

**To investigate the enhanced
employment opportunities for
people with physical mobility
impairments who achieve their
driving licence.**

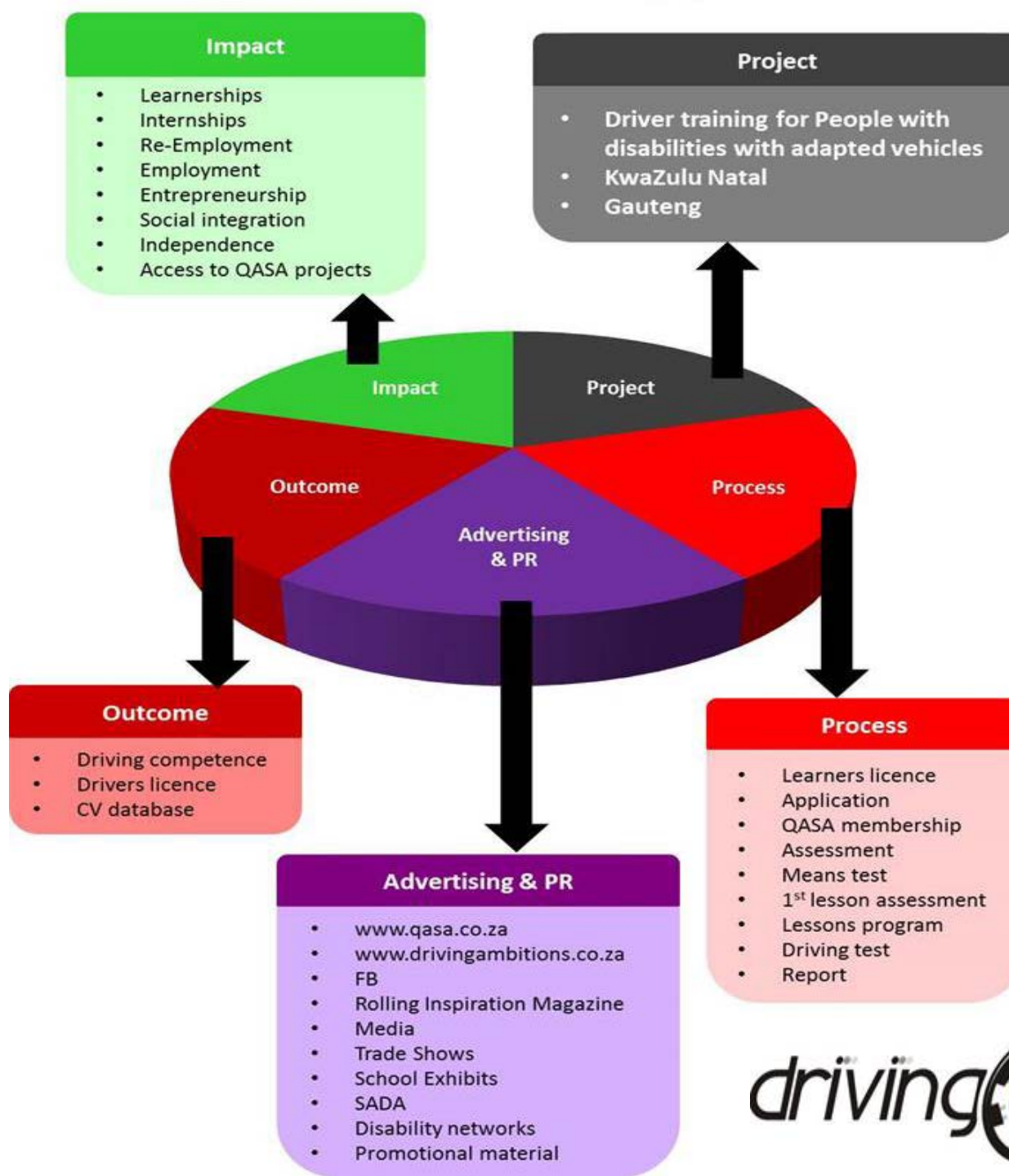


ari seirlis

the organisation's mission

“All quadriplegics & paraplegics in south africa *will* live their lives to their full capacity”

the project



the review

...car driving for people with disabilities provides an outstanding means of independent mobility and can prevent involuntary isolation and allow participation in work, education and social life. conclude that driving leads to an increased quality of life. that public transport can seldom replace car driving especially for those with severe disabilities.

Henriksson, P., & Peters, B. (2004). Safety and mobility of people with disabilities driving adapted cars. *Scandinavian Journal of Occupational Therapy*, 11(2), 54-61.



“poor transport is just one of a number of contributors to social exclusion” further stating “poor transport can be an important factor in restricting access too opportunity. Transport can be a significant barrier to accessing work”.

Unit, P. M. S. S. (2005). *Improving the life chances of disabled people. Final Report.* HMSO. London.

the review

Ramakrishnan *et al.* (2011) concludes that functional independence for people with spinal cord injury especially the ability to drive was strongly associated with return to work and should be one of the goals of comprehensive rehabilitation.

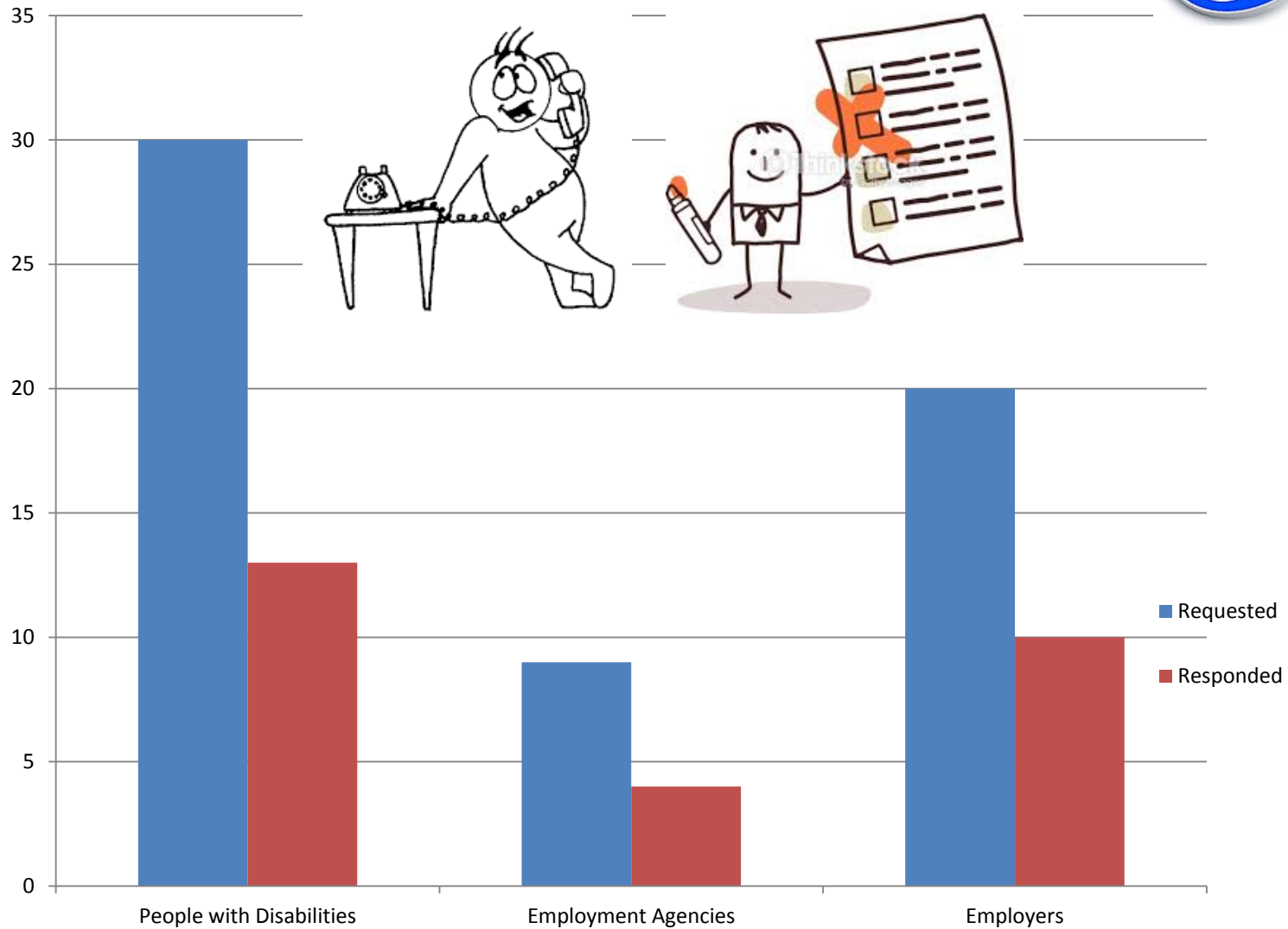
Ramakrishnan, K., Chung, T. Y., Hasnan, N., & Abdullah, S. J. F. (2011). Return to work after spinal cord injury in Malaysia. *Spinal cord*, 49(7), 812-816.



.....without access to transportation people with disabilities will not be part of society's economic environment and will continue to be alienated from economic mainstream.

www.civilrights.org/transportation/disability/facts.html

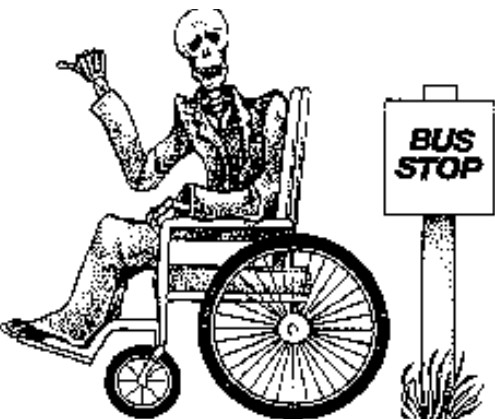
the analysis



the analysis

people with disabilities

a driving license provides better opportunity for employment, independence, integration and dignity.	93%
have experienced job opportunities that require an entry requirement of a driving licence	>
the opportunity to enhance in the workplace is dependent on having a driving licence.	>
the lack of access to an accessible public transport system and the inability to use public transport independently as a major trigger to needing to get a driving licence	>
do not necessarily want employment that involves a lot of driving, but rather to get to and from place of employment, and to and from employment opportunities.	54%



"It has given me the opportunities to be able to be a functioning member of society"

the analysis

employment agencies

inaccessible buildings, lack of access to public transport, understanding reasonable accommodation and attitudinal barriers	100%
transport plays a significant role in employment of people with mobility impairments and can contribute to absenteeism andthat a person with a disability with a driving licence was more employable	100%
driving licence is requested for candidates who will need to be mobile	100%
“disability specific” when looking for people with disabilities	25%



the analysis

employers

saw it essential to have a driving licence	30%
that having a driving licence would be important in more senior positions	>
it was of benefit for employees to have a driving licence for their enhanced mobility and reliability	100%
no complication at all with employees with disabilities that could not drive	20%
an employee with a driving licence was more valuable in the business.	80%
willingness to support driver training for employees with disabilities who wanted to take their driving licence	100%



the solution



Does a Driving licence = Job?

Job = Driving?

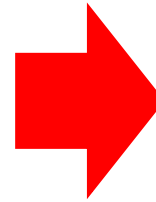
Driving license = Candidate filter?

Task/Activity	Who	Cost	Risks/Mitigation
Driver Training Programme Scaling	QASA	R350 000 PA per Province	<ul style="list-style-type: none">Local Authority Co-Operation.Sustainability
Driver Training in Schools	DoE QASA		<ul style="list-style-type: none">SafetySimulation
Lobby BRT project roll-out	Disability Sector/DoT	Time	<ul style="list-style-type: none">PoliticalCommuter Consultation
Door-to-Door	Local Authorities	Excessive	<ul style="list-style-type: none">OversubscribedUnsustainableFleet refit
UBER	QASA		<ul style="list-style-type: none">UptakeSensitization
NGO services scaled	Nat Lottery / DoT		<ul style="list-style-type: none">Footprint
Employer Engagements	Disability Sector	Time	<ul style="list-style-type: none">Disability specificEquality Act

the integration

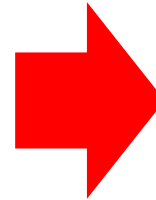
the mission “All quadriplegics & paraplegics in south africa **will** live their lives to their full capacity”

Dignity
Confidence
Appearance of Normality
Flexibility
Independence
Mobility
Convenience
Need to work



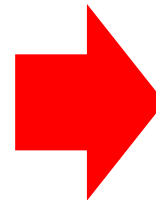
scaling change

Scale integrated transport solutions (lobby & advocacy) & Driving Ambitions and employment project capacity.



creating change

Expand skills development and capacity building programmes , not only driving opportunities.
New Impact measurement indicators



sustaining change

Alternative income streams from driving programme.
Seek funding for lobby & advocacy.

