



EMPLOYABILITY SKILLS

FOR YOUTH WITH INTELLECTUAL AND
DEVELOPMENTAL DISABILITIES

HIGH LIGHTS

- **ISSUE:**
Moving into jobs where they work alongside people without disabilities.
- **Barriers:**
low societal expectations that foster job discrimination.
- **Best Practices:**
Assessing skills and interests, working with employers, designing reasonable job accommodations, securing necessary services

**Get More
Skills**

JOIN US





EMPLOYABILITY SKILLS

FOR YOUTH WITH INTELLECTUAL AND DEVELOPMENTAL DISABILITIES

Competitive, integrated employment is a key part of living a meaningful and inclusive life in the community for people with intellectual and developmental disabilities (IDD). However, the majority of people with IDD remain either unemployed or underemployed despite their ability, desire, and willingness to work.

The practices and evidence of Manovikas indicates that people with intellectual and/or developmental disabilities (I/DD) can be employed in the community alongside people without disabilities and earn competitive wages. They should be supported to make informed choices about their work and careers and have the resources to seek, obtain, and be successful in community employment.

ISSUE

In India, the majority of people with I/DD have been either unemployed or underemployed despite their ability, desire, and willingness to work in the community. Many have been placed in “prevocational” programs and sheltered workshops/ vocational unit run by special schools where they



are paid below minimum wage and have little expectation of moving into jobs where they work alongside people without disabilities.

People often leave special school with little vocational experience or planning for transition from school to work or post-secondary education. Organisation like Manovikas has struggled to move people into the workforce using personnel who often do not have proper training in best practices for either finding or supporting people in jobs. When employed, few people have opportunities to advance, explore new possibilities, or, in their later years, retire.



BARRIERS

Barriers to employment include, first and foremost, **low societal expectations** that foster job discrimination. In addition, unrealistically low limits on assets and earnings make people fear losing vital public benefits if they work too many hours or earn too much.

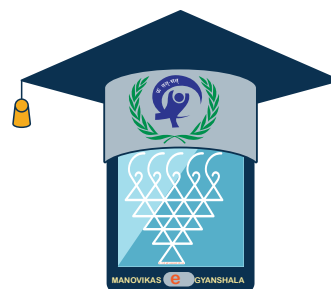
Systemically, public or government resources are often neither sufficient nor flexible enough to allow collaboration and blending of employment funding streams. Lack of other services like transportation or of accommodations like assistive technology can also hinder success.

BEST PRACTICES

Employment supports and services should use best practices, including assessing skills and interests, working with employers, matching jobs to skill sets and employer needs, providing individualized and ongoing job supports, designing reasonable job accommodations, integrating people into the workforce, building social skills necessary in the workplace, and securing necessary ancillary services such as transportation.

Get MoreSkills

MANOVIKAS eGYANSHALA provides an exceptional opportunity to meet the Special Educators, Therapists and Counsellors in REAL-TIME ONLINE environment to the students with IDD living at home during the COVID-19 outbreak.





What do employers care about most?

Following Components in people with IDD for competitive, integrated employment:

Follows instructions

Respects others / Offers to help

Responds appropriately to criticism

Shows personal integrity/honesty

Shares information

Requests assistance

Is dependable/On time

Clarifies instructions

Conclusion:

Be available to all people with IDD who wish to explore opportunities to work, regardless of the nature and extent of their disabilities.

Enable people to make informed choices by providing individualized exploration of and experiences with community-based employment and by presenting all information needed to make informed choices in an understandable way.

Provide sufficient resources to support people to work in the community and be flexible enough to foster collaboration and linking of employment-related public and government initiatives.

Skill Development Programme

Specially for students with disabilities including Intellectual Disability, Autism and Specific Learning Disabilities



Free Training



Transportation Allowance



100% Job Placement



14 Months Duration



Internship



Soft Skill Training



Personality Development




Subsidised stay in Manolaya residential care programme of Manovikas

How to avail Online Skill Training?

Online skill training can be delivered in your home, and any other space where distractions are limited, and the student can focus on the mobile or computer screen, keep ready training materials for modeling. Need internet services.

EASY STEPS of MANOVIKAS eGYANSHALA

STEP-1
Register at
[www.manovikasfamily.org/elearning](https://forms.gle/oeIMbtgZHEMyBq19)
<https://forms.gle/oeIMbtgZHEMyBq19>



Manovikas Team will provide Username and Password


STEP-2
Download the Moodle App
From App Store



Or
Visit www.manovikasfamily.org/elearning
GO TO
LEARNING APP DOWNLOAD
and INSTALL
in the MOBILE

STEP-3
Connect to Moodle App to
MANOVIKAS eLEARNING
online web portal


मनोविकास e ज्ञानशाला



<http://manovikasfamily.org/elearning/>


Enter Following URL
<http://manovikasfamily.org/elearning/>
CONNECT!

STEP-4
Please ask
MANOVIKAS eLearning team
for Username and Password
also find it on your email or SMS



Enter Username and Password
You will be log in to
YOUR COURSE

STEP-5
Enter into your COURSE
See the planned activities and resources for
learning as per Subject/Lesson



During learning you will get
online virtual support from
Special Educators and Therapists

What are the elements used?

Online skill trainer and counsellors use the related sets of materials they would use if they were seeing a student onsite, including multimedia, flashcards, video games, story cards, board games, videos, manipulatives and curriculum-based activities.

How is privacy secure in online therapy?

Manovikas eGyanshala meets all security requirements by following users authentications guidelines. No one can enter the online class "room" besides the student, and their

parents or caregivers and trainers without permission. The same privacy and confidentiality requirements bound trainers, educators therapists and counsellors as they are in an onsite setting.

Universal Design

Our team understand and assess the needs and requirements of the family and persons with IDD after brief **person-centred planning (PCP)**.

MANOVIKAS eGYANSHALA is presenting in **UNIVERSAL MODULE** more than one way, including text, audio and hands-on formats. We encourage teachers to offer different test formats, including oral presentations and group projects, to get a more accurate picture of what students know. MANOVIKAS eGYANSHALA also looks for different ways to keep students motivated.

MANOVIKAS GYANSHALA

Contact Us...

Parents and all of you are requested to call on mobile number



9911107772



send your details by writing an email to



mcs@manovikas.co.in

you can REGISTER on our website



manovikas.co.in

Start learning on



manovikasfamily.org/elearning



Please contact team between 10 am and 5 pm

NON-CONTACT GREETINGS

For the COVID-19 period



Elbow bump



Namaste



wave