



Employability



LIMERICK INCLUSION AWARDS

RECOGNISING INCLUSIVE EMPLOYMENT EXCELLENCE

AWARDS CRITERIA
**EXCELLENCE IN INCLUSIVE RECRUITMENT
AWARD**



2027

CELEBRATING EMPLOYERS, WORKPLACES, AND INDIVIDUALS CHAMPIONING DISABILITY INCLUSION

INTRODUCTION:

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



4. EXCELLENCE IN INCLUSIVE RECRUITMENT AWARD

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.

Possible Evidence:

- Defined inclusion processes to encourage applications, skills-based job descriptions, working interviews, or practical assessments.
- Easy-read job descriptions, multiple application formats (online/ phone/email), clear and timely communication during the process.
- Increased diversity in hires, improved staff retention, stronger employee engagement and satisfaction.
- Creative recruitment methods showing long-term dedication to inclusion, measurable results in retention and engagement.