Developing inclusive competency-based TVET education practices in Kenya, Rwanda and Ethiopia

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Who We Are

Our Mission is to contribute to a world in which persons with disabilities fully exercise their rights.

Our Focus Sector is inclusive economic development, specifically livelihood, vocational training & employment, entrepreneurship & access to financial services, inclusive business and value chain development.

Our Work Methodologies are lab & joint programmes, training & advice, learning & sharing, lobby & advocacy.
EmployAble: Introduction

Funded through Learn4Work program (Dutch government funding through Edukans)

Funding period 2014 - 2016

Implemented by:

- Light for the World, Netherlands lead partner
- Ethiopian Centre for Disability and Development (ECDD), Ethiopia, local partner
- Agency for Disability and Development in Africa (ADDA), Kenya, local partner
- Umbrella for People with Disabilities in the fight against HIV/AIDS (UPHLS), Rwanda, local partner
- Groenhorst College, Dutch partner
EmployAble is an action-learning programme, with a focus on multi-stakeholder involvement and inter-country exchange and learning. We work with governments, training institutes, disabled people’s organizations and employers to ensure access to vocational training and employment opportunities for disabled people.
EmployAble: Objectives

- Create a partnership of relevant stakeholders around inclusive competency-based TVET
- Partner with 2-3 TVET per country to assess and improve accessibility and capacity for inclusive education
- To support 400 youth with disabilities to be trained in the TVET institutes and prepare for (self)employment
- To support employers in inclusive workplace policies and practices
- Use good practices and lessons learned to promote linking and learning around inclusive TVET, and linking TVET and the labour market.
**EmployAble: Theory of Change**

**Inputs**
- Sensitization and capacity development for TVET and employers
- Engage families of Youth with a disability
- Sensitization and capacity development of DPOs
- Facilitate functional linkages (TVET, employers, DPO, NGOs, policy makers)

**Outcomes**
- TVETs and employers more inclusive
- Increased inflow of YWD
- Psycho social support for YWD
- Relevance of TVET training increased
- Favorable policy environment for inclusive TVET
- Access to bursaries/scholarships through mainstreaming

**Impact**
- YWD start their own business
- YWD employed

**Improved societal inclusion and food security**
- Evidence based sustainable model
- Systematic documentation
- Meaningful involvement of Dutch schools and private sector
EmployAble: Special Features

- Strong focus on systemic change: inclusion as a process of institutional change (DISC)
- Engaging a broad set of stakeholders for assuring viability, sustainability and relevance.
- Collaborative action learning guided by a learning agenda
- Use of stories to unveil how YWD experience the different phases on their way to employment
What works?

- Multi stakeholder collaboration, learning and exchange at country, and regional level

- Supporting processes of institutional change: disability awareness training, Disability Inclusion Scoring Cards, Training on inclusive teaching

- Sensitizing employers through their own networks

- TVETs and employers to be exposed to youth with different types of impairments

- Intensive supportive monitoring and coaching
EmployAble: Challenges

- Financial and social support structure
- Reaching out to the right target group – age, ‘training addicts’, representation of VI..
- Innovative nature of the program – lack of local expertise and good practices
- Competing priorities - Focus on enrolment and ensuring access to the labor market
- Advocacy agenda – short time frame
EmployAble: Lessons Learned

1. Inclusive TVET is possible but asks for institutional change
   - Invest in disability awareness, disability inclusion self assessments and training in inclusive teaching as first crucial steps

2. Hiring YWD should not only be seen as Corporate Social Responsibility but also a business case
   - Invest in role modelling – make use of existing policies
3. Sustainable and contextualized solutions are needed to provide reasonable accommodation at the level of the TVET and workplace

- Invest in building in-country expertise around vocational rehabilitation, and ensure accommodative measures (computers, reading software, transport...)

4. Exposure to the labor market is crucial both for youth with disabilities as well as for sensitization of employers

- Invest in guided internships
5. Economic independence has major impact on self confidence, social inclusion and living conditions of youth with disabilities.
EmployAble: Spin off

- Young Africa in Mozambique: 250
- Dorcas South Sudan: 300
- ZOA Uganda: 300
- Government Ethiopia: Guideline
- ILO: member of global business and disability network
- Presentation at ‘Include Us’ conference (NEPAL) Plan International
- Zero project Innovative Practice Award
Employable: 2\textsuperscript{nd} Phase

- Institutional development
- Upscaling
- Cooperation with companies
- Diverse types of disabilities
Questions?