

Pallinghurst Road
Westcliff

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PARKVIEW
2122



OUR ACTIONS SPEAK LOUDER THAN WORDS
70+ years of service excellence

1934 – 1986 as the Cripples' Care Association
1987 – today as the Association for the Physically Disabled

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www.apdjhb.co.za

ADDENDUM E:

SKYWARD EMPLOYMENT SERVICE

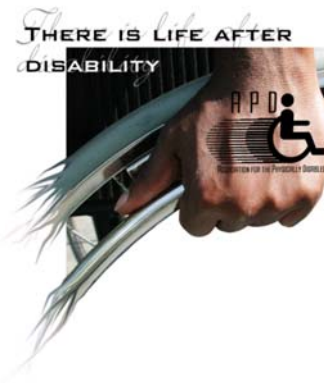
1. PROJECT DETAILS

1.1. Name of Project

Skyward Employment Service

1.2 Contact Details:

Contact Person:	W David Fox (Director)
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e-mail:	davidf@apdjhb.co.za
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Fax:	+27-11-646-5248
e-mail:	jeanettem@apdjhb.co.za
Website:	www.apdjhb.co.za
Postal Address:	Private Bag X1 Parkview 2122 South Africa
Physical Address:	Pallinghurst Road Westcliff 2193 South Africa



2. MANAGING BODY

2.1 Name:

Association for the Physically Disabled - Greater Johannesburg. (Please see **Addendum A** for full details.)

3. SKYWARD EMPLOYMENT SERVICE

3.1 Project Period & Areas of Operation:

This project started on 01 April 1991 and operates in the Gauteng South area.

3.2 Aim:

To provide an employment and skills development service that meets the needs of work seekers with disabilities.



3.3 Objectives:

- ♻ Employment:
The structured assessment, screening and onward referral of candidates for employment and learnerships.
- ♻ Skills Development:
To provide an interview skills and work readiness training programme for candidates for employment and learnerships.
- ♻ Partnerships:
To develop and maintain partnerships with relevant organizations to ensure effective delivery of services to disabled work seekers.

3.4 Services Being Provided:

- ♻ Maintenance and updating of a database of people with disabilities (pwws) seeking employment.
- ♻ Receiving and adding new CVs to the database.
- ♻ Interviewing and assessing pwws for qualifications, experience and work readiness.
- ♻ Training pwws in interview skills and CV preparation.
- ♻ Receiving job requests from interested employers and forwarding CVs of suitable candidates in response to specific job descriptions.
- ♻ Facilitation of the interview process, eg contacting candidates, advising on arrangements, providing interpreters for the deaf, etc.
- ♻ Basic ergonomic assessments and advice to employers on special accommodations in the workplace for specific candidates.
- ♻ Sensitisation of prospective employers and staff with regard to disability issues.
- ♻ Follow up service to assist with any workplace problems that may arise.
- ♻ Presentations on disability and employment issues to interested organisations.



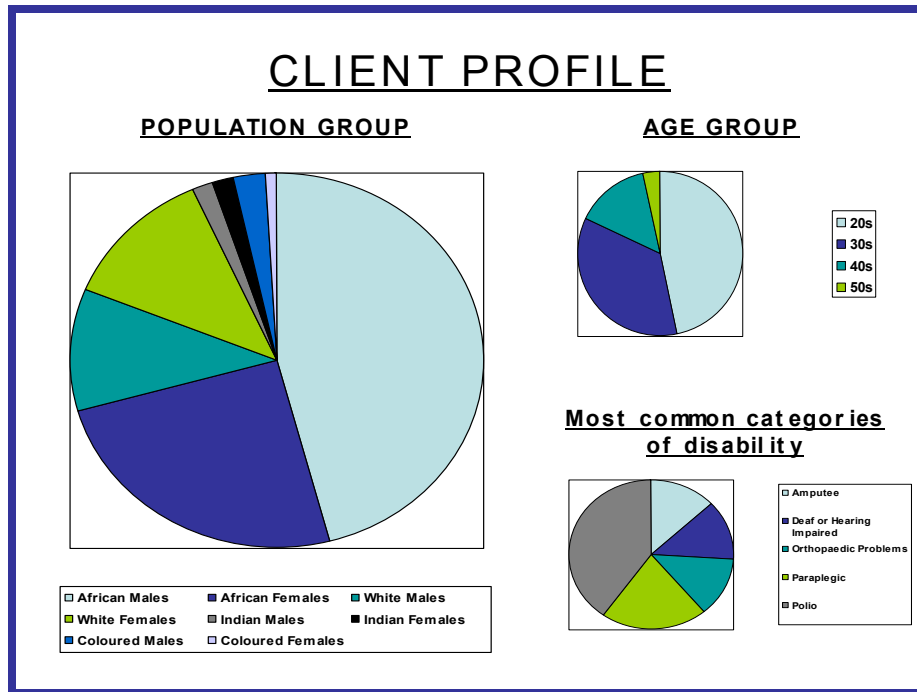
**Skyward's Lesley Harlock (left)
in discussion with client
Pearl Seakgele.**

3.5 Service Fees:

A once-off fee negotiated on a case-by-case basis.

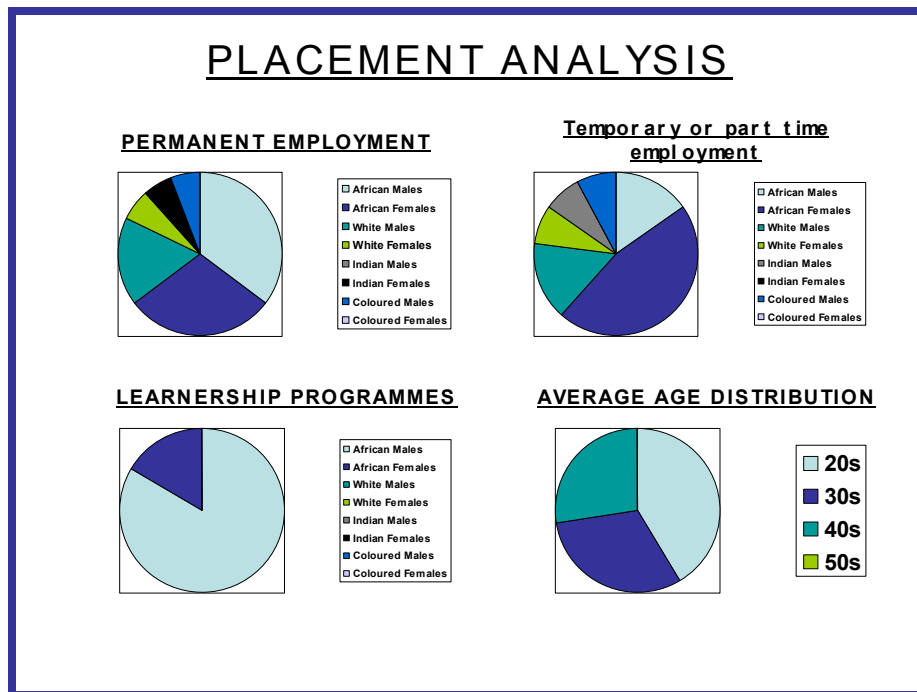
3.6 Clients:

A total of 122 people with disabilities are currently registered with Skyward.



3.7 Achievements:

3.7.1 Placement of Clients:



3.7.2 Interview Skills and CV Preparation for Clients:

Four training sessions were organized in conjunction with the Professional Assignments Group (PAG). A total of 51 candidates attended.

3.7.3 Education and Awareness Activities for Employers:

Training and Presentations were given to one corporate employer and two government departments.

3.8 The Major Challenges We Face:

- ♿ The national situation of high unemployment. Pwds are at a much greater disadvantage than the general population by their usually limited education and experience, low self esteem and often subsequent poor performance during the interview.
- ♿ The skills gap between candidates available and organizational needs.
- ♿ Employers' fear of disabilities, especially mental health disabilities.
- ♿ Employers' lack of willingness to make accommodations in the workplace.
- ♿ Employers' lack of willingness to pay for specialist employment placement services. There is a feeling that they are doing the candidates a favour.

3.9 Money Matters:

3.9.1 Amount of money requested:

We would welcome any contribution towards our budget.

3.9.2 Budgeted Income & Expenditure 01.04.2006 – 31.03.2007:

INCOME	55 000
EXPENDITURE	114 900
NETT SURPLUS / (DEFICIT)	(59 900)

3.9.3 Bank Account Details:

Bank: First National Bank
 Branch: Craighall
 Branch Code: 255805
 Account Name: Association for the Physically Disabled
 Account Number: 50330238813
 Type of Account: Current

THANK YOU FOR YOUR SUPPORT, NOW AND IN THE FUTURE

