Number of Students with Disabilities

<table>
<thead>
<tr>
<th>Year</th>
<th>Number of Students</th>
</tr>
</thead>
<tbody>
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<td>2019</td>
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</tr>
<tr>
<td>2018</td>
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</tr>
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<td>12630</td>
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<tr>
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<td>2013</td>
<td>9082</td>
</tr>
<tr>
<td>2012</td>
<td>7957</td>
</tr>
<tr>
<td>2011</td>
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</tr>
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<td>2010</td>
<td>6321</td>
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<td>2009</td>
<td>4853</td>
</tr>
<tr>
<td>2008</td>
<td>3608</td>
</tr>
</tbody>
</table>
Types of disabilities

Figure 3. Breakdown of students registered with disability support/access services by category of disability 2018/19
What is Disclosure?

• Informing someone about your disability, specific learning difficulty or mental health difficulty
Disclosure is not just a label...

**Understanding**
- how you do something...

**Knowing**
- what accommodations work best for you and being able to talk about them...

**Having**
- A POSITIVE ATTITUDE encouraging others to get to know you, how you do things rather than what you are.
What does the legislation say?

• Disability means:
  a) the total or partial absence of a person’s bodily or mental functions, including the absence of a part of a person’s body;
  b) the presence in the body of organisms causing, or likely to cause, chronic disease or illness;
  c) the malfunction, malformation or disfigurement of a part of a person’s body;
  d) a condition or malfunction which results in a person learning differently from a person without the condition or malfunction; or
  e) a condition, disease or illness which affects a person’s thought processes, perception of reality, emotions or judgement or which results in disturbed behaviour.
What does the legislation say?

• Equal Status Act 2000
• Employment Equality Act 1998
  • Take **appropriate measures** unless the measures would impose a disproportionate burden when accessing or advancing in employment.
    • Adaptation of premises/equipment
    • Pattern of working time
    • Distribution of tasks
    • Provision of training
An Action Plan for Disclosing

- Why
- What
- When
- Who
- How
Why disclose?
What will you disclose?

• If asking for something, it is necessary to give some background information

• Disclose relevant / useful information….

  • I have dyslexia and I need a piece of AT to enable me produce grammatically correct written work.

  • I have a mental health difficulty and I need more time off for medical appointments.

  • I have an ongoing illness which requires my workspace to be ergonomically set up.
When to disclose?

• On the application form?
• Before the interview?
• At interview with the employer?
• When I get a job offer?
• At the medical?
• When I’m on the job?
Who should know?

- Only tell those who need to know….  
- Line Manager  
- HR Staff  
- Health & Safety Officer  
- Team or Colleagues
How to disclose?

• Entirely up to you!

• Follow up on verbal disclosure with a written record if you are seeking reasonable accommodation
Remember…

• Your choice – but think about consequences;
• Be specific. Every person is different.
• Not sure – discuss your options!
• Prepare and practice. Think about what you want to say
• Be aware of supports
• Be aware of your strengths and skills!
AT Hive is an Assistive Technology Resource, in the AHEAD website.

It aims to raise AT awareness and how to use it.

Just answer 3 questions – easy.

Twitter #ATHive

W: www.ahead.ie/Discover-your-AT
What is the WAM Programme?

- 6 months
- Fully Paid
- Needs Assessment
- Mentoring

What is a WAM Placement
Graduate Benefits

✓ Upskilling workshops with GetAHEAD
✓ Paid work experience
✓ Career development
✓ A safe space to disclose
✓ A comprehensive Needs Assessment to identify supports in the workplace
✓ Support of a company mentor on site
✓ Ongoing support from WAM throughout
✓ Enrolment into WAM’s online course
✓ Improved confidence
The WAM Process

• Register on the WAM Works Database
• Apply for a WAM Placement
• Recruitment Processes Apply
• Offer extended by employer
• Needs Assessment
• Monthly checks with WAM
Join the World of Work with #WAMWorks
Mentored, paid work for graduates with disabilities

Register on our WAMWorks Database
Click below to login into your account or create a new one.

Email
Password
LOGIN

WAM WORKS DATABASE LOGIN
Click below to login into your account or create a new one.

Email
Password

Register at: ahead.ie/wamworks
We know that WAM Works!

- 80% secured full-time work within 12 months
- 94% of graduates gained confidence in their ability to work in a mainstream environment

If it wasn’t for WAM, I would still be on the equivalent of the Disability Allowance which is €188 a week….

(WAM Graduate)
Think Twice Workshop: Assistive Technology & Reasonable Accommodations

Home » News » Assistive Technology & Reasonable Accommodations Workshop - November 30th

Thursday, 11th November 2021

To register for this event, please log in to your WAM account. If you don’t already have one, you can create a free WAM account now.

Search Ahead

FOLLOW AHEAD

Upcoming workshop
Any questions?

My contact details:
Hannah.Kelly@ahead.ie