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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 work

#### 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

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Positioned for impact

• Needs, challenges and questions
• Who are we?