

PROGRESS REPORT

Vocational Rehabilitation and Employment Promotion of
Persons with Disabilities 2006

**Title : Solving the Employment Crisis of
Persons With Learning Disabilities (PWLD)**

Organisation :United Voice (UV)
(Self-Advocacy Society of Persons with Learning Disabilities,
Selangor & Kuala Lumpur)

Country: Malaysia

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A. Goals For The Next Two Years

1. To help United Voice (UV hereunder) yield a higher income for its Employment Project by improving the management.
2. To assist UV in promoting employment for PWLD in CBRs by introducing income generating employment and self-advocacy.

B. Targeted Objectives

Objective I:

To improve the management of Employment Project of UV in:

1. Financial Management

- i. To prepare financial report with charts that will help staff and committee analyse the costs, losses or benefits effectively.

Progress: The accounts manager (part-time staff) of United Voice has improved in her presentation on financial report but she has yet to learn the skills to produce reports using charts. She hopes to learn the chart presentation in time for UV AGM early 2007.

- ii. Depreciation cost has to be included in cost of production.

Progress: The accounts manager has noted the need to cost in depreciation cost in our expenses report for 2006.

2. Marketing Strategies

- i. To increase income by expanding the sales of products with more intensive marketing strategies.

Progress: The marketing strategies have slightly improved by contacting more companies for festival cards, produced wedding cards and produced Soari products – a big percentage of Soari products were bought by couples as door gifts for their wedding dinners.

Sales of Festive Cards:

2005:	15,018 cards = RM30,000	(9 companies)
2006:	25,877 cards = RM43,000	(12 companies)

Sales of Wedding Cards

2005:	0	
2006:	760 cards = RM2,700	(2 clients)

Sales of Saori Products

2005:	0	
2006:	Key chains, coasters, dolls = RM2,500	

- ii. To study on the profitability of purchasing an industrial printer (Ricoh Colour Printer 8100) to produce more variety of cards and produce in bulk. Apply for sponsorship or donation.

Progress: UV Marketing Coordinator did some study concerning the profitability of purchasing an industrial colour printer. It was found that the printer will yield in more income and create more employment. Please refer to proposal in Appendix 1.

Upon advice of an officer of the Social Welfare Department of Selangor UV applied through the Department for sponsorship for of the following:

Printer model: Fuji Xerox Document Centre Colour 250	RM33,000
Name card cutter	RM 6,600
ADOBE Illustrator CS Software	RM 2,100
<u>Dell Computer</u>	<u>RM 2,600</u>
Total	RM44,700

Though the proposal has been submitted since 20th September 2006, the department has not made any commitment about this sponsorship. This is indeed disappointing and frustrating. We were advised to seek for other source of sponsorship if we can't wait. The department said they are unable to confirm when our application will be approved. We were told that it could be as late as end of next year. UV felt that a lot of time will be wasted if we do not get the sponsorship eventually.

The leaders of UV would like to appeal for sponsorship from JICA Japan for this project as I have proposed in my Action Plan. We would appreciate advice from JICA Japan regarding this matter. UV hopes to launch this project as soon as possible since it has much potential to yield in more income.

- iii. One more Assistant Project Coordinator should be employed to relief Marketing Coordinator from some responsibilities in the Employment Project.

Progress: A part-time staff was employed by UV since September to provide support for UV Employment Project. Her service has given more

time for our Marketing Coordinator to expand the marketing of UV products. Her salary is sponsored by SS Methodist Church.

Objective II:

To promote Income Generating Employment to CBRs that are working with PWLD by:

1. Sharing the model of United Voice Employment Project.
2. Conducting training on management of an income generating project.
3. Promoting self-advocacy to educate PWLD on their rights, leadership skills and independent living.

Progress: I have been in touch with Dr Kenji Kuno, Chief Advisor of JICA Malaysia, and Ms Yeoh Joo Ai, officer of Malaysia Social Welfare Department (JKMM) since August to work on a National Seminar on Self-Advocacy. This was an event jointly organized by JICA, UV, University of Malaya, Department of Social Welfare, and Department of Special Education. Please refer Appendix II.

The above event was very successful. Representatives from 8 states participated in this event. A total of 170 people attended this event. The feedback from the audience was generally good and a useful resolution was work out at the end of event to further strengthen the self-advocacy movement in Malaysia.

Though it was not a direct concern on employment it is indeed an important issue in the lives of persons with learning disabilities. The awareness on self-advocacy will lead persons with learning disability to know their rights, speak up for their rights in daily life. I hope the first project with JICA and JKMM will lead to more collaboration with UV in the area on self-advocacy, employment and issues concerning persons with learning disabilities as a whole.

C. Priority Activities for July to December

UV is currently working with Dr Kenji Kuno of JICA Malaysia to organize several events for next year, 2007:

1. Seminar on Self-advocacy in two main towns in East Malaysia, Kota Kinabalu and Kuching. These events will be jointly organized with local universities, NGOs, Social Welfare and Special Education departments. Please refer Appendix III.
2. Partnership with 3 JOCV (including one person with learning disabilities) probably sometime between March to May next year to do

some promotion on self-advocacy and training in several main towns in West Malaysia. Application is still in progress.

3. Estimated costing for training and promotion proposed:

- Expenses for Kota Kinabalu and Kuching – 7-14 February 2007 (for 1 staff and 1 UV member):

Flight (estimate: RM1200 per person)	RM2,000
Accommodation (estimate: RM70 X 8 X 2)	RM1,120
Daily Allowance (RM30 X 8 X 2)	RM 480

- Materials & Seminar Package – sponsored by JICA Malaysia Nil
- Expenses for promotion in West Malaysia – 1 month programme (estimated cost):

Materials	RM1,000
Administrative	RM 400
Traveling & Logistic (for 2 persons)	RM3,500
Miscellaneous	<u>RM 200</u>
	RM 8,700

UV would like to appeal to JICA Japan to sponsor the cost of these joint projects with JICA Malaysia.

Conclusion:

As a whole, I am satisfied with the progress of my Action Plan. I appreciate the opportunity to work with JICA Malaysia. Partnership with JICA Malaysia to promote Self-Advocacy has certainly helped to speed up the development of this movement. It has been very positive working with Dr Kenji Kuno who is approachable and knowledgeable. His rich experience in the local development on services for persons with learning disabilities has made our partnership with him very productive. His expertise as well as his connection with the local government departments has strengthened our collaboration effort.

I will be reporting to JICA Japan again periodically next year on the progress of the above projects.

Thank you very much for giving me the training course on Vocational Rehabilitation for PWD. The course has enriched my service in United Voice. I am grateful to your commitment to help developing countries like Malaysia to improve our services for PWD.

Jabatan Kebajikan Masyarakat Malaysia
(Selangor)

**Proposal to Purchase Equipments for the
Employment Project**

United Voice
Persatuan Advokasi-Diri Orang Bermasalah
Pembelajaran
Selangor & Kuala Lumpur (1235-05-7)
Self-Advocacy Society of Persons with Learning Disabilities
Selangor & Kuala Lumpur (1235-05-7)



Persatuan Advokasi Diri Orang Bermasalah Pembelajaran Selangor & Kuala Lumpur
Self-Advocacy Society Of Persons With Learning Disabilities Selangor & Kuala Lumpur
1235-05-7

No.603 A, Jalan 17/12, 46400 Petaling Jaya, Selangor, Malaysia;
Tel/Fax: 603 79588069; E-mail: u_voice@tm.net.my; Website: www.unitedvoice.com.my

20 September 2006

Pn Halijah Yahaya
Pengarah
Jabatan Kebajikan Masyarakat Selangor
Tingkat 2, Bangunan Darul Ehsan,
No.3, Jalan Indah, Seksyan 14,
Tel: 03-55445417

Dear Pn Halijah,

We would like to present Jabatan Kebajikan Masyarakat Selangor with a proposal outlining our appeal for funds for United Voice to purchase equipments for the Employment Project which is currently providing jobs for 15 persons with learning disabilities (PWLDs).

This proposal will outline the objectives and benefits of having the equipments in the Employment Project. We propose to invest in a printer, name card cutter, computer and ADOBE Illustrator software. This proposal presents the current situation of the Employment Project and provides an analysis of why the equipments are a profitable investment to expand the income-generating project.

United Voice aims to create employment for persons with learning disabilities to address the issue faced by PWLDs who do not have job opportunities in open employment. We hope that funds can be granted to United Voice to create more employment for PWLDs.

Thank you.

Yours sincerely,

.....
Johari Bin Jamali
President of United Voice

Employment Project

United Voice started a hand-made card business in 2003 to create employment for persons with learning disabilities who are unable to secure a job in the open employment because of very few job opportunities for persons with moderate and severe learning disabilities. It started with 7 members and has now increased to 15 members. A member of United Voice who is a slow learner is full-time staff who is the Assistant Project Coordinator.

Currently 15 people who are working in United Voice are persons with Down Syndrome, Autism, William's Syndrome and Global Developmental Delay. They work from 9am to 4pm every Tuesday and Thursday. Some who are higher function work 4 or 5 days a week. The Employment Project workers are paid a monthly salary, EPF, SOCSO and a yearly bonus. They also receive a monthly allowance of RM200 from the government. The workers are paid a bonus based on their productivity.

Profiles of Workers

No	Name	Age	Diagnosis	Monthly allowance 2006 *	Bonus in 2005 – given in Jan 06
1	Basri Kamil Bin Wan Bukhari	25	Down Syndrome	90.00	256.80
2	Koh Sher Li	29	Down Syndrome	105.00	422.40
3	Kee Wai Han	36	Slow Learner	110.00	892.00
4	Aida Rahayu Bt Abu Bakar	29	Down Syndrome	90.00	265.60
5	Wong Leong Kit	29	Slow Learner	105.00	376.00
6	Mohd Aidil Bin Zulkafli	24	Slow Learner	115.00	587.20
7	Breiv Benedict A/L Sinasamy	19	Down Syndrome	80.00	177.60
8	Jonathan Lee Thien Shui	23	Down Syndrome	80.00	192.80
9	Jennifer Ooi Phaik Hoon	22	Slow Learner	105.00	425.60
10	Syed Abid bin Syed Gulzar	22	Slow Learner	90.00	380.00
11	Irfan Bin Harith	28	Slow Learner	90.00	333.60
12	Alvin Tan Kang Lin	22	William Syndrome	80.00	214.40
13	Wong Wei Leong	19	Autism	120.00	668.00
14	Eleanore D'Orville	24	Slow Learner	80.00	Joined 2006
15	Irwan Shah Bin Faizul	23	Autism	90.00	272.00
			TOTAL:	RM1,340.00	RM6,661.20

*With EPF & SOCSO

The Employment Project Workers make greeting cards, bookmarks, DIY gift boxes, fridge magnets, festival greeting cards, wedding invitation cards and Saori products such as coasters and keychains.

We sell the products at schools, annual Christmas charity bazaars, colleges, carnivals and other places where we are given the opportunity to sell our products.

The Objectives of the Employment Project:

- 1) To create income generating employment for persons with learning disabilities
- 2) To provide on the job training for persons with learning disabilities who are unemployed.
- 3) To set a model of an income-generating business to create employment for persons with learning disabilities & conduct training on how to run a small business for other vocational centers for persons with learning disabilities.
- 4) To improve the quality of life of persons with learning disabilities by being productive and having a social life at the workplace.

The Employment Project expansion goals for the next two years (2007-2008):

- 1) To target 100% salary increment by the end of 2008
- 2) To increase the number of working days to 4 or 5 days a week (for the able ones).
- 3) To employ 6 more persons with learning disabilities who are currently not employed after leaving school to work in the Employment Project.
- 4) To develop more products such as name card and **invest in a printer to begin a name card printing business**
- 5) To be a more self-sufficient project that is able to cover cost of Employment Project support staff.
- 6) To be able to have enough resources to train other centers to begin a small business to create employment for PWLDs in their community.

Employment Project Products



General Greeting Cards
Coaster & Keychain

Magnets
Festival Cards

Bookmarks
DIY Boxes

Currently, the sales of the cards and products are not enough to achieve the goals of the Employment Project. Due to the lack of a printing machine, we are not able to produce multiple varieties of cards as needed and not able to customize cards for the individual companies. We are not able to compete with large companies because their cards are cheaper and have a more variety.

United Voice is currently employing 3 full time and 1 part time staff to manage the employment project. A United Voice member, a Slow Learner, is employed as an Assistant Project Coordinator and 3 other support staff (2 full time & 1 part time) to manage the Project. At the moment, 20% of profit from sales will go towards the cost of support staff. Currently, United Voice has to raise about RM35,000 a year to maintain the staff cost to run this project. With the increase in profits, United Voice will be gradually relieved of concerns to raise enough funds to cover the labour cost of this project.

We need to diversify into another business which we can generate more profits. We have done research that name card is a profitable business to venture into. To begin name card production, we need to invest in a printer and name card cutter.

Printing name cards for companies can create more employment for PWLDs. We will employ more workers to operate the printing machine and do packing of the name cards.

Investing in Equipments for Business Expansion

A) Fuji Xerox printer

Purpose of Document Centre C250 Fuji Xerox printer:

- 1) To begin a new name-card printing business for companies
- 2) To produce more variety of cards such as Thank You cards, Invitation cards for corporate clients
- 3) To customize the card for each company

A Document Centre C250 Fuji Xerox Printer is a printer which is suitable for printing name cards for companies. The new printer can produce more variety of cards with different types of printed greetings such as Thank You, Congratulations, Happy Birthday, Get Well Soon and others. With the printer we can also print wedding invitation cards.

Currently without the printer, we are only producing 300 greeting cards a week which we sell when we have the opportunity to set up a booth at Charity Bazaars which is only held once a year, at schools, United Voice promotion events and colleges. There is a need to invest in a printer which can print name cards, wedding cards and customized greeting cards for companies to increase the productivity and profitability of the Employment Project.

B) Name Card Cutter

We will also need a name card cutter to produce the name cards for companies. A name card cutter can cut to size minimum 300 name cards in 1 day. At the beginning, a worker will be hired to operate the name card cutter. If the production volume is

very high, we will consider hiring 3 or 4 more workers to pack the name cards and operate the manual cutter.

C) Computer and ADOBE Illustrator Program

A compatible computer with ADOBE Illustrator Program is also required to design the name cards and greeting cards. The program is essential to create designs for the cards for printing. The computer will be connected directly to the printer.

Profitability of Name card Printing Business

Name Card Cost Stimulation

Estimated Calculation 1:

1 box black & white Name Card (1 side) = RM13

Meter(0.035X5click=0.18)+Paper(RM0.50X5pcs=RM2.50)+Plastic Box(RM0.50)

Total cost = RM3.18

Profit margin = RM9.80

Estimated calculation 2:

1 box black & white Name Card (2 sided) = RM16

Meter (0.035X0click=0.35)+Paper(RM0.50X5pcs=RM2.50)+ Plastic Box (RM0.50)

Total cost = RM3.35

Profit margin = RM12.7

Estimated calculation 3:

1 box color Name Card (1 side) = RM20

Meter(0.50x5click=RM2.50)+Paper(RM0.50X5pcs=RM2.50)+Plastic Box (RM0.50)

Total = RM5.50

Profit margin = RM14.5

Estimated calculation 4:

1 box color Name Card (2 sided) = RM25

Meter(0.50x10click=RM5)+Paper(RM0.50x5pcs=RM2.50)+Plastic Box(RM0.50)

Total cost = RM8

Profit margin = RM17

The following are potential clients who are interested to support us:

- 1) The EDGE Communications
- 2) TRANSMILE Group Bhd
- 3) Agrifert (Malaysia) Sdn Bhd
- 4) General Electric International
- 5) American Home Assurance Company
- 6) World Vision
- 7) Dynamic Search Sdn. Bhd.
- 8) Century Logistics Holdings Bhd
- 9) Jebesen & Jessen(SEA) Pte Ltd
- 10) TIME dot Com Berhad
- 11) Leong Yeng Kit & Co.
- 12) Shelter

- 13) Kim Chew Communications
- 14) Pfizer (Malaysia) Sdn. Bhd.
- 15) KDK Fans(M) Sdn. Bhd
- 16) Crystal Edge Sdn Bhd
- 17) Sunway Medical Centre Berhad
- 18) Suasa Efektif (M) Sdn. Bhd.
- 19) Masterpiece 2000 Marketing Sdn. Bhd.
- 20) PLUS Expressways Berhad

We target to produce 3000 boxes of name cards in a year (Average of 150 boxes per company)

From estimated calculation 3:

Total sales= 3000 x 20 = RM 60, 000

Annual Profit: **RM 43, 500**

Customized Greeting cards for companies:

Greeting Card Cost Stimulation

Estimated calculation:

1 Box (100 greeting cards) = RM150

Meter(0.50x25clicks=RM12.50)+Paper(RM0.70x25pcs=RM17.50)+Envelops(RM0.03x 100=RM3.00)

Total cost = RM33

Profit margin= RM117

Targeted average amount of greeting card orders from each company: 7 boxes

Annual sales target: (RM150 x 7) x 20 companies = RM 21, 000

Annual profit= **RM 16, 380**

This calculation is a conservative projection of the income that can be generated by purchasing the printer and name card cutter. The total estimated profit from the greeting cards and name card is **RM59, 880**. There is potential for growth in the business as we can tap into more companies who might be interested to support the Employment Project. We are also able to make customized wedding invitation cards with the printer.

With this profit from sales, the Employment Project will be able to pay the workers 100% more than their current income:

Total EP workers salary for year 2006

= RM1340X12

= RM16,080

Bonus for 2005 paid in Jan 2006

= RM 6661.20

Total

= RM 22, 741

Projected salary increment by end of 2008

= RM22, 741 x 100%

= RM 45,482

Percentage of cost for support staff
 = 25% x RM59,880

= RM14,970

Current & Projected Income

Year Ended	Sales of Products	Profit	No. of Workers
2003	RM22,420	8,984.72	8
2004	RM42,246.90	15,107.77	8
2005	RM51,556.85	29,683	15 workers by July
	(Sales Target)		
2006	RM55,000		17
2007	RM60,000		19
2008	RM80,000		21

(Please refer to Appendix 1: Employment Project Accounts 2003-2006)

United Voice Employment Project has been gradually expanding from year 2003 to 2006 in the number of workers and has been increasing in sales and profit. There is a potential for more expansion as we target to increase our sales to more companies in the **name card business**. As we increase in profits, we will be able to employ more PWLDs and increase their current salary. After analyzing the profitability of the name card business, we are confident that by investing in the printer and equipments we will be able to meet our targeted objectives.

Budget

Printer model: FujiXerox Document Centre Colour 250	RM33,000
Name card cutter	RM 6,600
ADOBE Illustrator CS Software	RM 2,100
<u>Dell Computer</u>	<u>RM2,600</u>
Total:	RM44 700

Specifications of the Equipments

1) FujiXerox Document Centre Colour 250



- Speed: Colour 21 ipm, Monochrome 25 ipm
- Processor: PowerPC G3 600 MHz
- Resolution: 600 x 600 dpi, 1200 x 1200 dpi
- Memory: Up to 768MB
- PDL: PCL6, PCL5e, HPGL/HPGL- 2, PostScript 3 (optional)
- Network connectivity: Bi-directional Parallel: (Comport to IEEE 1284), Ethernet 100Base-TX / 10Base-T, USB 2.0 (optional)

2) Name card cutter



FUNCTION:

The C-460 Name CardCutting Machine can easily cut 21& 20pieces of name cards printed in one 400 pounds of A3 sized paper any kind of paper is acceptahle.

FEATURES:

High precision. Perfect edge cutting. Easy operation. No staff training is required. Double-layer design assures space saving.

SIZE:

90(L) x 60(W) x 40(H)cm.

WEIGHT:

40 kg Double-layer design.

Model	Size	Note
C-460	54mm x 90mm-3mm	-3mm for the span between cards is 3mm

National Seminar on Self-Advocacy
2006

**“Self-Advocacy...
in the Lives of Persons with
Learning Disabilities”**

25th November 2006 (Saturday)

Venue: Auditorium, Faculty of Education, University of Malaya

ACKNOWLEDGEMENTS

Jointly organized by:
University of Malaya
United Voice
Japan International Cooperation Agency
Department of Social Welfare Malaysia
Special Education Department, Ministry of Education

Guest Speakers

Dr. Dan Goodley	Mr. Johari Jamali
Ms. Kamariah Amin	Ms. Teoh Hooi Ting
Dr. Kenji Kuno	Ms. Yeo Swee Lan
Mr. Eugene Lau	

OVERVIEW

The **Self-Advocacy** movement started in Europe and the US in late 60's. It has proven to be an effective approach for assisting persons with learning disabilities to be independent. The components of **Self-Advocacy** include: speaking up for oneself; standing up for one's rights; making choices; and taking responsibility for oneself.

There are 800 **Self-Advocacy** groups in the United States, 500 groups in the United Kingdom and about 200 groups in Japan. However, there are only 8 in Malaysia. The **Self-Advocacy** Movement of Persons with Learning Disabilities in Malaysia began in 1993. Lack of awareness is a key reason for the **Self-Advocacy** movement in Malaysia to be in its infancy stage. Hence, the aim of this seminar is to create awareness on the importance and impact of **Self-Advocacy** in improving the quality of life of persons with learning disabilities.

The issues covered in this seminar are:

- **Self-Advocacy** and persons with learning disabilities
- Importance of **Self-Advocacy** for persons with learning disabilities
- Impact of **Self-Advocacy** on the lives of persons with learning disabilities
- Teaching **Self-Advocacy** for persons with learning disabilities at home and in schools

PROGRAMME

Opening Ceremony:

- 8.00 am : Registration / Arrival of participants
- 8.30 am : Arrival of Academic Staffs
- 8.45 am : Arrival of Guests of Honour
- 8.55 am : Arrival of the Y.Bhg. Datuk Rafiah Salim, Vice Chancellor, University of Malaya
- 9.00 am : Prayer
- 9.05 am : Welcome Speech by Dr. Loh Sau Cheong, Organising Chairperson
- 9.10 am : Speech by Associate Professor Dr. Noraini Idris Dean, Faculty of Education, University of Malaya
- 9.15 am : Opening Speech by Y.Bhg. Datuk Rafiah Salim Vice Chancellor, University of Malaya
- 9.25 am : Multimedia Presentation
- 9.27 am : Presentation of souvenirs
- 9.30 am : Keynote Address: What is Self-Advocacy? Why Self-Advocacy? (*Dr Dan Goodley*)
- 10.15 am : Refreshment

Sessions for the Day:

- 10.45 am : **Session 1** : The Self-Advocacy Movement in Malaysia (*Mr Eugene Lau, Teoh Hooi Ting*)
- 11.15 am : Question & Answer
- 11.30 am : **Session 2** : The Impact of Self-Advocacy Movement: Experiences in UK, Japan & Malaysia (*Dr. Dan Goodley, Dr. Kenji Kuno, Mr. Johari Jamali & Mrs. Kamariah Amin*)
- 12.15 pm : Question & Answer
- 12.45 pm : Lunch
- 2.00 pm : **Session 3** : Self-Advocacy Should Begin at Home and in School (*Dr Dan Goodley & Ms Yeo Swee Lan*)
- 2.45 pm : Question & Answer
- 3.00 pm : Break
- 3.10 pm : **Session 4** : How Do You Support a Self-Advocacy Group? (*Dr Dan Goodley*)
- 4.10 pm : Question & Answer
- 4.25 pm : Closing
- 4.30 pm : Refreshment
- 5.00 pm : Adjourn

Proposal: Regional Promotion on Self-Advocacy in 2007

Aim of this Project

To create awareness on the importance of self-advocacy in the lives of persons with learning disabilities and to train supporters/advisors as well as parents to support self-advocacy groups. The result of this awareness and training project should strengthen existing self-advocacy groups and establish new self-advocacy groups in the selected regions.

Collaboration

This project enhance collaboration between JICA Malaysia, United Voice, local universities, local government and non-government organizations/bodies that supports persons with learning disabilities

Main Speaker

1. Dr Dan Goodley

Proposed Schedule and Regions

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
		7/2 Arrival of Dan in Kuching	8/2 Seminar in Kuching	9/2 Arrival in KK & Preparation	10/2 Seminar in KK (I)	11/2 Seminar in KK (II)
12/2 Plan II: Evaluation in KK	13/2 Visitation to local NGOs and services for PWLD – study the situation for future training plans	14/2 Departure for London				

Programme for Regional Promotion in Kuching and Kota Kinabalu

(Kuching will only have Day One programme)

Day One

- 8.00 am Registration
9.00 am Opening and Introduction
9.30 am Keynote Address: Why and What is Self-Advocacy (Dr Dan Goodley)
10.15 am **Break**
10.45 am Session 1: The Self-advocacy Movement in Malaysia (United Voice)
11.30 am Session 2: The Impact of Self-Advocacy Movement: Experiences in UK, Japan and Malaysia.
 - Japanese Experience (Dr Kenji)
 - Malaysian Experience (Self-advocates from KK/UV)
 - British Experience (Dr Dan Goodley)
12.15 pm Q & A (Facilitator: ??)
12.45 pm **Lunch**
2.00 pm Session 3: Self-advocacy should begin at Home and in School (Dr Dan Goodley & Swee Lan)
2.45 pm Q & A (Facilitator: ??)
3.00 pm **Break**
3.15 pm Session 4: Support for Self-Advocacy Movement (Dr Dan Goodley)
4.00 pm Q & A (Facilitator: ??)
4.30 pm Closing
4.45 pm **Refreshment**
5.00 pm Adjourn

Day Two

- 9.00 am How to Form a Self-advocacy Group? (Dr Dan Goodley & Swee Lan)
9.45 am How to Support a Self-advocacy Group? (Dr Dan Goodley & Swee Lan)
**For these two sessions, Swee Lan will just be sharing briefly the Malaysian experience (10 minutes each session)*
10.30 am **Break**
11.00 am The Role of Parents Support Movement : Discussion (Facilitator: Dr Dan Goodley)
11.45 am Resolution (Facilitator: Joan)
1.00 pm Closing