

REHABILITATION INTERNATIONAL GLOBAL DISABILITY DEVELOPMENT FUND / AFRICA FUND FINAL REPORT

November 15, 2019

1. Executive Summary: the template below is only a guideline; however, please do not go over 5 pages.
2. Appendix with photos, links to materials made and other supporting materials.
3. Financial Report, signed by your finance manager, all Project Holders and Representative of your Board of Governors

Project: Inclusive Employment	Report No.: 002
Organization: National Council of and for Persons with Disabilities (NCPD)	Name of Project-in-charge: Ernu van der Westhuizen
Approved Funding: (USD) 30,000.00	Actual amount spent: (USD) 30,000.00
Reporting Period: 01/10/2018 to 31/10/2019	

Executive Summary (not more than 5 pages):

1. Brief overview of your Project

Inclusive Employment is not a new terminology. It is however, new within the South African and probably African context. With that, it brings many challenges. Unlike other countries all over the world, Africa and now specifically looking at South Africa, Inclusive Employment definitions, visions and missions have to be adapted to suite the socio economic and political environments that we face. In many instances these environments are unique to South Africa and needs to be addressed as such. The National Council of and for Persons with Disabilities (NCPD) has identified this project as one of the critical areas toward assisting persons with disabilities.

Project objectives.

To deliver an Inclusive Employment service both towards Persons with Disabilities as well as Employers seeking to employ Persons with Disabilities, already employ Persons with Disabilities or needs assistance towards Reasonably Accommodating and assisting with employees that became disabled. The project will consist of five (5) key

components namely:

- Sourcing vacancies from employers
- Sourcing candidates for said vacancies
- Developing the skill sets of Persons with Disabilities in securing employment (i.e. Soft Skills, namely: Interview Preparation, Personal Hygiene, Do's and Don'ts of the Work Environment etc.)
- Awareness Raising and assistance for Employers towards employing Persons with Disabilities
- Raising Funds towards the sustainability of the Inclusive Employment Service Department

1. Key output, outcomes and how you have measured them (as in the original proposal: if these were achieved or not and your comments)

- Sourcing vacancies from employers
 - a. Output
 - i. *This was achieved through marketing materials and a definite drive to make employers aware of our services*
 - b. Outcomes
 - i. *This was achieved through Annexure A. This brochure was produced for this end.*
 - ii. *We received enquiries from 20 different companies and organisations towards candidates with disabilities*
- Sourcing candidates for said vacancies
 - c. Output
 - i. *This was achieved through several social media campaigns and platforms. We have approximately 300 persons with disabilities on our Database*
 - d. Outcomes
 - i. *After the Job Seekers Training that was held in the Month of May 2019, we constantly receive enquiries about and further training activities and receive CV's on a weekly basis.*
 - ii. *After the Job Seekers Training, several of the candidates that attended secured gainful employment by applying the skills that they gained through the Training.*
- Developing the skill sets of Persons with Disabilities in securing employment (i.e. Soft Skills, namely: Interview Preparation, Personal Hygiene, Do's and Don'ts of the Work Environment etc.)

e. Output

- i. *This was achieved through our Job Seekers Training.*

f. Outcomes

- i. *After the Job Seekers Training, several of the candidates that attended secured gainful employment by applying the skills that they gained through the Training.*
- ii. *As above*

- Awareness Raising and assistance for Employers towards employing Persons with Disabilities

g. Output

- i. *See Annexure A, several Disability Equity Training (DET) sessions were also held*

h. Outcomes

- i. *Ten DET sessions were facilitated by the NCPD*
- ii. *8 Employers signed and sent back our Terms & Conditions for the sourcing and placement of candidates*

- Raising Funds towards the sustainability of the Inclusive Employment Service Department

i. Output

- i. *We placed 8 candidates in vacancies with employers*

j. Outcomes

- i. *We received additional funding from Samsung to assist with the Job Seekers Training*
- ii. *We put forward 35 candidates for possible employers*

2. Challenges and Issues arising and solutions

The South African Elections provided an unstable political and economic environment, not conducive to economic activity and appointing Persons with Disabilities. The current economic environment globally is also having an effect on possible employers and this then has a negative effect on the employment of Persons with Disabilities. The only solution is to keep Raising Awareness and educate the Public and Private Sectors about Disability so that when things turn around once more, the opportunities will be there for Persons with Disabilities. Employers also have an issue in paying for our services when sourcing candidates, but we have put in place better policies and procedures as well as added value for them to make use of our services.

3. Self-evaluation and Lessons Learned

The Inclusive Employment initiative is a very good initiative and can make great differences in the lives of Persons with Disabilities. Having said that, it is not something that can happen overnight and much more resources and HR skilled people are needed for this programme. We have secured the services of a Professional HR Practitioner to train and mentor the current

Inclusive Employment team. She is also busy evaluating the current process and assisting in streamlining and defining the policies and procedures. So that will help the programme going forward.

4. Suggestions for dissemination

The period length of the programme is very short. If it can be considered to extend the programme time as well as the amount allocated to such an initiative because \$30,000 does not go very far when it comes to the day to day operations on the ground. The NCPD needed to put much of its own, very limited, resources into the programme to just keep it afloat.

5. Recommendations (both for your own organization and other organizations working in the same thematic areas)

Ensure that you have specialists in your organisation that are able to address Universal Access and Design, Reasonable Accommodation, Assistive Devices, Disability Equity Training, Policy Redesign and Personnel with extensive HR and recruitment backgrounds. Policies and Procedures and the implementation of these are extremely important. And lastly there must be a definite Marketing Strategy.

6. NCPD/RI Challenges

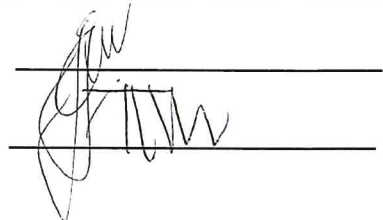
Our reporting period is from the 1st of October 2018 until the 31st of October 2019. The reason for this one month overrun on the finalization of the project is that we needed the extra month for the reporting and financial to be done. There was initially also an issue with the NCPD only receiving the money on the 4th of December 2018, but we could not hold back the programme due to this lag. We would therefore implore RI to do the final \$6,000 reimbursement as a matter of urgency, due to our cashflow situation and the fact that the NCPD had to carry this amount, due to a misunderstanding that these funds will be paid after the assessor was here and this only happened in November 2019. Your assistance in this matter will be highly appreciated.

Prepared by: Ernu van der Westhuizen

Reviewed and Endorsed by: (Board Chairman) – Tshego Phala

Date:

Annexure A to be sent separately as well as the Financial Report

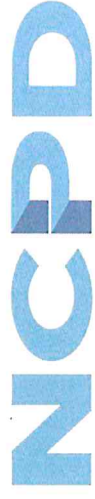




REHABILITATION INTERNATIONAL

Financial Report from 01 October 2018 to 31 October 2019

Report on the Funds Received



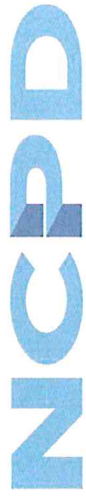
National Council of & for
Persons with Disabilities

#	Line Item	Budget Year to Date		Actual Year to Date		Variance	
		2018 -2019		2018 -2019		Variance	Var%
	PROJECT INCOME	405 218.00	405 218.00			-	0%
	OPERATIONAL COSTS						
IE-000	Human Resources	259 355.77	259 355.77			-	0%
IE-001	Project Coordinator	137 782.75	137 782.75			-	0%
IE-002	Administrative/Support Staff	121 573.02	121 573.02			-	0%
IE-100	Office Running Costs	24 356.75	24 356.75			-	0%
IE-101	Telephone Costs	18 641.20	18 641.20			-	0%
IE-102	Website/Employment Portal	2 149.41	2 149.41			-	0%
IE-103	Bank charges	3 566.14	3 566.14			-	0%
IE-200	Travel	38 092.88	38 092.88			-	0%
IE-201	Subsistence and Travel	14 588.76	14 588.76			-	0%
IE-202	Transport	23 504.12	23 504.12			-	0%
IE-300	Meetings, Workshops and Skills Development	42 888.26	42 888.26			-	0%
IE-301	Content Development	10 131.08	10 131.08			-	0%
IE-302	Soft Skills Workshops	13 508.11	13 508.11			-	0%
IE-303	Document Packs for Employers	9 117.98	9 117.98			-	0%
IE-304	Site Visits	10 131.08	10 131.08			-	0%

REHABILITATION INTERNATIONAL

Financial Report from 01 October 2018 to 31 October 2019

Report on the Funds Received



National Council of & for
Persons with Disabilities

#	Line Item	Budget Year to Date		Actual Year to Date		Variance	
		2018 -2019		2018 -2019		Variance	
IE-401	NCPD Admin	40 524.34	40 524.34	40 524.34	-		0%
	TOTAL EXPENDITURE	405 218.00	405 218.00	405 218.00	-		0%
	PROJECT SURPLUS/(DEFICIT)	0.00	0.00	0.00	0.00		0%

SBC

Shavisani Tsumele

Designation: Finance Manager

Tshogfatso Phala

Designation: Chairperson

Johannes Petrus Muller

Designation: Treasurer

NCPPDSA

Private Bag X10041

Edenvale 1610