# downloadfile.jpeg The Association of People with Disability

*… Since 1959*

## Organization Related

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| Name of the Organization | The Association of People with Disability |
| Head Office Address | 6th Cross, Hutchins Road, Lingarajapuram, Off Hennur Road, St. Thomas Town Post, Bangalore 560084 |
| Person to Contact | Mr. Ravi Raghavan |
| Email Id | raviraghavan@apd-india.org |
| Contact Number | 9449869433 |
| Website | [www.apd-india.org](http://www.apd-india.org) |
| Registration Under and Registration No | 2179/59-60 registered under Karnataka Societies Registration Act |
| Tax Exemption Under | 12A, 80G |
| FCRA Registration | 094420100 |

## 1.2. Project Related

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| Title of the Project | **Horticulture skills training for Youth with Disability** |
| Location of the Project | N.S.Hema Training Centre, Kyalasanahalli, Bengaluru |
| Project Duration  | April 2019 – March 2020 |
| Project Beneficiaries  | 100 Youth with Disability in the age group of 18-35 |
| Budget Required  | **INR 4776090** |
| Name of the Donor |  |

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| **2. About the Organization** APD was founded as a non-profit NGO in Karnataka in 1959. Since then, we have continuously evolved and innovated to align with our vision of “Equality, Dignity and Justice for People with Disability (PwD)”. Our aim is to empower persons with disability to become active, contributing members of society. Currently, through our wide-ranging institutional and district development programs, we reached out to around 30,000 people with disability in 2018-19, and aspire to be able to serve 80,000 by 2021. APD is focused on building an eco-system by enhancing the capacities of NGO partners, government officials, care-givers and other stakeholders. Our key programmes are:* Early Intervention and Early Education for 0-6 years of age
* Inclusive Education for 6-18 years of age
* Vocational Training & Livelihood across Karnataka for 18-35 years of age
* Spinal Cord Injury across Karnataka with 3 Centers for Rehabilitation across all ages
* Physical and Social Rehabilitation programmes
* Community Mental Health
* Policy Advocacy interventions

We are guided by the E3 philosophy of “Enable, Equip, Empower” - enabling PwDs to acquire knowledge, information, and perspectives; equipping them with skills to enhance functional abilities and mental well-being; and empowering them to access their entitlements. We follow a lifecycle approach to disability addressing physical, social, mental, educational and vocational inclusion of PwDs.The Economic and Social Council (ECOSOC), a body created by United Nations, has granted "Special Consultative" status to The Association of People with Disability (APD). We are one of the six NGOs that have special consultative status in India, enabling us to actively engage with ECOSOC and United Nations secretariat, program, funds and agencies. We are thankful to the Foundations, Trusts, Corporations, Funding Agencies and Individuals who support us financially and we seek to partner Global Giving to continue working for equality, dignity and justice for youth with disability. |

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| 3. About the Project  |
| **3. 1. Problem statement**As per the 2011 Census, the population of persons with disabilities in Karnataka is 13.24 lakh. Of this, around 6 lakh are living in North Karnataka. 35% of this population is youth with disability. More than 70% of this youth are excluded from mainstream education and employment processes are economically dependent. Even though the persons with disability constitute a significant percentage of the population, their needs for meaningful employment largely remain un fulfilled. The number of persons with disability applying for these jobs is extremely low on account of accessibility, facilitation, awareness, training and lack of self-confidence. * Our data shows that 6611 jobs currently reserved for PWDs in state and central government agencies remain vacant.
* Persons with disabilities represent only 0.54% of all employees in the public sector.
* In the top 100 companies, average percentage of disabled employees is 0.4%
* Average percentage of differently-abled employees in the private sector, is a mere 0.28% of the workforce.
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| **3.2. Project Objectives** * To train Youth with Disabilities (YwDs) from marginalized communities to learn life skills to enhance their decision making capacities enabling for vocational training and employment.
* To provide vocational skills and place people with disabilities with decent employment
* Networking and collaboration with various stakeholders including parent, Govt officials, and employers leading to internships, and employment
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| **3.3. Scope of the project** The project will provide horticulture skilling/training for 100 youth with disability from rural areas across Karnataka. It is a response to several key issues revolving around people with disability, particularly in rural Karnataka. Exclusion, social stigma, lack of access to education and livelihood opportunities, present a huge barrier to the integration of People with disabilities (PwDs) into the mainstream. APD found most of the people with disability were in dire need to engage them in some form of vocation, where they can gain some skills and become self-reliant. Hence as a new area for job opportunities for people with disability with limited education background from rural areas, this project is designed to prepare persons with disability, in the age group 18-35, by providing vocational training, personality development, language skills, Skill support, career guidance, most importantly placement support and follow up at workplace so that they achieve self-sufficiency through employment or self-employment to have social and economic independence. **Key activities and outcomes:** **Impact:** *Young men with disabilities with or without schooling become economically independent and socially rehabilitated through technical and allied training opportunities.*

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| **Activities** | **Outputs** | **Outcome** |
| * Conduct assessment camps for mobilization and to assess the needs of PwDs in rural Karnataka.
* Identification of 100 trainable candidates through the assessment camps and foundation course to encourage them to join for horticulture training.
 | * 500 potential candidates screened 200 candidates shortlisted for Life skills training.
 | * Families of youth with disability sensitized to disability issues, entitlements, economic and social independence.
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| * Life skills training (Foundation course)
 | * Out of 200, 40 candidates complete Life skills training for a period of 4 to 5 weeks.
 | * Enhanced Self Esteem & Confidence Level.
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| * Enrollment

100 candidates are enrolled for training in 4 batches. | * 100 candidates undergo training in garden specialist course.
 | * 100 candidates acquire knowledge in garden specialist course.
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| * Induction training

(1 Week) | * Identified candidates oriented about the Horticulture

Course. | * Enhanced Functional independence of the candidates.
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| * Rehabilitation

All 100 candidates undergo medical & disability assessment. | * Individual Rehabilitation plan in place based on the degree and nature of disability.
* 30% of trainees receiving medical support, therapy aids and appliance.
 | * Employers are seeking and promoting placement of candidates.
* YwDs are employed with prerequisite skills.
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| * Conduct Garden specialist, Garden Supervisors training, for 100 candidates.
* Standardization of curriculum and manuals
* Exposure Visits & On-the-Job Training
* Parents meeting and sensitization session
 | * 90% trainees complete four months training.
* Around 80% of the trainees who completed the training will join mainstream employment.
 | * 90% YwDs gain horticulture training skills and knowledge.
* 90% of enrolled YwDs state they have gained horticulture training and life enhancing skills.
* 80% of trained PWDs are competent and employed in various horticulture related employment.
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| * Exposure Visits to Nurseries, Tissue culture laboratories, FRLHT
 | * All candidates participate in the exposure visit.
* Youth learn and adapt new skills
 | * YwDs have an opportunity to interact with other young people and professionals.
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| * Capacity building and Sensitization for stakeholders/ community.
* Parents will be oriented on different rights and entitlements for PWDs.
* Conduct awareness session, capacity building training for parents.
* Pre-employment Training and Placement.
* Conduct Employers meet
* Conduct two days pre-employment training.
* Identification of potential employers and job mapping.
 | * All YwDs access social entitlements
* Identified new potential employers.
* 80% of YwDs will join mainstream job with minimum wage.
* Ensured 80% retention of placed candidates up to three months.
 | * Increased awareness among parents about different schemes, rights of PWDs etc…
* Employers are seeking and promoting placement of candidates.
* PwDs are employed with prerequisite skills.
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| **3.4. Methodology of the Project*** Screening & Preparation
* Life Skills Training (Foundation Course)
* Horticulture Training program
* Placement & follow up
* Awareness and Employer Engagement
* Partnership with NGOs
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| **3.5. Monitoring and Evaluation**APD measures the impact of the program through ‘Outcome Based Plans’.  APD’s Governance Team which includes the MIS ( Goonjan – a software which tracks the quantitative data of all the programs) and Monitoring & Evaluation (M&E) function periodically reviews the evidence-based outputs and outcomes, identifies gaps in commitments (to Donors/APD Board), and draws up revised plans to improve performance and achieve results.Project Governance will be ensured through -

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| Sr. No. | Activities | Monitoring Technique | Frequency of monitoring | Responsible staff |
| 1 | Review meeting | MIS Reports/Meeting of the team. | Monthly | Program Manager / Governance Team |
| 2 | Financial review | Review financial utilization | Monthly | Program Coordinator |
| 3 | Review | Program Review | Quarterly | Deputy Director/ Manager/ Governance Team |
| 3 | Reports | Project Status Reports to be submitted to Donor | Quarterly | Coordinator and Donor Relation Support Team. |
| 4 | Internal evaluation | Evaluation | Yearly | Deputy Director |
| 5 | Trainees Feedback | Questionnaires | Yearly | Manager |
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| **5. Risks and Risk Management** Risks: * Lack of community Preparedness- urge
* Lack of openness among employers in 2 and 3 tier
* Lack of skilled human resource
* Slow process in Self employment
* Accessibility and decent accommodation facilities
* Change in Govt. policies & Compliance

Risk Management:* Work with employer for creating workplace accessibility
* Train the human resource on Livelihood aspects
* Create district wise center for pooling out potential candidates
* Upgrading the staffs skills & Building sign language
* Accessing Govt. funds for Self-employment
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| **6. Project Sustainability** APD as leader in the disability sector has a responsibility of building capacity of youth with disability. APD has an advocacy team lead by an advocacy team lead by a Senior leader who works on the collaborations to ensure a strong eco-system for the continuity of the program in line with the Right to Persons with APD as a leader in the disability sector has a responsibility of building capacity of youth with disability. APD has an advocacy team lead by a Senior Leader who works on the collaborations to ensure a strong eco-system for the continuity of the program in line with the Right to Persons with Disabilities (RPD) Act 2016.  |
| **7. Project Justification** APD’s philosophy has been to work with the most under-privileged and marginalized youth with disability to ensure their inclusion in the mainstream. APD is a pioneer in community based livelihood programs through which youth from the most backward and difficult areas have been able to access livelihood opportunities. Our livelihoods initiatives are designed to prepare PWDs achieve self-sufficiency, both functionally and economically.We have trained 20880 youth with disabilities till date in various skill domains, out of which 16700 (80%) of trainees have got in to jobs in the mainstream workforce. The below table shows the number of PWDs trained and placed in various domains in the last four years –

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| **Abstract Dash Board of Livelihood Programs Progress - March 2018** |
| **Projects / Program** | **Training Enrolment** | **Training Completed** | **Job Placement** | **%** |
| Industrial Trainings | 164 | 163 | 143 | 87.20 |
| Employment Led Trainings | 1045 | 863 | 776 | 89.92 |
| Horticulture Trainings | 462 | 378 | 349 | 92.33 |
| Sponsorship Program to the Mainstream Institutions | 287 | 164 | 107 | 65.24 |
| Direct Walk ins - Pre Employment Training including Rural Livelihood Program | 158 | 157 | 147 | 93.63 |
| Center for Disability Management | 162 | 93 | 77 | 82.80 |
| **Grand Total** | **2277** | **1819** | **1599** | **87.91** |

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***Skilling in Horticulture, transforming the lives of Youth with Disability*** <https://www.youtube.com/watch?v=D-2NLXxIt4Y>