

THE ACTION PLAN

Organization: AREA I VOCATIONAL REHABILITATION CENTER
DEPARTMENT OF SOCIAL WELFARE AND DEVELOPMENT
Country: PHILIPPINES

Title of the Plan: GARMENTS SHELTERED WORKSHOP

One of the main objective of rehabilitation of persons with disabilities is their accessibility for employment opportunities either in self, open or sheltered workshop. Thus to provide employment support for on-the-job and graduate trainees who has special needs particularly those who can't work far from their families putting up a sheltered workshop in garments has been the plan. Furthermore to showcase the two (2) courses Tailoring and Dressmaking as these have been identified as the two promising courses offered for persons with disabilities at the center.

Knowledge or Experience acquired during the training in Japan:

Visits to the different centers and institutions of interest were very fruitful and significant. I have noted the great support extended by Japan Government to the disabled population. Braille markers are accessible everywhere, foldable platform for wheelchair users is also readily available in every train station. This really shows that facilities here in Japan are barrier-free and world class. Business establishments, companies as well as the government agencies support the employment of people with disabilities. Japan has a very progressive laws intended for the welfare of PWD sector . They have the resources and political will to implement these laws thus achieving the goal of equalizing opportunities for all including people with disabilities.

Learning insights FROM:

THE LECTURES:

-Employment measures for PWDs in Japan:

i. The law for employment promotion of PWDs calls for establishment of actions that focus on the following measures for promoting employment and occupational stability:

- a. Promotion of vocational rehabilitation designed to foster their vocational independence;
- b. An employment quota system whereby legal obligation to employ physically, intellectually, or mentally disabled people are stipulated;
- c. A levy and grant system designed to financially support the employment of PWDs.

- Job coach and Trial Employment:

i. JOB COACH – to improve the workplace support system and help disabled people become accustomed to the workplace. This job coach is very effective for PWDs who want to work in open labor market.

ii. TRIAL EMPLOYMENT PROGRAM – this program encourages the creation of opportunities to provide, full employment for disabled people by introducing “trial employment” to enterprises that are hesitant to employ due to lack of knowledge or experiences in managing disabled employees.

These two programs are very significant to expand employment opportunities for persons with disabilities.

THE OBSERVATION VISITS:

- VISIT TO JAPAN SUN INDUSTRIES:

The visit to Japan Sun Industries in Oita Prefecture has been a very memorable one, it has been observed that people with disabilities in particular have legal rights to equal opportunities and non-discrimination in all aspects of their lives, especially in the world of work. Japan Sun Industries provides health care and any other special attentions needed to enable them to become more socially independent workers. Japan Sun Industries has promoted job opportunities for disabled persons thru joint venture with big companies and business enterprises guided by the principle “ NO CHARITY , BUT A CHANCE.” To fully participate in the society, the disabled persons must acknowledge themselves as part of the society and also be strongly motivated. The late Dr. Yutaka Nakamura, MD., founder of Japan Sun Industries has the will, power and commitment thus able to put up such kind of excellent facilities for PWDs. Thereby attainment of a high employment rate for PWDs is such a good result and impressing in Oita Prefecture.

- VISITS TO: EMPLOYMENT AND LIVING SUPPORT CENTER FOR PWDs in OITA PLAZA

- KANAGAWA WORKSHOP AND LIFE SHONAN

- EMPLOYMENT OF PERSONS WITH MENTAL DISABILITIES- JHC ITABASHI

These centers have the facilities and work opportunities for persons with disabilities particularly those with intellectual or mental disabilities, everything is being managed and organized with staff who are highly professionals and matured citizens, who are service oriented. Furthermore PWDs in these centers have been observed to be serious and committed in doing their work assignments. Job operations are being done systematically and quality of work is strictly maintained and monitored.

- VISITS TO: NATIONAL VOCATIONAL REHABILITATION CENTER

- TOKYO VOCATIONAL ABILITY DEVELOPMENT SCHOOL FOR PWDs

These training centers provides vocational training, with a range of support towards employment , at the same time provides various employment assistance services to employers interested in hiring PWDs. Conducts follow-up after job placement to ensure that the employment is stable. These institutions maintain harmonious working relationship and collaboration with companies and other government offices to support the employment of persons with disabilities. Advance technology in caring the residents has been so much impressive. It is impossible to achieve such kind of facilities however the ideas/information which has been shared during the lecture has provided additional knowledge for the attainment of better quality service for PWDs.

LEARNING INSIGHTS:

1. Ensure community participation/ agency coordination (networking and collaboration with GOs and NGOs) in employment programs for persons with disabilities.
2. Vocational training should begin in school as transitional stage is needed for persons with severe physical disabilities and persons with intellectual disabilities.
3. Accessibility of persons with disabilities for employment opportunities either in open, self and sheltered employment.
4. Persons with disabilities should be aware of their rights and privileges.
5. To take actions to raise awareness of the community about PWDs their rights , needs, potentials and contributions.
6. Vocational Rehabilitation Centers should conduct researches and studies on effective strategies, approaches and techniques along social and vocational rehabilitation of PWDs as well as new courses for viable employment
7. To provide PWDs maximum exposure for wholesome activities/tools to overcome/adjust to one's disability.

BACKGROUND (issues, direction of policy etc.)

Area I Vocational Rehabilitation Center (AVRC I) located in Bonuan Gueset , Dagupan City (5 hrs. drive by bus North from Manila) which is under the auspices of the Department of Social Welfare and Development (DSWD) has been existing for the past forty five (45) years through Republic Act 1179 enacted on June 11, 1962, and catering to persons with disabilities from Regions I, II, III, and Cordillera Autonomous Region (CAR). The vision is a dynamic established rehabilitation entity committed and responsive to the fullest development of persons with disabilities.

At present, poverty remains endemic in the Philippines. With the economic crisis, Garments industry is one among the major industries hardest hit. These were affected by work stoppages, strikes, tight credit and increased competition of other countries which dampened demand for labor force. With this worse scenario, employment will be scarce for the persons with disabilities especially if they are to compete with their able bodied

counterpart. Thus putting up a sheltered workshop in garments has been considered as one important innovation in the center. This project will be open for those physically disabled ones preferably those who finished one (1) year vocational training course along Dressmaking and Tailoring. This self-sustaining endeavor aims to support the on-the-job training and graduate trainees to enhance their skills in producing quality and quantity output making them more productive and competent for their eventual employment in the open labor market necessary for creating more chances for socially satisfying life.

PRE-CONDITIONS AND POSSIBLE OBSTACLES:

- a. Lack of training facilities and “high tech” equipment, like high speed industrial sewing machines, edging machines, gartering machines, cutting machines and piping machines which are needed for production in volume if we are to take sub-contract with other garment factories and dress shops.
- b. Limited funding support.
- c. Limited marketing outlet for finished products.
- d. Lack of technical/manpower support.

OVERARCHING GOALS:

- a. To establish garments sheltered workshop in AVRC I-DSWD;
- b. To increase the employment opportunities of graduate clients along dressmaking and tailoring courses.

CONCRETE OBJECTIVES:

- a. To provide comprehensive vocational training to 10-15 trainees for 8 months providing vocational skills training along tailoring and dressmaking, inculcating positive work habits, attitudes and self confidence necessary in the job;
- b. To acquire the needed equipment for the possible establishment of the said project, if not due to limited funding then it can be on loan basis from other government agencies or to seek for donation until end of December this year;
- c. To attain 100% employability rate of graduate trainees along courses dressmaking and tailoring;
- d. To conduct skills training along packaging and labeling of finished products;
- e. To conduct training regarding quality control of finished products;
- f. To administer trade test to 10-15 graduate trainees to measure their skills proficiency along dressmaking and tailoring by end of June,2008;
- g. To conduct field visits in garment factories or dress shops in order that the trainees may have the technical know how in the actual production set-up;
- h. To organize shop personnel's to oversee the project by end of December;
- i. To establish partnership with any business establishments like those with food catering business, and other garments shops for possible sub-contract jobs.

EXPECTED OUTCOME:

The establishment of a Garments Sheltered Workshop has been ideally identified to meet the challenges at present. This project envisions to increase the accessibility and achieve a high level of maximum employment among persons with disabilities who have acquired proper skills and productive abilities along Dressmaking and Tailoring. This sheltered workshop will give them the chance to enhance more their skills while at the same time earning an income. This project will also be their first step towards a competitive open labor market necessary for their economic self-sufficiency.

TARGET AUDIENCE/BENEFICIARIES:

The workers to be utilized are the on-the-job and graduate persons with disabilities along Dressmaking and Tailoring to include in the production line as sewer, cutter, trimmer and the one in-charge in packaging and labeling of finished products. The Dressmaking and Tailoring instructors will do the close supervision and to look over the quality standard of products being produced. Furthermore, they will also take charge in any transactions made for job orders from other institutions. Products to be produced are those saleable ones like pillow cases, bed sheets, pair of trousers/pajamas, refrigerator covers and towels and other products for sub-contract.

IMPLEMENTING AGENCY AND COLLABORATIVE PARTNERS:

Department of Social Welfare and Development (DSWD) – is the implementing agency who will initially give the funding assistance to the project.

Technical Education and Skills Development Authority (TESDA)- to conduct trade test, which is intended to measure the skills proficiency of graduating trainees in Dressmaking and Tailoring.

Department of Labor and Employment (DOLE)- coordination is being made for the registration of the identified graduate trainees who will be involved in the sheltered workshop for possible funding assistance.

Department of Science and Technology (DOST)- to conduct lecture regarding packaging and labeling of finished products/items necessary for marketing and promotions.

Other Government/Non-Government Organizations- contacts for marketing and promotion of finished products:

- Magic Group of Companies
- City Supermarket Incorporated
- Region I Medical Center
- Local Government Units

BUDGETARY REQUIREMENTS:

I. Repair/ Improvement of the room for Garments Sheltered Workshop - \$ 2800

II. Needed Equipment:

- 10 unit high speed sewing machines @ \$ 220/ unit	- 2200.0
- 1 unit over edging machine	- 730.0
- 1 unit gartering machine	- 730.0
- 1 unit cutting machine	- 525.0
- 1 unit piping machine	- 730.0
- 1 unit buttonholer machine	- 730.0
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Total	\$ 5,645.0

III. Supplies and Materials Needed:

- 100 cones thread assorted colors 10,000 meters @ \$ 3/cone	- 300.0
- 10 gals. Machine oil @ \$ 6/ gal.	- 60.0
- 10 rolls cloth 60" width cotton @ \$ 93 /roll	- 930.0
- 10 rolls cloth 36" width cotton @ \$ 26.25/ roll	- 262.5
- 50 doz. hand towels @ 3.75/doz.	- 187.5
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Total	\$ 1740.0

IV. Initial Labor Payment of Sewers/Workers involved in the production
(10-15 workers) \$ 1250

V. Printing of receipts, tags and ledgers \$ 300

Grand Total - \$ 12,350

How to raise funds: Writing solicitation letters for prospective donors from GOs and NGOs.

Monitoring and Evaluation:

Monitoring and evaluation can be done thru preparation of monthly cash flow report, this is one of the important factor to be considered in determining if the project is earning a profit or not. Questionnaires and surveys can also be done regarding evaluation to assess if the customers are satisfied with the quality of products being produced. Giving of questionnaires can be done on quarterly basis.

Conclusion:

Republic Act No. 7277 of 1991 (Magna Carta for PWDs) mandates the creation of wholesome activities that shall serve to develop the skills and potentials of

disabled persons and enable them to compete favorably for available productive and remunerative employment opportunities in the labor market, “ NO CHARITY, BUT A CHANCE”; has been the guiding principle, thus this project has been planned and proposed.