

TRAINING AND CONSULTANCY SERVICES FOR EMPLOYERS (ACCESS ABILITY1)

The [Access Ability](#) DP provided a wide range of training opportunities that were tailored to the needs of companies and the members of their staff, which went beyond disability issues. Key elements in the provision of Access Ability and its assessment methods included:

- The reaction of the participants, for example the terminology that they used;
- Familiarisation with a subject and confidence in discussions on that subject,
- Learning objectives were met through discussion with participants,
- The relevance of learning objectives was maintained through ongoing feedback;
- Trainers also incorporated oral feedback and written feedback in structuring the content and delivery of the training;
- Both open-ended questions and closed questions were used as appropriate.

The training events were structured to be as interactive as possible within the pre-determined timeframe. Case studies, video presentations, questionnaires and exercises were all used to stimulate discussion either in small groups or in an open forum. The programmes tapped into the experience and knowledge that individuals in the group may already have had, the views of all participants were respected and, naturally, people with disabilities were integral to the training input.

The range of training offered was very extensive and included:

- General Disability Awareness Training;
- Disability Awareness For Recruitment and Selection;
- Managing a Disability Friendly Environment;
- Customer Focused Training for Frontline Staff;
- Implementing Disability Management into Corporate Social Responsibility.

Demand for these training programmes increased, as employers were trying to come to terms with their new obligations that resulted from the transposition of the Equality in Employment Directive into Irish legislation. Access Ability worked on an on-going basis with some 20 major companies and hosted a training morning on Legislation and Job Retention that was attended by 80 employers. The DP also worked on the development of Ability Awards for employers with a good track record in employing people with disabilities.

Contact

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