

**Sunny project plan for employment promotion of PWDs**

## **Win-Win Employment**

*To develop cooperation with companies for opening up to PWDs  
and provides supporting and service for stable work*

China Disabled Persons' Federation (CDPF)

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## I . Project Background

The pressure of employment competition is very heavy in China due to over supply overmuch human of resources. The situation puts the PWDs' job seekers at a disadvantage. In the urban areas, There are still over 1 million job shortage for PWDs and every year 0.3 million new labor force will go into labor market. How to develop the job opportunities for PWDs is a very important responsibility for all levels employment service centres for PWDs which belonged to CDPF.

The main issues ,which is CDPF and all centres should face to ,is that the employers do not often cooperate with us. In quota scheme, most of them will pay the levy but no placement. So the fellowship should be set up among the employer PWD and servicer.

## II The Overall Goals

By means of project cooperation and polices supporting and the capacity development for PWDs, Employers' attitude to PWDs' employment should be changed at a certain degree, and more job opportunities should be developed and PWDs can get stable and decent work in the future.

## III The Concrete Objective

1. CDPF makes a cooperative project with ANBANG

INSURANCE company for PWDs accidents secure in nationwide, the 5% funds from the project should be used into employing the more than 80 persons with physically disabilities within 2 years.

The job position should be the insurance consultant and Office Assistant, and the employee have one year's contract at least.

2. The National Service Centre will continue to guide Beijing Tianjin Zhuhai etc 6 cities centres, which will introduce and job-match 15 persons with physically and hearing-impairment to Panasonic branch **in two years**. companies in these cities, and 20% of them should be arranged in management and skill position such as *human Resources Manager \Order Entry Clerk\electrician\lumber\ store keeper* and so on. According to the old list for positions, cooperation could develop more new jobs such as engineer\ programmer\poster designer \CAD cartographer for PWDs.

Panasonic want to get the quota aim of 2% for PWDs in all the branch in China. It is the second year's cooperation with Panasonic, so in the process of job-introduction and placement, the centres should try to **use some skills** about vocational assessment and special workplace support (developing new job in the company) for the branches of Panasonic. The branches of Panasonic could have part of tax-free, which is a new system of

rewards and penalties policies for foreign invested enterprises.

3. Because the good experience of cooperation, the two companies of McDonald's chain stores in Shanghai city and Novotel Atlantis Shanghai have employed some persons with intellectual disabilities, and were adopted as practice Base for persons with intellectual disabilities in Shanghai. CDPF will guide the Shanghai's service centre and vocational training centre to organize two special training courses for McDonald's chain stores in Shanghai city and Novotel Atlantis Shanghai. After training, more than 60% of all the 10 trainees will get a new job such as **laundryman /waiter/baker/cleaner** etc. and get the supporting service of job coach on primary stage in two years.

The trainees should be all persons with intellectual disabilities. One course for service and cleaning training of hotel work, which will be arranged 5 trainees practice in Novotel Atlantis Shanghai. And another course will train the other 5 persons in the McDonald's chain stores.

#### **IV The Beneficiaries**

1. 100 persons with disabilities will get new job and have more than one year's contract in next two years, and more than 50 will be arranged on management and skill position. Persons with intellectual disabilities will have more Opportunity to

develop the capacity of employment.

Data item:

i )Sex: male 50 persons females 50

ii )Age:(20-45) 100 persons

iii)Disabilities: persons with physical disabilities 80

persons with hearing impairment 4

persons with intellectual disabilities 6

iv)educational background:

10 of them graduates of college

20 graduates from vocational school

The others :higher than junior middle school education

2. ANBANG INSURANCE company will get a national wide Personal Accident Insurance business for PWDs from CDPF. the branches of Panasonic company can get part of income tax free and other support from the tax department government and CDPF. The Novotel Atlantis Shanghai and McDonald's in Shanghai will get more Skilled Outstanding staff, whose training fees and Duration of wages are all paid by Shanghai branch of CDPF.
3. CDPF and the centres belonged to will achieve More valuable experience for Communication skills with companies and provide more service for job-seekers with disabilities.

4. Bonus: every PWD work in ANBANG INSURANCE and other companies can get a Personal Accident Insurance paid by CDPF.

## V Impact of Beneficiaries

1. Through project cooperation and polices supporting and skilled jobseekers and other supporting and services, CDPF want to cooperate with the companies together to develop the job for PWDs. It is a good examples for the other employers, who will change the attitude for employing PWDs.

### **Expected the situation:**

The four companies will hired more than 100, and agree with win-win project-plan, then hope to make next two years cooperation.

2. After training and supporting service, PWDs in the program can change their life and attitudes in society, and get more confidence and realize independent life.

The rate of being employed after training should be more than 70%.

3. CDPF will get more trust from society, then can save valued experiences from job service for PWDs and employer.

The effect for job coach and vocational assessment will be evaluated by national service centres for PWD. and be used in the next step work.

The families of those PWDs ,who could be employed in this project, will change the opinion of their families with disabilities, some of them maybe agree with them living independently and respect their choice. And ordinary persons, who work with and be serviced by these PWDs, also should have some changes on the capacities on PWDs. Then their opinions maybe influence the community.

## VI The Project implementation

### **Phase1**

Meetings will be held at headquarters of CDPF in Beijing from October 2008 to March in 2009.

First, CDPF will have a meeting with ANBANG. ANBANG should make a plan for cooperation. It should include budget for accident insurance, how many cities in the first step and how many job can be provided for PWDs, how much the salary. CDPF will give the suggestion for 40 PWDs should be employed in the first year. Part of representative of CDPF branch on the provincial level would attend and give suggestion for the plan. The meeting will be including 12 persons from both sides.

Second, the national employment service centre of CDPF will meet Panasonic and research the Panasonic's plan for new year's employment request for PWDs. The job position should be listed on detail. New policies and new employment service will be introduce by CDPF to Panasonic. and the extension of topics, that how to develop the new job in Panasonic continuing for persons for physical disabilities and the possibility for persons with hearing-impairment and intellectual disabilities, should also be included. and the aim is that both sides should agree with a project memorandum for the next two years cooperation. There are one CDPF and two staffs of centre and two members of human resource Dpt of Panasonic in the meeting.

Third, CDPF will notice the Shanghai branch, which should held a meeting with The Novotel Atlantis Shanghai and McDonald's in Shanghai for the two special training courses with 6 persons with ID at least . And Shanghai branch should report the feedback from two companies and new years' plan. The scale of the meeting decides by Shanghai branch.

## **Phase2**

Training will be organized in local provinces and cities such as Shanghai & Tianjin etc from March to September in 2009.

The plan for accident insurance cooperation of PWDs will be

implemented in the first 8 local provinces. the plan revised by CDPF and ANBANG should be implemented in 8 provinces in China. And the investment should be more than 2 million dollars. It will cover about 10000 PWDs accident insurance and provide at least 40 job in 1year at least. For the new job, the 8 province's centres should collect information of PWDs, the number should be 100 PWDs.

The collection of PWDs should be organized in Beijing Shanghai etc6cities. Some local centres can connect with the branches of Panasonic, for job match and interview activities.

The training courses in Shanghai should be prepare with the two companies, the 4 trainer's and 10 trainees selection should be very strictly.

The first training course of how to use the skill of job coach to support the ID in workplace should be prepare and finished in the half years, CDPF will provide the information resource for Shanghai branch, the shanghai should select 10 persons for job coach trainees, 6 of them will practice in the two companies.

### **Phase 3**

From October in 2009 to March in 2010:

The accident insurance project should be improving national wide, and at least 4 million was input in the project, and about 80 PWDs

get new job. Before being employment, they can get free vocational training from local training centres for PWDs and have job match services.

The six cities' service centres should provide more than 50 PWDs for Panasonic branches. and all the branches in the project can get service job developing and vocational assessment suggestion from local centres such as how to place the persons with hearing-impairment and intellectual disabilities. and the branches' quota rate reach the 1.5% should get the income tax-free.

After training, the trainees with ID can practice in two companies and some of them have dated by companies, the job coach can support them in the workplace. At least 6 persons with ID could have new job.

#### **Phase 4**

From March to September in 2009:

The insurance cooperation will be improved in more province, and more than 80 PWDs can have new job.

Panasonic can finished the last year's plan, and want continue cooperation, and the service communication mechanism is constructed between the local centres and the branch companies.

Most of trainees with ID, supporting by job coach and local employment services, can work in the workplace easily and show

their potential capacities in work. The two companies and others want employ more ID like these.

The evaluation report was made by CDPF and sent to JICA.

## VIII Monitoring & evaluation

i For the cooperation with ANBANG INSURANCE company, the CDPF will monitor about:

1) communication with the local branch of CDPF every 3 months for:

- a. how many places have implemented the project
- b. how much money has been put into
- c. how many persons with disabilities has been introduced to ANBANG, and how many has be employed.

2) check from ANBANG every 3 month.

- a. How much business have they got from CDPF local Organization
- b. How much money have they pay for employing the PWDs. Is it reached the 5% of the fund.
- c. Do PWDs can competent the job?

In one year later, most of province level and part of main cities should be finished. so the number of be employed should be reach about 50. two years later, the number should arrive 80 or more than.

ii For the cooperation with Panasonic, the National service centres will monitor about:

- 1) Checking from the six cities' centres every 3 month :
  - a. How many PWDs have be introduction to the branch of Panasonic?
  - b. How many PWDs have got a job?
  - c. In the process of job match, what problem is exiting? What did the centers do for PWDs and the Panasonic
- 2) Checking from headquarters of Panasonic every 3 months :
  - a. What kind of job position the companies have provided for PWDs? How many of them?
  - b. In the process of job developing and job match ,what problem should be face to? And can we help to deal with the problem together?
  - c. When the rate is higher 1.5%, which of the PWDs be employed in the branch companies , have the companies got the tax-free from government? Why is the reason?

In one year, all the cities should be arranged one or more PWDs. and National centre can get the feedback from the local centres and companies for researching and give the suggestions. And in the next year, more service and training should be provided, and more satisfied feedback can be collected from companies and PWDs.

The employees of PWDs number include the persons with hearing-impairment should be continued and even growth.

iii The special training course for McDonald's chain stores in Shanghai and Novotel Atlantis hotel. the National centres will monitor the program:

a) the training cooperation should be finished in one years, and all the trainees could get the chance to practice in McDonald's chain in Shanghai and Novotel Atlantis hotel. More than 60% should be employed in one year, 100% being should be employed in the next year.

b) The Shanghai centres should provide service like the job coach from the work practicing, each training course should have 2-3 service supporters.

The supporter should finish case paper, and the Shanghai centres should give comment and suggestion, and next step the request and plan.

The final evaluation meeting will be made by CDPF and National service centres belonged, some representatives will be invited from the local centres and companies. Then CDPF will prepare the final report of evaluation and conclusion, in which will give suggestion for next step plan.

## **VII The Budget**

### Phase 1(US \$)

Expense	cost	#of people	units	occasions	total	Remarks (pay by)
Meeting materials	20	30			600	CDPF
transport	300	14	1	2	8400	Branches of CDPF
Rent meeting-room	800	N/A	0.5	3	1200	CDPF
				Total	10200	

### Phase 2(US \$)

Expense	cost	#of people	units	occasions	total	Remarks (pay by)
Project fund	200	10000	N/A	N/A	2000000	Branches of CDPF
Job-seekers Information collective	20	150	N/A	N/A	3000	Branches of CDPF
Job-match	20	150	N/A	N/A	3000	Branches of CDPF
Preparatory of training	10	5	N/A	90(days)	4500	Branches of CDPF
Trainer and trainees collective	5	14	N/A	N/A	60	Branches of CDPF
Job coach materials	100	6	N/A	N/A	600	Branches of CDPF
Job coach training	5	6	N/A	90	2700	Branches of CDPF
				total	2013860	

### Phase 3

Expense	cost	#of	units	occasions	total	Remarks
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		people				(pay by)
Insurance second-project running fund	200	10000	N/A	N/A	2000000	CDPF
Job-match	20	100	N/A	N/A	2000	Branches of CDPF
Vocational training and service	5	20	N/A	60	1200	Branches of CDPF
Job developing & vocational assessment practice	20	10	N/A	30	6000	Branches of CDPF
Work practice of ID	10	10	N/A	90	9000	Shanghai branches
Job-coach practice	5	2	2	180	3600	Shanghai Branches (pension not salary)
				total	2021800	

#### Phase 4

Expense	cost	#of people	units	occasions	total	remarks
Job-match	20	50	N/A	N/A	1000	Branches of CDPF
Data collecting For evaluation	100	N/A	14	N/A	1400	CDPF
Evaluation specialist	300	2	N/A	2	1200	CDPF
				total	3600	

#### **THE TOTAL FIANAL BUDGET :**

**Special Remark for budget: 4049460 (US \$)**

4 million dollars are the fund for setting up the accident insurance system of PWDs in two year's plan. The project has been decided in highest level of CDPF, but the 5% fund for employing is still in the process of planning.

## **IX Impact of The Training**

1. The sub-project 1 that CDPF cooperate with ANBANG INSURANCE company:

Firstly, the idea come from learning the perfect social security system of Japan. The good security system can support employment of PWDs, when some accidents happened. And this action is also an encourage measure for all the employers to hire more PWDs, because the insurance company will pay for the accident in traffic or daily life of PWDs.

The second, one project can create a lot of new jobs for PWDs. If the project can be developed in national wide, thousands of new jobs can be provided for PWDs. It is very like some NPO in Japan set up the tofu stores, create a lot of new job for PWDs. From the project, we can foresee the big market of PWDs' demand. Of course, it is just the first step.

For PWDs, the project can supply more insurance and the more job. It is a WIN-WIN plan on the first level.

2. The sub-project 2 one and half year's cooperation with Panasonic

in China. The group company have employed 300 PWDs in the headquarter and branches (but still not arrive the 1.5%). The company hopes that next cooperation could be focus on how to create more new jobs and positions in the Panasonic, and how to manage and communicate with PWDs. So, I consider the ISETAN company and HINO MOTOERS group-company can give them a very good example. And using the policies support and special service is a way to support Panasonic in next two years.

For Panasonic, the aim is the quota of 2% for PWDs. For CDPF, the target is to create more new job opportunities for PWDs and help them get the stable and even decent work. So we support Panasonic and work together, It is the second-level Win-Win cooperation.

3. The training course for persons with intellectual disabilities, the idea comes from the Swan Bakery and “Sammegawa Tampopo –no-ie” and “KOKORON”. We should believe employment capacity of the persons with ID and MD. And the special vocational training and job-practice are very necessary. Because the situation limited, in the plan I just design the training for ID . then job-coach also on the initial stage.

After training, we can provide the skilled staff of PWDs for

Novotel Atlantis Shanghai and McDonald's and other companies. And the persons with intellectual disabilities can support themselves and live independently. When the companies trust their skill and employ them, they are not the burden of families and society any more. I think It maybe the really meaning of Win-Win employment project for society and themselves.

## X Conclusion

At the end of this paper, I should say I had a very pleasant time during the 47 days in Japan. After this learning course, I have more confidence to achieve more work and advantage for PWDs. We should try our best to improve the employment situation in our country, and develop the skill of employment service such vocational country. Our organization should plan and do more for persons with intellectual disabilities and mental illness, which can learn from the NPO and welfare association and some big companies such as ISETAN. I will put my heart into employment promotion for PWDs in my country. I hope that we can connect JICA and JRVSD and other participants in this course. we should learn from each other and keep friendship forever.