

# Willing, Able, Mentoring



This presentation is from Caroline McGrotty.  
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Ahead works to make further and higher education more accessible to students with disabilities.



The WAM programme started in 2005.  
WAM stands for Willing, Able, Mentoring.



An Roinn Coimirce Sóisialaí  
Department of Social Protection

The Department of Social Protection pay for the programme.



The programme wants to support employers to understand disability.



It wants more access to employment for graduates with disabilities.

A graduate is a person that has successfully finished a course at a college or university.




The programme sets up paid work placements for graduates with disabilities.

Over 600 positions have been set up so far.



The goal of WAM is to change attitudes and policies in workplaces.

	<p>There are good things for employers that work with the WAM programme.</p> <p>For example, training, employer events, advice and support.</p>
	<p>Ahead carried out research to find out more about the attitudes of employers to people with disabilities in work.</p>
	<p>2 out of 3 larger companies knew they had staff with a disability.</p>
	<p>There was agreement that a diverse workforce is a good thing.</p>



Most people believe hiring people with a disability is good for their organisation.



Employees with disabilities can bring new ideas to the organisation.



Almost half said graduates are not being honest if they do not tell their employer that they have a disability.



Just over half of companies give extra opportunities to graduates with disabilities when they look for new staff.



Graduates with disabilities may need some changes or supports so they can do a job.  
These are called accommodations.



Employers think many of the changes that are needed in the workplace are fair and sensible.  
One that is different is sign language interpreters.



2 out of 3 accommodations do not cost the employer any money.



4 out of 5 graduates with disabilities did not need any extra support for a job interview.



Most people on the WAM programme got more confident about working in mainstream.



Many said they understand the supports they need at work better.



We know WAM works!



4 out of every 5 WAM graduates got a job as a result of their placement.