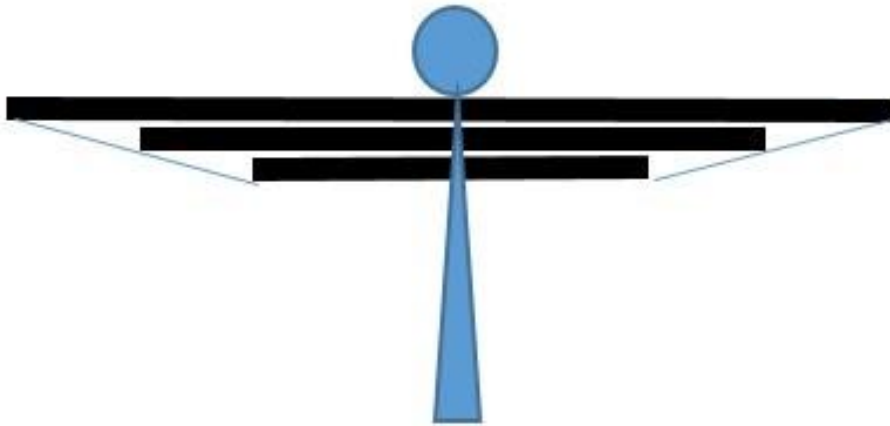
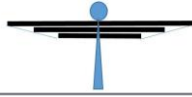


# Caerus Workplace Solutions





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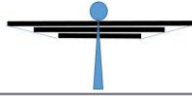
# What we do

## **Support for employees.**

- Workplace needs assessments.
- Assistive Technology assessment and training.
- Individual skills training for employees.
- Advice for employees who have children with special needs or disabilities.

## **Support for employers.**

- Advice to managers on reasonable adjustments and legal obligations.
- Compliance with provision of information in an accessible format.
- Disability and diversity awareness training.



# Support for employees

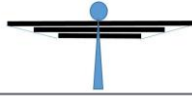
We specialize in providing presentations and workshops to employees as part of Corporate Social Responsibility (CSR) strategies. These include employee support programmes that aim to ensure the well-being of employees and their families.

Working parents do not always have the time to thoroughly investigate guidance in relation to supports and assistance, rights and State responsibilities. Making the right choices, identifying appropriate options and opportunities, and supporting young people with special educational needs and disabilities, can be stressful for parents.



We can advise on:

- Planning the transition from primary to post-primary school, and from post-primary to college or employment;
- Assessment and supports for individual needs;
- Post-primary options – Disability Access Route to Education (DARE).



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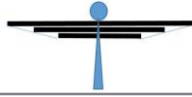
# Workplace needs assessments

A workplace needs assessment considers how mental health conditions, physical disabilities, Dyslexia, ADHD, Dyspraxia or other difficulties, are affecting performance in employment. It identifies training and technology needs and also ways in which an employers can support their employee.

The needs assessment report includes recommendations for:

- A detailed training programme related to job responsibilities – for example, research skills, writing emails or reports, reading technical manuals.
- General workplace skills, for example, managing interviews, meetings, time management and organisational skills.
- A detailed list of IT and Assistive Technology recommendations training, is also provided.
- Detailed recommendations for employers in relation to supports and reasonable accommodations, for example, time off work for training, providing a quiet workspace, etc.
- Referrals to additional professional support such as Occupational Therapy and Counselling.





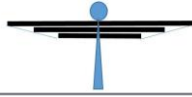
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# Disability and diversity training

Disability awareness workshops (half or full day) can be provided on site, covering:

- 'Hidden' disabilities such as Dyslexia, Dyspraxia, ADHD and Asperger Syndrome.
- How these 'hidden' disabilities can affect staff and work performance.
- Best practice approaches to working with colleagues with visual and hearing impairments, mental health conditions, physical disabilities or Specific Learning Difficulties.
- Reasonable adjustments in employment including recruitment, staff development and promotion
- Assistive Technology solutions and Accessible Information policy and practice.





# Accessible information

Providing information in an accessible format ensures that employers:

- create an inclusive working environment,
- follow good practice when developing information resources,
- maximizes accessibility for clients.

Accessible Information is far reaching and includes printed information, web pages and presentation materials such as Powerpoint and information technology.

