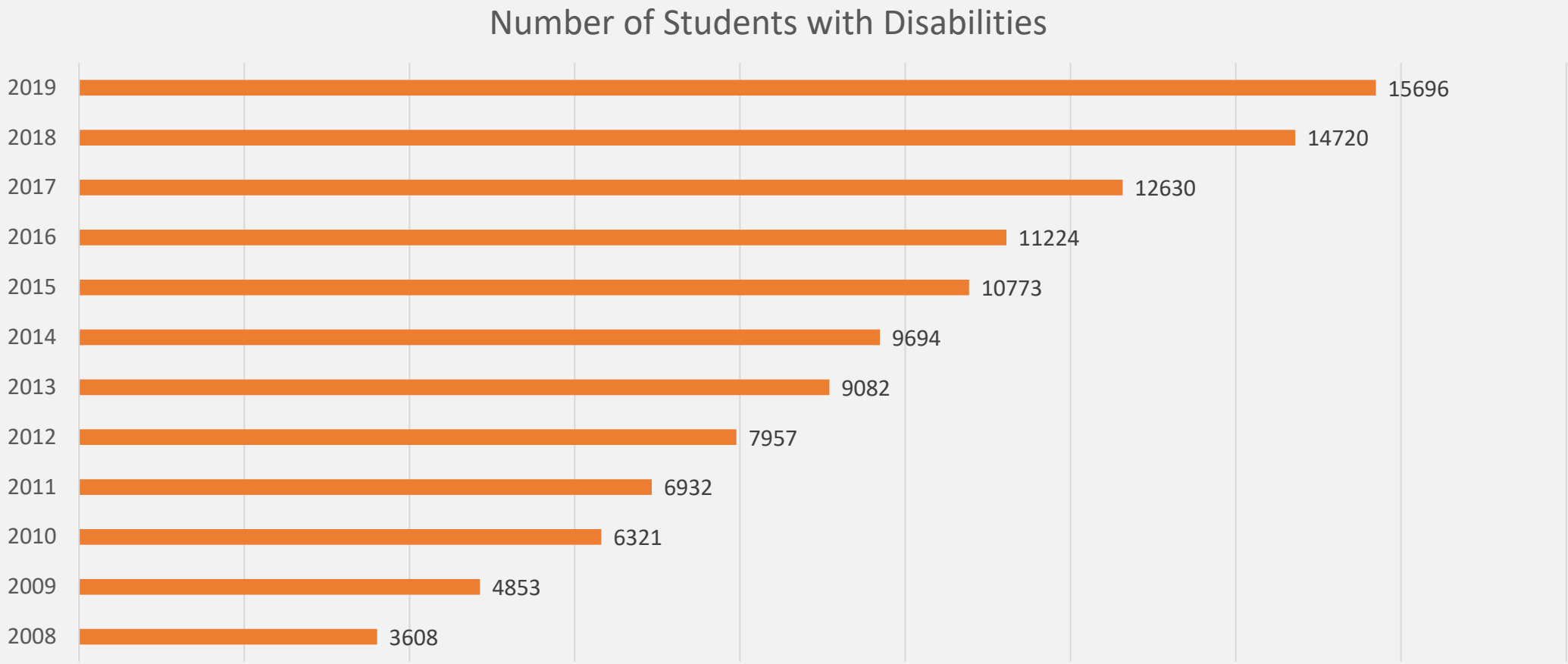
Disclosure & WAM Programme

Hannah Kelly

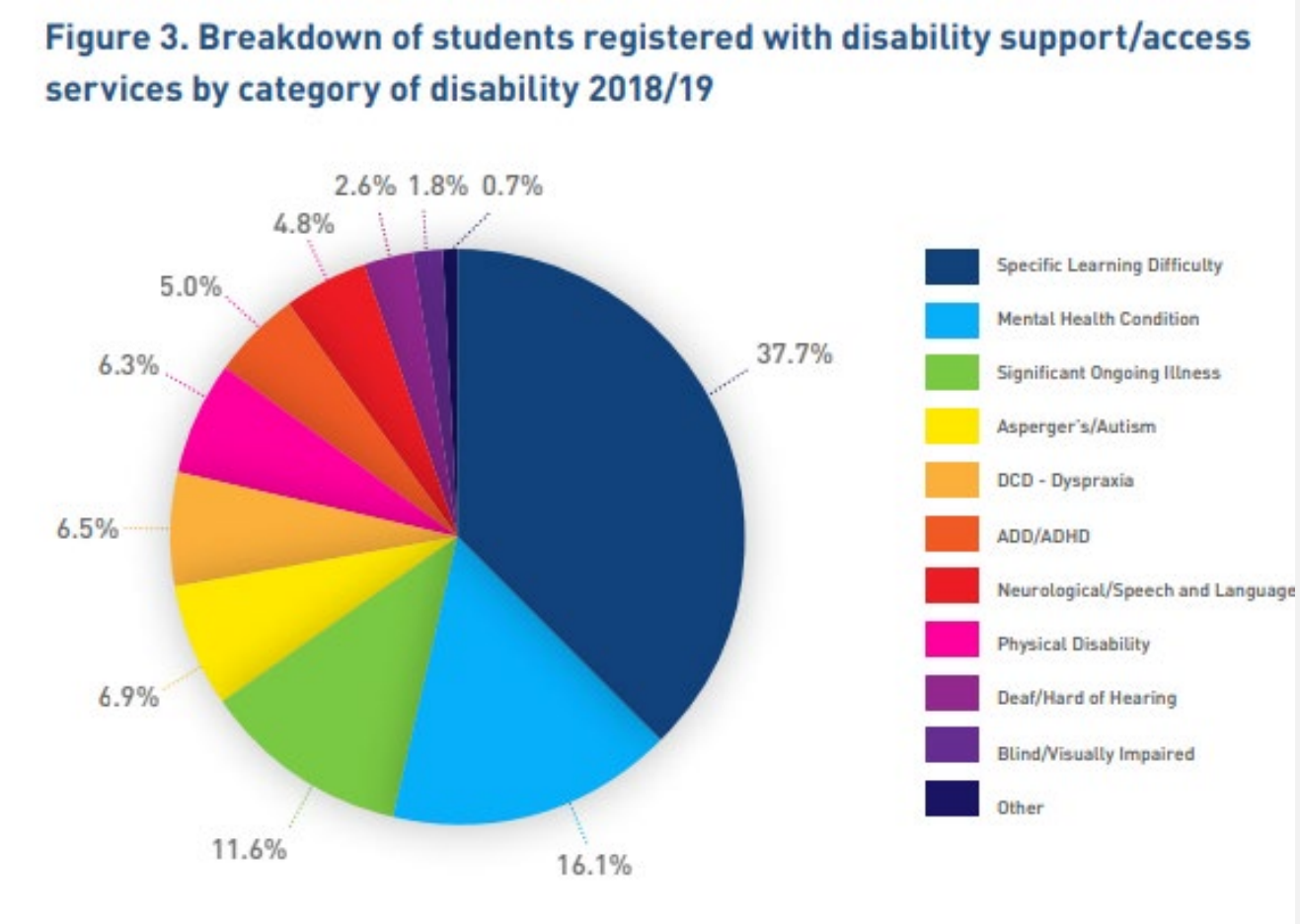
ahead

creating inclusive environments in education and employment for people with disabilities

WHAT WE DO
ahead
Directly with Students & Graduates
Behind the Scenes
The Bigger Picture
Accessing College
Info: Admissions Routes, How to Apply, Supports Available
Through: Publications, Website, Telephone Helpline,
Event: Annual College Fair
3rd Level
Info: Getting Support, Self Advocacy, Disclosure, Preparing for Work
Through: Website, Telephone Helpline, Seminars
Employment
Info: Disclosure, Legislation, Preparing for Work
Through: Work Placement Scheme, Publications, Website
Events: Annual Careers Fair, Interview Prep Workshops
wam
@ahead.ie
Upskilling Guidance Counsellors
Contribution to Policy Formation
Staff Training
Publications
Academic Conferences
CPD Resources
Online Courses
WAM Placement Scheme
Employer Events
Networking
Training
Needs Assessment
LOBBYING
CONTRIBUTION TO POLICY
LINK – EURO NETWORK
RESEARCH – ANNUAL STATS

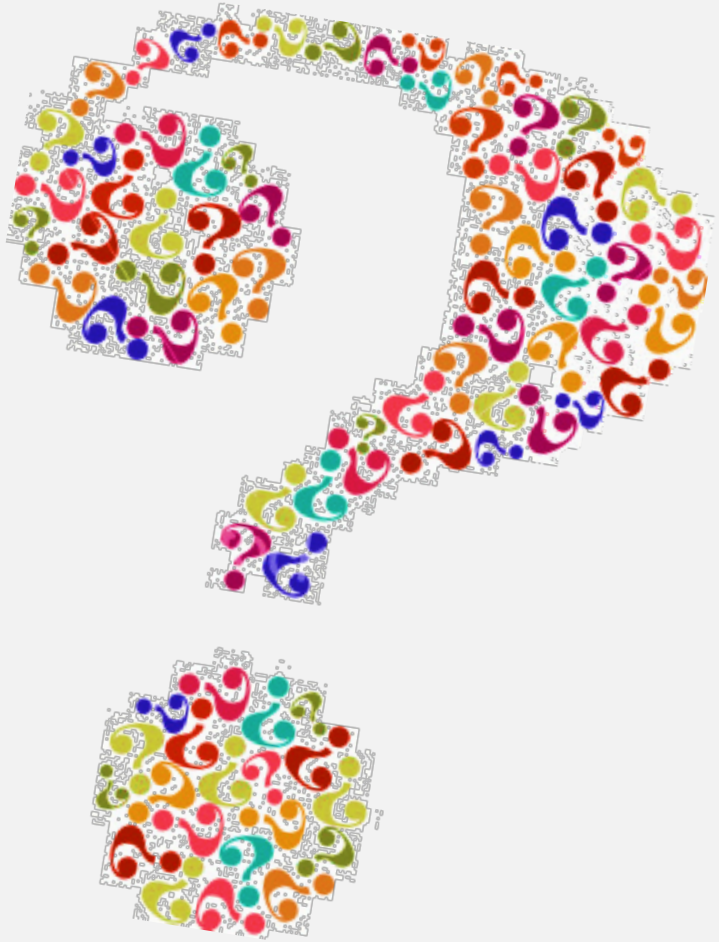

Number of Students with Disabilities
2019
15696
2018
14720
2017
12630
2016
11224
2015
10773
2014
9694
2013
9082
2012
7957
2011
6932
2010
6321
2009
4853
2008
3608

Types of disabilities



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.

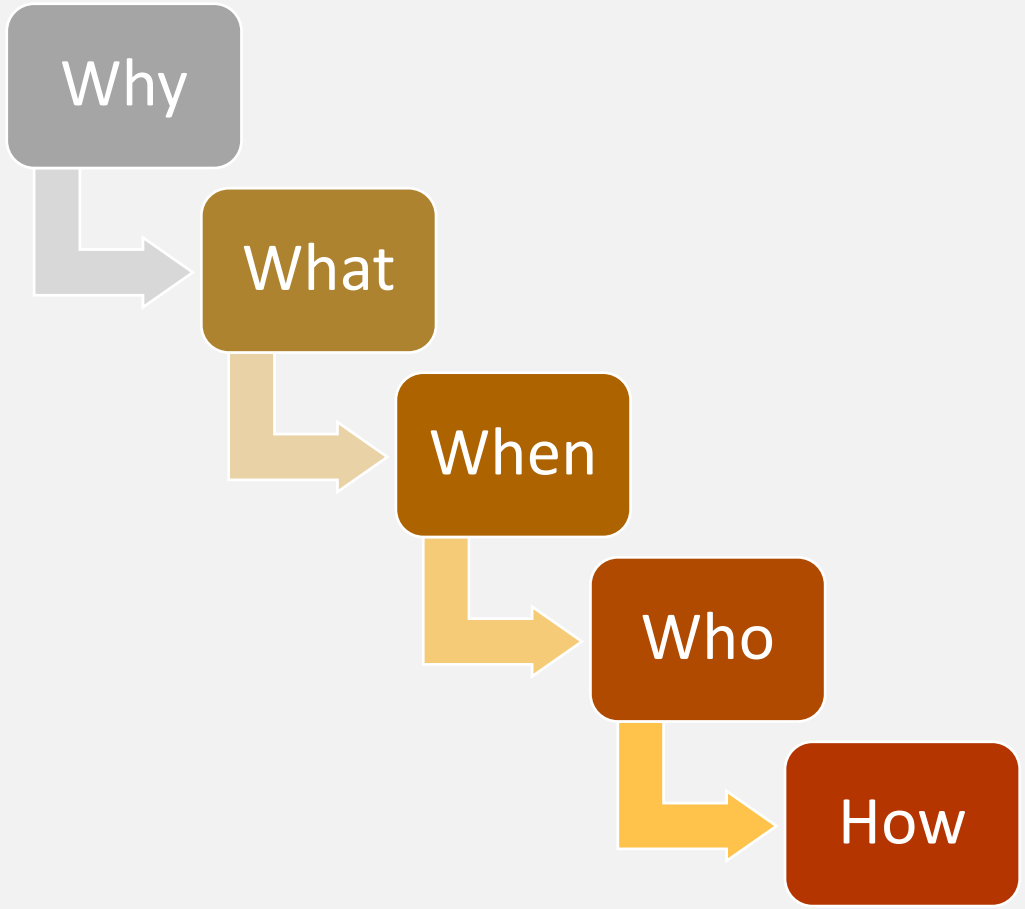
What does the legislation say?

- 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 disclose?

What will you disclose?

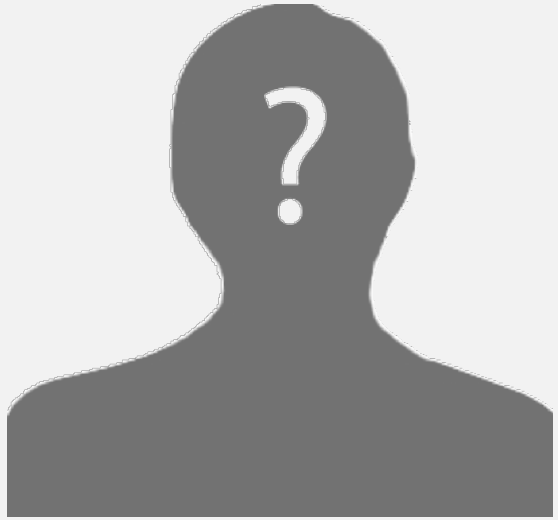
- If asking for something, it is necessary to give some background information
- Disclose **relevant** / **useful** information….
  - I have dyslexia and I need a piece of AT to enable me produce grammatically correct written work.
  - I have a mental health difficulty and I need more time off for medical 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 – Discover your Assistive Technology

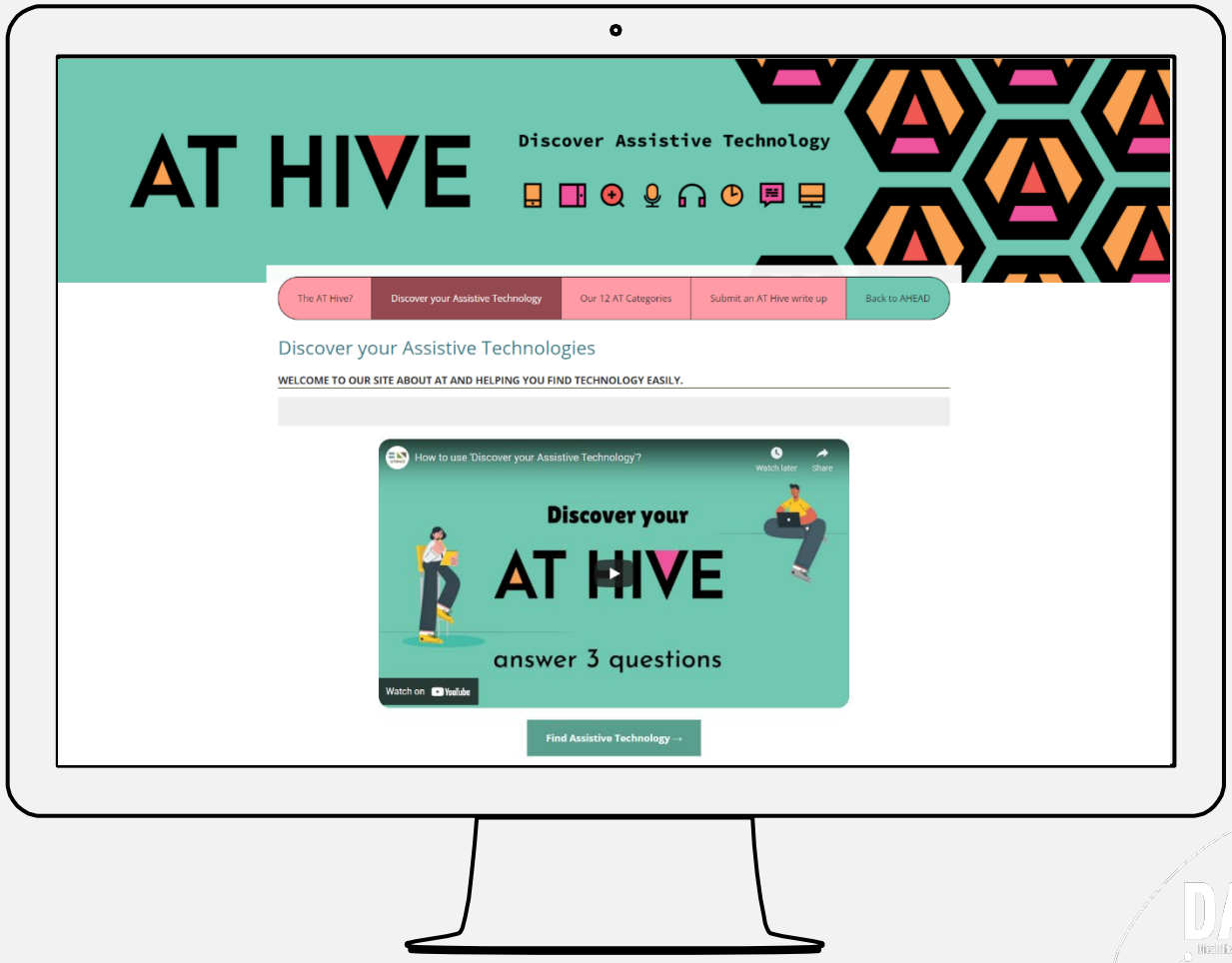
AT Hive is an Assistive Technology Resource, in the AHEAD website.

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

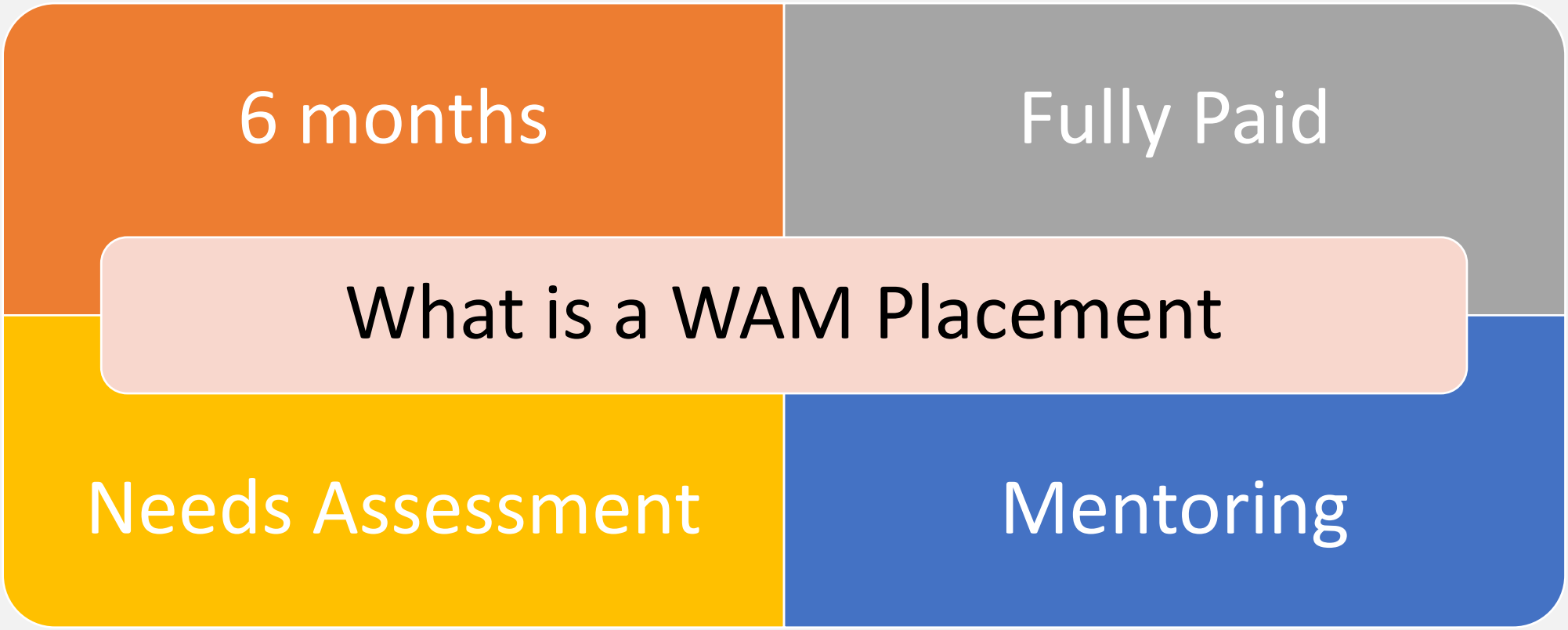
Just answer 3 questions – easy.

Twitter #ATHive

W: www.ahead.ie/Discover-your-AT



What is the WAM Programme?

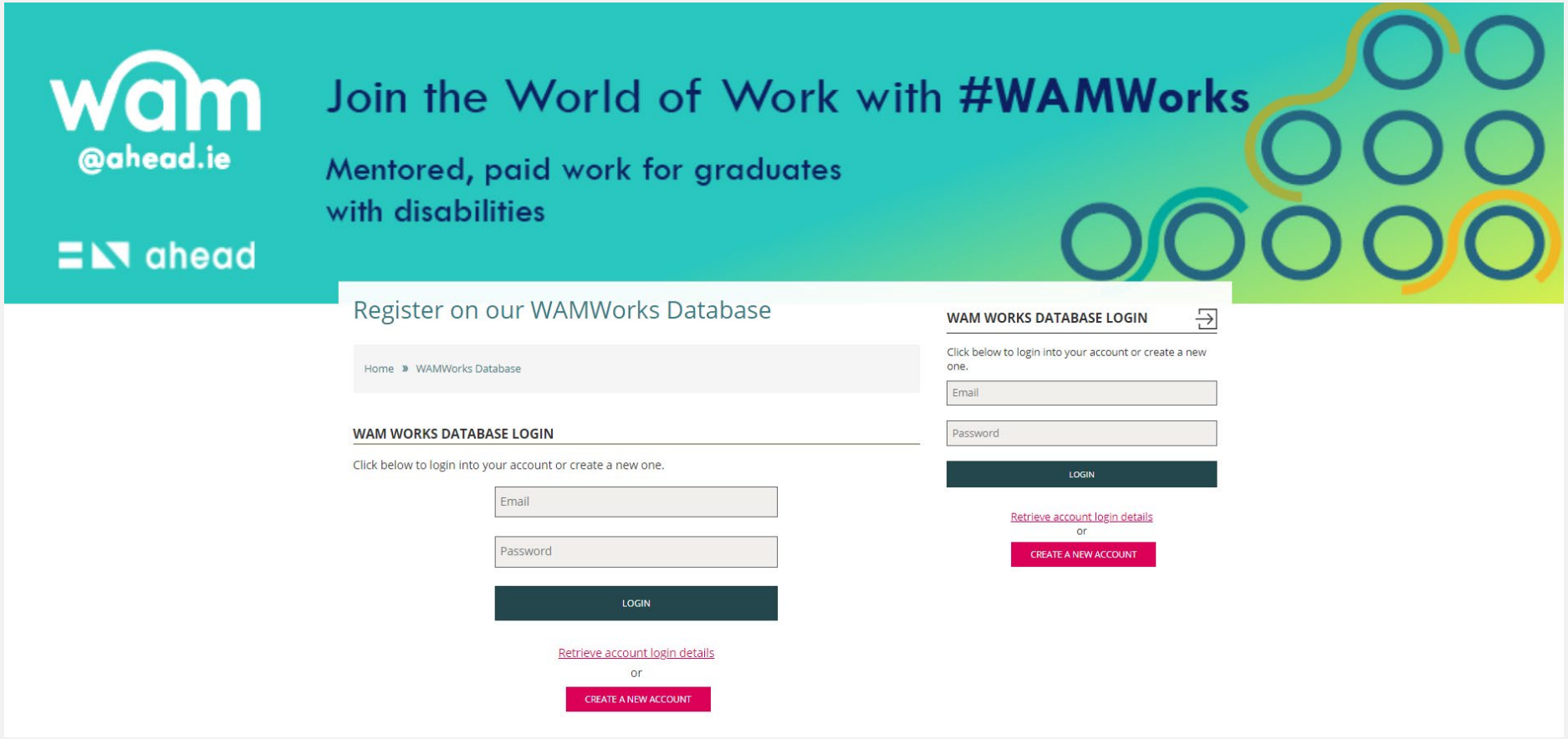


Graduate Benefits

- ✓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



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

Twice as prepared with GetAHEAD

Think Twice Workshop: Assistive Technology & Reasonable Accommodations

Home » News » Assistive Technology & Reasonable Accommodations Webinar - 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.

LOG IN AND REGISTER | CREATE FREE WAM ACCOUNT NOW

The GetAHEAD programme at AHEAD are providing a free online webinar on assistive technologies and reasonable accommodations for the workplace.

When: November 30th from 11.30am - 1pm.

This webinar is aimed at all student and learners' with disabilities looking for practical tips on how assistive technologies can work for you and how to arrange reasonable accommodations at work.

FOLLOW AHEAD

SEARCH AHEAD

SEARCH

VIDEO: HOW WE HELP STUDENTS & GRADUATES SUCCEED

Upcoming workshop

Any questions?

My contact details:

Hannah.Kelly@ahead.ie