



Summary of Review



About the schemes:

The **Reasonable Accommodation Fund** grants and the **Disability Awareness Support Scheme** are two ways that the Department of Social Protection supports disabled people to get jobs.

A reasonable accommodation is when we change the way we usually do things to make sure people with disabilities can do it too. An example is flexible working arrangements that allow people to start and finish work at different times.

A **grant** is a sum of money that is given to someone to help them do something.



The Reasonable Accommodation Fund offers 4 (four) types of grants:

Workplace Equipment and Adaptation Grant

This grant helps if changes need to be made to the workspace or if there are other things that would support access for disabled people in their job.





Job Interview Interpreter Grant

This grant can help you if you need the support of someone with sign language, lip reading or other types of support at a job interview.



Personal Reader Grant

This grant can help you if you are blind or have a visual impairment and require a personal reader at work.



Employee Retention Grant

This helps an employer to keep a staff member who has become disabled since they began working for them.



The **Disability Awareness Support Scheme** offers workplace training about working with disabled people.



These grants and supports have been in place for a long time so they need to be **reviewed**.



A **review** is when you look carefully at all parts of something and see if it needs to be changed or if it can be better.



First they looked at the issues:
Not enough grants or supports are applied for or spent.

Then they asked "What might be the reason for this?"



- People don't know about them.
- It is hard to fill out the forms and it takes a long time.
- There needs to be more money available.



Lessons from other countries:

They looked at supports in other countries that help disabled people to get or stay in jobs.

They found that in other countries people get supports in lots of different ways.

These included things to help people work from home, pay for work-related travel and get job coaching.



This review says:

Put the grants and supports into one package.



Make it easier to apply for.





Once they apply, let people know early on if they can get the grant.



Let more people apply from different types of workplace such as the community sector.



Let people who are starting new jobs and people who already have disabilities get supports from the Employee Retention Grant.



Let employers who don't employ disabled people at the moment apply for the Disability Awareness Support Scheme. They might hire disabled people in the future.



Allow people to apply for funding for more support hours such as interpreter hours.



Give more support to people who need to work from home.



Make sure everyone knows about different types of supports that are offered.



You can find the report online at www.gov.ie/RAFDASSReport