

SEMINAR ON EMPLOYMENT FOR PERSONS WITH DISABILITIES
12TH – 13TH MARCH 2002
Crown Princess Hotel, Kuala Lumpur

The Proposed Plan of Action : The Main Issues

1. *Legislation*

- Re-enforce the Memorandum on Employment submitted
- Re-enforce the bye-laws and code of practice
- Suggest the establishment of a ‘Senator’ body to monitor and coordinate the enforcement to of the bye-laws and code of practice
- Re-activate the National Consultative Committee as a partner in the enforcement process
- A data base, on the job requirements : qualification, placement officer and Human Resources, development fund.

2. *Skills*

- A data base on information on skills required for the job (coping skills and job skills), research on the job market.
- Individualized transition plan with emphasis on pre-vocational training and job competence
- The curriculum recognized by NOSS and a possibility to link up with NITC.

3. *Jobs*

- Suitable jobs quota should be reserved for Person With Disabilities .
- No categorization of jobs for the disable – increased flexibility.
- Skills to match jobs specification – job placement officer.
- Directory of job titles (Japanese model)
- NITC teleworking.

4. *Vocational Guidance*

- More training centers – centralized / decentralized / holistic
- Unified standards – curriculum
- Adaptability – ergonomics

5. *Infrastructure and Environment*

- Enforce and reinforce Bye Laws
- Transportation facilities by employer – incentives provided to be made known.
- Networking and synergy of efforts

6. *Follow – up*

- Emotional guidance
- Database on performance
- Career stability
- Job development
- Educating co-workers
- Capacity buildings for integration into workforce
- Partnerships in joint ventures with other agencies
- International cooperation