



## CSP EMPLOYMENT ELIGIBILITY

CSP supports the employment of individuals, who have previously been unemployed, in delivering the community service programme. We particularly welcome applications from applicants who qualify in the following categories which are outlined below:

- People who are in the workforce but unemployed and seeking to return to work i.e., people who are in receipt of Jobseeker's Benefit (JB), Jobseekers Allowance (JA); people who are signing for credits
- Qualified Adults (Adult dependants of those in receipt of social welfare payment)
- People with Disabilities (PWD) i.e., in receipt of Disability Allowance, Blind Pension, Partial Capacity Benefit, or other disability benefit
- Ex-prisoners or people with a criminal conviction and in contact with the Probation Service
- Migrants
- Refugees
- Asylum Seekers
- Irish Travellers
- Roma
- People coming from a labour activation scheme i.e., Community Employment, TUS, or RSS placements
- One Parent Families (people who parent alone without sufficient resources and are in receipt of social welfare payments)
- People who are deserted, separated, divorced or widowed (People in receipt of Widow/er's non-contributory pension, surviving Civil Partner's non-contributory pension, or deserted Wives allowance/benefit)
- Carers (people in receipt of Carers Allowance/Benefit who want to return to the workforce)
- People who are homeless
- Stabilised and recovering drug misusers
- Ukrainians- displaced by the war

Note: In accordance with the 70% Employment Programme Rule, the remaining 30% of the employees supported by the Programme may come from the general population or other target groups.

Please note the following applies:

- We are aiming for 100% recruitment from the above employment categories above, however we have to ensure that we satisfy the 70% criterion relating to FTEs (i.e. overall hours) rather than head count of employees from the above categories with the remaining 30% of employees may be recruited from the active labour market, i.e. people already in employment.
- Individuals in CSP supported worker posts may retain entitlement to secondary welfare benefits, as determined by the DSP. Individuals entering CSP supported posts are not entitled to Back to Work Allowance, but they are entitled to this allowance on moving on from a CSP supported post to mainstream employment in the labour market.
- In line with the new "State flexible pension arrangements", the Community Services Programme grant may contribute towards the cost of employment of individuals who are 66 years on or after the 1 January 2024, for those who have deferred claiming their State Pension (Contributory). The maximum age that the CSP contribution will be eligible for is 70 years or the date the individual commences claiming their State Pension (Contributory). Evidence of not claiming the state contributory pension, which can be obtained via revenue's on-line payroll and tax credit information for the employee, must be retained by the CSP supported service, along with a signed self-declaration from the employee. Pobal must also be notified.
- The following Employment exclusions apply:
  - An individual occupying a CSP supported post may not also hold a Tús, CE or RSS placement, or vice versa.
  - While the employer determines the hours of the CSP supported employees, a FTE allocation is not intended to be deployed solely as seasonal or very low hour's staff; for example, the deployment of 2 FTES as 16 part-time staff is not acceptable.
- We are required to obtain evidence of eligibility for each person in a CSP supported post and to retain this on the successful applicant's individual's employment file. The CSP Employment Eligibility Form is required to be completed at the time of recruitment, signed by DSP, and retained by the employer for each employee.