



# Employability

LIMERICK INCLUSION AWARDS

RECOGNISING INCLUSIVE EMPLOYMENT EXCELLENCE

## AWARDS CRITERIA INCLUSIVE EMPLOYER OF THE YEAR AWARD

## 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



### 5. INCLUSIVE EMPLOYER OF THE YEAR AWARD:

(This award is presented in two categories based on company size: one for small organisations and another for large organisations.)

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

#### 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.

#### Possible Evidence:

- **Partnerships & Recruitment:** Collaborations with disability services, accessible recruitment and onboarding processes, outcomes from inclusive hiring, staff training and awareness initiatives.
- **Training & Support:** Manager and staff training, inclusion metrics integrated into business strategy or KPIs, onboarding support, mentoring programmes.
- **Policies & Programs:** Accessible policies promoting fairness, flexibility, and equal opportunity; CSR/ESG initiatives; supported internships.
- **Communication & Advocacy:** Proactive communication on inclusive practices, partnerships with disability or support organisations, mentoring other employers.
- **Impact & Innovation:** Measurable outcomes such as retention rates, innovative approaches that inspire others.
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