



ACTION PLAN
FOR



PLACE OF HOPE
EMPLOYMENT SUPPORT CENTRE



DATE
15 NOVEMBER 2007

PRESENT TO
JAPAN INTERNATIONAL CORPORATION
AGENCY (JICA)
TOKYO INTERNATIONAL CENTER –JAPAN

PROGRAMME
LEADERSHIP DEVELOPMENT FOR
PERSONS WITH DISABILITIES

ACTION PLAN FOR EMPLOYMENT SUPPORT

NAME OF PROJECT : *PLACE OF HOPE* EMPLOYMENT SUPPORT CENTRE

COUNTRY : ZIMBABWE

BACKGROUND

The Zimbabwe government has no law to promote the employment of people with disabilities. People with disabilities have to compete in the open market. Currently the rate of unemployment in Zimbabwe is about 45% and hence PWDs have no chance to compete in the open job market. The number of PWDs without employment is very high due to stigma and discrimination by employers, lack of relevant skills because most of them did not go as far as higher primary education due to negligence by their parents and some due to poverty.

It is my wish that through this project I will work together with the local authorities, government officials and local companies to promote PWDs to get all jobs suitable for them. I also wish to facilitate vocational training, job coaching and counselling for some PWDs so that they can be competent in the job market.

PROJECT GOAL

To create employment opportunities for people with disabilities (PWDS) through collaborations with local companies and the municipality.

OBJECTIVES

- To open an office for employment support for persons with disabilities in the city.
- To sensitize private companies in order to understand about the needs and rights of PWDs.
- To create a strong relationship among PWDs, organizations and mayor's office in employment creation.

BENEFICIARIES

This project is intended to benefit persons with disabilities who are between the ages 20 and 50 years, both male and female.

I will also consider the ages 15 to 20 because some of PWDs in this age group did not get opportunity to go to school and hence I will seek some general hand work for them.

IMPACT OF THIS PROJECT ON PEOPLE WITH DISABILITIES

Because most PWDs are labeled as beggars, poverty stricken, uneducated and incompetent, I wish to change this attitude of society and make PWDs contributors to the development of their families, the society and the country, in general. I wish to see PWDs living an economically and socially independent life based on self reliance derived from employment.

ACTIVITIES

- ⇒ Organize a meeting with the city mayor to sell the idea and request for office space and get approval
- ⇒ Request the Mayor to organize a meeting with the companies.
- ⇒ Organize a meeting with PWDS and announce the idea of employment opportunity and request them to submit details.
- ⇒ Set up an a small office to receive PWDs needing employment
- ⇒ Make a database for companies using the Internet, telephone directory and brochures
- ⇒ Design registration forms for PWDs
- ⇒ Source for a computer to keep the database
- ⇒ Seek for funding for allowance of volunteers, office rental, and stationery
- ⇒ Advertise for two volunteers to work in the project
- ⇒ Register the organization as a Private Voluntary Organization

STEP BY STEP ACTION OUTLINE

PHASE 1

- I will write a letter of appointment to the mayor before the end of November 2007
- I will hold a meeting with the mayor in his office to present a brief report about the visit to Japan in December 2007 or January 2008.
 - Introduce to the mayor the idea to start an employment support center.
 - Request the mayor's approval and seek assistance in mobilizing the corporate organizations in the city.
- Design a simple form to capture details of PWDs who need employment.
- Hold a general meeting on 25 November 2007 and work with NCDPZ committee to identify PWDs in the city
- Classify the PWDS who need employment according to their skills and job requirements between 30 November and 31 December 2007.

PHASE 2

- I will attend the meeting organized by the mayor with the corporate organizations between January and February 2008
- Employ two volunteers to work in the office for receiving clients and visiting companies in January 2008
- Volunteers to design registration forms for PWDs who wish to be assisted with employment in January 2007
- I will assist volunteers to create a database for PWDs and the corporate organizations between February and May 2008.
- Design a constitution for registration of the project as private voluntary organization from January 2008 with assistance of my brother who is a legal advisor.

PHASE 3

- Volunteers make appointments with companies and we discuss possible jobs for PWDs from March 2008 onwards.

PHASE 4

- Follow up with companies to get feedback on PWDs' performance basing on the skills, qualifications and ability.

- I will work with volunteers to check on the accessibility of the work place, the salary and benefits for PWDs.

MONITORING AND EVALUATION

Monitoring

- Identify the jobs that are most available and the type of organizations
- Have a monthly record of how many PWDs have been employed
- Follow up on the performance of PWDS at the companies
- Identify a company with highest number of PWDS.

Evaluation

- Interview PWDS employed about the impact of employment on them
- Interview companies face to face or through questionnaires on the impact of employing PWDS
- Check on the target number whether it was met or not and find out why if not met.

POSSIBLE OBSTACLES TO ACTION PLAN IMPLEMENTATION

- I might face resistance from the mayor but I will try my best to draw his attention from Japan Experience and needs of PWDs in his city.
- Private companies might not be interested in supporting PWDs and I will use the mayor's influence.
- PWDs might have different priorities as opposed to employment but I will explain to them that we can't do everything at one.
- I might fail to get an office on time then I will use my house for a start.

COSTS TO BE INCURRED

Office rent

Transport

Stationery

Allowances for volunteers

Printing

Repairs and Maintenance

Office Equipment – Computers, Photocopier, Furniture

Utilities - Fax, Telephone, Internet

Registration of the project as an organization

PLACE OF HOPE EMPLOYMENT SUPPORT CENTRE

ESTIMATED BUDGET

EXPENSES	COSTS	#. OF PEOPLE	OCCASSIONS	TOTAL
Office Rental	300		12	3600
Transport	10	3	31	1680
Stationery	10	N/A	1	100
Office Equipment	300	N/A	1	900
Allowances	1500	3	12	18000
Repairs & Maintenance	100	N/A	12	1200
Shipping	1000	N/A	1	1000
Internet, Telephone, Fax	300	3	12	3600
			TOTAL	30080
REVENUE	AMOUNT	#. OF ITEMS	CYCLES	TOTAL
Registration Fees	30	30	12	360
Donations	50	25	1	1250
Grants	30000	N/A	1	30000
			TOTAL	31610
			DIFFERENCE	1530

IMPACT OF TRAINING TO ACTION PLAN

I received a lecture about Current Situation of Employment of Persons with Disabilities in Japan by Mr. Ueno which opened my mind and I felt I could do something for people with disabilities in my country although I didn't know how. During individual training sessions we visited Omori Public Employment Security Office. We got explanations about the services of the office to PWDS through computerized job seeking system by Mr. and Mrs. After this session I decided to start a small scale but similar project in my city in Zimbabwe.

FUTURE PLANS

- ❖ When this project succeeds I intend to expand the number of computers so that PWDs will check the companies in computers on their own.
- ❖ I also intend to recruit an Employment Counsellor and a Job Coach in order to assist the PWDs and the companies to work in harmony. The two will also have the duty to prepare the PWDs to be psychologically and physically ready for the job selected.
- ❖ I also wish to establish offices in other cities until the system is adopted nationally.