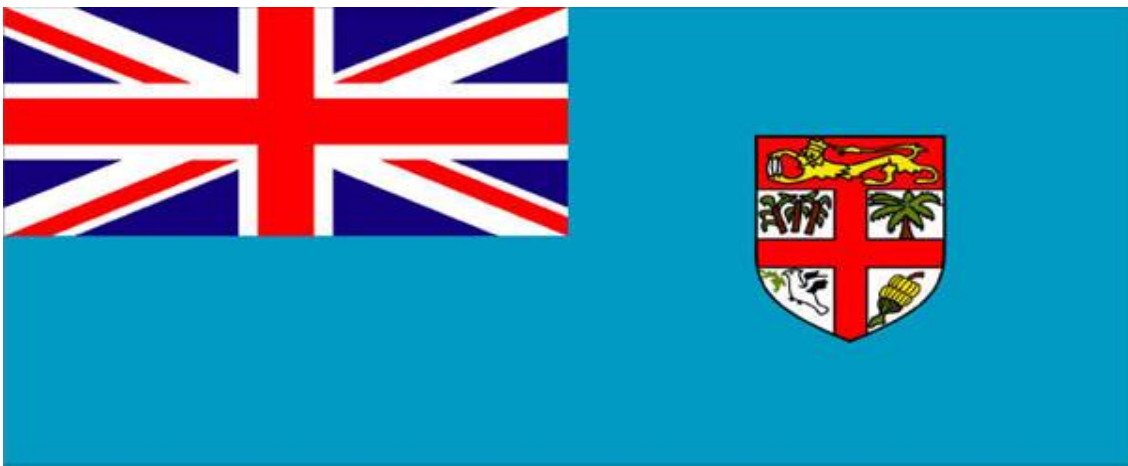


PROJECT PLAN

2008



LOCATION: REPUBLIC OF THE FIJI
ISLANDS

PROJECT TITLE: “HAPPY FUTURE”

DURATION: 2 YRS

TITLE OF THE PLAN

“HAPPY FUTURE”

Finding employment for persons with disabilities.

INTRODUCTION TO THE PLAN

Persons with disabilities have right to decent work. Decent work is productive work in the condition of freedom, equity, security, and human dignity. Employers back in Fiji they don't want to employ PWDs due to their disability. The purpose of this project plan is to focus on training for them to gain skills and knowledge. Some of persons with disabilities, who need a job or hope to work in private companies, factories, warehouse, restaurants, hotels, and supermarkets. They have unique differences and abilities and they have the right to choose what they want to do based on their abilities not on their disabilities. They will employed out in the open labor market to help them to support their family, to have a economically independent life and to be part of the society

BACKGROUND

Republic of the Fiji Islands does not have
the correct data for the disabled population

Major laws and regulation concerned PWD's

The inclusion of the bill of rights under the 1997 constitution of the bill of rights.

Public Service Commission policy of equal employment opportunities.

Employment Relations Bill 2004-An employer who employs 50 or more 2% of the total number should be PWD's

Cabinet decision 462- Building code access Pwd's:agreed in principle that all major building either constructed or rent by government and other working place in future are to be disabled friendly and have accessibility provision

Problems faced by PWD's

the main problem is that the quota system is not followed by employers. If there is levy and grant system then pwd's can be employed.

PWD's do not have enough skills & knowledge to do any work.

don't have the place for trial employment, and the matching of skills

OVERALL GOAL

Finding employment for persons with disabilities in service industry like working in a supermarket.

CONCRETE OBJECTIVES

- # To do some of the research on 10 companies and to meet their needs
- # Train students according to the companies needs
- # Persuade companies to encourage to open for trial employment
- # Talk to companies to encourage employing more PWD's
- # Follow the curriculum but change some
- # Talk to families to give their full support

BENEFICIARIES

All the beneficiaries are achieving by this project will be obtained by 6 trainees from all kinds of disabilities are capable, already enrolled in our school and they are staying around Suva, the capital of Fiji. Both genders are included from the age of 18-30.
They should be some of our school graduates .

Employers

IMPACT OF BENEFICIARIES

Persons with disability have the ability to do any work and if they are employed they can be economically independent, supportive to their family and be part of the community.

Employers-realize that PWDs have the ability to work, and improvement then they will hire more PWD's

Community Awareness

PROJECT PLAN OUTLINE

Where to start:

When I return on October this year, I will start my project at our school: Fiji Vocational & Technical Training Centre for Persons with Disabilities.

What to do/How long:

The project will divide into three phases:

Phase 1: Oct 08- Dec 08

(Preparation time)

Phase 2: Jan 09- Sep 09

(Start the training)

Phase 3: Oct 09- Dec 09

(Job training 1 month & Evaluation)

Phase 1. Oct 08-Dec 08

(Preparation time)

Phase 2. Jan 09- Sept 09

(Start the training)

Selection of new intake and rotate them into different section for 3 months training. After 3 months training sit with parent and talk about which section the trainee might be interested in.

Train them to gain skills and knowledge in order for them to meet the market needs

Our Head Teacher should monitor and evaluate each student after every 3 months

Phase 3.Oct 09-Dec 09 (Job training & Evaluation)

Visit the 10 companies again and ask them for the Job training for 2 month

Employer will do the evaluation

Visit the employer, do the interview and receive the feedbacks

Present report every staff meeting

MONITORING and EVALUATION

Each staff should do the monitoring of each student in each class

Whether he/she can finish job at the give time

Does he/she have enough skills to produce quality products

EVALUATION

After 3 months of working interview pwds about the impact of employment to them

Interview the employer face to face on the impact of employment pwds in their company

After every year check whether you reach your target or not if not find out the problems and how to solve the problem

POSSIBLE OBSTACLES TO THE PROJECT INPLEMENTATION:

No Funds(look out for donations from government or NGO's

Find out some problems working with society and employers but I will try my best to draw their attention from Japan Experience that Pwd's have the ability not to look on their disability to work.

BUDGET NEEDED ESTIMATED

<u>NO</u>	<u>EXPENSES</u>	<u>COST</u>	<u>OCCATION</u>	<u>TOTAL</u>
1	Office supplies	\$200	2	\$400
2	Computers (2)	1500		\$3000
3	Printers (2)	500		\$1000
4	Fax/Tel	300	2	\$600
5	Transport	1000	2	\$2000
6	Others	2000		\$4000
	<u>TOTAL</u>			<u>\$11,000</u>

IMPACT OF THIS TRAINING:

Very interested in Mr Nonaka Lecturer about the 4 steps you PWD's should follow in order to find employment:

1st step

Go out to counselors for counseling
Seek advice from people who support
PWD's.

2nd step

Go out for training at Vocational & Rehabilitation centres to gain skills and knowledge

3rd step

Search for job placement in order for companies to match the skills they want and what PWD's have

4th Step.

Working Adjustment and for them to live in a fruitful life though their work.

To conclude after visiting places in Japan some employers like Swan Bakery & Isetan Soleil they know the abilities not there disability, PWD's have the support from government, family ,community in order for them to have a economically independent life and HAPPY Future.

THANK YOU!

ARGATO GOZAIMAZU!

VINAKA!