



Work & Access

Disability and Inclusion Training Funding Criteria for Neurodiversity Training

➤ Overview of Support

The Work & Access scheme commenced on 31 July 2024. It is a set of supports designed to remove or reduce barriers in the workplace for people with disabilities.

Among the many supports, employers can apply for funding to cover 80% - 90% of eligible disability and inclusion training costs up to **€20,000 a year**.

In order for a funding application to succeed, the operational guidelines for the scheme set out the following criteria:

- **Employer Criteria**
- **Course Criteria**
- **Trainer Criteria**

In this document, we outline why we believe you should be able to apply for **funding to cover 80% of your costs for Braver's Neurodiversity awareness and training programmes** (provided you satisfy the Employer Criteria).

➤ Employer Criteria

The employer must be a non-public sector employer operating in Ireland. This includes employers in:

- Private Sector
- Community and Voluntary sectors
- Not-for-profit organisation
- Self-employed persons with employees

In addition, the employer must:

- have a valid tax clearance in place;
- have a paid workforce (i.e. not just volunteers);
- want to undertake staff training to:
 - promote equality and inclusion;
 - increase awareness and understanding of persons with disabilities, the social model of disability and the concept of disability equality;
 - provide employees with the understanding and skills to recognise persons with disabilities as individuals in their own right with their own capacities and skills; and
 - eliminate negative assumptions, stereotypes, and attitudes about people with disabilities in the workplace.



Course Criteria

- The course should be **tailored** to address the specific needs of a workplace.
- Neurodiversity training is a “Disability specific training” for the purposes of Work & Access and therefore must explain **best practices** for effectively including neurodivergent people in the workplace.

Trainer Criteria

The trainer / provider should have:

- **Relevant qualifications** and/or experience, including developing universally designed training programmes and the provision of training materials in accessible formats.
- **a strong social model perspective.**
- **extensive knowledge** of disability policy issues and rights experience or understanding of equality, disability, human rights, and inclusion.
- **a disability themselves** or co-deliver the training programme with a person with a disability or developed their training programme in consultation with people with disabilities.

Our Courses

- Our courses are all workplace focussed and can be further tailored to suit your circumstances.
- Our courses explain best practices for inclusion of neurodivergent colleagues in the workplace, including do's and don'ts, appropriate language and workplace adjustments.

Our Trainer

Mark Scully delivers our courses:

- Mark is a qualified barrister, EMCC accredited coach and graduate of Middletown Centre for Autism's postgraduate programme in Autism Studies. He regularly delivers neurodiversity training and provides executive coaching to neurodivergent adults. All materials are provided in accessible formats.
- Mark employs a neuro-affirmative approach which is deeply rooted in the social model.
- Mark is acutely aware of Irish disability policy issues and he presents to both HR and legal professionals on Neurodiversity in Irish law.
- Mark was diagnosed as autistic in 2021 and brings his lived experience to the training.



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Application process and further information

- Further information on Work & Access can be found at www.gov.ie or by clicking [here](#).
- The employer must complete and submit a Form WA2 together with any supporting documentation **in hardcopy by post** to "Central Team, Finglas Intreo Centre, PO Box 13736, Freepost FDN7696, Dublin 11" (an online application process is still being devised by the Department of Social Protection).
- Braver will provide a training proposal detailing the course and trainer credentials as well as a quotation / pro forma invoice to satisfy supporting documentation requirements.
- The application must be submitted and approved before the training is provided, applications will otherwise be denied. We recommend submitting an application well in advance of proposed course delivery dates.
- Courses and training providers are not pre-approved by the Department of Social Protection and each application is considered on a case by case basis.

Disclaimer: The information in this document is based on "Operational Guidelines: Work And Access" from Department of Social Protection last updated 31 July 2024 and does not reflect any subsequent updates. This document is for general information purposes and does not constitute financial or professional advice, it is the sole responsibility of the employer to ensure the criteria for Work & Access funding are satisfied when submitting their application. Braver Coaching & Consulting does not guarantee that a funding application will be successful.



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