

Alternative Ways for Successful Job Applications

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Who are We?

- Ethiopian Center for Disability and Development (ECDD) is a non-governmental organization (NGO) and a resident charity, established in 2005.
- ECDD works to promote and facilitate disability inclusive development- the inclusion of persons with disabilities in the mainstream development- in Ethiopia.

What is the Challenge?

- Ethiopia's labor law and employment proclamation stands strong for people with disabilities- affirming the provision of equal opportunities for people with disabilities in the labor market.
- Despite this, employment opportunities for youth and adults with disabilities is extremely limited due both the lack of marketable skills on the part of youth and adults with disabilities as well as widespread misconceptions within the community about the abilities and potential of people with disabilities.

What did we propose and implement to address the challenge?

- ECDD with the support of USAID, launched an “Inclusive Skills Training and Employment Program for and by persons with disabilities” (ISTEP) in 2013 for a 3-year period.
- ISTEP Program advances workforce skills development and employment opportunities for youth and adults with disabilities in two city administrations and four regions of Ethiopia.
- Focus on:
 - creating skills training,
 - internship and
 - inclusive employment opportunities for youth and adults with disabilities by mainstream skills training organizations and employers.
 - supports self-employment by groups of trained women and men with disabilities.

What were the expected results of ISTEP?

- Improved organizational **policies and practices** that are supportive of employment of persons with disabilities;
- Increased number of **persons with disabilities with employable skills; and**
- Improved referrals and linkages for **assistive devices, access to finance and employment (formal and self-employment opportunities).**

What were the major accomplishments?

- 746 TVET instructors and support staffs from 17 TVETs and personnel of other government bureaus were provided with a training on how to provide inclusive skills training;
- 95 (M=67 & F=28) Human Resource managers were also trained in creating inclusive employment policies and practices;
- 297 (M=115 & F=182) (PI=170, HI= 91, VI=22 and ID= 14) youths and adults with disabilities were provided with vocational skills trainings and basic business trainings. Areas of vocational training include: *Food preparation, Hair dressing, Leather goods, Construction, Gypsum, Auto Mechanic, Metal works, Wood work, Cobblestone, Music, Laundry, Tailoring*
- 168 persons with disabilities (F= 111 & M= 57) were placed as interns in different host organizations.

What was the Impact?

- 17 TVETs and 71 employers demonstrated performance improvements:
 - allocating budget to provide educational materials and undertake physical accessibility modifications.
 - Providing sign language training for instructors.
 - Revisiting their organizational policies and operational documents (strategic plan, annual plan, and report and data collection tools)
 - Hiring disability support staff (Professional Guidance and Counselors and Sign Language interpreters) .

What was the Impact?..cont

- 88 (M=58 & F= 30) have secured formal jobs with employers like the Mosaic Hotel and Kedir Yasin Metal Work PLC.
- The major types of jobs include metal work, wood work, welding, food preparation (restaurant), building block production, tailoring, leather goods production, plumbing, laundry service and hairdressing.
- 93 TVET graduates with disabilities (M=33 & F=60), (PI=52, HI= 33 & VI=8) received support to start their own individual or joint businesses.
- Linkages with other ECDD projects for access to finance-provision of 500,000ETB (22,000USD) for start-ups.

What was innovative about it?

- Internship placements as a strategy for employment/retention by the host organizations
- The inclusion of intellectually disabled youths
- The rejection of traditional, stereotypical, discriminatory and often unmarketable skills training model in Ethiopia (embroidery, brush and carpet making etc)

What is next?

- Publication and dissemination of success stories for sharing and learning.
- Scaling up of this initiative by another program in additional 8 TVETs and working with 11 DPOs and disability focused organizations.
- Inclusive skills training and employment program integrated in a major 5 year program in one of regions in Ethiopia

Selected Success Story



- “My old self would not have been able to imagine where I am now. I have started writing a better story of myself and my family - with a new vision to be productive on leather production. I will be a model for others with disabilities.”
- ***Roda Nesredin who is now engaged in leather goods production after training***