

# Delivering Our Future



**“ For more than 70 years, the Rehab Group has been working to break down the barriers that prevent people with disabilities from living ordinary lives in their communities. Through these decades of work - and the dedication and commitment of our employees - many thousands of people have seen their lives transform; achieving levels of independence, educational attainment, and career progression that may have seemed out of reach.”**

Barry McGinn, Chief Executive Officer



This Plain English Summary of our Strategic Plan is part of our commitment to improving our communications with our staff, students and service users.

# Introduction

**This is our new Strategic Plan for 2021 to 2026.**

**We have worked with you to develop this plan and we have listened to your views. Your experience and vision are at the heart of this new and exciting strategy.**

**Our promise to you is that we will do our best to provide the highest possible standards of care and the best education, training and employment opportunities.**





# About Rehab

- We are an independent, voluntary organisation, providing essential services and support for over 70 years
- We are an internationally recognised and pioneering charity, enabling more than 10,000 people with disabilities to live lives of their choosing
- We work closely with state funders and private organisations to deliver services and fulfil contracts
- We are a major employer, with 2,900 dedicated and committed employees, including a large number who are employed in our social enterprises
- We are a rights-based and inclusion focussed organisation
- We are a campaigning organisation that advocates on behalf of the people who use our services and their families
- We are an accountable and transparent organisation that is highly regulated and operates to the highest standards of corporate governance.



# Getting into Employment – Employability and Social Enterprises

**Ireland has a limited record in employing people with disabilities. We want to change that. We want people to have meaningful and well paid jobs.**

## **Moving into Work**

Our Transitional Workforce Model (TWM) is designed to provide the right supports, skills and training for people with disabilities, as they move into employment.

- We will work with employers to secure more job opportunities for people with disabilities
- We will identify what employers need and work with them to provide training and supports
- We will lobby the government and state bodies to provide more jobs for people with disabilities
- Rehab will be a leader in employing people with disabilities.

## **Best Place to Work**

We, in Rehab, plan to be leaders in providing quality employment for people with disabilities. We want people working with us to enjoy their work and make a meaningful contribution.

- Rehab will recruit more people with disabilities
- We will encourage our managers to provide support and training
- Our environment will be supportive and welcoming.



# Our Strategic Priorities for the Next Five Years

**Delivering our Future has 19 ambitious priorities.**

## **Your Voice**

Our policies and actions will be shaped by your needs and experiences in employment, training, education, social care and human rights.

- We will work together to ensure that your voice is heard, and informs the delivery and development of our services
- We will campaign with you at national and local level.

## **Quality, Safety and Governance**

Quality, safety and continuous improvement are at the heart of what we do. We plan to set a standard of excellence that meets your needs.

- We will work with bodies, such as the Health Information and Quality Authority (HIQA), who oversee standards in our sector
- We will make sure that our management and staff safeguard our culture of excellence.

## **Strengthening the Organisation**

You and your support teams know what you need and what works best for you. We will work with you to build a better organisation.

- We will research new and better ways of working, so that we are constantly improving our services
- We will develop and deliver our Autism Strategy.

## **Using Money Wisely**

Using money wisely and carefully means that we can continue to deliver better services for you.

- We will focus on value for money and efficiency
- We will look for new sources of funding.

## Fundraising

Our work is based in local communities. This means that the people who know our work and what we do can help us to raise money and awareness in their local areas.

- We will increase our fundraising at national and local level
- We will build awareness of our work in our wider communities.

## Taking Care of the Environment

We take our responsibility for the environment very seriously and we are developing a new policy and strategy

- We will measure our 'carbon footprint' and do our best to reduce it
- We will involve our staff and the people using our services in this important work.





# RehabCare and Newgrove Housing Association

**RehabCare works with residents and families, around the country, who need support with housing and day-to-day living. Our aim is to give everyone choices about how and where they live and to provide housing where it is needed most.**

## **A Place called Home**

- We will continue to provide supported housing for people with disabilities
- We will ensure that people who want to move on and live independently in their own communities have all the supports they need
- We will be open to providing new types of housing.

## **Reaching Out**

Our Outreach and Respite services are built around the people and families who need them. They keep us connected with the people using our services and aware of their individual needs. They build a sense of community.

- We will provide more and better day and weekend Respite services. Our staff will provide these services in family homes and in our centres
- We will develop the Outreach service, so that there are better outcomes and opportunities for people using this service.

## **Developing our Day Services**

We learned new ways of working during the pandemic. We were able to stay connected, in spite of the restrictions. We will use that learning to build better day services.

- We will build and strengthen our services for school leavers
- We will provide a dedicated service for older people with disabilities
- We will work with people using our Day services to gain skills and build independence.

## **Home Support Services**

Our Home Support Services are designed to support older people and people with disabilities to stay in their own homes for as long as possible.

- We will continually improve these services, so that they meet the highest standards
- We will invest in recruiting, training and managing our staff so that they can provide the best care.



# National Learning Network

**Our National Learning Network provides personalised education, training and development for 6,500 students in 50 learning colleges and in Higher Education settings each year. Our students all have different support needs and ambitions and we adapt what we do to those needs and ambitions.**

**Over time, we want to improve what we do and where we do it, to make sure that every person can try out an education and training course after school. We also want to make sure that adults who need to return to education get a chance to do so.**

**We are working with education providers, funders and other organisations, right across the country, to meet these challenges.**

## **Creating Opportunities**

We plan to provide more and better supports for students with disabilities, as they move into further education, training and higher education.

- We will continue to work with organisations such as SOLAS, the Education and Training Boards and the HSE to develop new and better approaches for people with disabilities
- We will work with colleges and training centres to make them aware of the support needs of our students
- We will help our students to find the right pathway for them and to get the skills they need to move to higher levels of education and training and for the jobs market.

## **A First Class Experience**

Our aim is to make sure that students have a ‘first class’ experience in education and training.

- We will make sure that the voices of students with disabilities are heard and that their needs are met
- We will make full use of technology to improve the experience of our students. Students may choose to work from home, go to a training centre or college, or choose a mix of both
- We will make sure that students are supported with their personal needs and their social lives, so that they can experience college life to the full.

# Making our Plan Work

## People

- Our people will be highly skilled and able to respond to changing needs. They will want to stay working with Rehab
- Rehab will be an inclusive and diverse organisation.

## Digital Transformation

- We will update and upgrade our IT systems
- We will use technology to provide students and service users with the tools they need to learn and succeed
- We will get value for money
- We will keep our IT systems and our information safe and secure.

## Physical Environment

- We will maintain and upgrade our living and work spaces
- We will design our buildings around the needs of the people using them
- We will invest money wisely.

## Improving our Processes

- We will work to a shared vision and clear goals
- We will use our time and resources efficiently
- We will share information and encourage people to work together in teams.

## Working with our Partners

- We will work with local and national agencies, to constantly improve the lives of people living with disabilities
- We will lobby the government to adopt Article 20 into our laws. This article means that people with disabilities should have the same rights as everyone else to transport, housing and other services, along with a good standard of living
- We will continue to raise funds to support our work.

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RehabGroup

Investing in People, Changing Perspectives



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