

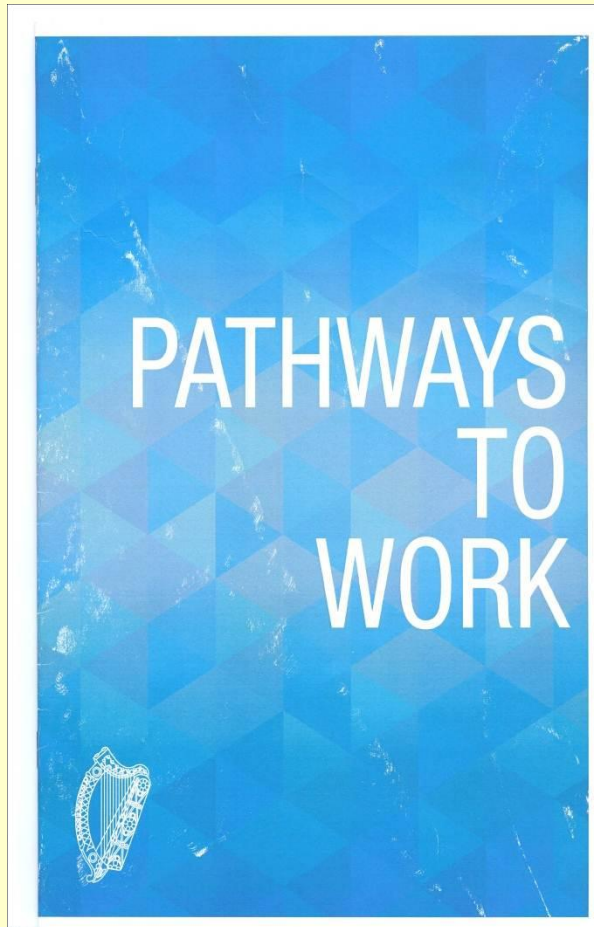


Recruiting staff from the Live Register.

Information for Employers



We have been given a mandate to change and we are changing....



“Put simply, no-one who loses his/her job should be allowed to drift, with no support, into long term unemployment. “

Pathways to Work
Paragraph 4, page 7.

And we went public with that change last Autumn...

Find out more at www.intreo.ie



Welcome to your local Intreo Centre

Our goal is to help you to get work.

At Intreo we provide employment and support services tailored to your individual needs including:

- expert advice and access to employment, training and personal development supports,
- working closely with employers to identify opportunities for you,
- information on the full range of income supports available, and
- on-line services.



An tAon Chomhairle Sóisialaí
Department of Social Protection



Intreo

- 2 Desks 1-5 Rooms 9-10
Desks 1-5 Rooms 9-10
- 3 Current Claims
Desks 6-12 Room 11
Current Claims
Desks 6-12 Room 11

Record of Mutual Commitments

Between: Department of Social Protection and [Name]

The Department of Social Protection is committed to providing comprehensive employment support and income support services to our clients. Our goal is to help our clients to become ready for, and secure, sustainable employment.

Our Commitment to You:

- We will provide you with a personal adviser to help you with your job search.
- We will provide you with access to a range of employment and training opportunities.
- We will work with you to help you identify your personal development needs and help you to meet them.
- We will monitor and review progress against this plan with you.
- We will meet with you for adjustment and give you the support of our advisers.
- We will help you with digital and internet skills and the accessibility of our services with you.

My Commitment to You:

- I will work to become committed to the current job opportunities.
- I will work with the Department to agree my Personal Progression Plan.
- I will accept meetings to which I am invited by the Department and will ensure that I am available for such meetings.
- I will accept the Department's reasonable requests to be interviewed for job opportunities.
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Signed: [Signature] Signed: [Signature]

A change that is as focussed on employers as it is on unemployed people...



Employment Services and Supports for Employers

An Roinn Coimíre Sóisialaí
Department of Social Protection



Employer Information Pack

This Employer Information Pack provides information to employers about our range of supports and services which are provided at no cost to your company.

The information pack is divided into the following:

DSP Recruitment & Employment Schemes

DSP Recruitment Service and Employment Schemes

- Jobs Ireland Recruitment Service
- European Recruitment Service (EURES)
- JobBridge – The National Internship Scheme

Grants & Assistance Schemes

Grants & Assistance Schemes

- JobsPlus
- Part Time Job Incentive Scheme
- Family Income Supplement (FIS)

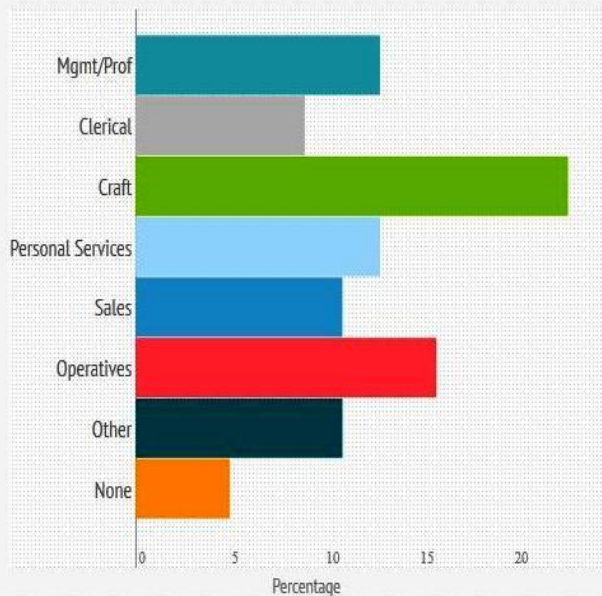
Workplace Support Schemes

Workplace Support Schemes

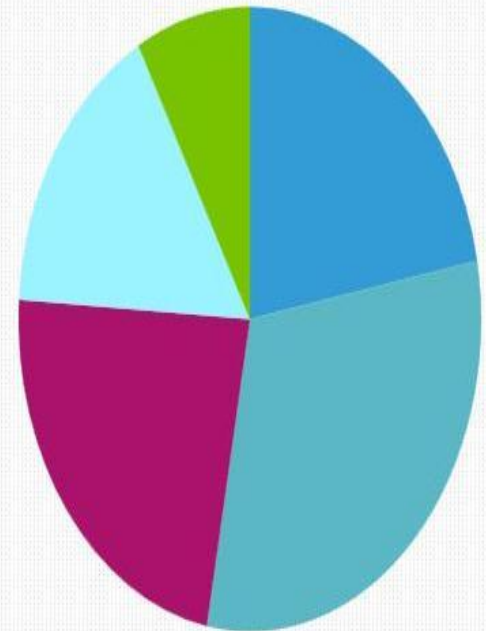
- EmployAbility Service
- Disability Awareness Training Support Scheme
- Wage Subsidy Scheme
- Reasonable Accommodation Fund for the Employment of People with Disabilities, comprising of:
 - Employee Retention Grant Scheme
 - Workplace Equipment Adaptation Grant
 - Personal Reader Grant
 - Job Interviewer Interpreter Grant

And one that can deliver benefits to employers to access a real talent pool...

Occupational Profile



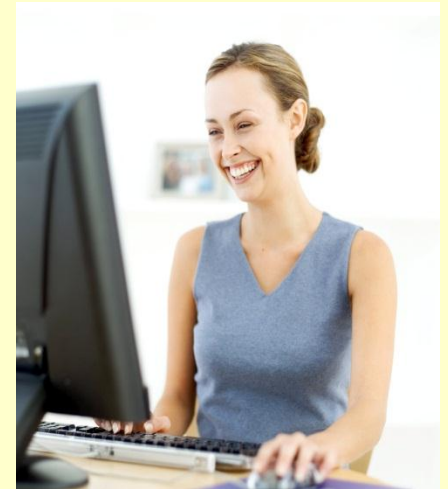
Age Profile



Under 25 25-34 34-44 44-55 Over 55

So what supports can we offer you to recruit staff from the Live Register?

- JobsPlus
- JobBridge
- Part-Time Job Incentive
- Family Income Supplement (FIS)
- Free advertising of job vacancies
- Help in filling job vacancies
- Supports to employ/retain staff with a disability



JobsPlus

Financial incentive to employers to employ staff who are long-term unemployed.

Person unemployed for	Financial incentive	Payable monthly over 2 years
12 – 24 months	€7,500	€312.50
> 24 months	€10,000	€416.67

People getting an unemployment payment or signing for unemployment credits are eligible.

Job must be for at least 30 hours per week spanning at least 4 days per week.

No limit on the number of unemployed people that employer may recruit.

Job cannot displace any other employee.

Employer must be compliant with tax and employment laws.

Visit www.jobsplus.ie for more details.



JobBridge



- A 6 or 9 month internship with an employer.
- To take part, the Intern must be getting a SW payment for at least 3 months in the past 6 months.
- Employer must have 1 employee working at least 30 hours per week
- Visit www.jobbridge.ie for more details.



JobBridge



- No cost to the employer - Intern gets existing SW payment + €50 top-up per week.
- Opportunity for employer to access future employees
- Intern may qualify for JobsPlus after 9 months

We can help you fill a job vacancy

How?

Give us details of the job.

We will

- match the job vacancy against our database of skilled and motivated people.
- refer suitably qualified people to you.



Part-Time Job Incentive



Can you offer work of less than 24 hours per week to a person who has been in receipt of Jobseekers Allowance for at least 15 months?



If so, s/he may receive

- an allowance of €119 or €193.90 per week from us in addition to the wages you pay.

The allowance is awarded for 1 year but may be extended.
Client may apply for PTJI at your local Intreo Centre.



Family Income Supplement



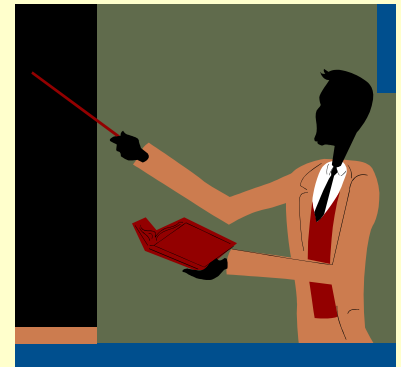
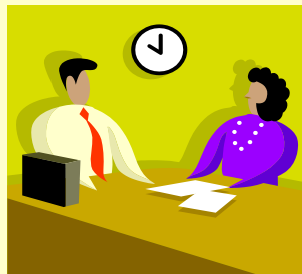
- A weekly tax-free payment for low-paid employees with child/ren.
- Employee must work at least 19 hours per week (or at least 38 hours per fortnight)
- Employment expected to last at least 3 months.

Family Income Supplement

Example of family with 1 child.	(€)
Weekly family income limit (set by DSP)	506.00
Weekly average family income (i.e. client + spouse)	<u>300.00</u>
	206.00
FIS = €206 X 60%	123.60
Average weekly family income + FIS (€300 + €123.60)	423.60

Supports to employ or retain staff with a disability

- Employee Retention Grant Scheme
- Wage Subsidy Scheme
- Workplace/Equipment Adaptation Grant
- Disability Awareness Training Support Scheme
- Personal Reader Grant
- Job Interview Adaptation Grant



Employee Retention Grant Scheme

To encourage employers to retain staff who get an illness/impairment which impacts their work.

Funding available to buy-in specialist skills to develop and implement an employee 'Retention Strategy'.

Development: 90% of cost up to €2,500.

Implementation: 90% of costs up to €12,500.

Wage Subsidy Scheme

- Applies to new employees who are disabled, work 21 – 39 hours p/w and whose productivity is 50% - 80% of normal levels.
- Not available for existing employees who become disabled.
- A subsidy of €5.30 per hour is paid to employer
- Subsidy may be increased by 10% - 50% for supervisory, management and other work-related costs.
- A grant of €30,000 per annum available to employ an EAO if employer takes-on 30 disabled staff.

Workplace/Equipment Adaptation Grant

- Grant of up to €6,349 to buy/adapt equipment for use by new or existing disabled staff.
- Application must be made in advance of purchase.
- Grant is paid to the purchaser (i.e. employer or employee).
- Examples: voice synthesisers for computers, amplifiers for telephones, minor building works, Braille converters, stair lifts.

Disability Awareness Training Support Scheme

- Aim is to promote employability of disabled people by creating an open & welcoming work environment.
- Y1: Grant of 90% of training costs up to € 20,000.
- Later years: Grant of 80% of such costs.

Examples;

- Trainer's fee for in-house staff training
- Learning materials (up to €650)
- Fees for internet learning programmes
- Fees paid for external training programmes.



Need more information?
Your local
Employment Support Officer is:

Nuala Greene

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Mob: 087-6784515

E-mail: nuala.greene@welfare.ie