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Carpe Diem School and Ukuwela

- About the school
- Rationale for the program
- Ukuwela = 'To cross over'
- Supported employment
- The process
- The learners and outcomes



Research methodology

- Aim of the research
- Qualitative research
- Collective case study
- Convenience sampling
- Semi-structured interviews
- Inductive analysis: within case and cross-case

Participating in Ukuwela Learners' perspective

1. Access to opportunities

- **'Wouldn't get the job'**
 - 'Wouldn't know'
 - Qualifications
 - Stigma
 - Shy

2. The impact of a job

- **'It means a lot to me'**
 - Enjoyment
 - Sense of belonging
 - Builds self esteem
 - Learn new skills
 - Earn a salary
 - Future plans

3. The function of a job coach

- Focus on work tasks
- Focus on work ethic
- Practical aspects
- Being there

Participating in Ukuwela

A business perspective



1. Fears

- **The unknown**
 - Fear of disability
 - Fear of responsibility
- **Taking a risk**
 - Risk of injury
 - 'They are so young'

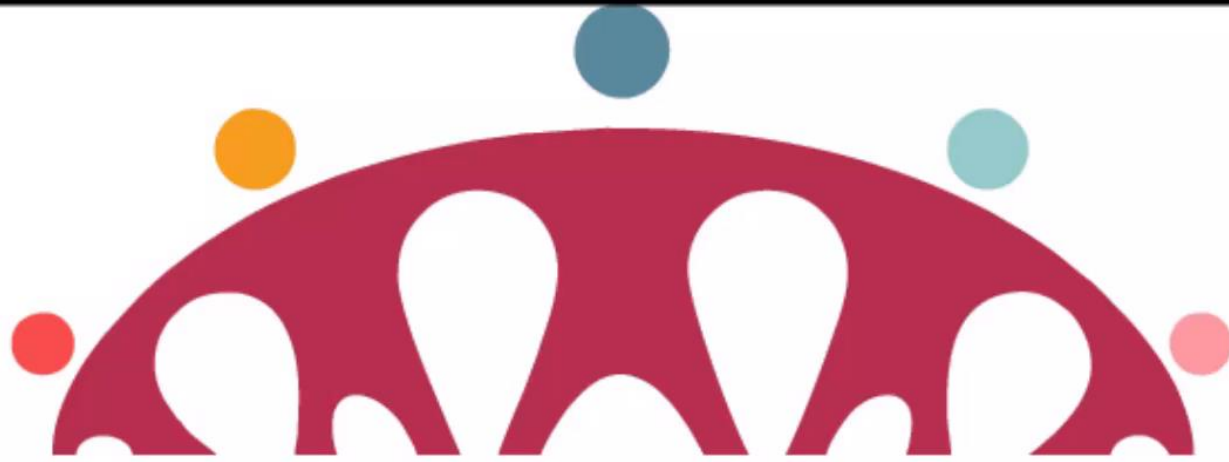
2. Enabling participation

- **Support**
 - Job coach
 - Job support
 - Job matching
 - Work placement
 - Disability education
- **Get to know them**
- **Availability of work¹**

3. Advantages of participation

- **Business for Good**
 - Enabling a future
 - Making a difference
 - Influence on co-workers
- **Good for Business**
 - 'There is a source'
 - Good quality work
 - Good workers

1. Moya, S. (2018, February 13). South Africa Unemployment Rate. Retrieved from <https://tradingeconomics.com/south-africa/unemployment-rate>



UKUWWELELA

***Enabling employment for learners
with disabilities***

Positioned for impact

- Needs, challenges and questions
- Who are we?

