



Ethiopian Center for Disability and Development

Zero Project Conference

22 February 2017

Vienna

Comprehensive Employment Model from Ethiopia

**Inclusive Skills Training and
Employment Program (ISTEP) for
and by persons with disabilities**

**Implemented by ECDD with the
support of**



USAID
FROM THE AMERICAN PEOPLE

Ethiopian Center for Disability and Development (ECDD)

- **Established in 2005**
- **Ethiopian Resident Charity (local NGO)**
- **Association with 59 individual members, 28 women, 27 persons with disabilities**
- **7-member Board of Directors, 5 women, 4 persons with disabilities including Chair**
- **34 staff members, 12 female, 15 persons with disabilities**

ECDD

- **Created to bridge gap between disability and development organizations in Ethiopia**
- **Neither a rehabilitation agency/disability services provider nor a DPO**
- **Development NGO**
- **Measures success by number of persons with disabilities who access mainstream services and development programs**

ECDD Principles

Commitment to:

- **Gender equality**
- **Affirmative action – employment of persons with disabilities and women as program staff**
- **Disability adjustments – provided to all staff with disabilities**
- **Access – all ECDD events in accessible venues, with SL interpretation**

ECDD Program Priorities

- **Inclusive Health Services**
- **Inclusive primary, secondary and tertiary Education and TVET**
- **Inclusive Employment, self-employment, access to financial services**
- **Inclusive Community Development**

ISTEP

Inclusive Skills Training and Employment Program for and by Persons with Disabilities

- **Designed and implemented by ECDD**
- **Funded by USAID Local Capacity Development (LCD) Program**
- **3-year Program, 2014-16**
- **Implemented in 2 Regions and 2 Municipalities in Ethiopia**

ISTEP Program Components

- 1. Vocational skills training for youth with disabilities in mainstream Technical and Vocational Education and Training (TVET) institutions**
- 2. Internships for successful trainees in public and private enterprises and organizations**

ISTEP Program Components

- 3. Support for formation of cooperatives of TVET graduates with disabilities**
- 4. Basic Business Skills (BBS) training for TVET graduates**
- 5. Training for University graduates with disabilities in job seeking skills**
- 6. Internships for University graduates with disabilities in companies**

ISTEP Methodology

- **Disability Inclusion Awareness Training (DIAT) for TVET personnel (100)**
- **DIAT Training for HR Managers of public and private companies (50)**
- **DIAT Training for Media personnel (50)**
- **Vocational skills training for youth with disabilities (150)**

ISTEP Methodology

- **Creation of the Ethiopian Business and Disability Network (EBDN) to promote and share experiences of hiring persons with disabilities**
- **EBDN members - 40 public and private enterprises, organizations**
- **EBDN - member of the ILO Global Business and Disability Network**

ISTEP Success Story

- **Lukas Zida, blind from childhood accident**
- **Hawassa University graduate**
- **ISTEP 6-month internship with local Trade and Industry Bureau**
- **Employed as student counselor in Otana High School**



“Before I began work, people did not want to even shake my hand, as if my blindness would pass on to them. But the situation changed after I got employed - there was a complete change of attitude. I feel my pride restored and feel respect in the community because of what I have achieved”

ECDD

**Other ECDD projects supporting
mainstream vocational skills training,
employment and self-employment of
persons with disabilities in Ethiopia:**

“EmployAble” with LFTW

Start-up Capital with Abilis Foundation

Inclusive TVETs with HI

Inclusive VSLAs with CBM

ECDD

“Disability Inclusion in Action”