

Disability Positive Employers

There is no one way to identify disability friendly employers and there is no way to guarantee that an employer is committed to the inclusion of people with disabilities. Employers cannot discriminate on the grounds of disability and most say that they embrace diverse employees. So what can you do?

The best way to tackle the world of work is to take the following steps and ensure **YOU** are ready for the gruelling task of seeking a job. Employers' common fears about disability at work include poor employee performance, high cost of supports, poor attendance, retention difficulties and health & safety concerns. And the biggest barrier is attitude.

1. Prepare yourself

Prepare yourself as best you can to proactively discuss your needs and what supports you might require in the workplace. As well as preparing your CV and cover letter, consider what supports may assist you to perform at your best at interview and at work. Employers want to know what they need to do so tell them! Educate yourself about the grants and schemes available to employers so that you can proactively alleviate a potential employer's fear about the added cost of any supports you might need:

<http://www.employerdisabilityinfo.ie/supports-and-funding/employer-disability-grants>

2. Disclose

Whether to disclose your disability or not is your decision. However if there is no disclosure of a disability, you cannot seek any supports or accommodations. Your disability may not be obvious but an interviewer or manager may notice your difference – your difference should be your unique selling point not perceived negatively. Try to disclose in a positive way that is solutions focused to increase your chances of a good outcome and experience:

<http://www.employerdisabilityinfo.ie/advice-and-information/inclusive-recruitment-and-management/managing-disability-in-the-workplace/disclosure>

3. Elevator sales pitch

Consider what unique skills you can bring to a company. Think about how best to demonstrate these skills. Remember you have an intrinsic competitive advantage – you bring diversity of thought and experience to an organisation:

<http://www.employerdisabilityinfo.ie/blog/wearing-my-disability-with-pride>

4. Use your network

Many people with disabilities secure their first job opportunity from friends and family members in their personal network. Build up your online profile and tell everyone you are looking for work.

Encourage your employer or potential employer to get in touch on info@employerdisabilityinfo.ie, visit www.employerdisabilityinfo.ie or call us on 01 6762014 or 086 17 00 472.



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