

Disability, Vocational Training and Employment

THE LATVIAN PRESIDENCY OF THE EU COUNCIL

“FROM INCLUSIVE EDUCATION TO INCLUSIVE EMPLOYMENT FOR PEOPLE
WITH DISABILITIES”

People with Disabilities in Ireland

- 53.1 % is the rate for people out of work due to an illness or disability that are living in poverty or deprivation. This means that they struggle with the cost of adequate clothing and heating, and cannot afford to eat a meal with meat or fish every second day. (SILC 2013)
- One third of young adults (25 to 29 years) with a disability leave school before completing second level education compared to one in six of young adults with no disability
- Only 20.7% of people with disabilities aged 15 and over are in employment compared to 50% of the general population in the same age.

What is the situation of people with disabilities when it comes to work?

- People with disabilities are only half as likely to be in employment as others of working age.
- 33% of people with disabilities of working age in work, compared to 66% of non-disabled people.
- 112,000 people with disabilities in employment (2011 census)
- 1 in 10 adults of a working age have a disability

What is the situation of people with disabilities when it comes to work?

- For those born with a disability, quality education and training and good bridges from education and training into the world of work are **key to getting on a job and career ladder**.
- For those who acquire a disability during their working life – they need support to re-enter the workforce, either returning to their old job or being retrained for another position
- About four out of five adults with disabilities have acquired their disability in adult life.
- Over one third of people with disabilities, and almost two thirds of younger people in the 18-34 age groups would like to work if the circumstances were right.

Ireland's Disability Infrastructure

Ireland has a strong legislative disability infrastructure

- National Disability Strategy (2004) -- underpins the participation of people with disabilities in society

Comprises:

- NDS Implementation Plan
 - Disability Act 2005
 - Citizens Information Act 2007
 - EPSEN Act 2004
 - Sectoral Plans
 - Multi- Annual Funding (only until XXXXX)

Ireland's Employment Policy Framework for People with Disabilities

➤ The part of the NDSIP relating to employment:

➤ High level goal (Objective 3 of NDSIP):

“Participation: People with disabilities live ordinary lives in ordinary places, participating in the life of the community. As part of this, people with disabilities have access to jobs”.

Key elements:

- Publication of a Comprehensive Employment Strategy which is intended to ensure a co-ordinated approach to support persons with disabilities to progress into employment
- A commitment from the Department of Jobs to an update of all information online to facilitate the employment of people with disabilities and information relating to staying in the workforce for those who acquire a disability
- An Equality Tribunal to ensure that employment rights and entitlements are safeguarded
- People with disabilities to make up 3% of the public sector

A lot of work still to be done...

- Many of the actions/objectives in the NDSIP have no fixed target time by which objectives should be achieved (**'ongoing'** – some for nine years).
- Comprehensive Employment Strategy (CES) implemented as a specialist service with little integration in mainstream services.
- Government policy to activate measures for the long term unemployed looks predominantly at people on the Live Register (**most people on disabilities not on Live Register** due to receiving Disability Allowance)

A lot of work still to be done..

- Up until very recently, Intreo not aiding people with disabilities to find jobs. 10 Intreo centres now working with people with disabilities but still technical issues*
- Jobbridge, an employment activation scheme, up until recently not accepting people with disabilities but now ten centres now accept people with disabilities due to significant lobbying
- Disability Activation Programme (DACT) projects are now largely finished
- EU Youth Guarantee Scheme- A Guarantee of education, training and/or work experience from the Irish Government to 30,000 young people at risk of long term unemployment. Must be on Live Register to receive the guarantee and therefore young people with disabilities will be overlooked.

Two different Employment Agendas

1. Mainstream Employment Agenda

- Intreo
- Pathways to Work

2. Disability Specific Employment Agenda

- Comprehensive Employment Strategy

The Work of the Voluntary Sector

- A large contribution towards the implementation of the high level goals contained in the NDSIP comes from the voluntary sector.
- Various organizations contribute towards training, access and supports for people with disabilities who are looking for work or who are already working.

Example 1

WALK PEER (Providing Equal Employment Routes) Programme

- This organization supports services users (people with an intellectual disability, autism and complex needs) to live self-determined and independent lives.
- Identified a large gap in relation to the ability of mainstream services to support people with a disability in work.
- Focuses on supporting young people at an early stage to gain access to the same employment opportunities as their mainstream peers.
- Offers individualised supports at key transition points in a person's life.
- Use of 'PEER mentors' (other young voluntary participants) to provide a natural form of support

Example 2

NCBI(National Council for the Blind of Ireland) Employment Services

- This organization help people with dealing with sight loss to stay in employment.
- Deal with referrals from services users, training institutions, government services and employers
- Multidisciplinary service: provide assistive technology assessments, mobility training and other potential supports that assist in keeping a job
- Advice to employers and employees regarding retention advice, awareness and reintegration.

Summary

- People with disabilities have a high risk of experiencing enforced deprivation and poverty and over one third of people with disabilities, and almost two thirds of younger people in the 18-34 age groups would like to work if the circumstances were right.
- Ireland has some disability infrastructure in place. However, there is a lot more that needs to be done to achieve the goals relating to employment in the National Disability Strategy. More socioeconomic infrastructure is needed to support the participation and inclusion of people with disabilities in employment.
- Two different employment agendas: one for people with disabilities and one for people engaged in mainstream employment.
- Large contribution towards achieving the high level goals of the NDSIP coming from the voluntary sector (WALK PEER, NCBI...)