



Employers' Reasonable Accommodation Fund Grants Survey

Summary

The views of employers are needed to successfully review the Reasonable Accommodation Fund Grants. Please complete this short survey of 12 to 13 questions to include your views in the review.

The Reasonable Accommodation Fund aims to support disabled jobseekers, employees and employers by helping fund certain reasonable accommodation needs. Four grants are currently available:

- 1) Employee Retention Grant (ERG) – Help employers retain employees who acquire a disability, funds identification of accommodations, training or re-training.**
- 2) Workplace Equipment / Adaptation Grant (WEAG) – Make the workplace more accessible, funds premises adaptations, additional equipment and assistive technology training.**
- 3) Job Interview Interpreter Grant (JIIG) – Funds an interpreter to accompany a person with hearing loss or speech impairment to a job interview and/or induction training.**
- 4) Personal Reader Grant (PRG) – funds a personal reader to assist someone who is blind or visually impaired in their work.**



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* 1. Where is your company located? (You can tick more than one.)

- Ulster
- Munster
- Leinster (Dublin)
- Leinster (Outside Dublin)
- Connaught

* 2. What sector best describes your business?

- Accommodation and Food Services
- Public Administration
- Agriculture, Forestry and Fishing
- Construction
- Education
- Health and Social Work
- Other (please state)
- Manufacturing (Industry)
- Information and Communication
- Professional, Scientific, Technical and Support Services
- Retail, Wholesale and Trade
- Transport and Storage
- Financial, Insurance and Real Estate

* 3. How many people does your company employ?

- Fewer than 10 persons employed
- 10 to 49 persons employed
- 50 to 249 persons employed
- 250 or more persons employed

* 4. Have you ever received a Reasonable Accommodation Fund grant?

- Yes
- No, but I have heard of them
- No, never heard of them



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* 5. Which grant did you use?

- Workplace Equipment Adaptation Grant
- Job Interview Interpreter Grant
- Personal Reader Grant
- Employee Retention Scheme Grant
- Cannot remember

* 6. Why have you not received a Reasonable Accommodation Fund grant?

- Company was able to meet costs without the grants
- Applied but was unsuccessful
- I didn't know where to apply/get help with the application
- Other (please state)
- Funding amount was too small
- Administrative burden was too high
- I have never been asked to provide Reasonable Accommodations

* 7. Have you ever struggled to meet the cost of providing Reasonable Accommodations?

- No, I have never been asked to provide Reasonable Accommodations
- No, I have been able to meet the cost
- Yes, I have struggled to meet the cost
- Yes, I have struggled but RAF grants helped me meet the cost
- Yes, I was unable to meet the cost

* 8. At what cost would Reasonable Accommodations impact your ability/decision to hire or retain People with Disabilities?

- Up to €250
- €250 - €500
- €500 - €1,000
- €1,000 - €5,000
- €5,000 - €10,000
- €10,000 - €20,000
- More than €20,000

* 9. Do you currently have someone with a disability on your payroll?

- Yes
- No



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* 10. How many people with disabilities do you employ?

* 11. Do you think these grants help employers provide people with disabilities with?

- Getting a job, they otherwise would not get
- Performing better in their job
- Keeping their job
- Getting a promotion
- Other (please state)

* 12. How would you make these grants better? (You can tick more than one.)

- Change Personal Reader Grant to fund computer screen reader programme (e.g. JAWS)
- Additional interpreter hours for a person with hearing loss or speech impairment
- Help with travel costs to/from work
- Help with travel costs in work (e.g. taxi to meetings)
- Fund personal assistant hours in work
- Provide a personal Reasonable Accommodation budget
- Fund workplace needs assessments
- Fund professional development inclusion training for HR and line managers
- Grant approval in principle to jobseekers/employers seeking to hire people with disabilities
- Increase the level of funding available
- Other (please state)



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* 13. Do you have other suggestions to improve the Reasonable Accommodation Fund grants?