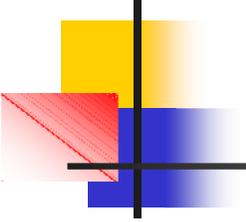


Employment Support For People with Intellectual Disability: The Jamaican Experience



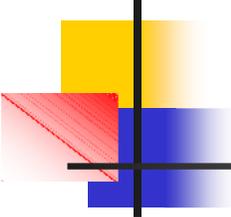
Marilyn Patricia McKoy
JAMAICA



CONTENTS

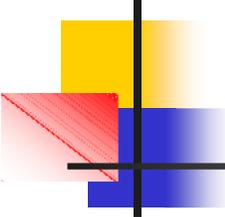
- **Background**
- **Programme Implementation Update**
Parent Corporative
Employment support
- **Evaluation of Programme**
Strengths
Weaknesses
- **Summary**

BACKGROUND



The high unemployment rate in Jamaica has impacted persons with disabilities generally and noticeably so Persons with Intellectual Disability (PWID).

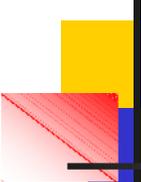
Despite the fact some individuals are equipped with skills set that should improve their employability, there is a significant number of persons who are unemployed. In addition, many parents themselves are unemployed or employed on a seasonal basis.



BACKGROUND CONTD.

PWID who passed through the JAMR network of schools received skills training from as early as age 13yrs. On completion of a secondary school programme a small percentage is employed, some access further training but the majority remain at home because of limited job opportunities. In some cases where PWID gain employment, they earn very low salaries not enough to meet their personal expenses.

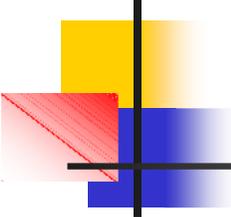
Self employment opportunities for PWID in Jamaica is one way to improve the general standard of living of the entire family.



BACKGROUND CONTD.

There has been limited support given to PWID who have been employed in competitive employment. This has contributed to a lack of understanding of the PWID within the workplace, personal and work related challenges faced which in many cases have led to job losses.

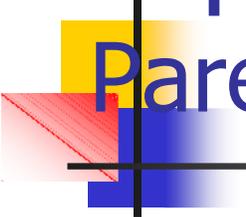
These problems are further compounded by societal perception that PWID are not capable of productive work



THE PROGRAMME

The programme implemented is aimed at improving the lives of PWID in Jamaica through the following initiatives:

- A. Parent Corporative- A parent/child small business initiate
- B. Employment Support to PWID on job

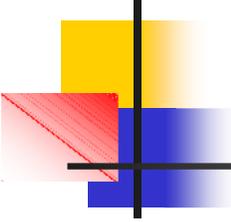


Update - Parent Corporative: Parent/Child Small Business Initiative

This is a business partnership between a PWID who has acquired mastery in specific skills, his parent and the JAMR. Fifty percent 50% of the proposed seed funding of \$US1, 400 (\$J100,000.00) which was previously sourced was forwarded by JAMR to begin the process. The PWID was not given the cash but materials and equipment equal to the value. The amount will be paid by the partners in small installments through a revolving loan programme payable over three years.

The programme commenced with two PWID as the additional funding was not received on the commencement of the programme. The additional amount was sought from a number of groups and agencies.

Update - Parent Corporative: Contd.



The JICA Jamaica Alumni Association held a fundraising event on March 6, 2008 and part proceeds will be given to the Parent Cooperative Programme. The total amount however is not yet known.

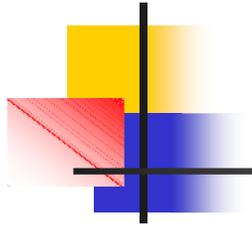
The additional two PWID were identified and will commence their business in April 2008. This is a pilot programme currently implemented in Kingston and St. Andrew, later to be replicated in other parishes. Each PWID was paired with a mentor (volunteer) to provide product as well as other business development guidance.

Parent Corporative Contd.

The mentors are trained artisans/teachers. PWID and Parents are responsible for business management and marketing of goods. Assistance will be provided in the area of marketing.

Preparatory Activities

Activities	Timeline	Comments
Parent sensitization sessions	October/ November 2007	Sessions with parents to introduce programme/loan arrangement/small business management
Meetings with PWID and Mentors	November 2007	Mentors to work with PWID and parents/work out projects and materials needed.
Material Sourcing and ordering (JAMR)	November 2007	To capitalize on bulk order discounts/ensure value for money
Material Distribution	December 2007	



Parent Corporative Contd.

Implementation Schedule

Activities	Timeline	Comments
Start of PWID/Parent Business Pilot Group 1 (2 Persons)	January 2008	Progressing
Start of PWID/Parent Business Pilot Group 2(2 Persons)	April 2008	Programme will commence on receipt of funds through fundraising.
Entrepreneurial Training for Parents	April 2008	Parents of PWID entrepreneurs will participate training
Marketing/	April 2008	Jamaica Business Development Centre Small Business Expo
	May 2008	Annual Children's Expo 2008

Parent Corporative Contd.

Sensitization Session with parents and PWID



The PWID/Parent/Mentor

Ms. Nicole Adderly



**Nicole with guardian
Beverly Millings**

**Ms. Adderly is
33 yrs old with
Moderate ID.
She specializes
in embroidery
but is also
skilled in tie dye,
batik and screen
printing.**



**Nicole & Mentor
Cherry Sutherland- teacher & artist**

Ms. Adderly's Work



The PWID/Parents/Mentors

Ms. Megan Morris



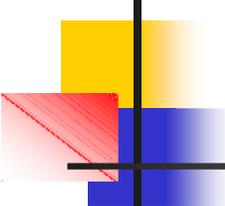
**Megan with Mentor- Marcel Goffe
teacher and free lance Artist**

**Ms. Morris is 32yrs old
with mild ID.**

**She specializes in tie dye,
and batik. She makes
designs on large pieces of
fabric which are later used
to make cushions or sold
for garment construction.**

Ms. Morris's Work





Update: Employment Support

Workshop

In September 2007 Marilyn McKoy facilitated a workshop with representatives from each of the five main schools of Special Education island wide. The outputs of the session were:

- Data elements for inclusion in the National Registry.
- A unified approach in providing employment support to PWID in all the centres island wide.
- Strategies to support each member of the team.

Employment Support Contd.



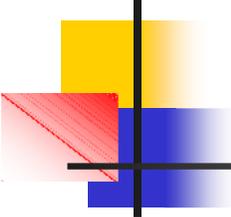
Marilyn Mckoy facilitating workshop with representatives from the five main schools across the island.



Update: Employment Support Contd

National Registry

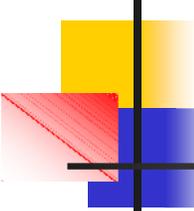
Each school has submitted data on 2007 Graduates for inclusion in the database with previous years to follow. The database will be designed and data entered by student volunteers of the University of Technology between the months of April-June 2008 through their annual Community Service programme.



The Status PWID in Pilot Areas

The current employment status of PWID who recently graduated from a secondary programme in August 2007 in three parishes, Kingston, St. Andrew and St. Catherine.

Parishes	# of Graduates	# Accessing further training	# Employed	# At Home
Kingston & St. Andrew	19	11	3	5
St Catherine	16	9	2	5

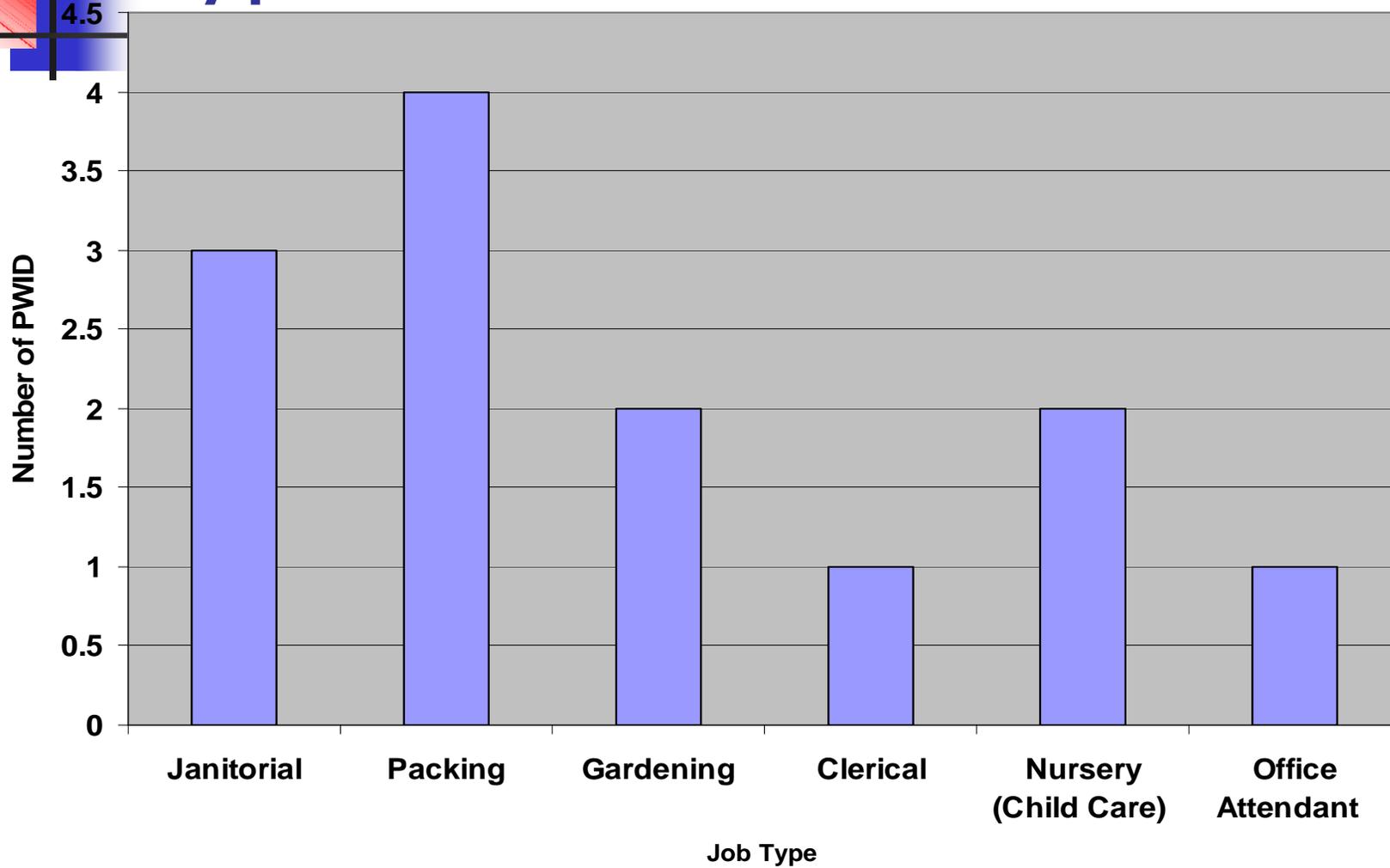


The Employment Status PWID in Pilot Areas Contd.

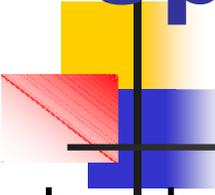
The following shows total PWID who were employed between August 2007-March 2008

Parishes	# of Recent Graduates	# of Old Graduates	Total
Kingston & St. Andrew	3	8	11
St Catherine	2		2
Total	5	8	13

Types of Jobs

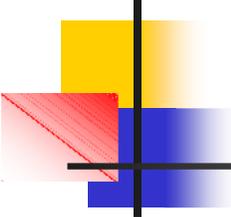


Update: Job Coaching/Monitoring



The team is comprised of Marilyn McKoy along with two transition officers in the network of schools working in the select parishes; Delrose Braham, Sheron Grant-Williams along with Jacqueline Bennett, Social Worker from the Jamaica Council for Persons with Disabilities (JCPD)

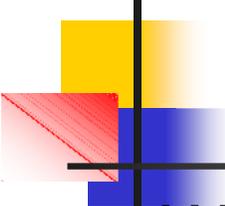
PWID within communities are often identified by community workers from the JCPD and assistance offered where possible. Mrs. Bennett was instrumental in sourcing jobs for some persons in collaboration with JAMR. More structured work with each PWID will continue throughout the year and progress documented.



Update : Employer Sensitization

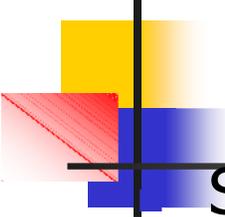
All employers have been sensitized regarding the PWID within the workplace, however much more structured sessions are needed with supervisors and other categories of staff. Follow up sessions are being planned with individual employers.

There has been ongoing feedback from some employers who have been communicating with members of the team when challenges are being experienced with the PWID.



Evaluation- Strengths

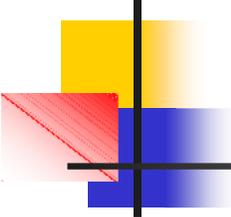
- Willingness of trained artisans to mentor PWID
- Replication of the programme is feasible in at least four centres across the island.
- Establishment of strong collaboration between agencies to promote programme sustainability:
 - The Jamaica Council for Persons with Disabilities assisting in the identification of PWID within some communities
 - The Jamaica Business Development Centre providing product promotion opportunities through events organized by them.



Evaluation - Strengths Contd.

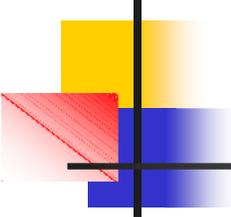
Show case the skills, creativity and quality of work produced by the PWID

- The school community has been major buyers of items produced by PWID
- A number of opportunities available in 2008 to market finished products of PWID through links established through other agencies
- The collaboration with the Jamaica Council for Persons with Disabilities, through their community workers is assisting in reaching PWID who are no longer in the school programme.



Evaluation -Weakness

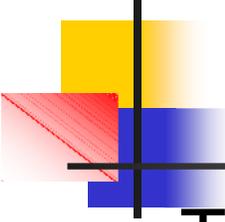
- Resistance of some parents to participate in the loan programme thus eliminating skilled PWID from accessing the programme
- Limited time available to team members focus on programme because of their other assigned duties
- Unwillingness of some PWID to be identified in the workplace especially by other coworkers



SUMMARY

The implementation of the programme was off to a late start. However, the interest and enthusiasm with which the parents and other stakeholders embraced the programme seems to indicate their commitment to its continuation and success.

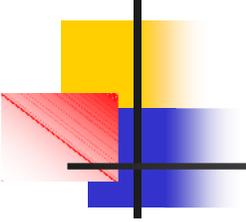
The Parent Corporative which sought to provide opportunities for self employment, though implemented in part, the support for additional funding is Still being explored with some success.



SUMMARY Contd.

The employment support programme is off to a good start. The addition of two other persons to the team and the linkages established with other agencies will facilitate greater onsite support to the PWID and programme sustainability.

The programme, based on the current need, does have the potential to positively impact the lives of PWID in Jamaica.



THANK YOU!!

The training received has not only facilitated my personal growth and development but strengthened the capacity of the JAMR to better respond to the needs of PWID in the community.

The Japan/Cambodia training was truly an invaluable experience!