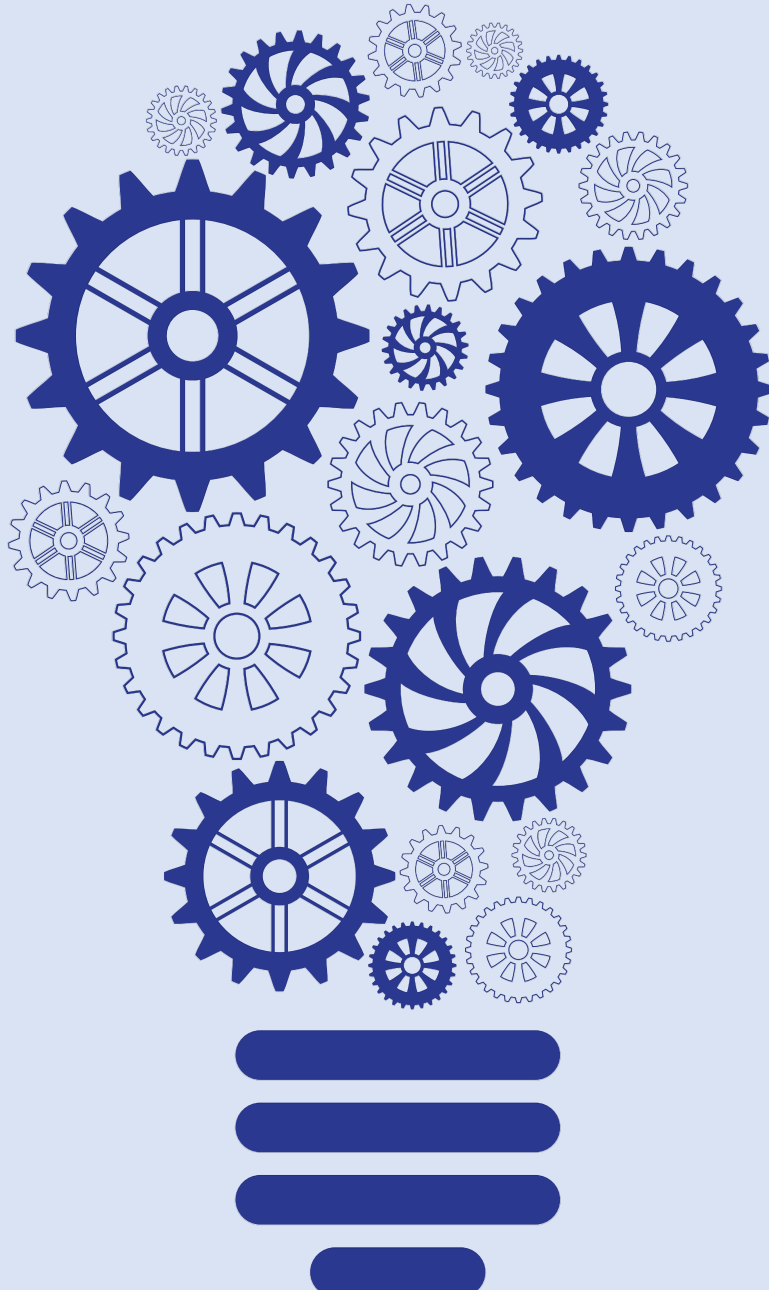


Issue 4, 2023

# WORKABILITY ASIA

Collaborate to create jobs for PwDs



# Empowering Through the Vocational Skills Competition

The Vocational Skills Competition for People with Intellectual Disabilities, organized by Macau Special Olympics' Vocational Training Center since 2007, hasn't stopped, even during the challenges of COVID-19. They're dedicated to empowering individuals with intellectual disabilities and promoting inclusivity.



Even during tough times like the epidemic, Macau Special Olympics continues to organize the Vocational Skills Competition for People with Intellectual Disabilities. Their goal is to show everyone that individuals with intellectual disabilities can progress, train hard, and improve their work abilities persistently.

Through the competition, businesses can understand the capabilities of these individuals, and the hope is that, during the recovery period, contestants can successfully demonstrate their employability and find suitable jobs. The competition serves as a platform to prove that people with intellectual disabilities are ready and able to contribute to the workforce.



This time, the competition marks a milestone by inviting a volunteer team comprising government employees to participate. This team consists of current and civil servants from different government ministries. The goal is to foster increased understanding of people with intellectual disabilities among individuals from various government departments through their active involvement, communication, and interaction in the competition activities.

In the future, when the government is planning to hire civil servants or initiate work projects, there is a commitment to giving more consideration to providing employment opportunities for people with intellectual disabilities. This endeavor aims to cultivate an inclusive working environment in Macau, promoting equal opportunities and embracing diversity.

Macau Special Olympics  
**Hetzer Siu, CEO**

# Worth Trust- An Epitome Of Employee Engagement

If you create a great, rewarding place for people to work, they will do great work.

- Ari Weinzweig

WORTH Trust, with a rich history of training, employing, and empowering the specially-abled for six decades, is fostering a culture of positivity and knowledge-sharing within the organization. Through initiatives like Positivity Spread, WORTH Trust units share positive thoughts on chosen topics in virtual meetings.

This event aims to cultivate positive thinking and drive positive change. Participants not only improve their motivation and self-confidence but also share uplifting experiences, stories, and thoughts. The Positivity Spread serves as a motivational platform, allowing individuals to showcase their abilities, providing a voice for those who enjoy public speaking and an opportunity for those who may hesitate. Employees are also encouraged to post daily quotes on positivity, contributing to a uplifting work environment.

The Knowledge Sharing platform at WORTH Trust opens avenues for our employees to acquire knowledge in diverse areas such as language, technology, job enhancements, working environment improvements, safety awareness, and sessions on employee benefits like PF&ESI.

Encouraging a culture of reading, WORTH Trust has introduced the Knowledge Management Cell (KMC), dedicated to sharing a diverse range of books on motivation, self-improvement, language skills, technology, and relevant information pertaining to current job roles and health across the organization.

These initiatives have been embraced with enthusiasm by our employees, providing motivation and a rejuvenating experience. Beyond enhancing job satisfaction, they play a significant role in fostering team spirit within the units. These efforts contribute to maintaining a positive outlook in both the professional and personal lives of our team members.

WORTH Digitization, (A Unit of WORTH Trust)

***Sumathi Aravendan, Unit Head***

# Worth Digitization: A Customer's Delight



Worth Trust's unwavering commitment to delivering quality output has positioned them as a key contributor to Bookshare's mission of providing accessible e-books to the print-disabled community. Bookshare relies on Worth Trust for the meticulous manual proofreading of book scans and the transformation of raw files into accessible e-books for our members.

Throughout our longstanding collaboration, Worth Trust has consistently demonstrated a high standard of work, showcasing care and attention to detail, all while maintaining reasonable turnaround times. In 2022 alone, they submitted over 1,000 completed books to Bookshare, totaling over 286,000 pages!

Worth Trust's invaluable contributions significantly grew Bookshare's library, deeply appreciated by our staff and the print-disabled community we serve.

In addition to their high-quality work, the Worth Trust team is exceptionally receptive to feedback and open to new projects, aligning seamlessly with evolving accessibility standards. We also value Worth Trust's shared dedication to positive social impact. It is our pleasure to wholeheartedly recommend Worth Trust to those seeking not just exceptional digital outsourcing services but also a partner in advancing social good.

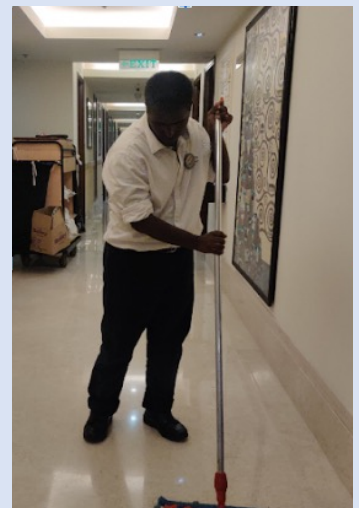
Collection Development @ Bookshare, a Benetech Initiative  
***Michelle Chan, Vendor Relationship Specialist***

# Navigating the World of Work with Diya Foundation

*Our journey in providing employability soft skills training and on-site internships has been a tremendous learning experience. We've observed that practical on-site visual learning from positive role models accelerates understanding of personal grooming and adherence to work schedules for our adults.*

*The Merriam-Webster Dictionary simply defines work as an activity one engages in regularly to earn a livelihood or a specific task, duty, function, or assignment often part of some larger activity.*

*Through our experience, we've recognized the need to shift mindsets in the community regarding job roles. Success in placements and job opportunities increases when we align skill sets, strengths, and interests with specific work tasks, rather than conforming to traditional 'job roles' and expectations. Challenges in mental health and well-being arise from meeting societal expectations, leading to anxiety and stress.*





Successful placements occur when candidates are well-prepared in safety and self-advocacy at the workplace, possess a good understanding of work culture, receive strong support from family, and are physically and mentally fit for job tasks. Ongoing support from a counseling team, maintaining regular contact, offers a sense of support and security, fostering self-advocacy and problem-solving.

Finding the right job match provides a person with a disability, or anyone, with a sense of identity and pride, fostering self-dependence, financial support, and opportunities for socialization and relationship-building.

Diya Foundation, alongside training partners such as Specialisterne Enable India Solutions/Neouway, MANN, Sols' Arc, focuses on preparing young adults for these experiences. Our placement partners, including Lemon Tree Hotels, Dusters Total Solutions, Amazon, and other inclusive workplaces, contribute to our commitment to providing real-time on-site work experiences.

Diya Foundation,  
***Maria Santamaria - Founder & CEO***

# From the Secretariat Team

- In the special Board Meeting held on September 29, 2023, the Board decided to postpone the WASia Conference 2023 due to the unforeseen political situation at Bangladesh. In the same meeting it was decided to hold the Annual General meeting, 2023 in November 2023.
- The Annual General Meeting 2023 of the members of WASia was held on 14th of November, 2023 with participation from 24 representatives of 17-member organizations.
- Purple Fest International, an inclusive festival is scheduled to be held from 8th to 13th of January 2023 at Goa, India. Considering the huge footfall that is expected at the event, the chairperson suggested members to consider attending and having a Workability Asia Pavilion to showcase the activities and memberships of Workability Asia.
- ILO Global Business and Disability Network has expressed its interest to be a part of Workability Asia.

# Get featured in the next newsletter!

**Workability Asia Newsletter would like to invite you to :**

- Share your relevant information, knowledge, or experiences with WorkAbility Asia members and our network.
- Send your articles (1-2 pages) with some photos.
- Send your stories to WorkAbility Asia Secretariat Team at *secretarygeneral@workabilityasia.org* to be part of the next newsletter
- **The deadline for the next submission date is February 25<sup>th</sup> so hurry up!**