Employment for youth with disabilities

GOAL
To experiment with methodologies for inclusion of youth with disabilities in skills training provided by mainstream technical and vocational training institutes (TVETs) in Rwanda, Ethiopia, and Kenya.

RESULTS
- 448 youth with disabilities enrolled in technical and vocational training
- 7 TVET institutes have become more inclusive organisations
- 71% of graduates found employment within 1 year after graduation

METHODOLOGY
With the support of the EmployAble programme we learned about inclusion and how to support people with disabilities. I can say we now can train people with disabilities without any difficulties.
- manager Technobrain, Kenya

HOW TO
- Multi-stakeholder involvement
- Assist youth in course selection
- Enhancing inclusive practices in TVETs
- Supporting smooth transition to employment
- Post-employment coaching & support

Employment
- Employed pre-training: 18%
- Employed one year after graduation: 71%

Can you save money on a monthly basis?
- Never: 66%
- Sometimes: 34%
- Often: 72%
- Always: 0%

Participation in community activities
- Pre-training: 11% Unemployed, 36% Sometimes, 53% Yes
- Immediately after training: 3% Unemployed, 37% Sometimes, 60% Yes
- 1 year after training: 1% Unemployed, 9% Sometimes, 90% Yes

Type of employment 1 year after graduation
- Waged employed: 43%
- Farmer: 19%
- Temporary jobs: 15%
- Self-employed: 15%

MOVING FORWARD
- Step 1: Know what is available and what is needed
- Step 2: Create disability awareness among stakeholders
- Step 3: Matching ambitions of the youth with market opportunities
- Step 4: Facilitate group formation
- Step 5: Prepare for reasonable accommodation
- Step 6: Vocational skills training
- Step 7: Transition to the labour market and follow up

For more information see lab.light-for-the-world.org