

1. Organization and country

Ministry of Higher Education, Employment and Social Security
Republic of Maldives

2. Title

Hope: A project for providing vocational rehabilitation for Persons with Disabilities in the Home for People with Special Needs, K. Guraidhoo, Maldives

Introduction of the Action Plan

In the Maldives we currently do not have a mechanism to provide vocational rehabilitation¹ for Persons with Disabilities (PWDs). Without such a mechanism people with intellectual disabilities and psychiatric conditions do not come out into the society. The stigma attached with these conditions and the attitudinal barriers in the society makes it even harder for them to come out of their homes and so most of these PWDs are confined to their homes.

Employment of people with intellectually disabilities is unheard of in the Maldives. For people with psychiatric conditions it is not so difficult to get employment but continuity is a huge problem. Without the necessary support services in the community people with psychiatric conditions find it impossible to be employed for long periods of time. This creates a sense of failure among this group of people resulting in the worsening of their conditions.

Therefore this project aims to introduce the concept of vocational rehabilitation for people with intellectual disabilities and psychiatric conditions in the Maldives. To initiate this concept we would like to start “Hope” a project for providing vocational rehabilitation for persons with sever intellectual disabilities and psychiatric conditions in the Home for People with Special Needs (HPSN) which provides residential care. This project will have a lasting impact for PWDs in the Maldives.

To help the above mentioned group of people reintegrate into the society Hope would provide employment opportunities and other support services. In other words it would give something to hope for, for people with intellectual disabilities and psychiatric conditions. It would also give hope for people working in this field to keep going. As if the government implements this project it would be one of the concrete steps the government is taking to improve the quality of life of PWDs in the Maldives.

There are three stages to this project. And since we currently do not have trained professionals in this field the first stage of this project would be to develop training

¹ Vocational rehabilitation is defined in this action plan as having the same meaning as that of the ILO Recommendation 99 which defines vocational rehabilitation as “part of the continuous and co-ordinated process of rehabilitation which involves the provision of those services, e.g. vocational guidance, vocational training and selective placement, designed to enable a disabled person to secure and retain suitable employment”

materials for training the vocational counselors and relevant staff and also develop training materials for the vocational rehabilitation courses for PWDs. The second stage is to train vocational counselors and the relevant staff. And the third stage is to provide vocational rehabilitation for people with severe intellectual disabilities and psychiatric conditions in HPSN.

3. Knowledge or experience acquired during the training in Japan

My project idea came from the visits we made to the national and local vocational rehabilitation centres (namely the Tokorozawa, Chiba and Oita centres) and from the special school we visited in Oita. Along with these lectures on vocational rehabilitation in Japan greatly contributed the development of this project. From these visits/lectures I realized the potential of PWDs given the right incentives.

The “One Village One Product” movement, initiated by Dr. Hiramatsu, inspired me so much although there is no direct link between my project and the information we received from the lecture and the visits which followed. Although Japan is very advanced in the technological field, the products of this movement are produced from locally available materials by the local residents according to a plan clearly thought out. And I believe this is very applicable to my country too.

From the information we have been exposed to in the course of this training I have also come to realize the commitment of the Japanese government towards providing PWDs equal opportunities in all walks of life. And so I learned the importance of the support of the government in encouraging NGOs and the community to work for the improvement of the socio-economic conditions of PWDs.

Facilitator skills from Mr. Ikezumi were most enlightening and through these sessions I learned ways of effective communication. The Action plan writing and presentation sessions by Ms Rossitto also help me to think how to go about problem solving. Both of these sessions would be very useful for me in the future to improve the condition of PWDs in my country.

I have also understood the importance of social and vocational rehabilitation for PWDs in improving their socio-economic status. As a whole I found the contents of this course to be very useful and empowering.

4. Background

HPSN under the Ministry of Higher Education, Employment and Social Security (MHES) is located in K. Guraidhoo, which is just 45 minutes away from the capital city, Male', by a speed boat. HPSN was established in 6th June 1976 with the mandate of providing special care to homeless people. Since its inception the Home's mandate has expanded to include elderly who do not have anyone to look after them, people with severe intellectual disabilities and psychiatric conditions. The Home currently provides shelter for 46 elderly, 21 people with intellectual disability and 71 people

with psychiatric conditions. There are 105 full time staff including a nurse and a doctor. A psychiatrist visits the Home fortnightly from the capital Male’.

HPSN, being the only centre of its kind in the Maldives, receives a huge number of requests from people all over the country to be admitted. However, because of the limited space of the center all these demands are not met. Since the past year and half the Home has had more than 30 people on the waiting list at any given time. So to meet this increase in demand the Government is currently in the process of adding a new wing to the Home. This new wing would provide space for 32 more people.

The other problem the Home is facing is reintegration of PWDs who get discharged from the Home. At the Home people with psychiatric conditions get medical treatment and those with intellectual disability receive only daily living skills. The lack of opportunities in the society for these PWDs along with the social, environmental and attitudinal barriers, families are often hesitant to take back those admitted to the Home even after their condition improves. As a result, those admitted to the Home remain in the Home for the rest of their lives or keep coming back. Without the necessary support mechanisms (social and vocational rehabilitation and other support services) these PWDs do not get a chance to realize their full potential in the society thus reducing their chance of reintegrate into the society.

While increasing the capacity of the Home would allow more people to access the services it would not provide a solution to the problem of reintegration of those who get admitted to the Home. Therefore starting a project to provide vocational rehabilitation for people with sever intellectual disabilities and psychiatric conditions at HPSN would be ideal for introducing the concept of vocational rehabilitation for people with intellectual disabilities and psychiatric conditions in the Maldives.

5. Pre-conditions and possible obstacles

With the absence of a mechanism to place vocationally trained PWDs in employment, we might face problems in achieving the goal of this project. Therefore, along with this project initiatives must be taken to introduce job placement and support services – such as job coaches, trial employment opportunities etc) at the newly established Job Centre (and centres to be established at atoll levels) in coordination with the Employment Section of MHESS.

The stigma attached to intellectual disability and psychiatric problem would also hinder the integration of trained PWDs into the society. Hence, initiatives must be taken to educate the public including employers on the area of disability to make this project a success. It is also important to develop and strengthen the relationship between PWDs in HPSN and their family members.

For this project to become a success it is also very important that the PWDs themselves are willing to work. Therefore awareness on the importance of working and vocational rehabilitation should be created among the PWDs in HPSN during the second year of this project.

For this project to be successful it is also necessary that a national (where appropriate, atoll level) committee be setup to advise the coordinating agency, the Social Security Section of MHESS, on addressing the above mentioned issues. This committee must have representation of the Social Security Section, the Employment Section, and the Project Implementation Unit of MHESS, employers and employees representatives, professionals trained in the field of vocational rehabilitation for PWDs and PWDs themselves.

Lastly I would like to highlight that funding of this project might become an obstacle in itself as this project has a huge budget. Therefore it is necessary that we search for all the avenues to secure technical assistance/funds for this project.

6. Goal

Reintegration of people with intellectual disabilities and psychiatric conditions in HPSN into the society through vocational rehabilitation.

7. Objectives

The following are the objectives of this project to achieve the above mentioned goal.

- i. Brief and get the approval of the Honourable Acting Minister for Higher Education, Employment and Social Security to go ahead with the project
- ii. Find a suitable consultant(s) to undertake the following tasks.
 - a. Develop training materials within the first year of the project for:
 - i. Training the vocational counselors
 - ii. Training people with severe intellectual disabilities and psychiatric conditions in HPSN
 - iii. Training the staff involved in disability issues at MHESS on rehabilitation issues
 - b. Train vocational counselors
- iii. Train at least 25 vocational counselors. The following are some of the tasks vocational counselors must undertake:
 - a. Provide training in rehabilitation issues to the staff involved in disability issues at MHESS.
 - b. Conduct vocational rehabilitation courses for 10 people with intellectual disabilities and 10 people with psychiatric conditions in HPSN by the vocational counselors trained under this project.

8. Expected Outcomes

- i. Consensus on going ahead with this project must be made by the end of the first two months of the project.
- ii. By the end of the project at least 5 vocational counselors must be employed at HPSN
- iii. By the end of the project at least 50% of the vocational counselors trained must be working in the area of disability.

- iv. By the end of the project at least 50% of the PWDs trained must be employed and economically independent and/or live outside HPSN
- v. By the end of the project at least 80% of the staff involved disability related issues must have received training on rehabilitation issues.

9. Target audience/Beneficiaries

People with intellectual disabilities and psychiatric conditions in HPSN

10. Implementing agency and collaborating partners

The Social Security Section (of MHESS) would play a key role in coordinating with HPSN, the Employment Section, the Project Implementation Unit of MHESS and other government agencies to make this project a success.

Although this project is initiated by MHESS, it would be implemented by HPSN. Therefore it is very important to consult with the management of HPSN and to explain the objectives and needs of this project and how it would contribute to solving the problems HPSN is facing and finally reaching to a consensus on going ahead with this project.

To this end Social Security Section would also closely work with Handicap International Belgium, an international NGO, to lay the foundation for the vocational training programs to be developed under this project.

The Social Security Section would also work with Care Society, a local NGO, to improve the efficiency of the vocational training programs to be developed under the project.

11. Budget needed, how to raise funds (budget is attached)

The total budget is US\$ 207,018.00 and the bulk of the budget (70%) is for developing training materials and to train vocational counselors. Therefore to succeed with the project it is very important to secure funds. And to do this we will seek to get technical assistance for this project through international donors such as Handicap International (HI), the Asian Development Bank (ADB), the World Bank (WB) and possibly Japanese International Cooperation Agency (JICA). We would also negotiate with Ministry of Finance and Treasury for funding this project.

12. Monitoring and Evaluation

Monitoring

The Social Security Section of MHESS would monitor the progress of the project through the following methods.

- Fortnightly meetings with the consultant regarding the development of course materials for the vocational counselors and the PWDs
- Assessment of vocational counselor trainees weekly through questioners
- Assessment of PWDs (trainees) monthly through evaluation sheets (including individual evaluations)
- Check the number of drop outs quarterly
- Review the number of staff who have receive training in vocational issues at HPSN, the Social Security Section, the Employment Section and the Project Implementation Unit of MHESS

Evaluation

Evaluation of this project would be done by the Social Security Section of MHESS.

- Asses the number of vocational trainers employed at HPSN (by MHESS)
 - Asses the number of PWDs trained at the end of the project and the years following.
 - Understand the difficulties/needs of the vocational trainers trained under this project through surveys annually.
 - Asses the knowledge of staff involved in providing and promoting vocational rehabilitation for PWDs in rehabilitation issues through biannual questioners
 - Asses the number of PWDs who have left HPSN after completion of the vocational rehabilitation courses
 - Asses the number of PWDs who are coming back to HPSN who have completed the vocational program previously at HPSN.
 - Asses the number of PWDs employed upon completion of the vocational rehabilitation courses quarterly
 - Understand the difficulties/needs and the socio-economic status of the PWDs employed through interviews.

13. Timetable for implementation (details are attached)

11. Budget

Details	Unit cost	Quantity	Year one/ total	Unit cost	Quantity	Year two/ total	Unit cost	Quantity	Year three/ total
Preparation of the training materials for (by the consultant)	400.00	150 days	60,000.00						
training vocational counselors									
training PWDs (identified under the project) in HPSN									
training for involved staff of MHESS on rehabilitation issues									
Training									
training vocational counselors				400.00	240 days	96,000.00			
training PWDs (identified under the project) in HPSN									
training for involved staff of MHESS on rehabilitation issues									
Additional staff									
Administrative staff	320.00	1.00	320.00	320.00	1.00	320.00	320.00	1.00	320.00
Vocational counselors	500.00	5.00	2,500.00	500.00	5.00	2,500.00	500.00	5.00	2,500.00
Overseas study tours/trainings				5,000.00	1.00	5,000.00			
Office equipments - 1 computer, 1 telephone, 1 table, 2 chairs			2,000.00						
Utility services - telephone, internet, electricity, water	500.00		6,000.00	500.00		6,000.00	500.00		6,000.00
Miscellaneous									
Transport (land/air/sea)			1,500.00			1,000.00			1,000.00
Meetings			600.00			500.00			600.00
Hall hire						1,000.00			
Announcements/advertisements			600.00			500.00			400.00
Annual totals			73,520.00			112,820.00			10,820.00
Contingency (5% of annual total)			3,676.00			5,641.00			541.00
Grand total			77,196.00			118,461.00			11,361.00
Three year grand total									207,018.00

13. Timeline

Details for the Program	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	July	Aug-Jul/08	Aug-Jul/09	Reponsible Person or Agency/ies
Brief the head of Social Security on this project															Sahudha
Consultation with Minister of MHESS for approval on going ahead with the project															Social Security
Consultation with HPSN To explain the needs of this project and how it would help the Home to deal with the problems they are facing as they would be the implementing agency. To also get their feedback on the project and if required incorporate their comments To discuss about the possibility of identifying applicants who are interested to become vocational counselors from among who are currently working in the Home, this would guarantee that after the completion of training they will stay in the Home															Social Security
Consultation with HI to brief and hire a consultant (for technical assistance) for this project. And discuss the best way to go forward with hiring a suitable consultant - local or international and also to get their feedback to this project.															Social Security
Prepare Terms of Reference for the consultant															Social Security
Hire a consultant		(preparatory period hiring)													Social Security
Initial meeting to brief the consultant															Social Security
Organize the consultant to visit HPSN															Social Security

Details for the Program	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	July	Aug-Jul/08	Aug-Jul/09	Reponsible Person or Agency/ies
Develop training materials and training schedule															
For training vocational counselors (must also include topics on social and vocational rehabilitation, vocational evaluation and planning, living and employment support services etc and types of disabilities and how to deal with these disabilities)															Consultant
For the vocational rehabilitation courses for the PWDs identified under this project (topics of the vocational training will be decided consultation between the consultant, HPSN and Social Security)															Consultant
For the staff involved in MHESS on rehabilitation issues (should include general information on social and vocational rehabilitation, types of disability etc)															Consultant
Logistical arrangements for the training to MHESS staff who are involved with disability issues (arranging the venue, stationery, administrative issues etc)															Consultant
Determining the criteria for applicant to the vocational counselor training															Consultant/ Social Security
Potential applicants can be identified from those who are currently working in HPSN and through open advertisements. Suitable applicants will be selected through interviews															Social Security
Logistical arrangements for training the vocational counselors (arranging the venue, stationery, administrative issues etc)															Social Security
Train vocational counselors															Consultant/ Social Security
Create vocational rehabilitation awareness among the PWDs in HPSN															
Arrange overseas study tours/training programs for the vocational counselors (one of the first applicant's can be sent overseas under the project and in the future available options can be checked from international aid agencies)															Social Security

Details for the Program	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	July	Aug-Jul/08	Aug-Jul/09	Reponsible Person or Agency/ies
Train involved staff of MHESS on rehabilitation issues															Vocational counselors
Train PWDs by the vocational counselors. The following are some of the steps the vocational counselors must undertake (might take longer than one year - depends on the types of vocational courses developed and on the abilities of the PWD trainees)															HPSN (through the vocational counselors)
(a) vocational assessment of the participants and prepare the individual plan - by consultations with the PWD, family, HPSN, psychiatrist, the doctor etc.															
(b) allocate PWDs according to their aptitude to suitable vocational training programs															
(c) provide support for those who go into the community through consultations, counseling, followups etc)															
(d) arrange for the placement of employment for PWDs who complete the trainings by consulting Social Security section.															HPSN/ Social Security
Consult with employers, the Employment Section of MHESS to form networks to employ PWDs through meetings, seminars etc. (as we go along will introduce job coach, trial employment etc)															Social Security