

Transition to Work Program

Grant Javier
Program Manager – Project Inclusion

Schools for All: International Leadership Summit in Inclusive Education

November 28, 2017

UP Film Institute, University of the Philippines – Diliman, Quezon City



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'SCHOOLS FOR ALL'

Every. One. Included.

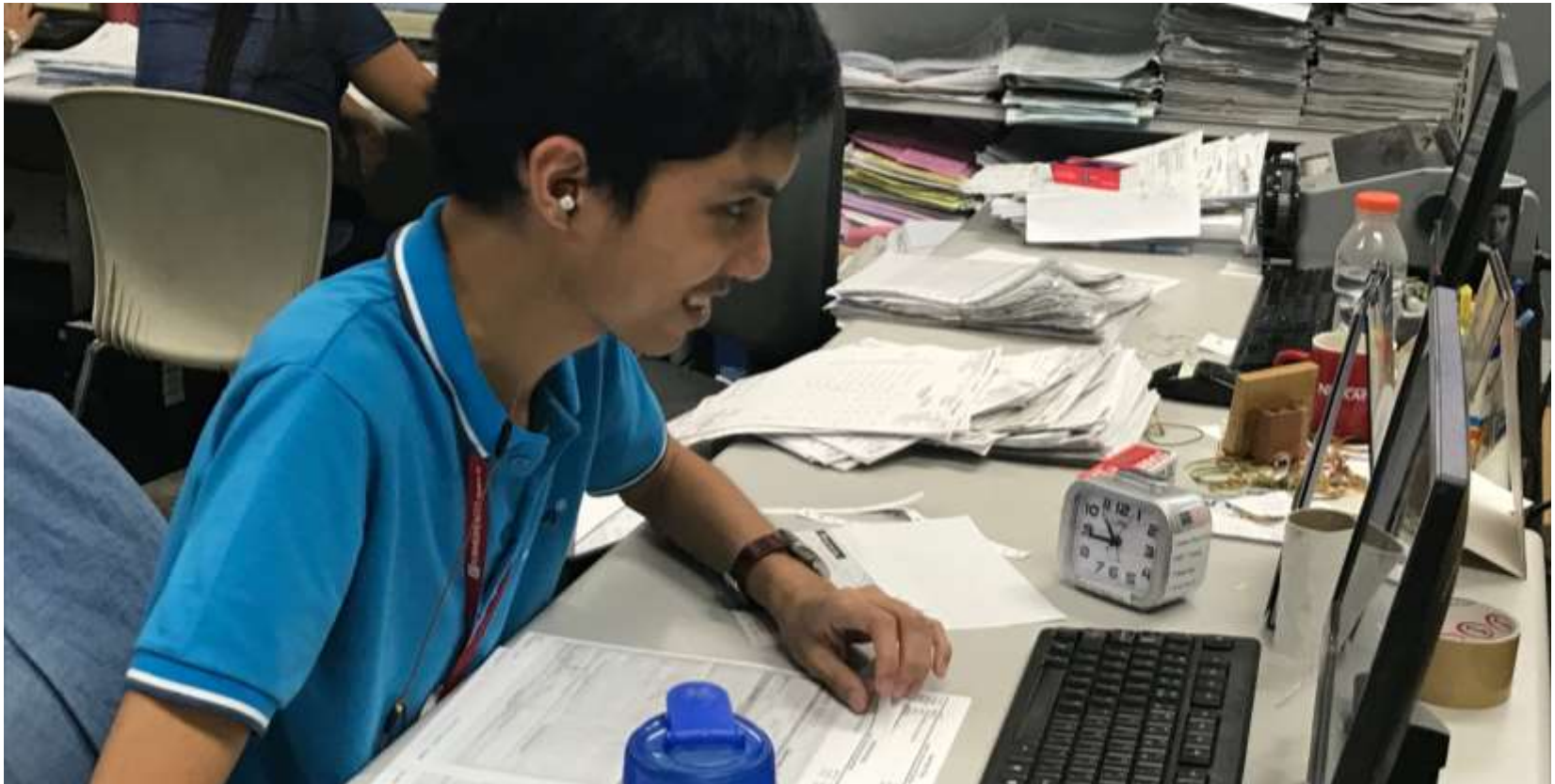
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Osel of Southstar Drug is fixated with time.



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The IT Team of Abensons requires communications support.



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Ryan has trouble remembering instructions.



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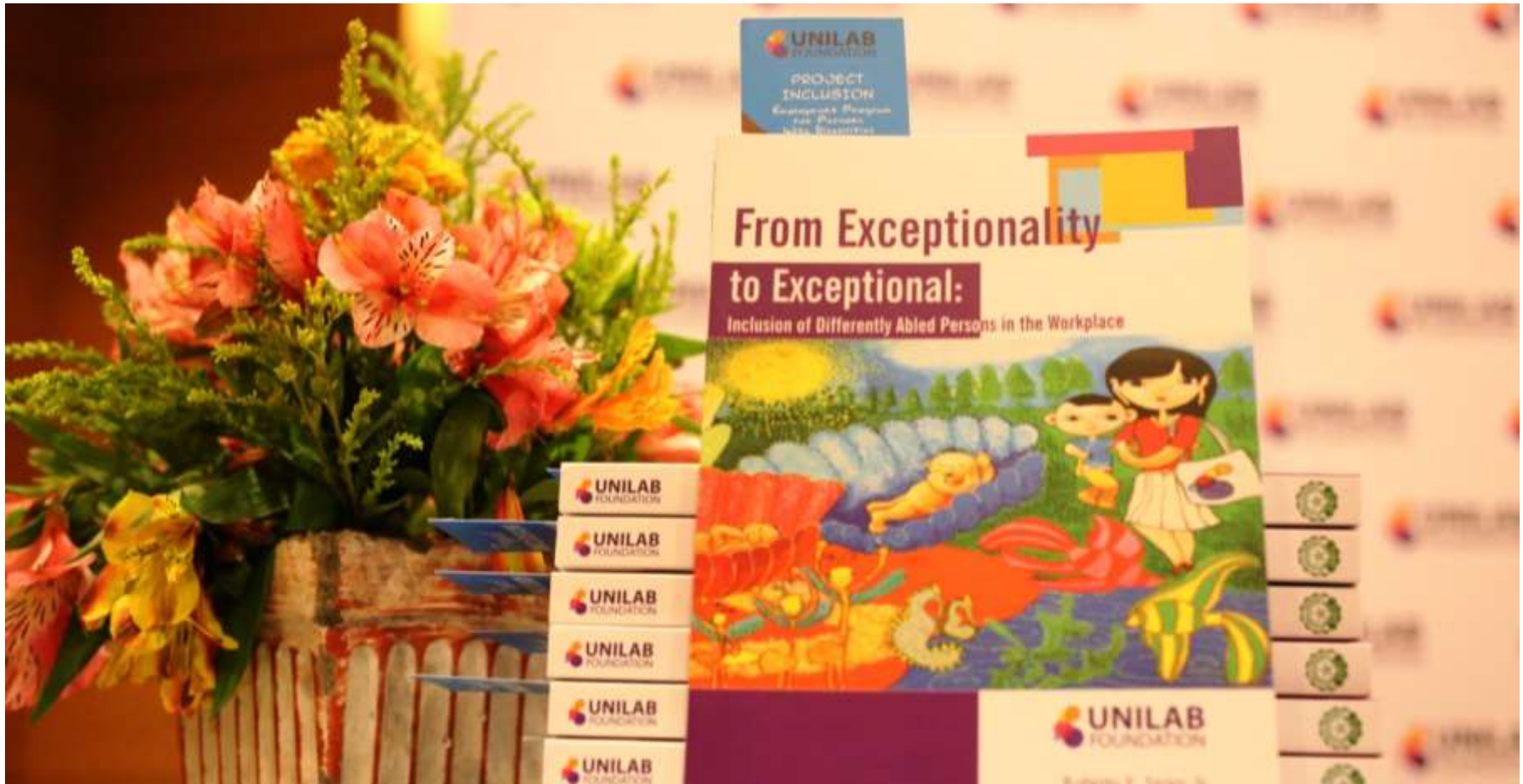
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From charity case to business case



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Began with neurodevelopmental disabilities



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Project Inclusion Employee #1



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Estimated 7.5M PWDs of working age



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Job-matching is key to workplace success



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Prepare the jobseeker



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www.daretohiremenow.com, a job-matching portal



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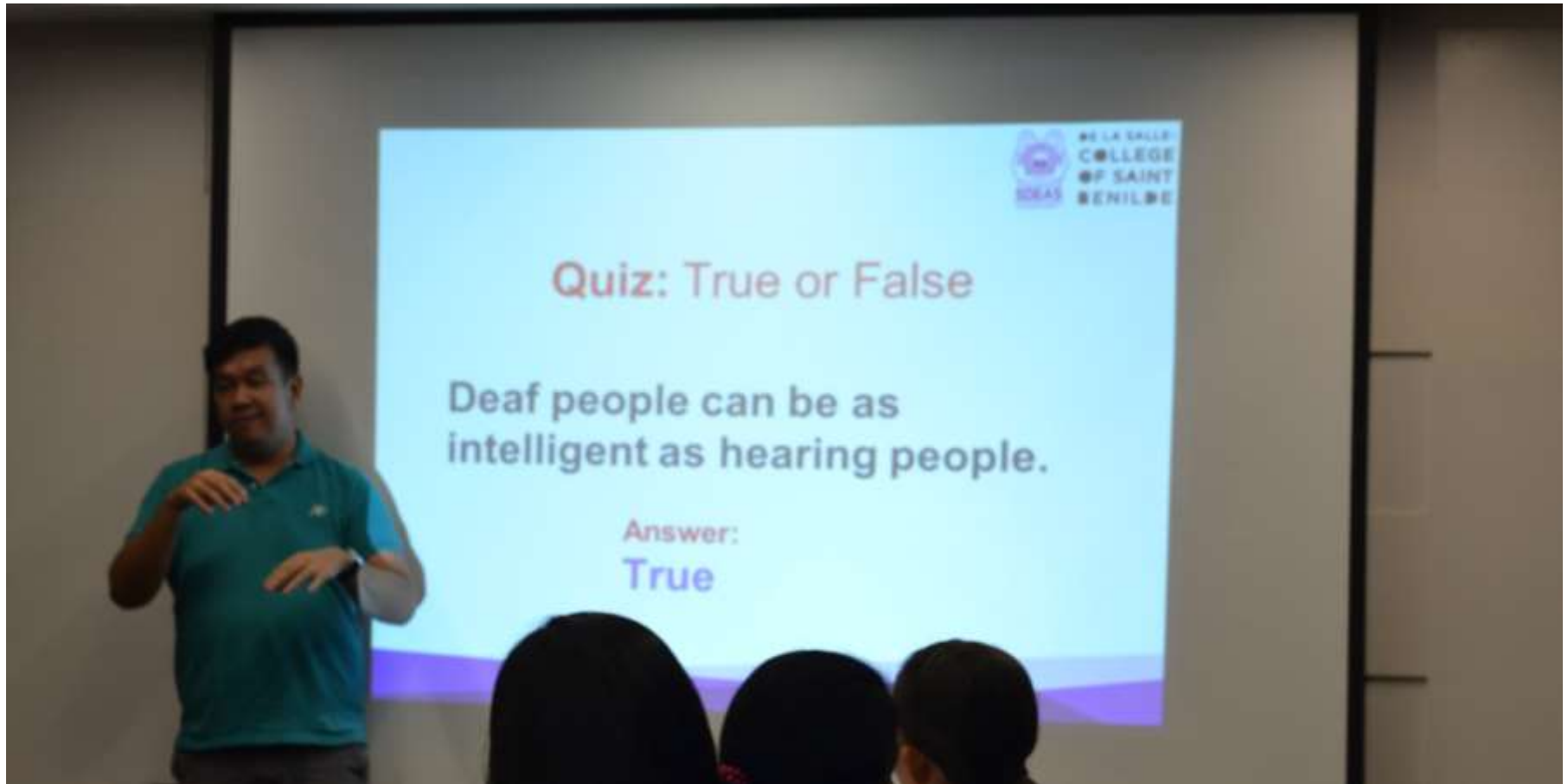
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Prepare the employer



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Support employment transition

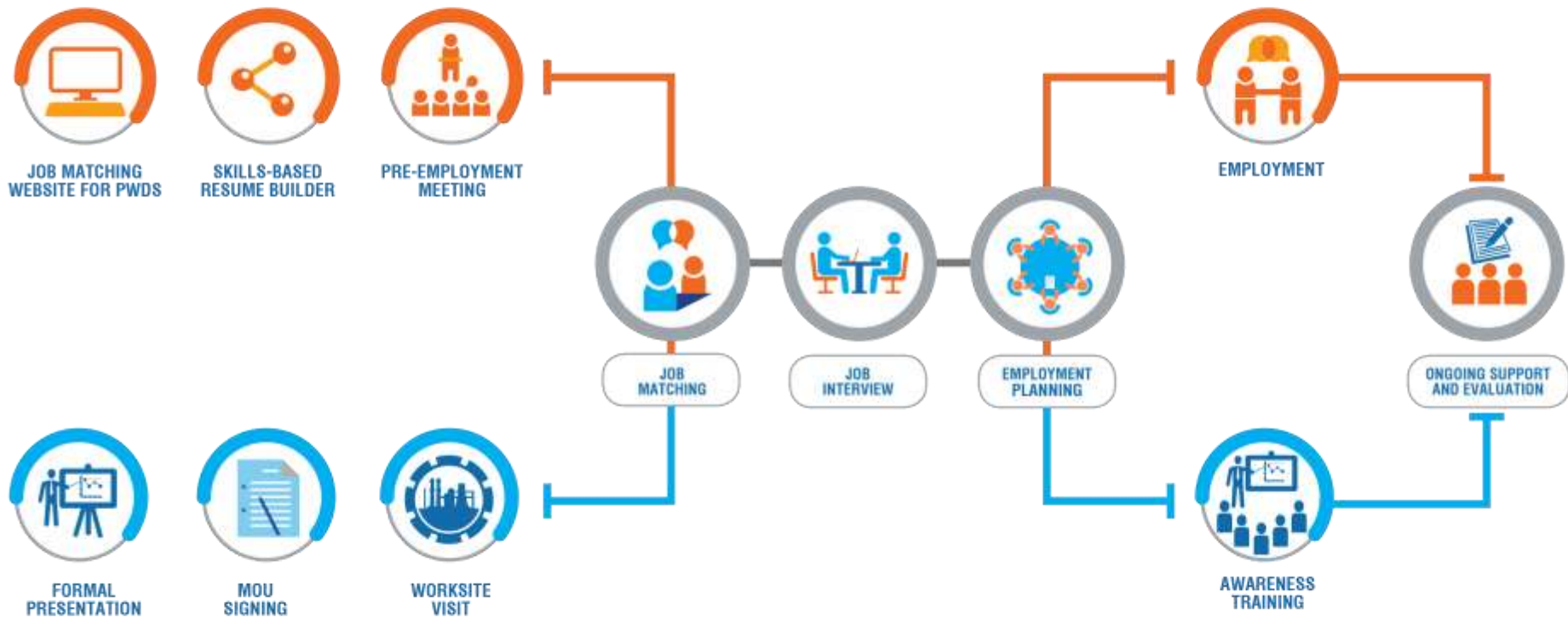


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Project Inclusion access to work model



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136 PWDs given access to gainful employment



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Employment streams to match capabilities



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19 employers embracing differently-abled individuals



Lundy Solutions



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Osel is a role model for punctuality.



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Ryan became a source of positivity.



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The IT team created a culture of empathy.



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An inclusive workplace is where everyone succeeds.



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“Increased innovation, employees with diverse experiences have different approaches to problem solving.”

“Better reputation, customers value companies that show a real commitment towards inclusion.”

- International Labor Organization



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48% of people with disabilities have greater tenure in their jobs

90% of people with disabilities perform on par (or better) than their non-disabled coworkers

- Global Disability Inclusion



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“... despite some of the challenges (like equal productivity standards for all, and creating a safe workplace environment for people with a disability), the positive impacts on employee turnover, loyalty, attendance and psychological safety – both within the target employee group and beyond - are significant.”

- From “ Gaining a competitive advantage with disability inclusion initiatives” Journal of Human Resources in Hospitality and Tourism, 2014



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Contributes to the SDGs



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OUR BIZ

Sustainable Development Goals

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Inclusive education paves path for inclusive employment



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Proper legislation



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Equipped educators



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Inclusive mindset



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Together, we can build a more inclusive Philippines.



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