

1. NAME OF PRESENTER:

ORGANIZATION: Edwenase Rehabilitation Centre (Dept. Of Social Welfare) KUMASI

COUNTRY – GHANA

2. PROJECT TITLE:

CREATIVE HANDS: Workshop space for idle PWDS in the Kumasi metropolis

3. BACKGROUND:

Over the years, governments have made varied efforts at providing decent work opportunities for PWDs which include passing legislations, policy formulations & provision of vocational training. These efforts however, continue to suffer draw backs.

Majority of the Ghanaian population do not have belief in the capabilities of PWDs. Families do not want educate their children with disabilities. Generally job opportunities are very limited for PWDs due to lack of education and training. Many companies do not want to employ PWDs even if they are educated or trained. Sadly, many of the PWDs who have had training in vocational Centre are found in the cities begging for livelihood.

This is as a result of either families refusing to support their PWDs to set up their shops or that PWDs cannot acquire land space due to high cost.

To reverse this trend and minimize its negative effects, I intend to convert a dormitory block that presently unoccupied into a modified and moderately equipped workshop for selected PWDs to ply their trades on daily basis. This project aims to deal with the problem of trained PWDs who are begging because they lack working space in the metropolis.

▪ **Needs statement:**

- The workshop space project is very necessary because the PWDs will stop begging and engage in decent and sustainable work that will provide them with regular income for their survival and development.

▪ **Resources and opportunities:**

Resources and opportunities available for this project include following:

- PWDs who are desirous to do decent work,
- Well located and easily accessible workshop for PWDs.

- Well organized organizations of persons with disabilities.
- Cooperative Metropolitan authorities.
- Responsive benevolent organizations.
- Availability of potable water and electricity.
- Many people like the quality of our products.
- There are skillful staff on government payroll.
- There is availability of volunteer services.

4. PROJECT GOALS:

The project will provide a workshop space for 30 trained PWDs for production so that they may become economically and socially independent.

5. PROJECT OBJECTIVES:

The objectives will include -

- Provide a convenient work space for 30 PWD to ply their skills in shoe-making/leather works tailoring/dress making and needle works/craft.
- Provide the 30 PWDs product-finishing skills training, in production of quality shoes/sandals, beads, and needle works within a month.
- Provide the 30 PWDs two week training in business and financial management.
- Assist them to seek support from the municipal authorities and other institutions.
 - Assist the 30 PWDs to establish market links

6. STAKEHOLDERS:

BENEFICIARIES:

- 10 persons with moving disabilities
- 10 Persons with seeing difficulties
- 10 persons with speaking difficulties

PARTNERS/SUPPORTERS:

- Families of the PWDs
- Organizations of persons with disabilities
- The metropolitan authorities
- Hotels, Banks, churches, supermarkets.

OPPOSITION:

No identified individuals or groups yet.

DECISION MAKERS:

My Regional Directorate, staff and trainees, The Assembly man.

COMMUNITY LEADERS

Chiefs, Elder, Unit Committee Members, Religious Leaders

7. PROJECT IMPACT ON STAKEHOLDERS:

PWDs: This project will provide a decent work place for PWDs who are idling or begging on the streets. The decent work will raise their dignity, provide them income and mainstream them in society. They are economically and socially empowered.

FAMILIES: Families will become proud of their PWDs because they are in decent work and earn income. Families get relieved of their burden of catering for them.

COMMUNITY: Community member will be happy to have productive PWDs. They may change their negative perceptions about the PWDs and treat them as equals in the society.

8. PROJECT IMPLEMENTATION PLAN:

PROJECT PLAN FOR EMPLOYMENT PROMOTION AND REALIZATION OF DECENT WORK FOR PWDS

OBJECTIVE: ESTABLISH A WORKSHOP SPACE FOR VOCATIONALLY TRAINED BUT IDLE PWDS IN KUMASI METROPOLIS.

NO.	TARGET GROUP	ACTIVITIES	DURATION	EXPECTED OUTPUT	RESPONSIBILITY
1.	Head Quarters Directorates DSW-Accra	Brief directorate on JICA training and discuss action plan for their comment.	1 st WK August,11 ()	Directorate briefed and comment on action plan noted.	Modesto and DD Community Care
2.	Coordinator-JICA,ACCRA	JICA Coordinator briefed on Japan training and action plan discussed.	1 st WK August,11 ()	Coordinator briefed and project plan discussed.	Modesto (Participant)
3.	Ashanti Regional – Directorate-Kumasi.	Brief Regional directorate on Japan training and. discuss project plan with them for their comment. Give out copies for further study.	2nd WK August,11 ()	Regional Directorate briefed project plan discussed and pending further deliberations.	Modesto and Regional Director
4.	Staff of Rehab Centre- Kumasi		2nd WK August,11 ()		Modesto A
5.	Reg.Directorates DWS- Ashanti.	Hold second meeting with regional directorate to conclude deliberations on project plan.	4th WK August,11 ()	Deliberations hold,, project plan discussed and approved.	Modesto and Regional Director
6.	Project team -Directorate rep -Centre staff reps -DPOs rep Metro rep	Project implementation team meets to discuss roles.	2nd WK Sept,2011 ()	Team established and roles assigned.	Modesto A

NO.	TARGET GROUP	ACTIVITIES	DURATION	EXPECTED OUTPUT	RESPONSIBILITY
	-assembly men				
7.	Project team	Team inspects building to asses' renovation requirements and brainstorms to develop the budget for project.	2nd WK Sept,11	Building inspected budget requirements developed and strategies made.	Modesto A
8.	Project team	Team submit budget proposals <ul style="list-style-type: none"> ▪Regional director DSW-Kumasi 1. 2. Kumasi Metro Director 3. NGOs that support PWD activities Noted philanthropist.	3rd WK Sept,11	Budget proposal to targeted bodies and individual philanthropist.	Modesto A
9.	Renovation	Renovation of building for workshop.	1 st & 2 nd week of Oct.2011	Building for workshop renovated and masonry and electrical fillings done.	Modesto and Asst. Manager
10.	Workshop equipment	Equip workshop with the basis necessary tools and machines for production.	January 2012	Workshop equipped in readiness for production.	Modesto and Asst. Manager
11.	Trained but idle or begging PWDs <ul style="list-style-type: none"> -blind 10 -hearing\speaking Difficulties 10 -Physical 10 	Select 30 PWDs and registered them for the initial training and allocation in workshop.	2 nd week January 2012	30 PWDS admitted to the workshop	Modesto and Asst. Manager
12.	Selected PWDs	Train the selected PWDs in basic business skill, workshop	2 nd week January 2012	Selected PWDs equipped with basic knowledge in	Modesto and Asst. Manager

NO.	TARGET GROUP	ACTIVITIES	DURATION	EXPECTED OUTPUT	RESPONSIBILITY
		operation procedures, work ethic etc.		business operations.	
13.	Set workshop for production	Make provision for all things needed in the shop in readiness for production to commence	1 ST Feb 2012	Production of shoe sandals, beads and needle works started	Supervisor and Administrator
14.	Sale and distribution of products	Distribute products to all located points	From 4 TH week of Feb. 2011	Sales stated in earnest.	Supervisor and Administrator

9. OUTREACH PLAN:

- a) The project will be announced to the following:
 - The general public in the Kumasi Metropolis
 - Parents and trained PWDs
 - Community leaders, chiefs, assembly person etc.
 - PWD organization leaders
 - Churches and Mosques
 - Monthly or quarterly reports to key stakeholders.

- b) Outreach will be done through:
 - Posters, word by mouth, cell phone calls and text messages, local radio stations (FM).

- c) Sales target will include:
 - General public,
 - Students in Tertiary Institution
 - Church congregation
 - Supermarkets, Hotels and Banks

10. MONITORING & EVALUATION

- Hold periodic meetings with PWDs operating in the workshop to take their views
- Interview some of the PWDs, students and staff to ascertain the impact of the project
- Conduct surveys at the sale points to take customers' views on the products
- Visit the workshop periodically to observe the activities of the PWDs in the shop and take notes
- Ascertain individual production levels
- Keep track of the sales levels and of which type of products have fast sales and keep track of the product finishing and quality standards.
- 30 PWDs have stopped begging and engaged in decent work
- 30 PWDs are earning improved income, from decent work
- 30 PWDs have attained improved production and business
- Family members now give full recognition to their PWDs
- Community has changed from exclusion to inclusion and equality.

11. POSSIBLE OBSTACLES TO PROJECT

- Newness of the concept (skeptics)
 - To counteract this threat, awareness will be created by showing success films from Japan.
- Lack of cooperation among the different disability groups.

- Establishing dialogue and encouraging unity for common purpose. Japan examples will be useful.
- Delay in budget release at initial stage.
 - Seek alternative funding sources – local NGO/ International NGOs
- Challenges of some PWDs adjustment to new situations.
 - Assign counselors to identified persons to assist them in the adjustment process.
- Lack of business experience
 - Organize workshop on business management to be facilitated by National Board for Small-Scale Business Investment (NBSSI).

12. BUDGET ITEMS

- Personnel cost (salaries, allowance, etc)
- Consultants fee (trainers, translators)
- Office supplies (paper, pens, tables, chairs, etc)
- Office equipment (computer, copiers, fax, phones, etc)
- Workshop tools and equipment
- Workshop electrical fillings
- Transport and Traveling
- Utilities (rent, telephone, water, electricity)
- Renovation of office block
- \$50 sustenance allowance to each PWD for 3 months
- Training materials
- Production materials

CREATIVE HANDS – PROJECT BUDGET OUTLINE

NO.	DESCRIPTION	UNIT COST	QTY PER MONTH	TOTAL COST (GH¢)	TOTAL COST (US\$)
1.	Personnel – 1 administrator, 1 supervisor	GH¢ 400.00	24 months	GH¢9,600.00	\$ 6,284.74
2.	Office supplies – Paper, pens etc.	GH¢ 50.00	24 months	GH¢ 1,200.00	\$ 785.59
3.	Office furniture – 2 tables, 2 chairs	GH¢ 200.00	4	GH¢ 800.00	\$ 523.73
4.	Office equipment – 2 computers, 1 printer, fax			GH¢ 1,500.00	\$ 981.99
5.	Workshop tools and equipment	GH¢ 10,000.00		GH¢ 10,000.00	\$ 6,546.60
6.	Renovation of building for workshop	GH¢1,000.00		GH¢1,000.00	\$ 654.66
7.	Training material and equipment	GH¢500.00	1 month	GH¢500.00	\$ 327.33
8.	Allowance to 30 trainees	GH¢60.00	3 months	GH¢ 5,400.00	\$ 3,535.16

NO.	DESCRIPTION	UNIT COST	QTY PER MONTH	TOTAL COST (GH¢)	TOTAL COST (US\$)
9.	Marketing, Product Development and Design training	GH¢500.00	1 week	GH¢500.00	\$ 327.33
10.	Utility bills (water, electricity)	GH¢200.00	3 months	GH¢600.00	\$ 392.80
11.	Commuting cost for 30 trainees	GH¢2.00	3 months	GH¢180.00	\$ 117.84
12.	Communication – Internet, E-mail	GH¢50.00	3 months	GH¢150.00	\$ 98.20
13.	Miscellaneous	GH¢200.00	3 months	GH¢600.00	\$ 392.80
14.	Monitoring – travels, interviews, reports etc.	GH¢50.00	3 months	GH¢ 150.00	\$ 98.20
	Total			GH¢ 32,180.00	\$21,066.96

FINANCIAL SUPPORT IDEAS

- Part of the above financial support will be sought from cooperate institutions, i.e. Stambic Bank for the procurement of training materials and renovation.
- Computers and other office equipment will be sought from NGOs and Bill Gates Foundation.
- Other funding will be sought from Ghana government and internally generated funds, i.e. sales.

13.IMPACT OF TRAINING ON MY PROJECT PLAN

This training program has offered me lots of lessons and prompted my thinking in many possibilities that can provide decent and sustainable employment for PWDs in Ghana.

The various workshops and selected visits were very educative. They provided me with very appropriate practical insight into the applications of the concepts and strategies in Japan which I can adapt to Ghanaian situations.

Two examples of success stories that have motivated my project plan are UNIQLO and “STORY”. Their business strategies and principles, creativity and successes and especially the creation of work opportunities for PWDs encouraged my project choice.