



FRS Training

We grow better together

Disability, Equality & Inclusion Training



Disability, Equality & Inclusion

Creating accessible, equitable, and inclusive workplaces

The FRS Disability, Equality & Inclusion training suite is designed to support employers in building inclusive practices that open doors to a wider, more diverse talent pool.

Developed in line with the DSP-funded Work and Access Programme, these courses address one of Ireland's most pressing workforce challenges - the country's lowest-in-Europe disability employment rate of just 32.6%.

Up to 80% funding is available for these courses

With nearly one in five people in Ireland living with a disability, inclusive employment is not only the right thing to do - it's a strategic advantage.

The courses are designed for everyone, from frontline team members to leadership and those making hiring decisions - to build inclusive habits and reduce unconscious bias at every level.



Disability, Equality & Inclusion

DISABILITY EQUALITY & INCLUSION TRAINING

Disability Equality & Inclusion Training

Classroom or Live, Virtual

This course provides foundational awareness and understanding of disability equality in the workplace.

It introduces the social model of disability, challenges stereotypes, and equips participants to create respectful, inclusive, and legally compliant working environments.

It also explores how to ensure accessible communication and practical inclusion for employees with a range of disabilities, including mental health conditions.

Learning Outcomes

By the end of this course, participants will be able to:

- Understand the social model of disability and key equality principles.
- Recognise different types of disabilities, including mental health conditions.
- Apply inclusive communication and appropriate disability language.
- Understand legal rights and responsibilities, including reasonable accommodation.
- Challenge stereotypes and promote a respectful, inclusive workplace.

INCLUSIVE RECRUITMENT & MANAGEMENT TRAINING

Inclusive Recruitment & Management Training

Classroom or Live, Virtual

This course is designed for managers and recruiters who want to ensure inclusive hiring and retention practices.

It offers practical guidance on how to reach candidates with disabilities, facilitate disclosure conversations, and manage reasonable accommodations.

It also explores how to address unconscious bias and build a culture of inclusion through the entire employee lifecycle.

Learning Outcomes

By the end of this course, participants will be able to:

- Reach and attract candidates with disabilities through inclusive recruitment.
- Run accessible and fair application and interview processes.
- Handle disclosure conversations and implement reasonable accommodations.
- Address unconscious bias in recruitment and management.
- Foster an inclusive workplace culture that supports all employees.

A world of learning, in one place

We deliver training that's as diverse as the people we support.

Whether you're preparing for your first job, upskilling in your current role, or looking to diversify your workplace – we've got a course to help you take that next step with confidence.

From industry-specific qualifications to essential digital skills, personal development to accredited certifications, our training is designed to empower our learners.

Each of our course categories reflects a key area of focus – building skills that are practical, in-demand, and aligned with real opportunities.

Explore our learning areas and discover the programme that's right for you.



**Designed with real lives in mind, our
training meets you where you are — and
takes you where you want to go.**



Grow Your Skills.
Shape Your Future.

FRS Training is a proud part of the **FRS Co-Op**, an organisation rooted in community, trust, and almost **50 years** of service to Irish industry and enterprise. We are a **nationally recognised training provider**, committed to delivering high-quality, education that empowers individuals and strengthens workplaces.

We've trained over 180,000 learners and are now entering our fifth decade of helping people build their futures through skill development, certification, and confidence-building.



Effective
Communications



Workplace
Health & Safety



Managed
L&D Services



Leadership &
Managing Teams



People
Development



E-Learning
Services

It's our privilege to support your journey – helping you identify your strengths, unlock your potential, and drive your career forward.

Your Partner in Training

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