1. Financial In-work supports

We want to know what works best and is attractive for people with disabilities when considering a return to or taking up work in terms of financial supports

How important are the following when considering taking up or returning to employment?

	Very Important	Moderate Importance	Neutral	Slightly Important	Low
Disability Allowance Earnings Disregards (up to €120, €120-350)	●	O	O	O	O
Partial Capacity Scheme (on Illness Benefit, Invalidity Pension)	●	O	O	O	O
Retention of Medical Card for 3 years	●	O	O	O	O
Secondary Benefits: (Rent Supplement/Free Travel/Fuel Allowance)	●	O	O	O	O
Household Benefits Package (Electricity/Gas Allowance/Free TV Licence)	●	O	O	O	O
Family Income Supplement	O	O	●	O	O
Tax Credits and reliefs	O	O	O	●	O

How well do you think the following are understood by people with a disability or their advocates?

	Well Understood	Moderately Understood	Neutral	Slightly Understood	Not
Disability Allowance Earnings Disregards (up to €120, €120-350)	O	O	O	●	O
Partial Capacity Scheme (on Illness Benefit, Invalidity Pension)	O	O	O	O	●
Retention of Medical Card for 3 years	O	●	O	O	O
Secondary Benefits: (Rent Supplement, Free Travel, Fuel Allowance)	●	O	O	O	O
Household Benefits Package (Electricity/Gas Allowance, Free TV Licence)	●	O	O	O	O
Family Income Supplement	O	O	O	O	●
Tax Credits and reliefs	O	O	O	O	●

Comments

Family Income Supplement isn't relevant to the majority in our experience so understanding is limited. Tax Credits are not as understood due to the lack of continued employment in our experience

2. Financial Barriers

Please rank the following in importance 1 – 6 (according to the scale of barrier) when considering taking up or returning to work: (1 = most important)

Loss of DSP Payment	o 2
Loss of Secondary Benefits (Rent Supplement, Free Travel, Fuel Allowance)	o 3
Loss of Household Benefits Package (Electricity/Gas Allowance, Free TV Licence)	o 4
Perceived difficulty obtaining DSP payment/benefits again (e.g. If work ceases)	o 5
Loss of Medical Card after 3 years	o 1
Other (please specify) _____	o 6

It is recognised that the needs and issues arising for people with disabilities vary, and that different circumstances arise for different people at different times. If there are circumstances that are particularly relevant, please indicate:

Lack of Skills and knowledge from Employers Perspective.
Need for additional training or support
Learning Responsibility for holding a job.
Unreliability and reluctance to work on initiative.

In general, do people with a disability feel that they would be better off financially by taking up work?

Yes	No
●	O

Please elaborate:

When people understand money and it's importance, they see the benefit financially.

3. Length of time out of workforce

Are there particular financial barriers to resumption of work for PWD if out longer term, i.e. 2 yrs or more?

& Extra support may be required to help resume employment which could lead to reduced earning potential while being supported (Wage subsidy scheme).

What suggestions would you have to overcome barriers for PWD who have been out of the workforce long term?

On the job training / Personalised Support.
Job Shadow Period / Mentoring.
Matching Jobs to People.

Do you feel there are particular financial barriers that apply more to men than women, or to women than men?

Nothing Particular.

4. Communication

Please rank the following sources of information people with disabilities use to research the financial aspects of taking up or returning to work:

	Always	Often	Sometimes	Rarely	Never
Department of Social Protection website	O	O	O	O	●
Intreo office/Local DSP office	O	O	O	●	O
Citizens Information Office	O	O	O	●	O
Citizens Information Website	O	●	O	O	O
Representative groups for PwD	O	O	O	●	O
Friends and family	O	●	O	O	O
Media (TV/Radio/Newspapers)	O	O	●	O	O
Other (please specify)	O	●	O	O	O

Employability. Support Staff.

Do you think people worry about asking for information from the Department of Social Protection when considering returning to work – e.g. applying for Partial Capacity Benefit, or the Disability Allowance Earnings Disregard?

Yes	No
O	●

If yes, why?

5. Experience of PWD who ARE working

Approximately 21% *of PWD are in the workforce; in your view what are the financial and other factors which have supported these people to:*

A) Transition successfully from education/training to employment:

Support with the transition
Intensive training relevant to the person.
Trial Periods

B) Remain in employment:

Support from Support Staff (ongoing)
Acceptable Patience / Understanding from Employers
Confidence being built in their role.
Be treated equally and respected.

6. How do you see the role of the Intreo centre evolving to meet the needs of PwD?

The Department of Social Protection is expanding the role of the Intreo centres as an employment and recruitment service for pwd who wish to take up work.

What do you think PwD need from their Intreo centre in terms of assisting them to search for work?

Intensive Job-Coaching.
CV skills.
More Fetac Level 3,4 courses in work skills.
More personalised training courses.

How do you think the Intreo centre can best engage with PwD? e.g.

- Communication – social media, email/letters from intreo, telephone?
- Promotion of services via disability representative bodies/media?
- Named case worker

Social Media
Developing links with other community organisations and organisations supporting People with disabilities.
Marketing within organisations

Accompaniment of family/friend/advocate at Intreo:

	Yes	No
▪ Is this important to PwD?	●	O