

EMPLOYMENT AND LIVELIHOOD DEVELOPMENT: SKILLS DEVELOPMENT AND TRAINING

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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

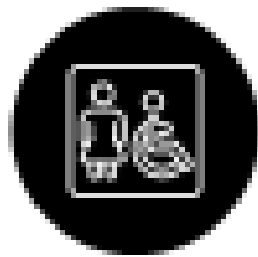
Addressing Barriers

Solutions for Bridging
the Digital Skills for the
Disabled

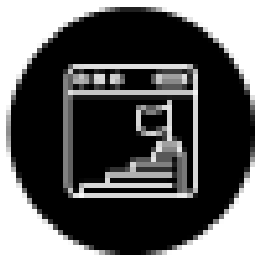
Conclusion

EXECUTIVE SUMMARY

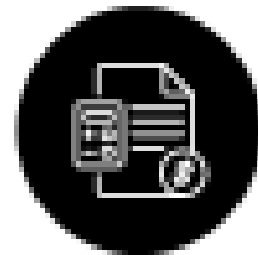
Empowering Individuals with Disabilities for Equitable Employment and Ensuring Financial Self-Reliance through Essential Abilities and Resources



Provide individuals with disabilities with essential abilities and resources



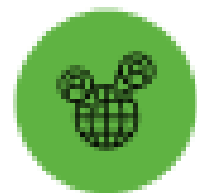
Overcome employment barriers for fulfilling careers



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%

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



Persons with disabilities in West Africa face employment discrimination and gaps

84%

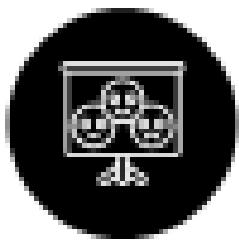
of persons with disabilities in Africa lack disaster preparedness plans

Challenges and Statistics

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

Barriers to acquiring digital skills: discrimination, lack of education, inaccessible infrastructure

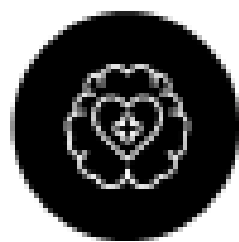
FOUR MAIN CATEGORIES OF DISABILITIES WE SERVE



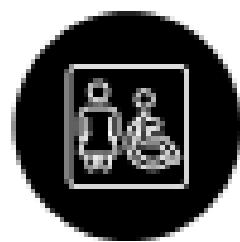
Behavioural
or emotional
disabilities



Physical
disabilities



Sensory
impaired
disorders

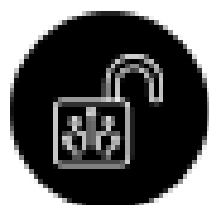


Developmental
disabilities





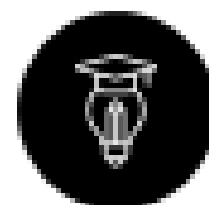
KEY REASONS FOR EMPOWERING INDIVIDUALS ...



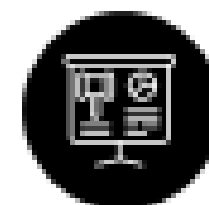
Upholds human rights and dignity, ensuring equal opportunities and inclusivity



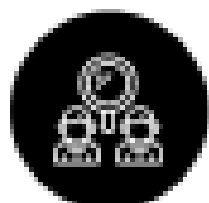
Contributes to economic development and prosperity



Provides equal access to education and taps into potential and creativity



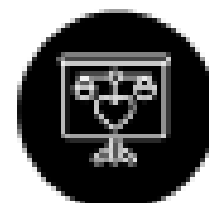
Facilitates empowerment through supportive legal and policy frameworks



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

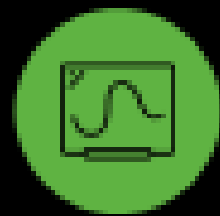


Fosters cultural and attitudinal shift towards acceptance and respect



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

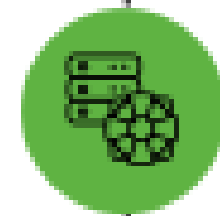
OVERCOMING DIGITAL CHALLENGES FOR PEOPLE WITH DISABILITIES



Designing accessible digital skills training programs with screen reader compatibility, keyboard navigation, and captioning



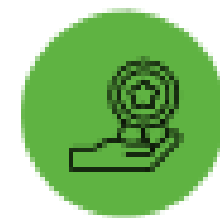
Providing financial support for assistive technologies and adaptive equipment



Offering mentorship, peer support, and networking opportunities



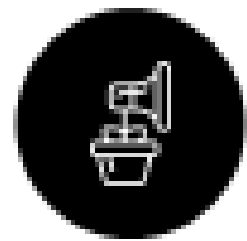
Promoting inclusive hiring practices and workplace accommodations



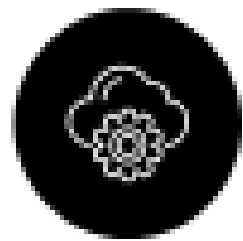
Raising awareness and advocating for greater representation and inclusion

TARGET DIGITAL SKILLS TO BE ACQUIRED

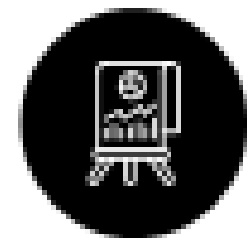
In-demand competencies in the digital age



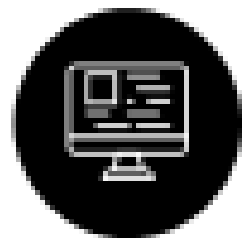
Digital Marketing:
Understanding
the shift to online
business presence
and branding



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



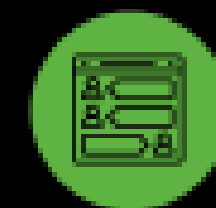
Skill Development and Education: — Connect users with educational resources and training programs — Establish partnerships with educational institutions



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



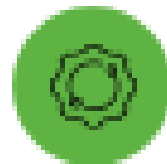
Positive user feedback on platform accessibility and features



Successful advocacy efforts leading to policy changes



Regularly gather user feedback



Iteratively update the platform



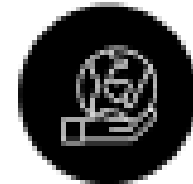
Enhance accessibility through collaboration



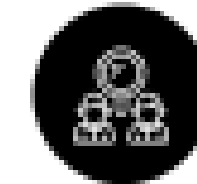
Maintain ongoing relevance and effectiveness

CONCLUSION

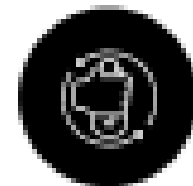
In summary, empowerment and financial inclusion for individuals with disabilities addresses the following:



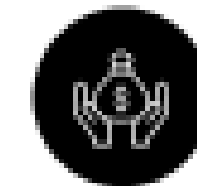
Contributes to social justice



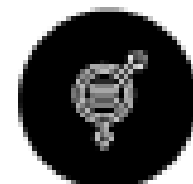
Builds diverse and resilient community



Investment in society's well-being and prosperity



Thrives on contributions of all members



Fosters independence and equality

