

Case 6: Rehab Enterprises



Who?

Rehab enterprises was established in the late 1980s as part of the rehab group. The group turnover is €32 million. Rehab enterprises is registered as a limited company, but is owned by the Rehab Group, which is a registered charity.

What?

Rehab Enterprises offers business solutions to Irish industry in areas such as recycling, logistics, retail services, and also offers disability consultancy in four European countries. They employ over 530 people, of whom over 313 are people with a disability. Rehab Enterprises have 1,800 customers including most of the large multinational companies in Ireland. It is Ireland's largest non-governmental employer of people with disabilities. It operates as a commercial enterprise and competes with other commercial for-profit enterprises in all the market areas it serves.

Why?

Rehab Enterprises notes the following benefits to the employment of those with a disability:

- Employment at Rehab Enterprises increases the individual's potential and morale
- Employees are encouraged to develop to their full potential
- Employees are paid appropriately for their work performance

Rehab notes that there is an economic argument, in addition to a social

argument, for supporting the employment of people with disabilities as it reduces the Governments' health, social care and welfare costs.

How?

Rehab Enterprises operates in highly competitive markets and conducts its business model the same as any other commercial business. However, it has costs associated with additional supports to facilitate workers with disabilities. These supports include a Performance Management System which monitors the personal and professional situation of employees. In addition, an Employment Assistance Officer supports employees in issues relating to their work or personal lives.

Where?

Rehab Enterprises operates in Ireland, but also offers services across Europe.

Conclusion

Rehab Enterprises position themselves as a commercial social enterprise. It is a good example of a business that has a very low dependence on external funding, as it generates its own income.

Web Links:

<http://www.rehabenterprises.ie/>

Supporting Video:

An overview of Rehab Enterprises
<https://www.youtube.com/watch?v=SOtWC2QkZKQ>