

Empowering Abilities Program

Introduction

This training program is designed to support the professional development and empowerment of employees with special needs (eg. PWD) in the workplace. By providing specific knowledge, skills, and resources, the program aims to foster inclusivity, enhance productivity, and create an environment that values and supports the abilities of all employees.

Each employee with special needs will have a training program tailored to their specific requirements, guided by the following principle:

1. Foster an Inclusive Work Environment:
 - Understanding the disabilities
 - Enhancing empathy and effective communication strategies.
 - Empathy Mapping
 - Risk Assessment
 - Asset-Based Assessment (Company)
 - Promoting an inclusive and respectful work environment.
 - Encourage open and transparent communication channels to address concerns and provide feedback.
 - Fostering diverse teams and leveraging the strengths of all team members.
2. Assistive Technology and Workplace Accommodations
 - Assistive technologies available for different disabilities.
 - Identifying workplace accommodations and reasonable adjustments (including wfh options).
3. Career Development and Professional Growth
 - Mentorship.
 - Training (yearly).
 - Setting career goals and creating an individual development plan.
 - Monitor and evaluate quarterly to make necessary adjustments.
 - Identifying transferable skills and leveraging strengths.
 - Navigating promotions and new opportunities.