

ACTION PLAN

NATIONAL VOCATIONAL REHABILITATION CENTER
(NVRC) CIBINONG BOGOR
MINISTRY OF SOCIAL AFFAIR
COUNTRY : INDONESIA

TITLE : **WORK TOGETHER**

BACKGROUND : The mission of NVRC is to develop and improve a vocational rehabilitation system in Indonesia that will support persons with physically disabilities to become socially and economically independent by obtaining a place of work. In order to achieve the goal, a vocational training is provided for those with physical disabilities to improve their capabilities so that they may find suitable employment according to his or her aptitude and ability.

The present vocational rehabilitation development, was accepted to PWDs with the hearing and speech impairment, NVRC as the centre of vocational rehabilitation that one of program related to vocational training for people with disabilities it is job placement and after care . This is become essential for the vocational process ,in fact many obstruction to this such as :

- a. Limited coordination with the Local Government
- b. Not many big company spread out in all area
- c. Lack of money/ no budget .
- d. Lack of confidence of NVRC graduates
- e. Condition of the company it self.
- f. Limited budget for the placement of client .

In order to the vocational training can be well implemented, all the activities related with the vocational rehabilitation program have to carried out include program counseling .In relation

vocational training implementation, program for job coaching and counseling are importance parts.

RELATED KNOWLEDGE AND EXPERIENCE ACQUIRED TO BE APPLIED IN ACTION PLAN

This course has provided much valuable knowledge and many experiences which will equip me to be more effective . Most knowledge acquired is applicable to my country.

- I could exchange information with professionals related in the Support Person With Disabilities to work in Japan.
- I want to introduce from the lecture by Mr. Nonaka Yoshihiko of The National Institute of vocational rehabilitation and Mr Osamu Korogi from Waraby City employment support center as Consellor job coaches. Job coaching and Job coach activities provides adaptation to work environment such as employers knowledge on the work attitude of PWD, needs of PWD such as assistive devices in doing the job, provision of sign language session to co-workers of PWD to provide good working relationship . Job coaching is very effective for our PWDs who want to work in open labor employment .
- I want to establish and promote employment support to PWDs and having network and collaboration between private companies and government about job employment for PWDs.

PRE CONDITIONS

To realize the mission of NVRC Cibinong as an institution that provides vocational rehabilitation services, so all the related activities have to carry out including program for counseling.

program for counseling assistance job placement is importance activity in vocational rehabilitation system, because through this activity, the skill and knowledge of counseling will be increased especially related with their job, such as : recruitment, vocational assessment,

vocational guidance, vocational training, placement for person with disabilities.

In NVRC Cibinong, is conducted by vocational training division , but on this time this activity assistance job placement can not be realize, there are some related cause factor such as:

- a. To recruit eligible and capable client suitable for advanced vocational training.
- b. Target PWDs readiness to get independent job employment
- c. Shortcoming of personal counselor vocational rehabilitation.
- d. The existing counselor didn't have much knowledge and skill in vocational rehabilitation.
- e. The rehabilitation finance condition depend suspended from the national budget, because to conducted vocational rehabilitation services the centre supported by the national government.

As consequences of has not implemented yet of program for counseling and job coaching can to limit for diffusion PWDs get to job in open labor market not only NVRC client but also PWDs want who need to assistance job placement as job coaching.

Possible obstacles

- Limited budget
- Introduce program suitable with the mission NVRC
- Acceptability in community related the new system

OVERARCHING GOALS :

1. To trainee of people with disabilities to get employment in open labour market .
2. making a place in society for PWDs job Coaches .
3. long term time we have job coaching for PWDs in every local Vocational Centre . (PIPRVPC)

CONCRETE OBJECTIVES :

- a. To plan and arrange the counseling program.
- b. To introduce and make a place in society for the counseling program assistance , especially related with their job, such as : recruitment, vocational assessment, vocational guidance, vocational training, placement for person with disabilities.
- c. To help the persons with physical disabilities in their vocational rehabilitation especially which is related with job opportunities, including to choose a suitable job, preparing to do it and how they can improve their ability to do job
- d. To find appropriate for people with disabilities in company and private sector

EXPECTED OUTCOMES

Recently, the members of society became aware about the role of rehabilitation centers, so many of them put their family members who are disabled in rehabilitation centers. Most of them expect their child to achieve skill and knowledge and much more they hope the child will easily get a job after finishing vocational training. Today ,the community became increasingly against rehabilitation centre, because they believe that rehabilitation centre not only provide kind of skills and many information about job but more far can be improved their children mental attitude.

The community confidence also showed good cooperation in which many communities that help socialize the vocational rehabilitation program as well.

From this program we hope in order to support people with physically disabilities especially National Vocational Rehabilitation Center graduate for more can get a job in open labor market, and then to helping for the others People with disabilities to get information and all aspect related to

vocational rehabilitation training, assessment, suitable job and market job information .

Society can to use this counseling program for get services vocational rehabilitation and job placement information fo People With disabilities.

Therefore need to follow this program as:

1. society has to know and understand to job coaching system
2. companies accepted job Coaching System for PWDs .
3. establish job coaching in local vocational center.

TARGET AUDIENCE

Program targets are as follow:

1. NVRC Graduate that haven't yet got a job.
2. Family member of PWDs.
3. staff of Local Vocational center for PWDs / PIPRVPC
4. manager of private Companys, NGO,
5. social worker and institution to be related for the program (staff Panti).
6. PWDs in local Bogor Municipal and vicinity .

IMPLEMENTING AGENCY AND COLLABORATIVE PARTNERS

National Vocational Rehabilitation Center will Implement this project in collaborative With are :

- Local vocational center For PWDs / PIPRVPC
- Placement officer related this program
- Social worker organization
- NGO, PWDs Organisation .

Budget

Details of budget:

Expenses	Cost	Of people	Unit	Occasions	Total
	RP				RP
Salary participant	100.000	30	-	2	6.000.000
Transport	100.000	30	-	2	6.000.000
Salary speaker	300.000	2	2 hr	2	2.400.000
Transport speaker	100.000	2	-	2	200.000
Accommodation	200.000	2	-	2	800.000
Making seminar material	300.000	2	-	2	1.200.000
MATERIAL					
Rent place	750.000	-	1	2	1.500.000
Seminar material	50.000	30	-	2	3.000.000
Advertising	250.000	-	2	-	500.000
Copying	250.000	-	2	-	500.000
Documentation	250.000	-	2	-	500.000
Gasoline	100.000	-	2	-	200.000
Mailing	50.000	-	-	2	100.000
Making report	200.000	-	-	2	400.000
etc	300.000	-	-	2	300.000
Consumption/catering					
- lunch	15.000	35	-	2	1.050.000
- snack	5.000	35	-	2	350.000
Salary committee	125.000	5	-	2	1.250.000
Transport local	25.000	5	-	2	250.000
Total					26.500.000

CONCLUTION :

- The future action plan will be submitted in annual activities planning of rehabilitation centre and maybe can be realize on february, 2008
- Programme socialisation The future action plan will be evaluated every sixth month.

and we hope

- Many PWDs have potential but not many of them know how to get a job.
- Introduction of this program can help PWDs get a job
And Seminar are effective socialization for the introduce job coaching system.

