

Questions employees ask

What is expected of me?

- That you want to work and that you have the necessary support in place.
- That you are in agreement with your Job Coach talking to the important people in your life to gather positive information about your likes, abilities, skills, interests, hopes and aspirations.
- That you meet with your Job Coach regularly by agreement (*for example twice weekly, for 2 to 3 hours per week as required*) during the time your Vocational Profile is being completed.
- That you contact the Job Coach in advance or the day before if you are unable to keep an appointment.
- That you meet with the the Job Coach regularly by agreement (*for example once per week for 1 to 2 hours as required*) after your Vocational Profile meeting to job search.
- That you are willing to give your full commitment to any work experience or work placement during the job searching stage.
- That you conduct yourself in a courteous and professional manner.
- That you are willing to be active in the job seeking process.
- That you make known any concerns you have or issues about the service by using the Job Coach or supported employment manager or organisations complaints procedure.



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Supported Employment

Useful Information For
Employers and Employees



Questions employers ask

What is supported employment?

People with disabilities often find it difficult to compete in the open labour market. Supported Employment assists people to gain employment and offers practical support to the Employee and Employer.

How does it work?

A Job Coach works with a person to find out more about their skills, abilities, likes and dislikes in order to identify a suitable job match. Supported Employment Services support the person to apply for positions, and contact employers on their behalf. If the candidate is successful in gaining a position within an organisation the Job Coach will produce a detailed job analysis prior to them commencing employment - this will highlight any support needs. Individually tailored on-the-job support can also be provided.

Is there a time limit on this support?

No. Ongoing monitoring of the employee performance is undertaken regularly. This will be agreed between the Employer, the Employee and the Job Coach. However, in the case of the FAS National Supported Employment Programme there is an expected withdrawal of services after a specified period of time.

What will this service cost?

The Employer will pay the Employee the going rate for the job. There is no cost to the employer for the service of a Job Coach.



Irish
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Employment

Are there any financial incentives?

The Job Coach can provide Employers with information on eligibility, rules, schemes and incentives and how to apply.

What about terms and conditions?

As with all other staff members, the same terms and conditions apply to an Employee receiving support through a Supported Employment Service.

Will my insurance costs increase?

There is little difficulty in obtaining insurance at normal rates once a safe working environment is provided.

What are the implications of employing a person with a disability?

All Supported Employment services carry out a comprehensive vocational profile and identify an appropriate job match; the job will be carried out by an enthusiastic Employee who is committed to the type of employment on offer. You do not incur any recruitment costs, and get the right person for the right job.

What happens if it's not working out?

What happens when any placement is not working out? The Job Coach will support the Employer to identify the barriers to successful placement and assist to implement the appropriate measures.

IASE promoting employment for people with disabilities throughout Ireland

Where issues can not be resolved and all options have been pursued supported employment service will support you should you decide to terminate the placement.

Will there be extra costs?

Often not. Not all people with disabilities need adaptations or specialised equipment. If adaptations or specialised equipment are required, supported employment service providers can advise on financial supports available.

How will my existing staff react?

People with disabilities want to be treated the same as other employees. There is funding available through FÁS for Disability Awareness training in the workplace. An Employment Officer on the site can also help to overcome misconceptions about working beside people with disabilities. However, based on Employer feedback nationally, having a person with a disability in the workforce can have positive affect on staff morale.

What about customer perception of my Business?

Customers often appreciate that a business is making an effort to employ people with disabilities. Employing people with a disability can attract and maintain a wider customer base. Promoting inclusion and addressing the large scale unemployment experienced by people with disabilities is an important expression of responsibility by the corporate sector and in the community.