

What is Supported Employment? Employers information



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SUPPORTED EMPLOYMENT EXPLAINED

Supported employment is a model used to assist people with disabilities to find, secure and maintain jobs in the open labour market.

Benefits for employers

Reduced recruitment costs

The services of your local supported employment agency are free of charge.

Reduced recruitment risks

A job coach provides an individualised service to employers.

Increased productivity and innovation

Research has shown a diverse workforce fosters innovation, boosts staff morale and leads to increased productivity.

Access a pool of potential employees

Tap into a pool of dedicated and motivated potential employees.

Reach out to new customers

People with disabilities have a potential spending power of €3.3 billion. Why not reach out to these customers by marketing yourself as fully inclusive and accessible?

Enhance your company's reputation

Be a leader in your community and a champion of social justice!

ABOUT THE IASE

The Irish Association of Supported Employment (IASE) is a voluntary organisation, set-up in 1994, to promote equal employment opportunities for people with disabilities using the supported employment model.

We are the national voice representing over 900 members who, in turn, support 5,000 Irish people towards the workplace.

WHAT IS A JOB COACH?

Supported employment involves the use of a job coach service. A job coach is a trained and experienced employment and disability professional who works, one-to-one, with employers and jobseekers.

Working with employers

Supported employment agencies nationwide provide a free service to employers to help them with their recruitment needs.

Supported employment agencies can help with disability awareness and training.

Supported employment assists employers who wish to develop more inclusive recruitment and workplace practices.

Frequently asked questions

How does supported employment work?

A job coach works with a jobseeker to find out about their skills, experience, interests and career plans. They also work with employers to find out about their individual recruitment needs. The job coach is then able to match the right jobseeker to the right employer and job.

What kind of support is provided?

Supported employment is individualised and person-centred. This means the job coach works with employers, one-to-one, to establish what type and level of support is needed. The job coach then works with the employer and new employee to put the necessary supports in place. Supports are varied but may include support around induction and on-the-job training, social skills training, or assistive technology.

Is there a time limit on this support?

No. The job coach continues to provide support to the employer, the new employee and their colleagues, if necessary. Supports can be short-term or long term and can include on-the-job training and supervision.

How much does this service cost?

Nothing. The services of your local supported employment agency are free. Employers pay their new employees the going rate for the job.

Are there financial incentives or grants available?

There are a number of grants and incentives available for employers. A job coach will be able to give you more information on eligibility, rules, schemes, and how to apply.

What about the employment terms and conditions?

The standard employment terms and conditions apply to an employee receiving support from a supported employment agency.

Will my insurance costs change?

Your standard employer's liability insurance should cover all of your employees. If you have any queries or concerns, you should contact your insurance provider.

Get in touch today!



To find out more about supported employment and the services available in your area, contact the IASE today.

www.iase.ie

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