

EmployAble: Inclusive vocational training and workplaces for youth with disabilities in Kenya, Rwanda and Ethiopia

Light for the World – EmployAble

SUMMARY OF PROJECT

EmployAble supports the inclusion of persons with disabilities in technical vocational education and training (TVET) and the connection between TVET and the open labour market. Young people who are currently unemployed received the necessary skills in mainstream training institutes to become employed or self-employed.

- *“I was a shoe shiner before. I used to work in the dust and the sunlight, which was not good for my health. Now I have learned the skill that I wanted to learn, and I have social interaction with other people in the company.”*
- Youth with physical disability, employed through Employable program in garment industry in Ethiopia

FACTS & FIGURES

More than 20 stakeholders are involved in the core implementing teams; disability specific vocational training centres.

In August 2015, 273 youth with disabilities were or had been enrolled in mainstream vocational training institutes or received in company training. This includes youth with physical, hearing and visual impairments.

83% of youth with disabilities enrolled through Employable reported at the time of enrolment that household income was insufficient to meet basic needs.

6 mainstream TVET institutions have become inclusive to youth with disabilities; this was evidenced by increase disability awareness, improved attitudes, and adaptations in the learning environment.

7 accessibility audits have been conducted at the level of the involved TVETs

PROBLEMS TARGETED

The unemployment rate of young people with disabilities is often 40 to 60% higher compared to their non-disabled peers, and even if they are able to find a job they experience a lot of uncertainty about their temporary employment. Even though Ruanda, Ethiopia, and Kenya have signed the Convention on the Rights of Persons with Disabilities and also have government policies that support the inclusion of people with disabilities to join the labour market, the levels of inclusion are still below the national targets.

SOLUTION & METHODOLOGY

EmployAble is an action-learning program, with a focus on multi stakeholder involvement and inter country exchange and learning. The methodology to enhance employment of youth with disabilities is to support a number of 'model' TVETs and employers in the process of becoming more inclusive. This is done in a participatory and systematic way, including a disability inclusion assessment. Employable also facilitates enrolment by mobilizing youth with disabilities, and assessing their capacities and needs by a multi-disciplinary team, resulting in course selection.

The program further supports access to scholarships or bursaries if needed and psychosocial support for youth with disabilities throughout the process of enrolment, training and looking for employment.

OUTLOOK & TRANSFERABILITY

It is expected that by the end of 2016, 400 youth with disabilities will be trained and that 50% of them will have found employment. The model TVETs will be fully inclusive to youth with disabilities and serve as an example to other TVET agencies in their countries. 55 employers will have been sensitized on disability and 41 will be actively involved by either receiving interns with disabilities or hiring youth with disabilities.

In Kenya and Rwanda, steps will have been made to follow the example of Ethiopia and develop a policy on Inclusive TVET



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