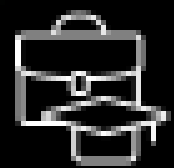# EMPLOYMENT AND LIVELIHOOD DEVELOPMENT: SKILLS AND TRAINING

A Presentation for UNITAR

AREA OF FOCUS

Empowering Individuals with Disabilities in Africa to Acquire Marketable Digital Skills, Enhancing their Employability and Fostering Financial Independence.

CONTENTS

- Introduction
- Executive Summary
- Disabilities Statistics
- Targeted Categories of Disabled
- Importance of Empowering the Disabled
- Challenges faced by the Disabled in Acquiring Digital Skills
- Addressing Barriers
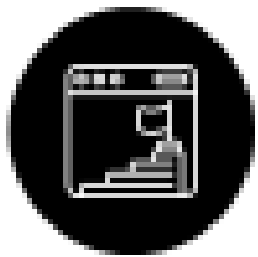- Solutions for Bridging the Digital Skills for the Disabled
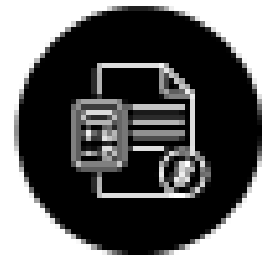- Conclusion

EXECUTIVE SUMMARY

Empowering Individuals with Disabilities for Equitable Employment and Ensuring Financial Self-Reliance through Essential Abilities and Resources

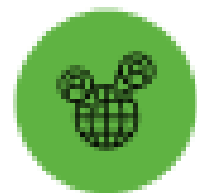Provide individuals with disabilities with essential abilities and resources

Overcome employment barriers for fulfilling careers

Enable financial self-reliance through equitable employment

DISABILITY EMPLOYMENT SITUATION IN AFRICA

Approx. 1 billion people globally live with disabilities, 80% in developing countries

In Africa, disability rates are higher in rural areas, women, older people

Employment rate for people with disabilities: 35% vs. general population: 73%

84% of persons with disabilities in Africa lack disaster preparedness plans

SDGs include persons with disabilities in employment targets, but data is scarce

Challenges and Statistics

Only 15% of persons with disabilities in Africa were employed in 2019

Persons with disabilities in West Africa face employment discrimination and gaps

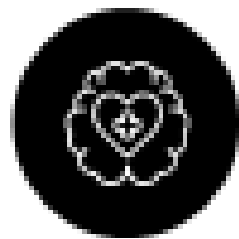Barriers to acquiring digital skills: discrimination, lack of education, inaccessible infrastructure
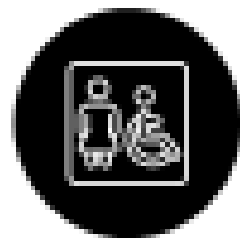
FOUR MAIN CATEGORIES OF DISABILITIES WE SERVE
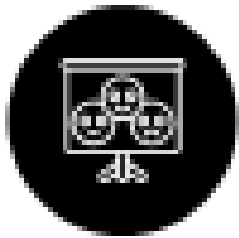
Behavioural or emotional disabilities
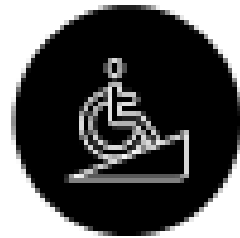
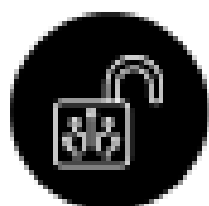Physical disabilities

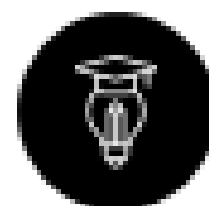Sensory impaired disorders

Developmental disabilities

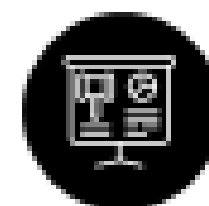# KEY REASONS FOR EMPOWERING INDIVIDUALS ...

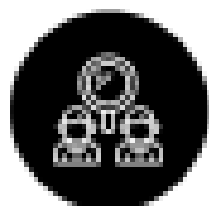Upholds human rights and dignity, ensuring equal opportunities and inclusivity

Contributes to economic development and prosperity

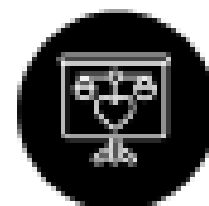Provides equal access to education and taps into potential and creativity

Facilitates empowerment through supportive legal and policy frameworks
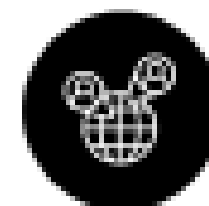
Promotes social inclusion and breaks down barriers to full societal participation

Improves health and well-being through better access to healthcare and mental health support
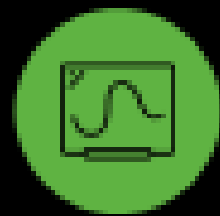
Fosters cultural and attitudinal shift towards acceptance and respect

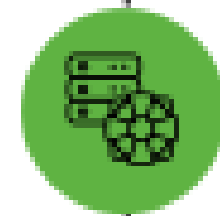Aligns with global development goals, particularly SDG 4, 8, and 10

OVERCOMING DIGITAL CHALLENGES FOR PEOPLE WITH DISABILITIES

Designing accessible digital skills training programs with screen reader compatibility, keyboard navigation, and captioning
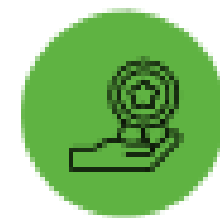
Providing financial support for assistive technologies and adaptive equipment

Offering mentorship, peer support, and networking opportunities

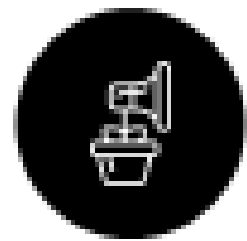Promoting inclusive hiring practices and workplace accommodations

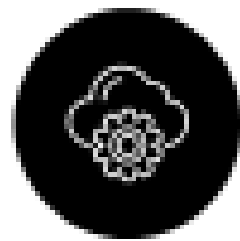Raising awareness and advocating for greater representation and inclusion
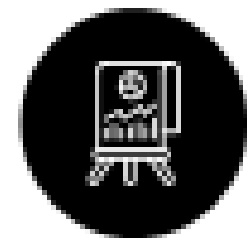
TARGET DIGITAL SKILLS TO BE ACQUIRED

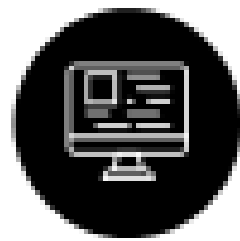In-demand competencies in the digital age

Digital Marketing: Understanding the shift to online business presence and branding

Cloud Computing: Accessing on-demand computing resources

Data Analytics: Transforming raw data into business insights

Coding: Writing instructions for computers to communicate

ACCESSIBILITY SOLUTIONS –
Our Approach

Accessibility and Inclusivity: — Implement accessible design principles — Compatibility with assistive technologies

Financial Literacy: — Improve financial knowledge with educational resources — Offer accessible tutorials

Skill Development and Education: — Connect users with educational resources and training programs — Establish partnerships with educational institutions

Employment Opportunities: — Connect users with job opportunities — Promote inclusive hiring practices

Accessible Banking and Financial Services: — Collaborate with financial institutions — Provide alternative communication methods
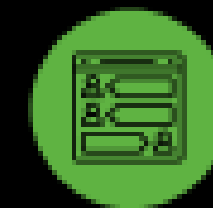
Community Engagement: — Create forums or discussion boards — Organize virtual events and webinars

MEASUREMENT AND ITERATION
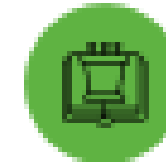## Strategies for Project Success

Increased employment rates among users

Higher financial literacy and knowledge retention

Positive user feedback on platform accessibility and features

Successful advocacy efforts leading to policy changes

Regularly gather user feedback
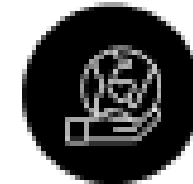
Iteratively update the platform

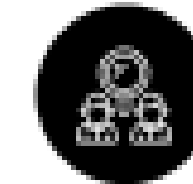Enhance accessibility through collaboration

Maintain ongoing relevance and effectiveness
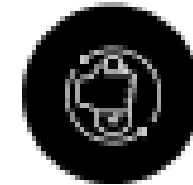
CONCLUSION

In summary, empowerment and financial inclusion for individuals with disabilities addresses the following:
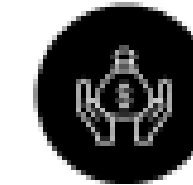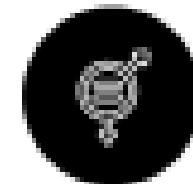
Contributes to social justice

Builds diverse and resilient community

Investment in society's well-being and prosperity

Thrives on contributions of all members

Fosters independence and equality