



## **EMPLOYMENT SOLUTIONS FOR PEOPLE WITH DISABILITIES ANNUAL REPORT FROM 1 APRIL 2016 TO 31 MARCH 2017**

It is with great gratitude that we report on the services that were rendered to persons with disabilities during the financial year that ended on the 31<sup>st</sup> March 2017. This year was characterised by development and growth in different focus areas. Funding received also contributed towards the sustainability of the organisation and programmes that we available to persons with disabilities.

### **PROTECTIVE WORKSHOP**

Within the protective workshop 142 persons with disabilities were meaningfully engaged and contributed through their abilities to sustain and develop the organisation as a community resource in Tshwane. Participants were involved in constructive daily activity programmes, either on a more production orientated level or in an environment where care was the main priority.

A lot of time and energy were spent on the authority and communication structure in the protective workshop. To empower participants towards greater independence and responsibility communication were formalised and meetings on a regular basis, contributed toward active participation, effective addressing of various perspectives and transparency. Participants were actively involved in all these.

Through the assistance of the Gauteng Provincial Association for Persons with Disabilities the services of a social worker were secured. The beneficiaries therefore had consistent access to an Employee Assistance and Wellness Programme. Participants also had access to socialisation opportunities and they were included in events that were organised through the Jacaranda Protective Workshop Forum.

### **TRAINING PROGRAMMES**

An array of training opportunities was created to address the needs of participants, unemployed persons with disabilities and other protective workshops and groups.

### **JACARANDA PROTECTIVE WORKSHOP FORUM**

The Jacaranda Protective Workshop Forum developed and extended its role as a support structure, information centre and training hub in Tshwane. The relationships with member organisations have grown and the participation in training and events for persons with disabilities were very positive.

The Forum's retail outlet, We Can – Rea Kgon, proved to be an integral part of the Waverley community. The monthly income stabilised to a great extent because of the member organisations' continued supply of products. Their participation in this retail platform provided income generating opportunities to persons with disabilities.

The Jacaranda Forum and the various member protective workshops were marketed through various kinds of media.

<b>OBJECTIVES</b>	<b>ACTIVITIES</b>
Effective management and improvement of internal communication and an information management system to maximise participation within the protective workshop	Regular internal management meetings included for example: <ul style="list-style-type: none"> <li>• Bi-weekly Operational meetings</li> <li>• Monthly Participant Committee meetings</li> <li>• Weekly Supervisors meetings</li> <li>• Monthly Training meetings</li> <li>• Monthly project related meetings</li> </ul>
Creation of a healthy, safe and disability - friendly work environment	<ul style="list-style-type: none"> <li>• Monthly Health &amp; Safety meetings</li> <li>• Execute 12 emergency evacuation exercises</li> <li>• Repair and serviced the 6 vehicles to remain roadworthy</li> <li>• Repair the building and equipment as needed (Men's bathroom)</li> <li>• Provided necessary safety clothes &amp; equipment</li> </ul>

OBJECTIVES	ACTIVITIES
<p>Organisation of meaningful activities and simulated work experience for 142 persons in the protective workshop</p>	<ul style="list-style-type: none"> <li>• Provided continuous work from 8 projects</li> <li>• Arranged work area to be disability - friendly and productivity conducive</li> <li>• Sustained an activity centre for persons with more severe disabilities</li> <li>• A new GIS capturing project ran from Jan 2016. Initially 2 persons from Employment Solutions were trained by AfriGIS. A manual was written and an additional 5 persons with disabilities were trained and they started to capture all roads in DRC. After Quality Assurance is completed the files are submitted to AfriGIS. This project opened new opportunities for persons with disabilities.</li> </ul>
<p>Facilitation of an appropriate Wellness Programme</p>	<ul style="list-style-type: none"> <li>• Access to Employee Assistance &amp; Wellness Programmes</li> <li>• Assistance and orientation with placement of new clients in the workshop</li> <li>• Attended to the basic individual needs of participants</li> <li>• Group work sessions were held every Fridays covering health, social and other behavioural challenges</li> <li>• Life Skills training sessions in small groups addressed relevant issues</li> <li>• Provided beneficiaries with sandwiches and coffee/ tea</li> <li>• Distributed food donations, especially during the Ramadan period.</li> <li>• Established vegetable tunnels that enabled produce to be distributed to needy participants</li> <li>• Social Work counselling addressed for example the following problem areas: Relationships, healthy living, substance abuse, unacceptable behaviour, disciplinary issues, conflict and family malfunction</li> </ul>
<p>Empowerment and Management of the Participant Committee</p>	<p>During the 9 meetings attention was given to issues like:</p> <ul style="list-style-type: none"> <li>• Road safety</li> <li>• Disability awareness</li> <li>• Health issues</li> <li>• Socialisation events</li> <li>• Feeding scheme</li> <li>• The small group discussions attended to:</li> <li>• Discipline</li> <li>• Healthy living</li> <li>• Success</li> <li>• Evacuation strategies</li> <li>• Daily programme</li> </ul>
<p>Organisation of socialisation and recreational activities for persons with disabilities</p>	<ul style="list-style-type: none"> <li>• 4 Forum Social Events with 300 persons with disabilities attending</li> <li>• Organised 2 social events for participants, with the Participant Committee</li> </ul>
<p>Facilitation and provision of training initiatives for 25+ disability organisations in Tshwane through the Jacaranda Protective Workshop forum</p>	<p>Training sessions organised for members of the Jacaranda Forum, were focused on:</p> <ul style="list-style-type: none"> <li>• Administration and management training in collaboration with the University of Pretoria</li> <li>• Crochet Training</li> <li>• Sewing training</li> <li>• Product development</li> <li>• Retail Training</li> <li>• Personal development Training (Guest Speakers)</li> <li>• Organisational and Governance Training</li> <li>• Computer Training</li> </ul>

OBJECTIVES	ACTIVITIES
Provision of a Job Preparation Training Programme	<p>At the beginning of February 2017, a Job Preparation Course was introduced at Employment Solutions. The training programme was aimed at persons with various of disabilities. The objective was to develop:</p> <ul style="list-style-type: none"> <li>• Soft skills e.g. interpersonal skills and communication skills</li> <li>• Basic computer skills</li> </ul> <p>to enable trainees to apply for employment with a greater sense of self-worth and knowledge regarding their personal strengths. The course content was adapted to the different levels of skills and knowledge of the group. Contact sessions took place 3 days per week over a 6-week period. The course offered trainees the opportunity for supervised participation once a week at the ES offices and workshop.</p>
Provision of Wheelchair Repair Training and the development of 3 units in Tshwane	<p>The Wheelchair Repair project succeeded in:</p> <ul style="list-style-type: none"> <li>• Establishing 3 wheelchair repair units in the communities of Atteridgeville, Mamelodi and Hammanskraal</li> <li>• The initial training was completed at Employment Solutions</li> <li>• The 3 organisations were provided with free wheelchair parts</li> <li>• Regular sessions were held to assist with the development of these units</li> </ul>
Execution of a creative Disability Awareness Initiative in the community	<p>Disability Awareness Projects were run that included:</p> <ul style="list-style-type: none"> <li>• School awareness programmes that reached 5000 children</li> <li>• 5000 Information packs were distributed to these children</li> <li>• Distribution of 5000 information packs to various companies</li> <li>• 26 Awareness FB posts were done</li> <li>• 1 You tube video focused on disability awareness was produced and posted</li> <li>• Orientation programmes were presented to forth year nursing students of SG Lourens College and Occupational Therapy students of the University of Pretoria</li> <li>• A very successful Mandela Day programme where the organisation received 135 visitors from different companies was hosted.</li> </ul>
Management of a Marketing Strategy for the organisation and its specific projects	<p>The strategy included:</p> <ul style="list-style-type: none"> <li>• Radio interviews were done</li> <li>• A TV interview for the jacaranda Forum</li> <li>• Mandela Day event included 135 visitors</li> <li>• A marketing volunteer from TUT was accommodated for 8 months</li> <li>• You tube videos were produced</li> <li>• Marketing Coffee events were organised</li> <li>• Presentations were done at civil societies</li> <li>• Marketing posts were made on Facebook</li> <li>• Revamping the retail outlet "We Can – Rea Kgoni"</li> <li>• Initiated community involvement with the shop</li> </ul>

In retrospect none of the services, developments and the growth of Employment Solutions would have been possible without the support of sponsors, funding partners and especially loyal companies that provided work to be completed by the participants with disabilities.

Employment Solutions is therefore privileged to thank:

**Partners:** Department of Social Development, Gauteng Provincial Association for Persons with Disabilities, the University of Pretoria and the Phyllis Robertson Home.

**Sponsors:** NLC, Momentum, Old Mutual Foundation and the DG Murray Trust

**Supporting Companies:** AfriGIS, Alco – Safe, AVBOB, Bosal Afrika, Heunis Steel, Imbali Beauty, Life Health Care, Portable – Shade and the Vodacom Warehouse

The loyal support of the Board of Directors, colleagues in the disability sector and members of the broader community is highly appreciated. It is also a privilege to extend a special thank you, the personnel and participants that invested their time and energy throughout the year.

*Adv. Linda Pienaar*

**Chairperson**