DRPI AWARE
Focus on Skills and Job Matching

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ILO Forum on Reasonable Adjustments in the Workplace
DRPI AWARE

ASIAN WORKPLACE APPROACH THAT RESPECTS EQUALITY

Implementing a multi-sector employment strategy for women and men with disabilities

Dhaka, Bangladesh
Kathmandu, Nepal
Hyderabad, India

Zero Project Awardee
2017
DRPI AWARE Vision

- **Key Strategies:**
  - Building knowledge: Employer Workshops
  - Bridging the gap: Job Placements
  - Bolstering success stories: Celebrating Leaders

- **Create Sustainable Transformation**
  - Inclusive employment practices embedded in the labour market
  - Long term improved employment outcomes
Lessons

• **Avoiding Disincentives**
  - Need for training
  - Precarious jobs have to be avoided

• **Building Incentives**
  - The importance of the business case
  - Societal barriers
  - Job matching is key to making it work
  - Workplace adjustments
  - Adjusting the workplace dynamics
The Right Candidate for the Job

- Help job seekers identify job opportunities that match their skills & interests
- Link the job opening with the job seeker
- Support the employer to create an inclusive work environment
- Develop and maintain relationships
- Help job seekers identify job opportunities that match their skills & interests
See beyond disability and gender stereotypes and see the person and the skills they bring.

Market skills not disability.
Job Seeker’s Skills Identified

✓ Determining transferable skills of the job seeker
✓ Matching job seekers’ skills with available jobs through engaged employers
✓ Matching the “skills” without making disability a factor
Job Task Analysis

• Understand the hidden tasks of the job

• Job familiarity
  ◆ Review job description
  ◆ Meet with the employer
  ◆ Site visits
  ◆ Job process – requirements
  ◆ Develop accommodation plans
Workplace Adjustments & Accommodations

Job Analysis

Reasonable Accommodation

Employee Skills and Capabilities
Workplace Adjustments - Contextual and Unique

- Working hours
- Transportation
- Location
- Communication Support
- Job Coaching
Innovation and Inclusive Workplaces

Rockwell Industries

- Solar powered freezers
- Energy from renewable resources
- Facility physically accessible with lowered assembly line
- Inclusive Employer
- I Am Green
- Business goals align with social justice goals
Regional Allies

Swadhikaar Center for Disabilities, India

National Federation of the Disabled, Nepal

Bangladesh Protibandhi Kallyan Somity, Bangladesh

Subhi Association for Women with Disabilities

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