

ACTION PLAN

Organization

Vocational Rehabilitation & Employment of the Disable
Persons (VREDP) Service Center III

City

Gujrat, Punjab

Country

Pakistan

TITLE OF PLAN

Care&hope

INTRODUCTION

Government institutions for intellectual disability are not existent in Gujrat Pakistan This dilemma has compelled people with intellectual disabilities to stay in their homes and not to exploit their potential.

To address the above mentioned problem **I am to start a section for people with intellectual disabilities in Gujrat in order to train them in different vocational skills.** I intend to utilize my experience here in Japan as this training course has broadened my vision to accommodate people with intellectual disabilities in the society for making them a part and parcel of the society.

EXPERIENCE ACQUIRED DURING THE TRAINING IN JAPAN

I have visited the following vocational training institutions in Japan during this training course.

1. National Vocational Rehabilitation Center for the person with disability on May 23, 2007.
2. Chiba Vocational Rehabilitation Centre on May 24, 2007.
3. Oita Special School on June 05, 2007.
4. Oita Vocational Rehabilitation Centre on June 06, 2007
5. kanagawa General Rehabilitation Centre on June 18-2007
6. Warabi City General Soical Welfare Centre on June 19-2007
7. J.H.C Itabashi on June 19-2007
8. Japan Sun Industries on June 08, 2007.

I believe that this training course and specially the field visits have played a vital role in my capacity building to understand the real problems of people with intellectual disabilities and the ways to exploit their potentials to make them an important part of the society rather than a scar on the face of the society. **Now I am feeling comfortable**

and confident to apply all those ideas that I have learnt during these visits and trainings (pottery, making of packing materials, envelop making, decoration items etc) that are applicable to my society So I am to start a section for people with intellectual disabilities in Gujrat in order to train them in different vocational skills with help of N.G.O.

BACKGROUND

Government institutions for intellectual disability are none existent in Gujrat Pakistani Cities. For instance in Gujrat City (where I am working), there are different institutions, established by government of Pakistan, like schools for people with hearing impairment, visual impairment and physical disability. However, no proper institution is available for people with intellectual disability. VREDP has established one school last year with the help of an NGO, in this institution only daily living skills are being taught. This scarcity of vocational institutions in Gujrat has deprived people with intellectual disability of their right to get employment within government and private organizations. Due to this reason no person with intellectual disability is currently employed in Gujrat. **This dilemma has compelled people with intellectual disabilities to stay in their homes and not to exploit their potentials. The above situation clearly depicts the need of a vocational institution for people with intellectual disabilities in this area, which provides different types of training to exploit their potentials to make them a significant part of our society. This would help them to play their role not only for their employment activities but also nation building.**

PRE-CONDITIONS AND POSSIBLE OBSTACLES TO THE ACTION PLAN

Current working atmosphere is quite conducive for any project for people with intellectual disabilities in Gujrat city. However the following problems might occur, although the probability is quite low;

- The existing NGO may not have the capacity to start vocational training activities.

OVERARCHING GOALS

To Improve the Vocational Skill of people with intellectual disabilities at Gujrat city

CONCRETE OBJECTIVES

1. To search/identify people with intellectual disabilities with the help of volunteers in district Gujrat(City)
2. To motivate the parents to bring their children with intellectual disabilities for free vocational training schooling
3. To improve the daily living skills of people with intellectual disabilities
4. To improve the vocational skills of people with intellectual disabilities taking into consideration their condition of intellectual disability.
5. To train at least 2 to 5 people with intellectual disabilities in vocational skills during the next 12 months

EXPECTED OUTCOMES

The expected outcomes of this project are:

1. Proper survival in the community

This program is quite significant and meaningful for people with intellectual disabilities of Gujrat city, not only for their independent survival but also for them to play an active role in the society like people without disabilities.

2. Employment opportunities

The need of people with intellectual disabilities is the promotion of such training activities for proper utilization of their potentials

3. After completion of the training 50% of people with intellectual disabilities trained living independently

4. After completion the training At least 2 people with intellectual disabilities to be trained in vocational skills.

TARGET AUDIENCE/BENEFICIARIES

1. The target beneficiaries of this project are people with intellectual disabilities of Gujrat City

(search/identify people with intellectual disabilities with the help of volunteers in district Gujrat(City).)

IMPLEMENTING AGENCY AND COLLABORATIVE PARTNERS

The implementation agency would be Vocational Rehabilitation & Employment of Disable Persons (VREDP) Service Center III Gujrat in collaboration with a local Registered NGO in District Gujrat, Al-Rahmat Foundation

BUDGET

Al-Rahmat Foundation is a well established NGO in Gujrat and carrying out various community programs. For this particular pilot project all funds will be arranged by the same NGO and cost of following activities will be born by the NGO;

- Training material for 2-5 persons 300/each = Rs 1500
- Recruitment of training staff 1 staff salary 6000/month =
- Mailing materials (if any) already available
- Postage (if any) already available
- Copying/Printing already available
- Computers and necessary software (if any) already available
- Traveling expenses (if any) already available
- Furniture already available
- Repair & Maintenance already available
- Miscellaneous Rs500/month

- **Total 120\$/Month**

*.The pay is provided by the N.G.O.

*Already available mean that above said NGO already started the school but only for daily living skill so many things are available in this school.

MONITORING AND EVALUATION

Monitoring and evaluation will be the responsibility of VREDP. A comprehensive plan would be made by VREDP to monitor and evaluate performance of the institution and training personals involved in this pilot project.

Following schedule and method would be adopted in the monitoring and evaluation plan

Monitoring

1. Monthly monitoring of the training staff through focus interviews
2. Weekly monitoring of trainees through set questionnaire.
3. Monthly monitoring of volunteers through focus interviews
4. Satisfaction level of parents by discussion and question and answer session after every three months.

Evaluation

With the help of the above four activities, the following indicators would be checked to measure the performance and sustainability of the project.

1. Drop outs
2. Completion of training
3. Quality of the training

***How many dropped the students after three month.**

*** How many students completed the training after one year?**

***Is the quality of the training good may be something needs to be changed.**

TIME TABLE

Improvement of Vocational Skills of Intellectual Disables												
Activities	Months											
	July	August	September	October	November	December	January	February	March	April	May	June
1. Establishment of Training Office												
a. One room for training												
b. Recruitment of Trainer												
c. Selection of Trainee												
d. Arrangement of training material												
2. Training of Intellectual Disables												
3. Monitoring												
a. Monitoring of Trainer on Monthly basis												
b. Monitoring of Trainee on Weekly Basis												
c. Monitoring of Parents one every third month												
d. Monitoring of Volunteer on Monthly basis												
4. Evaluation every Third Month												

Recruitment of trainers

One staff member will be recruited by the VREDP who has vocational certificate and experience in this field.

Selection of the trainees

Trainees will be selected from those who are already in daily living class

Arrangement of material

All material will be provided by N G O

PEOPLE INVOLVED

There are two actors involved in this pilot project (i.e. VREDP Gujrat and Al-Rahmat Foundation). The new training staff will be employed by the VREDP but expenses would be born by the Al-Rahmat Foundation to run this project.

- Al-Rahmat Foundation will run this pilot project under the supervision of VREDP Gujrat.
- VREDP Gujrat will monitor the project as per monitoring and evaluation plan.

CONCLUDING STATEMENTS

This Report is based on facts and figures exist in Gujrat Pakistani and there is no doubts that people with intellectual disabilities are compelled to stay in their homes and to exploit their potentials. The field visits during this training course in Japan played a vital role in my capacity building to understand the real problems of people with intellectual disabilities in my city and the ways to raise their potentials and to make them an important part of the Pakistani society rather than a scar on the face of the society. So, my plan is to start a section for people with intellectual disabilities in Gujrat for training them in different vocational skills. I also intend to utilize my experience in Japan as this training course broadened my vision to accommodate people with intellectual disabilities in the society for making them a part and parcel of the society.

Now, I am proudly feeling comfortable and confident to apply all those ideas which i learnt during these field visits in Japan. In fact, it was a great opportunity for me to meet with these people with intellectual disabilities and I can say without any doubt that there is no difference between disabled and able people, if we provide opportunities to them and that is what my aim is.