table of contents

Our Mission .............................................. 3
Project Background ................................ 4
Programme Description .............................. 5
Services Provided ..................................... 5
Steps on the Journey .................................. 6
What are the Benefits? ............................... 7
Eligibility .................................................. 7
Get in Touch ............................................. 8
Meet the Team .......................................... 8

An Irish Sign Language version of this booklet is available on www.chime.ie
our mission

For over fifty years, Chime has championed for equal rights, greater accessibility and opportunities for individuals impacted by deafness and hearing loss in Ireland. Our mission is to limit the impact of deafness and hearing loss through promoting accessibility; creating supportive communities and enabling personal choice and community participation and our values reflect this.
project 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 will work 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”
programme description

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 with grant application process
- Attendance at College Open Days and Employment Fairs
- Advocacy support
Our Mentors will link with

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

steps on the journey

Initial Consultation with Explore Mentors

SMART Goal Setting

Workshops

Work Experience /Job Sampling

Site Visit

End of Transition

Review & Ongoing Support

IPP Development

Skills & Supports Identified

Stakeholder Collaboration

Further Education

Aim High & Think Big

Make a Difference

Do the Right Thing

Together is Better
what are the benefits?

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

for Stakeholders

- Increased Deaf awareness
- A more successful and seamless transition
- 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

<table>
<thead>
<tr>
<th>AGE PROFILE</th>
<th>COMMUNICATION MODE</th>
</tr>
</thead>
<tbody>
<tr>
<td>16+ early school leaver</td>
<td>Deaf Irish Sign Language User</td>
</tr>
<tr>
<td>16-20 enrolled in Senior Cycle programme</td>
<td>Deaf non Irish Sign Language User</td>
</tr>
<tr>
<td>18-25 post primary education completed</td>
<td>Hard of Hearing</td>
</tr>
</tbody>
</table>

SPECIFIC NEEDS

Deaf and Hard of Hearing young people that require additional supports

Aim High & Think Big  Make a Difference  Do the Right Thing  Together is Better
get in touch

Applications will be accepted based on above eligibility, completion of a referral form and initial assessment. To request a referral form please contact the Chime Mentoring Programme directly or your local Chime office:

**ADDRESS**
Chime Mentoring Programme,
Unit G/H Exchange Hall,
Belgard Square North,
Tallaght,
Dublin
D24YW89

**PHONE**
01 462 0377

**EMAIL**
explore@chime.ie

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meet the team

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