



Are you interested in employing an adult with Down syndrome?

People with Down syndrome are one of the most under-represented groups in the labour market. They want to work and represent a substantial source of untapped commitment and talent. However, they often lack the opportunity to secure employment and participate fully in society. "It is the link between organisations in the not-for-profit sector and those in the business sector that holds the key to greatly increasing the range of opportunities for people with a disability to obtain a socially valued role in the workforce". (Journal of Intellectual and Developmental Disability, 2008)

What are our aims at Down Syndrome Ireland?

- To promote inclusion in society and the workplace
- To enhance adults with Down syndromes capacity to participate fully in society as independent adults
- To develop beneficial relationships with Employers which will help promote inclusion in society
- To develop wider opportunities for meaningful employment for adults with Down syndrome

Together with employers, we can give people with Down syndrome the opportunity to secure meaningful employment, by helping them learn the necessary skills to succeed. Business corporate partners play a central role in helping achieve these outcomes

What are the benefits of employing an adult with Down syndrome?

- People with Down syndrome have a lot to offer the workforce
- Companies who employ people with Down syndrome report that those employees are committed and motivated, and often only need an opportunity to demonstrate their capabilities.
- Working alongside a person with Down syndrome can enrich the wider workforce and benefit a company in diverse and unique ways.
- Research shows that employers who employ people with Down syndrome report a high level of commitment and motivation from those employees, who often just need the chance to demonstrate their capabilities.
- Loyalty & lower turnover when you employ a person with Down syndrome

What are the benefits to the person with Down syndrome?

- The impact on the person with Down syndrome is substantial

- It helps improve confidence, increase social connectivity and promotes integration into the local community
- It gives the person an opportunity & the ability to contribute to local community
- Becoming a valued member of society
- Securing a meaningful role in the work place

What can Down Syndrome Ireland offer?

- Inclusive workplace training for your company
- Education & awareness of working with a person with Down syndrome
- Awareness of diversity within the workplace
- Specific Personal Development & Pre-Employment training to adults with Down syndrome
- Collaborating with each individual to create a 'task list' of jobs & a role suitable within your company

What will Down Syndrome Ireland ask from employers?

- Training specific to the job for the adult with Down syndrome
- Provide a named link person (Mentor) within your company to do this training & act as a point of contact for the adult with Down syndrome in case of any questions/help needed
- Paid work

****Please note there is a **wage subsidy scheme** available for an employer who employs a person with Down syndrome. For more information please click on the link below:**

http://www.citizensinformation.ie/en/employment/employment_and_disability/grant_aid_scheme_for_employers_with_disabled_staff.html

If you or somebody you know are an employer & are interested in becoming a Partner with Down Syndrome Ireland with a view to employing an adult with Down syndrome we would be delighted to hear from you.

Please contact:

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