Our partnerships with private sector to build disability confidence
Make 12.4% Work - Uganda

- Was born out of a process of learning and co-creation – major challenge identified was the lack of disability confidence

- Aimed to build a ‘disability inclusion movement’ - all members becoming ambassadors

- Strong focus on the *how* of disability inclusion

- Disability Inclusion Facilitator model
Make 12.4% Work’s Approach

- Influencing policy change
- Supporting employers to promote inclusive employment
- Expanding knowledge and learning by doing
- Support companies to have more diverse procurement and sourcing strategies
- Preparing graduates with disabilities for the workplace
- Changing mindset and attitude towards people with disabilities
Disability Inclusion Facilitators

Self-advocacy
“Nothing about us without us”

Ability in Action
Mindset Change

Value of Lived Experiences
Practical advice
Steps of Engagement

1. Present the business case for inclusion
2. Disability readiness checklist
3. Work experience or job placement
4. Documentation

- Understanding the company
- Generate commitment
- Training for both job seekers and employers
- Job Coaching and Monitoring
Key Achievements

- **1400+** staff of private sector actors trained on disability inclusion.
- **67** private sector actors signed up as members of the Make 12.4% Work Initiative.
- **30** Disability Inclusion Assessments conducted and Action Plans in place
- **62** work experience placements – **55%** retention rate.
Lessons Learned

- Engage all relevant system actors – Focus on OPDs
- Formalize management commitment
- Make disability inclusion tangible - Ensure quick wins
- Practical tools and coaching
- Celebrate success – Inspire others
- Learning by doing – Work experience placements
- Move beyond waged employment – Inclusive value chains and diverse sourcing
THANKS FOR YOUR ATTENTION!