



The Bridging programme will prepare and enable higher functioning trainees to participate in learnerships (19 beneficiaries) which provide trainees with a recognised qualification and technical skill set, making them more employable in the OLM and 72 trainees will be assisted to enter the OLM or our Siyakwazi Integration Company.

Productive employment is an important goal for everybody and there are few things that enhance people's self-esteem as much as having work to do

and being in a place where one is accepted.

The respite care provided by TWU enables parents to pursue their careers in order to support their families. The income trainees receive from contract work enables them to contribute to the family income. Trainees working in the OLM or in our Siyakwazi Integration Company no longer receive a disability grant and are able to contribute to the family income.

The skills development interventions offered by TWU include an array of activities and learning programmes aimed at preparing the trainees for the workplace and increasing their employability, teaching healthy living including sex education and the dangers of substance abuse, providing social skills including communication and dealing with conflict and explaining the impact of their activities on the community and environment. Particular emphasis is placed on the preparation of the trainees to enable them to enter the OLM and to function optimally once they have been placed in employment.

The trainees are also exposed to the actual work environment whilst accompanying job coaches to employers to experience OLM activities first hand.

The FP&M SETA has partnered with TWU and is funding skills programmes for 60 trainees with intellectual disabilities. The project commenced on 1 August 2014 and has almost reached the halfway mark. All the trainees (of which more than 75% are youth) are expected to complete the programme in March 2014.

All trainees are currently on track in terms of their training goals and are progressing along the TWU Training and Career Path according to their own ability. Instead of roaming the streets and being vulnerable to abuse, trainees have a safe place to learn and develop to their full potential.

Most of TUV's trainees are unable to effectively read and write, therefore training materials have been adapted using mostly pictorials and pictures that reflect real life situations which they can easily identify with. All assessments are supported with individual verbal feedback as reasonable accommodation.

While funding received from the FP&M SETA and other funding partners such as the Department of Social Development, is an enabling factor and much appreciated by the beneficiaries of the project, funding always remains a challenge as a result of the increasing need for programmes such as these.

The high unemployment rate for youth means that the placement of persons with intellectual disability in employment is a huge challenge.



The story of Cedric Nomandla, one of TWU's graduates, is testimony to the success of the programme.

"I joined TWU (Athlone) Life and Work Skills programme in 2003. In 2008 I successfully completed the Hygiene and Cleaning Learnership and progressed to the Siyanceda Programme where I did cleaning work. In 2010 I joined the TWU Siyakwazi Integration Company, doing cleaning and light maintenance work. With the help of my family, I acquired a RDP house and share it with my cousin. My job-coach helped me acquire my Learner's License. Because of my disability, I had to do a visual test. I also passed my Driver's test in 2010.

In 2010 I started working as a packer at Woodfellas (wood suppliers to restaurants and private homes). I was promoted to driver in 2011 and am now a driver as well as a supervisor, supervising the work of four employees, none of whom have any disabilities. I am also entrusted to pay their wages at the end of the week.

At TWU, I learnt to stand up for myself, to be ambitious and independent, to focus more on what I can do and less on what I cannot do. TWU prepared me to work on the Open Labour Market. I will forever be grateful to TWU."

Quote from employer, Justin Webster, "Cedric is reliable, hardworking and conscientious. He is excellent with customers. My plan is to promote him to manager and make him a shareholder."

Cape Mental Health has 22 different projects, serving over 100 communities within the Western Cape Province, to promote mental health and provide accessible community-based services to persons with mental disabilities (intellectual and psychiatric

Cape Mental Health is currently exploring an accredited post-school qualification for persons with Intellectual Disability (a first in South Africa, if not Africa). To this end, a Cape Mental Health Occupational Therapist spent three months in Germany, researching and investigating best practice models in Protective Workshops, Special and Vocational Schools.

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