



Education to Employment

Youth with disabilities and their needs post COVID-19

WEBINAR: 3 Dec 2020 | 14:00 – 15:30 (Bangkok Time) via Zoom

Questions and responses from the webinar

Questions from webinar participants	Responses from panelists
<p>What are the challenges focusing on education to employment among disabled youth? What strategies can be implemented?</p>	<p>Krishneer Sen, World Federation of the Deaf Oceania President and former UNICEF Pacific Ambassador, Fiji</p> <p>Students with disabilities in schools find difficult to access comprehensive career development and transition resources. It can be implemented in a disability-friendly way and set up at high school so that students with disabilities would have many careers options and prepare for the next chapter of their lives.</p> <p>Employers investing less time and efforts on rethinking about the role of people with disabilities in the workforce. There will be a need for collective organizations that can collaborate with schools in implementing awareness and advocacy work on the importance of role of people with disabilities in the workforce.</p> <p>Deaf students with low literacy skills which makes them difficult to access career development resources and workplaces. Bilingual (Sign language and written language) approach must be implemented and practiced in schools so they can have better access to the resources.</p> <p>Low exposure to sign language and lack of bilingualism practice which affects the mental health and socioeconomic status of deaf students. Qualified Deaf teachers and accessible environments are strongly recommended for better quality education and transition to the employment.</p>
<p>Indonesia already has Law 8/2016, then what are the government's implementation actions to provide awareness to the general society (not only persons with disabilities) regarding inclusive education in inclusive school for children with disabilities to get better job.</p> <p>How the Indonesian government makes Indonesian societies aware of inclusive education for children with disabilities?</p>	<p>Abi Marutama, Human Rights Analyst, Ministry of Law and Human Rights, Indonesia</p> <p>The government, the Ministry of Educational and Cultural Affairs, has taken an action by issuing the Guidelines on Inclusive Education at all levels from the elementary to higher education. At the elementary and middle levels, public schools have accepted students with disabilities to work together at the same educational facilities. There is no segregation, however, some adjustment in learning materials and delivery must be done in order to enable full participation of children with disabilities. At the higher level, universities have built Students with Disability Units. They have a significant role not only to deliver disability services, but also to advice lecturers and promote disability inclusion to general society.</p>
<p>We need more workplace friendly environment. How can we approach this and yet our superiors are unaware of such injury?</p>	<p>Thitiphorn Prawatsrichai, Network of Music and Arts for persons with disabilities, Thailand</p> <p>As a woman with disabilities, from my point of view, accessibility needs are basic as any types of disability; "Universal Design".</p> <p>About employment opportunities, firstly, I think the important thing is "Attitude" from the one who can employ persons with disabilities that we were called women with disabilities did not mean we have no ability that we can do, we have many, many of skills in different fields. But not only thinking from the employer's side, we, as women with disabilities also need to ask and check ourselves whether we are able to do that kind of work that we ask the employers for. If all things matchup, just go for it – however if we ask for jobs but we do nothing to improve ourselves, everything will go to nothing, and nothing will change to a better way.</p>

<p>How to promote equal opportunities?</p>	<p>Keanchy Francine Ofamin, Polomolok Association of Persons with Disabilities, the Philippines Persons with disabilities, like anybody else, also have their skills and capabilities. Just because they have a disability, this does not mean that their talents and interests in their chosen field has been taken away too. For equality to happen in job opportunities or even in the academe, it is very essential to push continuous implementation of sensitivity trainings both for persons with disabilities and the employers/stakeholders in any sector of the society. This may sound basic and some may have been doing this, but we cannot just jump into advancements, leaving the basics behind, when some people still do not manifest a character that is open to equal rights with persons with disabilities. doing it constantly for everyone to learn and be awakened is a change we want to see in the perspective of what the “able” should have. One training cannot cover everything about the disability sector and a lot of topics can be presented to the stakeholders and the stakeholders can take these without pressure and comfortably learn and be informed by the sector. If we want a change in the perception of everyone towards the disability sector, we must continuously show that we are capable and we are supposed to be given these opportunities because we are just like the others.</p> <p>For equality in opportunity to be experienced fully, persons with disabilities themselves should also be aware of their rights and privileges. This does not mean that all persons with disabilities be employed in a company and be in the corporate world. Being competitive in different fields shall also mean opening doors for persons with disabilities in all aspects. With this, persons with disabilities should also know what has already been served for them and maximize their talents and skills to expand their reach. Because of this, they are adding more doors of opportunities to open for the sector and inspire others who are losing the drive to fulfil their dreams.</p> <p>This is a two-way effort, and everyone shall work for it. Consistency and the will to push and experience equality shall happen— the real kind of reality.</p>
<p>Why disabilities need supported employment in the workplace?</p>	<p>Vu Thi Quyen, Co-Founder and General Manager, We-Edit, Viet Nam First of all, we need to understand that a person with a disability is a person with a disability (PWD) of one or more body parts or a functional impairment manifested in the form of a disability, making it difficult for them to work, live and study. Although their shortcomings make it more difficult for people with disabilities (PWDs) to participate in all areas of social life, like the abled people, PWDs need to be guaranteed their rights of freedom, equality, dignity, dedication, and personal value affirmation.</p> <p>Secondly is the limitation in terms of access from facilities, stigma, discrimination – these are barriers that make it difficult for people with disabilities to access education and employment environments. Most PWDs are not highly educated or have difficulty pursuing their study path, while in this era degrees are always a priority issue in recruitment.</p> <p>On the other hand, one of the reasons for people with disabilities living in poverty, being stigmatized, despised, even tortured, and trampled on their dignity is that they face many difficulties in accessing jobs, work and do not have the income necessary to support their daily life. Therefore, ensuring employment and income for PWDs is the most basic way for PWDs to realize their true abilities, and at the same time prove their worth to everyone. Also ensuring employment and income for PWDs will help gradually eliminate stigma and disrespect towards people with disabilities. In addition, the fact that PWDs can work and have income to support themselves and their families helps them to have a more equal position in the family and society. This is why disabilities need supported employment. It also demonstrates our commitment as the next generation of business leaders to pursue sustainable development goals and values, and in particular, not to leave anyone behind.</p>

<p>How can we get ourselves involved in programs or events to help those with disabilities even across countries?</p>	<p>Abi Marutama, Human Rights Analyst, Ministry of Law and Human Rights, Indonesia There are several ways to get you and people with disabilities involved in empowerment and learning programs to help people with disabilities to be more independent and empowered. If you are an academic, you may join several prominent international academic conferences where people with and without disabilities may share their experiences and good practices. You may write a research paper-it would be better if you write it together with a person with disability-and present it at one of the conferences. This way you may raise the importance of disability inclusion through scientific lens. Secondly, you may nominate an individual with disability to participate in several famous fellowships and courses typically provided by advanced countries such as Australia, Japan, Korea, the UK, and US. Every year these countries organize a wide range of programs that do not specifically focus on disability issues only, but also on other areas such democracy, politics, employment, women rights etc. Luckily, these fellowship programs invite people with disabilities to participate. You may want to take a person with disability with you to join one of those awesome and inclusive programs.</p>
<p>Bullying and discrimination are to be eliminated anywhere and everywhere. What I am more interested to know is how the basic education curriculum in your respective country responded to your limitations.</p>	<p>Keanchy Francine Ofamin, Polomolok Association of Persons with Disabilities, the Philippines In General Santos City, there is a SPED school wherein children with disabilities are catered in a classroom setting together with kids who are with the same disability. From my sister's experience in studying in that particular school (she is deaf but she has graduated secondary education way back 2010 in that same school), they are integrated in a class of "hearing" students and an interpreter is present to explain what the teacher's lessons are. In this way, deaf students are still able to socialize and what is amusing is a lot of their "hearing" students have learned sign language because of the integration which slowly cuts the barriers among them. I am not fully aware whether the same approach is given to this day but these schools help greatly in providing education for them and the feeling of acceptance for the deaf community.</p> <p>Sadly, not all places have SPED schools and some students with disabilities enroll themselves even without the assistance of someone who can bridge that gap between the normal class and the one with full assistance to meet their needs. This is still a challenge for some cities and municipalities which must be looked upon since children with disabilities need to be given attention to for them to fully grow and develop with a perception that everyone should be given the education they deserve and not ignore its importance just because they have a disability.</p>
<p>How do persons with disabilities gain employment - through overcoming graduation and limited experiences and eliminating barriers?</p>	<p>Although there are existing barriers to get into employment, persons with disabilities will have to put in additional efforts, as much as everyone else, to get into jobs. Besides applying to job applications online, it will also be greatly helpful to connect with local level groups or organizations of persons with disabilities and they will be able to connect you to locally available employment opportunities; national employment/livelihood exchange centers and submit your resume. Most of these centers will have a helpdesk to guide you through the application process or link you with existing training centers that support you in developing an individual employment plan and provide trainings such as CV writing skills, interpersonal skills, job matching based upon your interest and need; there are also online portals available online, that connects persons with disabilities with employers and job opportunities. You can find an example in the link provided below. http://www.jobability.org/content/about-us.</p>
<p>How can we integrate persons with disabilities into our general TVET institutes instead of purpose-built institute?</p>	<p>Institutions and administrators and instructors need to understand basic concepts related to inclusion, and review issues related to accessibility of the facilities, addressing physical barriers, making curriculum adjustments, reasonable accommodation and for training on inclusion. More information can be found at <i>"Including Persons with Disabilities in Technical and Vocational Education and Training"</i> here: https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-dhaka/documents/publication/wcms_543304.pdf</p>
<p>What are the innovative education policies for disabled children considering COVID-19 pandemic?</p>	<p>Please see our previous webinar on <i>"A Disability Inclusive Education Response to Covid-19"</i>. The webinar recording and resources are available here: https://bangkok.unesco.org/content/disability-inclusive-education-response-covid-19</p> <p>Also, this link provide more information on how governments can improve learning processes and outcomes of students with disabilities during a crisis: https://bangkok.unesco.org/content/empowering-students-disabilities-during-covid-19-crisis</p>