

How you can help

We are looking for employers to pledge real paid full or part time jobs for people we support.

Some examples of the kind of work people would like to do are:

- Catering and/or restaurant work.
- Hotel/bar work.
- Supermarket and shop work.
- Reception work.
- General office work.
- Administration.
- Porter work.
- Car valeting/working with tyres.
- Warehouse operative.
- Assembly work.

We commit to work closely with employers to find the right job match that suits everyone involved.

Contact us

Call or E-mail the Communications Team at Cope Foundation for more information.

Call: 021 464 3253 / 464 3255

Email: communications@cope-foundation.ie



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Deliver
paid jobs

Create
inclusive
workplaces

Offer a
chance to
improve
lives



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Cope Foundation

Cope Foundation offers supports to people with intellectual disabilities and/or autism to enhance each person's ability to live life to the full.

We support over 2,350 people of all abilities and ages offering support in education, training, work experience, employment, housing, leisure activities, sport, arts, multidisciplinary and specialist healthcare support and much more.

We have 65 locations all over Cork City and County.

Grand Job?

Grand Job? is an advocacy campaign led by Cope Foundation to support people with intellectual disabilities to find paid employment.

It is Cope Foundation's first focused advocacy campaign to change things for the better for the people we support in the area of employment and work.

Grand Job? launches in May 2015 and will run until May 2016.



Aims

- We want to find real paid jobs for at least 10 people we support. Some of the jobs will be full time, some will be part time and others will be flexible.
- We want to find a working match for each person and employer, ensuring the right jobs for the right people.
- We want to work in partnership with employers so they know all the positives about working with people with intellectual disabilities.
- We want employers in Cork to have the supports they need to employ people with intellectual disabilities.
- We want our politicians and government to know that jobs are important and that they need to support people with intellectual disabilities to be full and active citizens.

Sarah Lynch

My name is Sarah Lynch. I first began work experience in Ryan's Supervalu Glanmire in March 2013.

I worked as a store assistant.

In June 2013, my supervisor offered me a part time position in Supervalu. Now I am working on the dairy section. I work from 8am until 1pm three days per week. Most of the time involves keeping the milk fridges stocked, clean and tidy. This is one job I can manage to do alone and I am very happy that they trust me to do things on my own.

It gives me a great feeling of confidence. I did not think that I was capable of doing this work but I was given great support and help from my job coach. Supervalu are very good employers. The staff are very friendly and nice to work with. I feel very much part of the team. I am delighted to have a job, that I can do so much now that I am independent and earning my own money.



What support Cope Foundation can offer employers during **Grand Job?**

Events and ongoing information

Throughout the Grand Job? campaign Cope Foundation will run events, issue information, conduct case studies and engage in a meaningful way with the business community in Cork. You are very welcome to participate in these even if you cannot pledge a job just now.

Knowledge and Support around the needs of employees with an intellectual disability

Maybe you are an employer and you like the sound of our Grand Job? campaign but you are not certain if it is right for you or your company. Cope Foundation can give you more information about the needs of the people we support, the types of work that may be suitable and much more. We can keep initial conversations private and confidential and there is no obligation.

Disability Awareness Training for the employer and the workplace

Cope Foundation can provide tailor made disability awareness training for working with people with an intellectual disability at a time and location suitable to you.

Job Facilitator service

The primary support during Grand Job? will be provided by a Job Facilitator. The Job Facilitator will be an experienced member of Cope Foundation's staff and will work one-to-one with the employer and the employee.

The job facilitator will:

- Assess the employer's needs in terms of the job that they wish to pledge.
- Match the needs of the employer with suitable candidates, based on their skills, knowledge, experience and interests.
- Assist in the training and induction of the new employee into the company.
- Provide on-going support to both the employer and employee if required and for as long as the person remains in the job.
- Provide on-the-job training to the employee if needed.
- Assist with advice and information on any relevant schemes, grants and incentives.

Access to similar employers for networking and experience sharing

Cope Foundation can facilitate you if you would like to get in touch with a similar company to yours that has had success and experience of supported employment.

phone 021 464 3253 / 464 3255
email communications@cope-foundation.ie
website www.cope-foundation.ie/GrandJob
facebook www.facebook.com/CopeFoundation
twitter www.twitter.com/CopeFoundation

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1. How will a job with the Grand Job Campaign Work?

Once you pledge a job, or contact us to get involved, we will assign a job facilitator to you. Using a job facilitator you will have support and so will the person you are offering the job to. The job facilitator will match a person with the job and provide support to the person and the employer through meetings in the workplace and tailored on the job training for the employee if needed. The support will be ongoing while the employee is in the job.

2. Is there a time limit on this support?

No. The job facilitator will support the person and the employer as much or as little as needed while the person is in the job.

3. Is there a probationary period for employees?

Yes, there is a probationary period of 3 months for each employee. After the 3 months there will be a review with the Job Facilitator with the employer and employee.

4. What will the Job Facilitator service cost?

This is a free service for employers. There will be no extra cost to your company. The employer will pay the employee the going rate for the hours that the employee works.

5. Do I have to pledge full time work?

No, there are people who would like to work part time and full time. All arrangements will be tailored to the needs of the employer and the employee with the help of the job facilitator.

6. Are there any financial incentives?

The Job Facilitator can provide employers with information on the eligibility rules, schemes and incentives, and how to apply for them.

7. Will my Insurance costs increase?

Full insurance will be provided by Cope Foundation for the probationary period of 3 months. After that the employer will be responsible for providing insurance just like for any other employee.

8. What happens if it's not working out?

The Job Facilitator will support you at every stage of the process. During the probationary period, every effort will be made to make it work for everyone. If by the end of that period it still isn't working the pledge and job can come to an end.





Grand Job? Did you know?

According to Census 2011:

The 2011 Census report shows the unemployment rate amongst disabled people was 30.8 per cent, compared with 19 per cent for the overall population.

The highest rate of unemployment (43.9%) was amongst those with a difficulty in learning, remembering or concentrating, followed by people with an intellectual disability.

According to the National Disability Public Attitudes towards Disability Survey, 2011:

63% of respondents believe that people with disabilities do not receive equal opportunities in terms of employment.

Only 20% believe that people with disabilities receive equal opportunities.

Respondents with disabilities were less likely to believe that people receive equal opportunities.

In the conclusion of the survey findings, it states that a "one size fits all" approach does not work and there is a diversity of support needs in the labour market. We want to raise awareness with Grand Job? to promote inclusion and to change attitudes for the better.



Case Study - Ciaran in the County Council

My name is Ciaran O'Leary.
I work in Cork County Council.
I work in the Personnel Department.
I shred confidential documents.
I really enjoy my work.
I work for one hour, one morning a week.
I am supported in my job by Maria.
Maria works with me in the County Council and also supports me in the John Bermingham Centre in Cope Foundation, Glasheen.
Maria supports me by giving verbal prompts on what I need to do and feedback on my progress so I know I am on the right track.
We work together in a quiet room so I can concentrate.
I also have a social story on my iPad so that I know what is coming next.
I get on well with my colleagues and enjoy meeting them at tea break.



What the employer says:

"Ciaran started working with us for Job Shadow Day 2014, where he did one day of working with us. It was a wonderful day for our workplace, to see the effort and enjoyment Ciaran got from coming into work, and how able he was at the tasks, in fact it was a very emotional day to see the impact the work had on Ciaran. We were so impressed by him that we decided to continue our relationship with Ciaran and Cope Foundation.

Ciaran shows that he is a great asset to our company and it has contributed to his self confidence and self worth.

Having people with intellectual disabilities in our organisation, shows us all that there is a job for everyone, and employees are more aware of the issues facing people with disabilities, but also that people with disabilities have something of benefit to add.

Matching the person with the right job for their needs and abilities can be a challenge but working with supporting organisations like Cope Foundation helps in this regard". *Dolores Galvin - Cork County Council*

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