

# Explore

MENTORING PROGRAMME FOR YOUNG ADULTS



**Chime**

The National Charity for  
Deafness and Hearing Loss

# Mission and vision



## OUR VISION

A society with no limits or barriers for anyone living with deafness or hearing loss.



## OUR MISSION

Our mission is to empower people through advocacy, technology, community support and specialist services, all delivered with a deeply caring and personal approach that puts our clients at the heart of everything we do.

# Our Values

At Chime, we are determined to work with our values in mind. We want to create a service and support network that is inclusive and empowering, has a positive impact, shows integrity and is collaborative.



## AIM HIGH AND THINK BIG

We respect diversity and recognise the worth and dignity of every person.



## MAKE A DIFFERENCE

We work together with dedication, empathy, creativity and passion to meet the needs of our clients.



## TOGETHER IS BETTER

Teamwork is important to us. We strive to build meaningful relationships and to create more accessible services and supportive communities.



## DO THE RIGHT THING

Our person-centred approach is open, honest, ethical and fair and we are proud of what we do.

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An Irish Sign Language version of this booklet is available on [chime.ie](http://chime.ie)

# Background

Explore Chime Mentoring Programme was established as part of Chime's Strategic Plan (2017–2020); which identified Deaf and Hard of Hearing school leavers and young adults as a group in need of a range of specialised supports as they transition to further education, vocational training and employment.

The UN Convention on the Rights of Persons with Disabilities recognises the right of persons with disabilities to work in an environment that is open, inclusive and accessible. Explore works to support and encourage employers in accommodating employees who are Deaf and Hard of Hearing.

Explore is also working in line with the Government's Comprehensive Employment Strategy (2015–2025), which forms a core part of the National Disability Strategy in supporting people with disabilities' right to work. It adheres to the core priorities of this strategy by seeking to build skills, capacity, and independence; promote job retention and entry into the workforce. It also aims to bridge the gap by ensuring appropriate supports are provided to promote a more co-ordinated, self-directed and seamless transition beyond post primary education (EPSEN Act 2004).

Low retention rates for young Deaf and Hard of Hearing adults in higher education is an area of concern, with research findings identifying the lack of awareness in the role of Access Officers as a contributing factor (AHEAD 2015). Explore mentors will be the link to connect the various support services with the young Deaf and Hard of Hearing adults, in an effort to improve retention rates.

***“A mentor empowers  
a person to see a  
possible future,  
and believe it can  
be obtained”***



Explore provides individualised structured support for young Deaf and Hard of Hearing adults, age 16–25 years, under the Chime Mentoring Programme as they transition onto further education, vocational training and employment. This will be facilitated through the support of the Explore Mentors.

## Services provided

In providing support for young Deaf and Hard of Hearing adults, Explore will also provide assistance to the many stakeholders that the young adult will engage with along the way e.g. the education sector, vocational training bodies, professional agencies, employers, community & voluntary sector, residential and day services.

### For young Deaf and Hard of Hearing adults

- One-to-one individualised support
- Advice and information
- Career exploration sessions
- Tailored workshops
- Individual Progression Plan (IPP)
- Access to peer support panel
- Access to employment supports

### For Stakeholders

- Deaf & Hearing Awareness Training
- Information and advice on individual communication needs, assistive technology supports, entitlements and interpreting services
- Provide intermediary support between the participant and stakeholder
- Link to relevant services
- Job coach support for work experience and job sampling days
- Facilitate workshops including World of Work, Rights & Entitlements and Life Skills
- Support and grant application process
- Attendance at College Open Days and Employment Fairs
- Advocacy support

## Steps on the journey



### Our Mentors will link with:

- Post Primary Schools (Mainstream/Deaf Schools)
- Prospective Employers
- Colleges & Third Level Institutions
- Professional Agencies
- Vocational Training Facilities
- Community & Voluntary Sector



# What are the aims?

## For young Deaf and Hard of Hearing adults

- Supported transition
- Clear pathway to goal attainment
- Increased self-determination, decision making and planning skills
- Enhanced confidence, self-reliance and independence
- Improved supports to encourage retention in education/vocational training
- Increased success in gaining employment
- Supporting Deaf and Hard of Hearing young adults in exploring further education and training opportunities.

- Encouraging new opportunities for Deaf and Hard of Hearing young adults in gaining and accessing employment.

## For Stakeholders

- Increased Deaf awareness
- A more successful and seamless transition to further education or employment
- Increased support and collaboration for stakeholders
- Improved retention rates of young Deaf and Hard of Hearing adults in accessing education and vocational training
- Increase in numbers of young Deaf and Hard of Hearing adults in employment

# Eligibility

### AGE PROFILE

**16+**

early school leaver

**16-20**

enrolled in Senior Cycle programme

**18-25**

post primary education completed

### SPECIFIC NEEDS

Deaf and Hard of Hearing young people that require additional supports

### COMMUNICATION MODE

Deaf Irish Sign Language User

Deaf non Irish Sign Language User

Hard of Hearing



# Get in touch

Applications will be accepted based on above eligibility, completion of a referral form and initial assesment. To request a referral form please contact the Chime Mentoring Programme directly: [explore@chime.ie](mailto:explore@chime.ie)



This project was approved by Government with support from the Dormant Accounts Fund





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Company limited by guarantee registered in Ireland No. 21627.  
Registered Charity Number (RCN): 20008772. CHY 5633.