



The Department of Justice and Equality

Report on the Employment Strategy for People with Disabilities 2017



This is an Easy to Read report

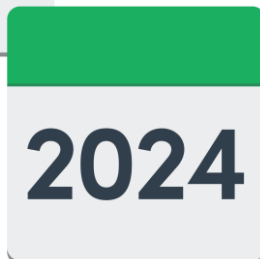




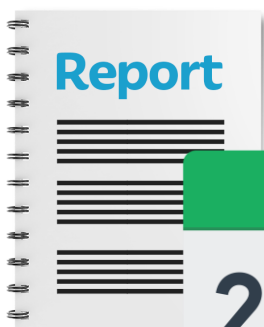
The Government set up the Employment Strategy for People with Disabilities in October 2015.



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



The Employment Strategy will last for ten years.



Every year, the Group working on the Strategy write a report.

This report is about the work in 2017.



The Chairman of the Group, Fergus Finlay, says:



We have finished the first part of our work on the Employment Strategy for People with Disabilities.



We asked Government departments and organisations to work together on the Strategy.



We have policies to help us put the Strategy into action.



We talked to people with disabilities, their families and advocates about the Strategy.



Next, we have to break down the barriers that stop people with disabilities from getting a job.



We have to make the right changes so more people can find a job.



We have to make sure the right supports are in place so people with disabilities can have a career they enjoy.



The economy in Ireland is getting better so there should be more jobs.

However, people with disabilities are more likely to be unemployed than other people.



This is not fair or equal.

To change this, we need to look at education, services, supports and attitudes.



The Group worked hard in 2017.

We worked together to try and bring about good changes for people with disabilities.



It is hard to find out how many people with disabilities got jobs as a result of our work.



There is still a feeling that nothing has really changed for people with disabilities.
This can be frustrating for everyone.



There is still a lot to think about and do.



Last year I called for a public campaign to make people think differently.



We need to show employers and the workforce in Ireland that people with disabilities have skills and talents.



I hope the Minister will call a meeting of employers and unions to put this campaign together.



This is a plan for ten years.

It may take that long for all the goals to be reached.

The strong support for the Strategy and a better economy will help us.



In this report, I will tell you about the good pieces of work that are happening.



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DEPARTMENT OF JUSTICE AND EQUALITY



I would like to thank staff in the Department of Justice and Equality, and the National Disability Authority for their support.

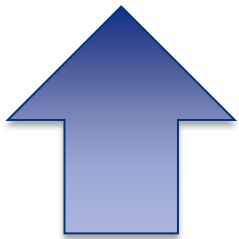


I would also like to thank the members of the Group for their hard work.

People with disabilities working in the public service



The Government wants more people with disabilities to have the chance to work in the public service.



The numbers will go up from 3 in every 100 people to 6 in every 100 by 2024.



It is hard to know how many people with disabilities have jobs in the public service.
Some people do not tell their employers that they have a disability.



The National Disability Authority can give public organisations advice on supporting staff to talk about their disability.

Good communication, respect and privacy are very important.

People with disabilities working in the public service



2020

I think the Government should try have more people with disabilities working in the public service in the next 3 years.

They should try reach the goal of 6 people in every 100 by the end of 2020.



We need to do more to help people with disabilities find a job.

We need to think about things like job adverts, interviews and work experience.



The Department of Public Expenditure and Reform should lead this work over the next 3 years.

Action 5.1. in the Strategy



Action 5.1. is about Government departments and organisations working together to support people with disabilities to work.



It is about having clear policies and organised supports.

This action will work with New Directions.



Supporting a person to find and keep a job is an important part of New Directions.



The group working on Action 5.1. talked to people with disabilities and their advocates. They wrote a report and plan in 2017.



They will meet with the HSE in 2018 to make sure that the advice in New Directions and in the Strategy is clear to everyone.

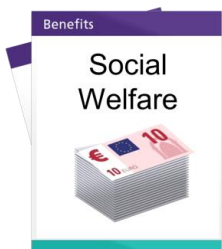


Department of Employment Affairs and Social Protection



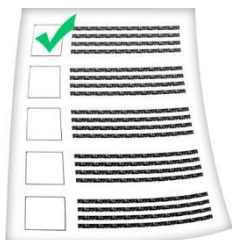
The Make Work Pay Report came out in April 2015.

This report had information on supporting people with disabilities to work.



The report has 24 pieces of advice called recommendations.

It talks about making changes, for example to disability payments or education and training supports.



Some changes have happened already. Others are being put into action.



The Department talked to the Disability Stakeholders Group about the recommendations.

In 2018, they will talk to people about Recommendations 9 and 10 in the report.



Department of Employment Affairs and Social Protection



In 2017, the Midlands branch of Intreo started talking to people with disabilities and their advocates.



Four case officers were given the job of working with people with disabilities in Longford, Mullingar, Athlone and Portlaoise.



People with disabilities will be given information about this service.

The person can make a choice to take part or not in these supports.



They can make an appointment to meet a case officer.

The case officer will work with the person to put together a job support plan.



Department of Employment Affairs and Social Protection



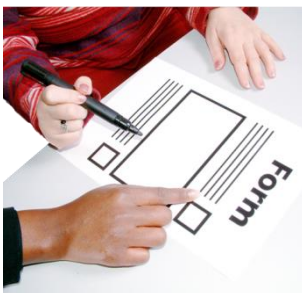
In 2017, a new programme started for young people with disabilities, called the Ability programme.



This will help young people, aged 18 to 25, to move from school to college or training. It will help them to get the skills they need to join the workforce and have a career.



The programme will be managed by Pobal. It will be paid for with money from the Government and the EU.



Different groups and organisations around the country will deliver the programme. Information went out in Autumn 2017. Applications from organisations and groups had to be in by January 2018. Projects will start during 2018.



Department of Employment Affairs and Social Protection



In July 2017, a meeting was held to talk about a national plan to support people with disabilities to stay in their jobs.



The meeting looked at how Government departments and the HSE could work together.



The HSE will pay for about 27 staff members for 3 years.

They will support people with disabilities to stay in or get back to their jobs.



A national group will be set up to manage this work.

Department of Education and Skills



In 2017, a new plan for more teaching supports for students with special needs was put in place in all schools.

SOLAS

Solas will have a new unit.

This will support everyone to take part in further education and training.



More money will be spent on projects that support people with disabilities to go to college or university.



The Fund for Students with Disabilities was looked at in 2017.

This check said what is working well and what changes are needed.

A working group will look at the advice.



Department of Business, Enterprise and Innovation



In July 2017, the Department put out the second national plan on the responsibility of business in society.



This plan is about business working in a fair and equal way.



The Department wants to support each business to have a good workplace that values and respects every person's skills.



It wants to help each business to give jobs to:

- men and women
- people from different cultures
- people with disabilities



Department of Business, Enterprise and Innovation



Enterprise Ireland had a meeting with 30 companies.

This was run by the National Disability Authority – Employer Disability Information Service.



Companies were given information and advice on giving jobs to people with disabilities and looking after customers with disabilities.



Science Foundation Ireland has a programme called Discover.

The programme wants the Irish public to learn more about science, technology, maths and engineering.



Science Foundation Ireland worked on a plan to include people with Autism in the Discover programme.



The Department of Health worked on a project to put together key messages for young people with a disability.

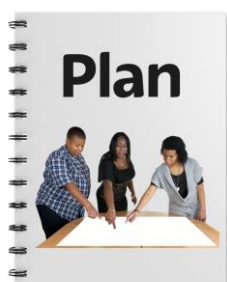
These messages show that every person has talents and skills.



Research has been carried out with people with disabilities and with staff, so we can learn from their experience.



The work has been supported by the Federation of Voluntary Bodies and the National Disability Authority.



A work plan will be put in place to move this project forward.

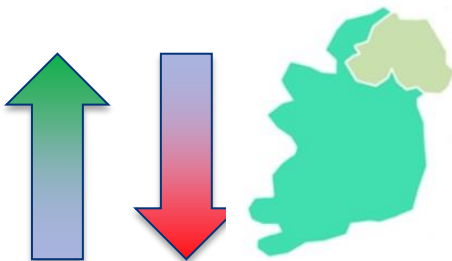


The HSE has a plan to meet the needs of every person leaving school or a training programme each year.

These individuals may need a day service.



Young people wanting to move on to training or to a job, can get advice on career opportunities.



This has worked better in some parts of the country than in others.

There are not enough guidance services in some areas.



The HSE looked at Sheltered Employment.
They are reviewing this to check how it is working.



The HSE is finishing work on a framework
for person-centred planning.
They will put this into action in disability
services.



A framework is a guide to tell us the best
way to do something.
This framework says what we need to do so
person-centred planning works well.



The framework wants to support people with
disabilities to get information and make
decisions.
Making choices about work is an important
part of this.



The Government has made more money available to make public transport easier for everyone to use.



In 2017, 110 new accessible buses were bought for Dublin Bus and Bus Eireann.

Work also started on accessible bus stops.

The Department is looking for companies around the country to build and run buses and coaches that are wheelchair accessible.



The National Transport Authority is supporting a campaign to have a wheelchair zone on every Dublin Bus.

They want customers to leave the wheelchair zone for those who need it most.



An Roinn Iompair
Turasóireachta agus Spóirt
Department of Transport,
Tourism and Sport

Department of Transport, Tourism and Sport



Irish Rail plans to start a 6 month project on the DART.

They want to cut the notice a person has to give if they need support to use the train.

This will go from 24 hours to 4 hours.



More staff and flexibility will help the project and mean better support for people with disabilities.



Money was used to make 6 train stations more accessible in 2017.



229 new wheelchair accessible taxis were added in 2017.

51 wheelchair accessible taxis were replaced.



The National Disability Authority has an important job to do to support the Strategy.



It guides Departments, Organisations and Groups working on the Strategy.



It checks how everything is going.

It looks at things like information for employers, supports for education and the work of the Make Work Pay Group.



In 2017, the NDA carried out research on:

- Employing people with disabilities in the public service
- Work experience
- Getting people with disabilities into or back to work



In May, the National Disability Authority held an information meeting for key people in the public service.



The goal of the meeting was to show good ways to hire people with disabilities.



The NDA pays for the Employer Disability Information Service.

This service gives advice to employers and encourages them to think about giving jobs to people with disabilities.



A new project manager was employed to share information and experiences with the business community.



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communicating together

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.

