

**The 16th ASEAN & Japan High Level Officials Meeting on Caring Societies
Promoting Inclusive Society through Empowering Children and Youth and
Alleviating Poverty**

Enabling and Inclusive Employment Support Supported Employment and Job Coach for the Youth with Disabilities

**Yokohama, Japan
5 December 2018**

Kenji Kuno, PhD

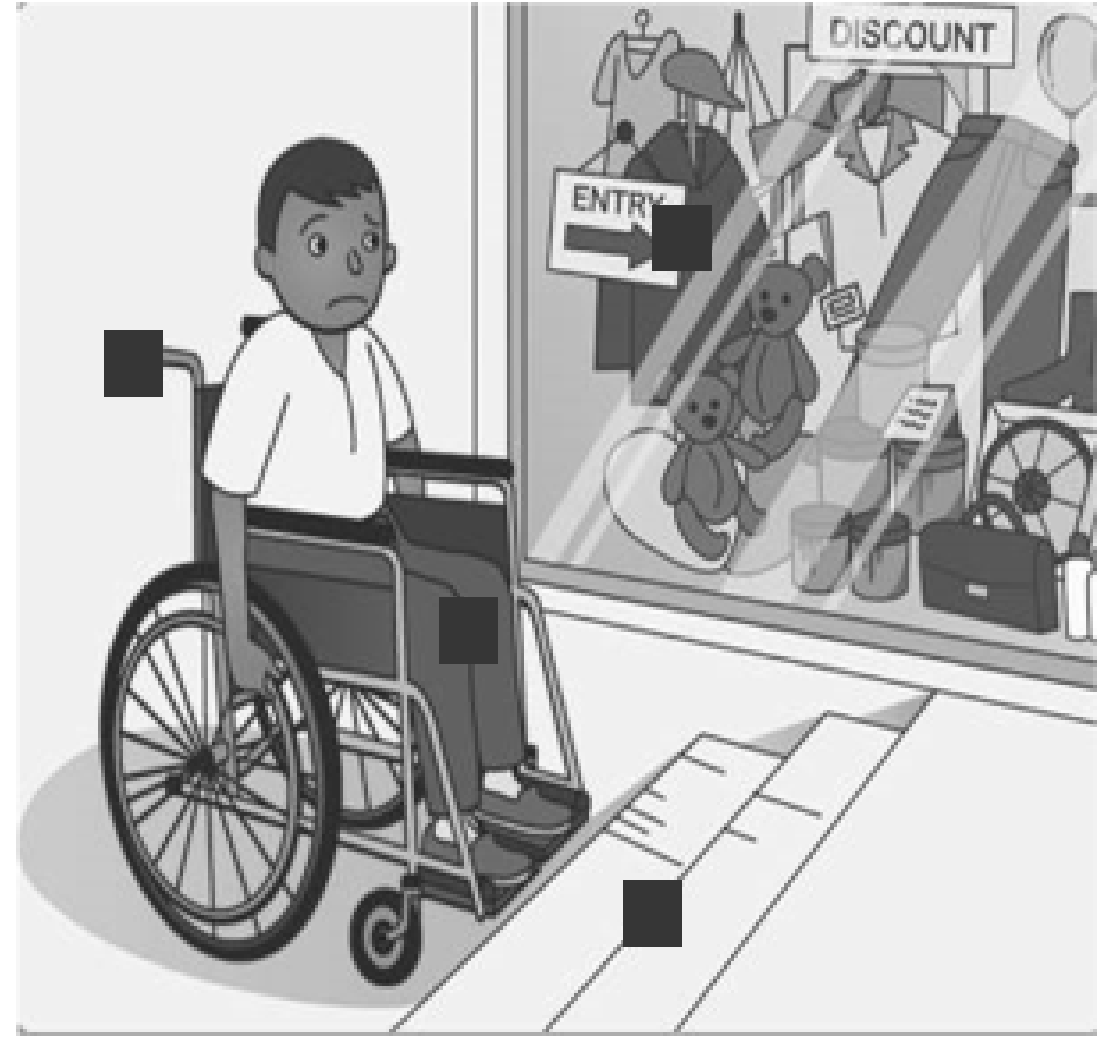
Japan International Cooperation Agency (JICA)

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Why Employment of Youth with Disabilities?

- **Poverty: Social Exclusion (e.g. UK), Freedom (Amartya Sen: Substantial Opportunities)**
- **Persons with disabilities: 15 %**
- **Income Poverty: 1 in 6 is persons with disabilities**
- **Livelihood: 5 assets and strategy**
- **Disability: Participation Restriction**

1. What is Disability?



Where is Disability?

2: How to Solve? 2E Approach



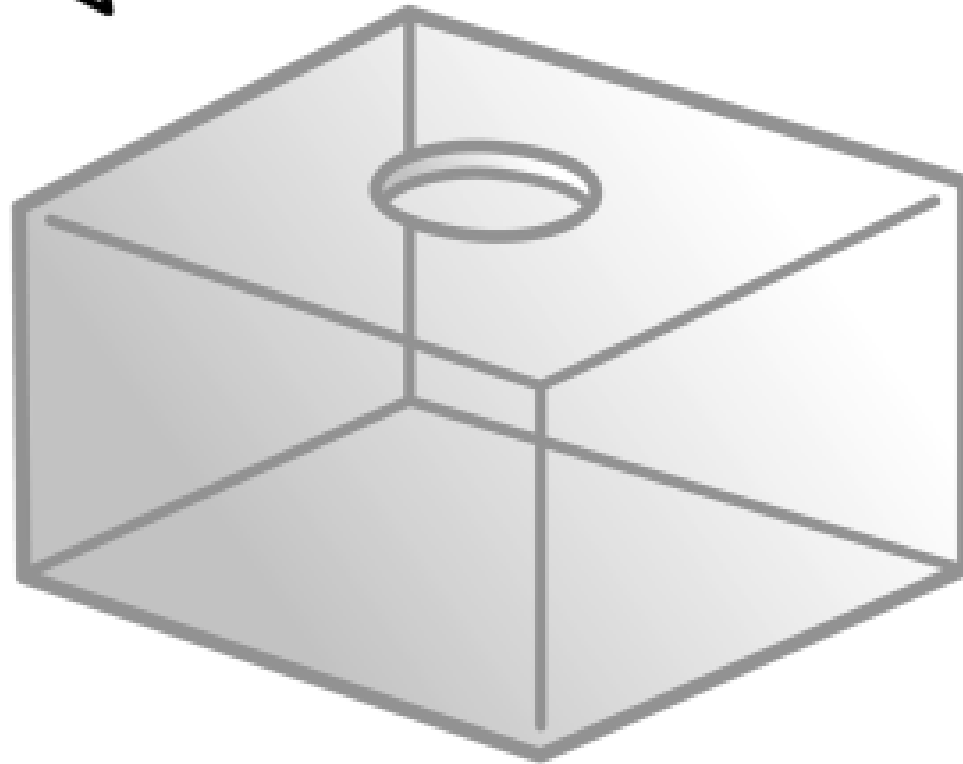
Empowerment: Change Agent

Critical Consciousness: Tree break the box

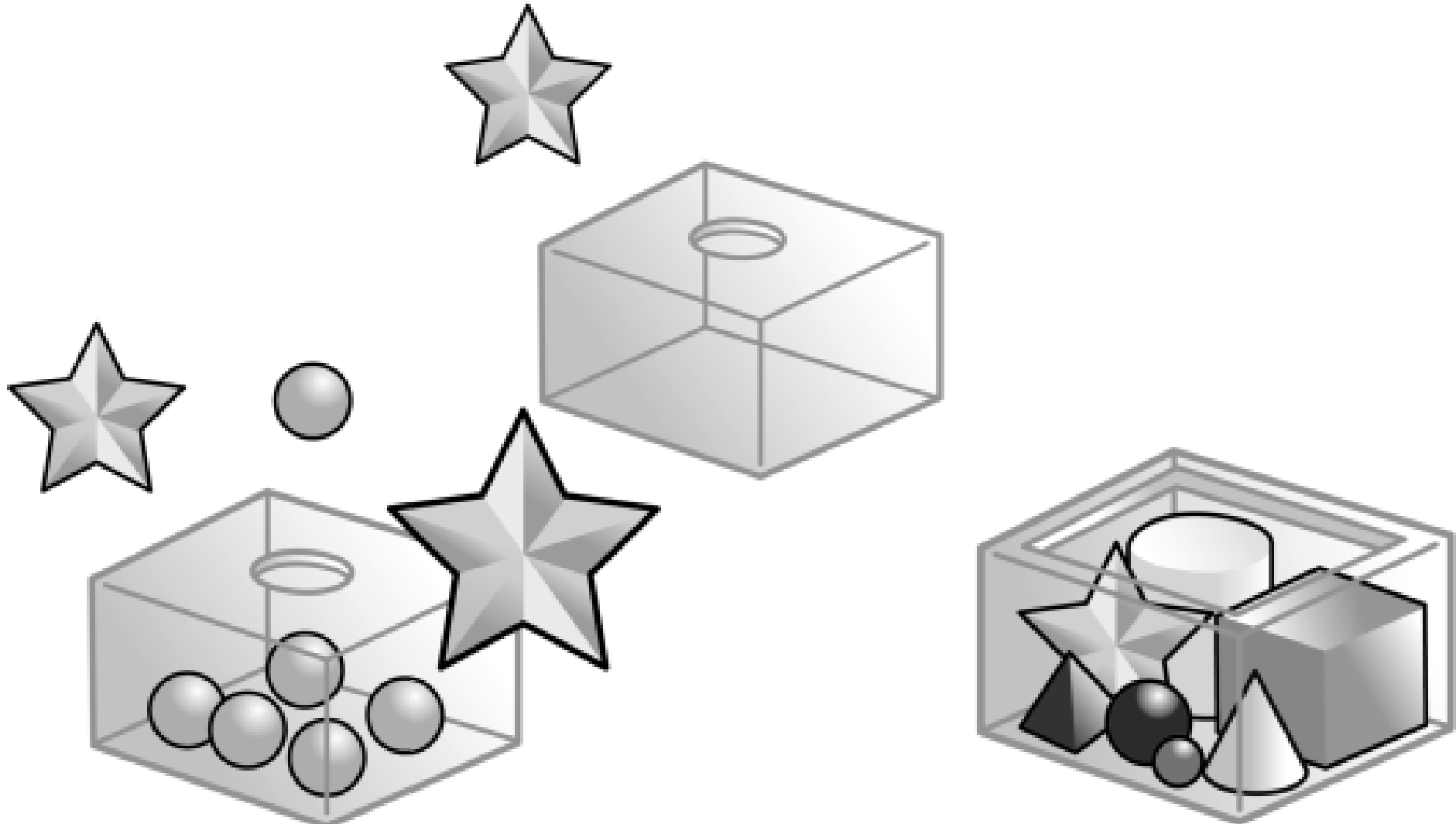
Enablement: Accessibility / Barrier-free / Mainstreaming

Reasonable Accommodation: Remove the box

Put a Star Into a Box



3. Diversity Inclusive Development



Change Person
Integration

Change Society
Inclusion

4. New Approach for Employment

Job Coach: Support for “being employed”

Supported Employment Method

Job Coach Supports Employee & Employer



Employment



Training

Traditional method

Process of Job Coach

- 1. Finding Needs & Work
(PWDs/Companies)**
- 2. Assessment of PWDs**
- 3. Assessment of Work**

- 4. Job Matching**
- 5. Support**
- 6. Fading**
- 7. Follow Up**

Skills of Job Coach

- Assessment / Profiling,
Negotiation**

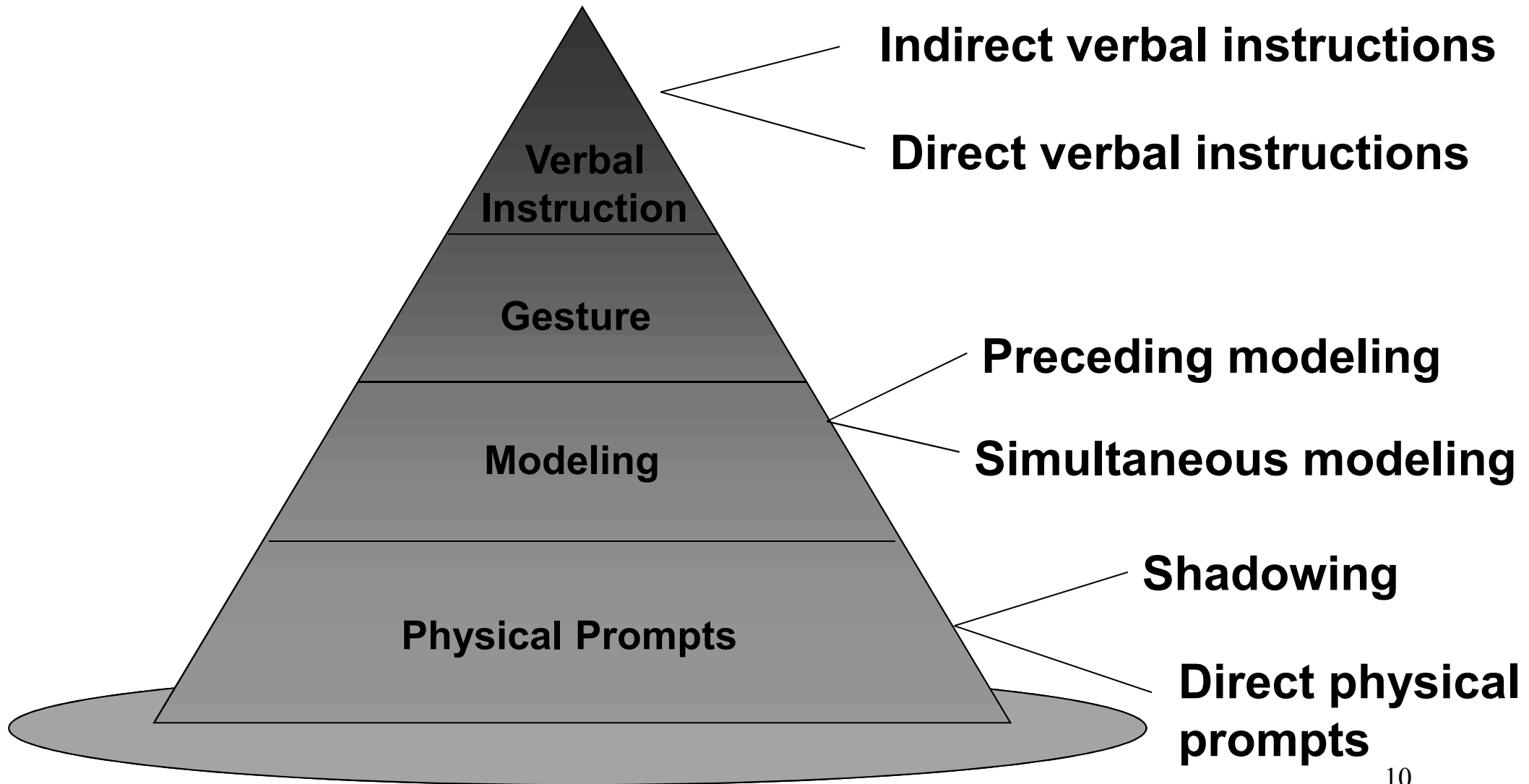
- Job Duty Analysis**

- Job Restructuring**

- Systematic Instruction,
Task Analysis**

- Natural Support**

Systematic Instruction: 4 Level of Intervention



“○■△×▼●”

Supported Employment

	Rehabilitation Approach (Readiness Model)	SE Approach (SE Model)
Focus:	Inability	Ability
Process:	Train → Employ	Employ + Support
Service:	Training (& Matching)	Support
Recipient:	PWDs only	Company & PWDs
Model of: Disability	Individual Model	Social Model

3 Key Differences

1. Train to Support

2. PwDs only to PwDs & Employer

3. Matching to Reconstruction

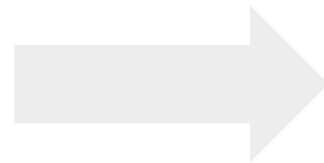
Experience in Japan

Transition

Welfare

School

Health (care)



Employment

Employment Support of PwDs in Japan

Employment Support Services:

Public Employment Office (PESO)

Vocational Rehabilitation & Training Centre (National/Regional)

Employment & Life Support Centre

Transition Support Program

Trial Employment / Challenge Employment

Special Subsidiary Company System

Supported Employment (Job Coach)

Quota: Levy & Grant

Legislation: Basic Law, Act on the Elimination of Disability Discrimination, Law of Employment Support, Barrier-free Law, etc.

Employment in Japan

Employed: 65 million (50%)

Private: Full-time (40 million)

Private: Part-time (15 million)

Government: (3 million)

Self-employed (7 million)

Unemployed: 64 million (50%)

Job seekers (3.4 million)

Non-job seekers (60 million)

Employment of PWDs in Japan

Total Employed: 3.8 million (Total PWDs: 7.5 million)

Annual new employment: 70,000

Annual job seekers: 150,000

Type of Disabilities

Physical (including visual & hearing Disabilities): 37 %

Mental Disability: 35 %

Intellectual Disability: 21

Other: 7 %

Nihon Rikagaku Industry

nr Nihon Rikagaku Industry Co., Ltd.

[Kawasaki Factory] 2-15-10 Fujii, Taketaru-ku, Kawasaki city, Kanagawa 213-0002
 [Bilal Factory] 3-2-10 Tomoejiri, Bilal city, Hokkaido 072-0904

DustlessChalk

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About us

We aim to be an insatiably-ambitious developer of the products which is good for the society and environment, to produce in a safe and secure way.

[-> Read More](#)



Our Intellectual Disability Employment Efforts

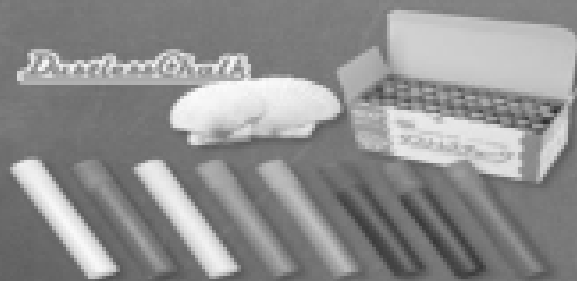
We create work environment where each of employees can show their ability to the full, by improving tasks to meet with each of their understanding levels.

More than 70% of our employees are with intellectual disabilities (63 out of all 85 employees, as of January 2018). We improve work method so that the employees with disabilities can perform their work with their existing abilities. [-> Read More](#)



Products

DustlessChalk

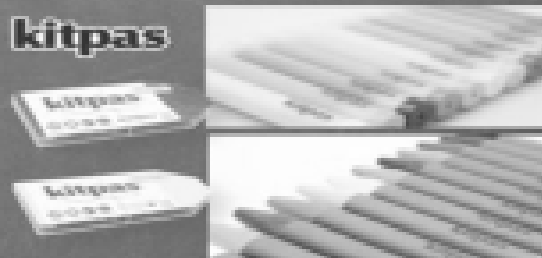


Dustless Chalk

Writes well and clear on the blackboard
 Feels soft and smooth
 Made from calcium carbonate

[-> Read More](#)

kitpas



Kitpas

New writing material which produces no dust
 Bright and easy-to-see colors
 Soft and comfortable writing

[-> Read More](#)



Others

Taumiki (Chalk Building Blocks)

Anti Slip Band For Snowy Roads "Koro-Band"

[-> Read More](#)

◆Dustless Chalk wins the SustainAbility: design for a better

[Product List](#)

Experience in Malaysia

Sharing about Job Coach Experience in Malaysia

JICA's Training Course: Vocational Rehabilitation and Employment Promotion of Persons with Disabilities 2006



August 2007

Mrs Mary Loke, mother of Caryn, a United Voice (UV) member suggested that UV approach GCH to employ persons with learning disabilities....



- United Voice invited 4 other NGOs to meet with the HR Director of GCH to explore the possibility of hiring persons with learning disabilities

October 2007

The first recruitment of persons with learning disabilities to work in GCH was organised...



12 were recruited in the 1st Batch



1st Job Coach Training in Malaysia Nov 2007



Member of United Voice



Assessment and on the Job Training



Supervision from a distance



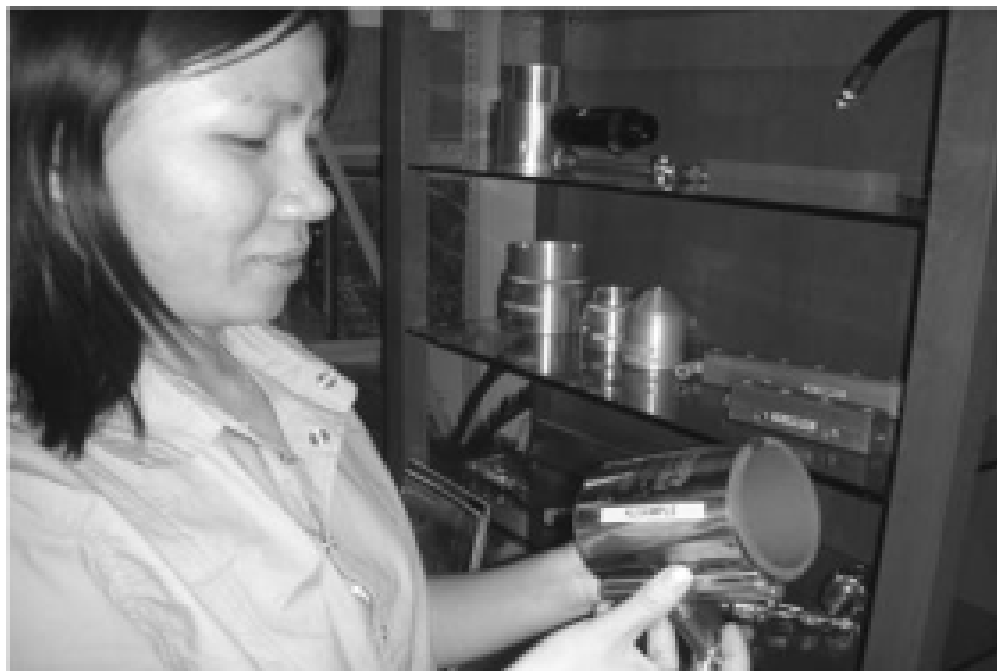
Confident at Work



Follow-up



JC Creates Sustainable Employment



JOB Coach Training

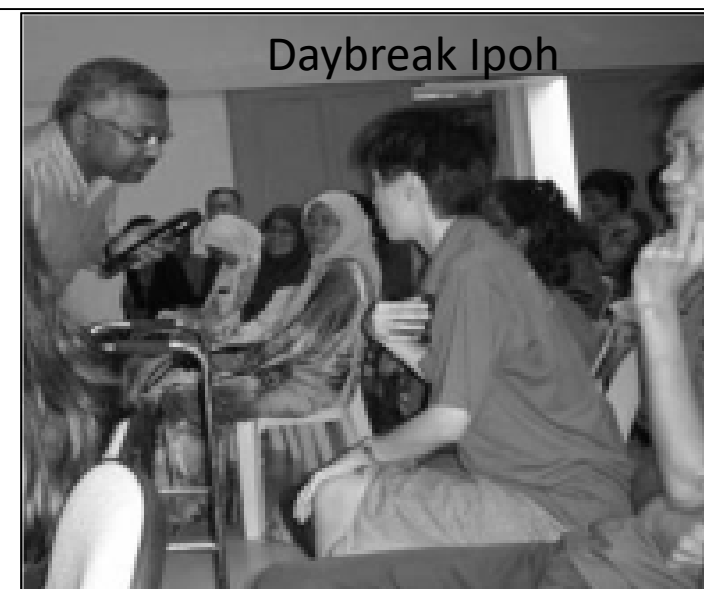
In February 08, Mr Nesan and Swee Lan together with 4 other government officers were sent to Osaka by JICA to learn more about Job Coaching



In 8 months **35 persons** with learning disabilities were recruited in Kuala Lumpur



August 2008 GCH partner with United Voice & JICA in 9 road shows to promote employment opportunities for persons with learning disabilities



By the end of 2009 110 people with disabilities were hired by GCH throughout Malaysia...



Senior JC Trainers conducting JC Training for Government officials



Since 2008, JICA is training a pool of Job Coach Trainers in Malaysia. Job Coach training is conducted a few times a year.

JC Network Malaysia is established



Project in Malaysia



Over 1200
Job Coaches &
33 Job Coach
Trainers

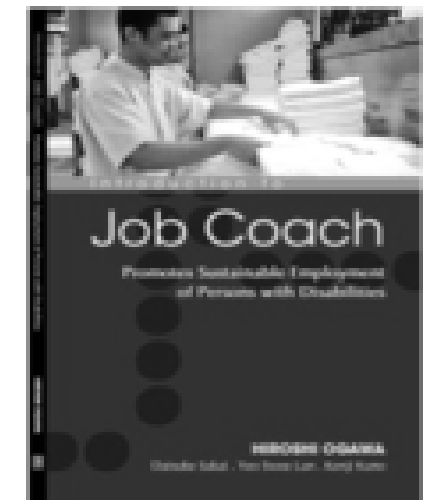
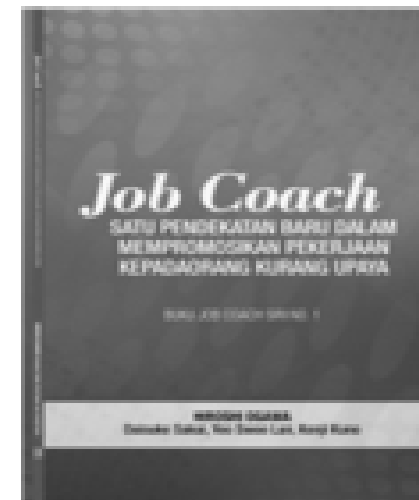
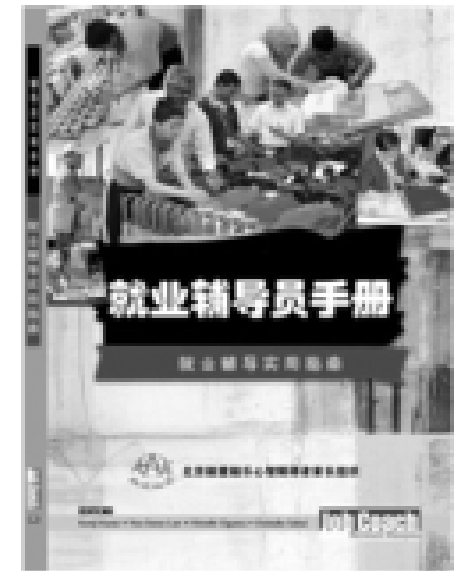
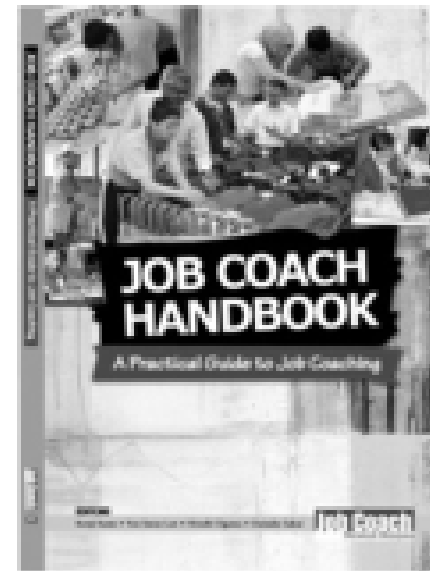
Over 650 PWDs
employed in 3
years

Partnership: Government, Private Sector, & NGOs

**Enablement
(Disability Equality
Training: DET)**

**Empowerment
(Supported Employment /
Job Coach)**

Resources of Job Coach in ASEAN



www.jobcoachmalaysia.com

Asis Pacific Supported Employment & Job Coach Seminar in May 2015



Japan



Indonesia



Singapore



Thailand



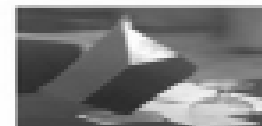
Malaysia



Fiji



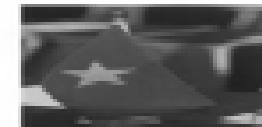
India



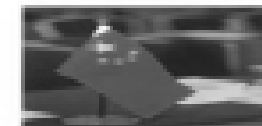
Philippines



Cambodia



Vietnam



China



Myanmar



Laos



Brunei



Bangladesh



East Timor

Let's Take Action!

