip for those that have free travel.



The NDA has organised a project to check out public transport in Ireland.



They want to find out if people with disabilities can use public transport.



The researchers will check on services and will ask people with disabilities about their experiences.

They will ask transport services to check how well they are doing.



Working together



Different government departments and organisations must work together to support people with disabilities to find work or keep a job.



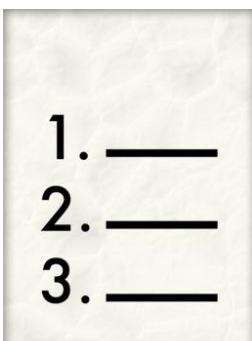
A group was set up to come up with a plan for working together.
The NDA are organising these meetings.



The group will think about the ideas in the New Directions policy.



The group think a service like Intreo can help people find out about supports.



The group has picked out actions that need to be started and need the help of government departments.



Employer support initiative



The NDA was asked to set up a plan for talks with employers.

The plan started at the end of 2015.



Different groups came together to share ideas on employing people with disabilities.



Some employers said they find it hard to get supports like the Wage Subsidy Scheme.

Some said they find it hard to put the right supports in place for a staff member with a disability.



A helpline, website and a number of meetings were set up for employers.



The goal of these actions is to get more people with disabilities into work.



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This Easy to Read report was made by
the Department of Justice and Equality
and ACE Communication.



Experts by Experience helped to put
this information together.

