



Employability 2026

LIMERICK INCLUSION AWARDS

RECOGNISING INCLUSIVE EMPLOYMENT EXCELLENCE

AWARDS CRITERIA

ALL CATEGORIES

CELEBRATING EMPLOYERS, WORKPLACES, AND INDIVIDUALS CHAMPIONING DISABILITY INCLUSION

These awards recognise organisations, workplaces, and individuals making a real difference in disability inclusion. Whether you're an established employer, a new partner, or a workplace champion, these awards celebrate your commitment to creating accessible, supportive, and inclusive environments

Category Summary:



1. Emerging Inclusive Employer Award

Celebrating an organisation who has made an outstanding early impact and shown real promise of long-term inclusion.



2. Workplace Inclusion Award

Recognising a workplace where employees with disabilities feel supported, valued, and able to thrive every day.



3. Disability Inclusion Advocate – Leadership Award

Acknowledging an individual leader who has gone above and beyond to champion disability inclusion in their workplace and beyond.



4. Excellence in Inclusive Recruitment Award

Highlighting employers who lead the way in creating fair, accessible, and innovative recruitment practices.



5. Inclusive Employer of the Year

Recognising organisations that set the standard in inclusiveness, with proven dedication and lasting impact on disability-friendly work environments.

(2 awards based on company size)

- Large Employer (250+ employees)
- SME (1-249 employees)



6. Special Recognition Award – EmployAbility Partner CLOSED CRITERIA

Reserved for valued partners whose contribution has made a lasting difference. chosen internally

In brief:

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| 1. Newcomer (Emerging Inclusive Employer), | 4. Hiring practices (Inclusive Recruitment), |
| 2. Culture & lived experience (Workplace inclusion award), | 5. Longevity (Inclusive Employer of Year), |
| 3. Individual leader (Disability inclusion Advocate), | 6. Closed/partnership recognition (Outstanding Contribution). |

FULL CATEGORY DETAILS



1. Emerging Inclusive Employer Award

Tagline: Celebrating an organisation who has made an outstanding early impact and shown real promise for long-term inclusion.

Criteria:

- Early Impact:** Made a positive impact or seen strong achievements within this first year of inclusive practices
- Commitment to Growth:** Demonstrates clear ambition and potential to expand inclusion efforts long-term.
- Passion for Inclusion:** Shows enthusiasm, energy, and openness in embedding inclusive practices.



2. Workplace Inclusion Award

Tagline: Recognising an organisation where employees with disabilities feel supported, valued, and able to thrive every day.

Criteria:

- Everyday Inclusion:** Provides outstanding workplace accommodation and support for employees with disabilities.
- Thriving Culture:** Creates an environment where employees feel valued, respected, and empowered.
- Awareness & Training:** Promotes understanding and respect through training or awareness initiatives.
- Lived Experience:** Positive impact backed up by employee testimonials or stories.



3. Disability Inclusion Advocate – Leadership Award

Tagline: Acknowledging an individual leader who has gone above and beyond to champion disability inclusion in their workplace and beyond.

Criteria:

- Personal Leadership:** An individual who has made a significant personal contribution to disability inclusion.
- Advocacy & Influence:** Actively promotes inclusive hiring within their workplace and across their sector.
- Driving Change:** Leads initiatives that create real, lasting improvements in disability employment.
- Inspiration:** Encourages others to join and champion disability inclusion.



4. Excellence in Inclusive Recruitment Award

Tagline: Highlighting organisations who lead the way in creating fair, accessible, and innovative recruitment practices.

Criteria:

- Accessible Recruitment:** Demonstrates inclusive job design, postings, and processes that remove barriers.
- Innovative Sourcing:** Uses creative strategies to reach and attract candidates with disabilities.
- Diversity Outcomes:** Evidence of improved representation and diversity through recruitment.
- Sustained Effort:** Consistent, measurable commitment to inclusive recruitment practices.



5. Inclusive Employer of the Year (This award is split into 2 categories)

Tagline: Recognising organisations that set the standard in inclusivity, with proven dedication and lasting impact for disability-friendly work environments.

- Large Employer (250+ employees)
SME (1-249 employees)

Criteria:

- Sustained Impact:** Demonstrated long-term, consistent commitment to inclusive hiring and disability-friendly practices & culture.
- Accessible Policies & Programs:** Clear evidence of workplace policies, initiatives, and support that foster accessibility and belonging.
- Industry Leadership:** Sets the standard for inclusive employment within their sector.
- Proven Outcomes:** Measurable success in recruiting, supporting, and retaining employees with disabilities.



6. Outstanding Contribution Award

This is a closed award, reserved for existing EmployAbility partners selected internally.

Tagline: Presented to a valued partner whose long-term support has made a lasting difference to EmployAbility Limerick and our mission.

Criteria:

Long-Term Partnership:

A history of active, meaningful support for EmployAbility Limerick.

Sustained Impact:

Demonstrated long-lasting results in advancing inclusive employment.

Commitment to Community:

Goes beyond recruitment, supporting mentoring, advocacy, or wider disability inclusion initiatives.

Role Model:

Acts as an inspiration for other employers to follow.