ICRC’s Career Development Programme
Delivered with the Adecco Group Foundation

Supporting persons with disabilities achieve their full potential in society via employment-readiness. Providing career training, enhancing employer and governmental awareness, and increasing access to jobs to enable a more inclusive workplace.

Globally there are over 1.3 billion people (over 20% of the world’s population) who live with some form of disability and 80% of disabilities are acquired between the ages of 18 and 64 (the workforce age)\(^2\). In most developed countries the unemployment rate for persons with disabilities is at least twice that for those who have no disability and in developing countries, 80% to 90% of persons with disabilities can be unemployed\(^3\).

The ICRC Physical Rehabilitation Programme (PRP) vision is to enable people with physical disabilities to have access to quality physical rehabilitation services, leading to improved health and well-being and the ability to achieve their full potential in society. Key PRP focus areas include rehabilitation and provision of assistive devices, as well as societal integration initiatives including sport, education, and economic inclusion. The ICRC Career Development Programme (CDP), a new PRP initiative created in cooperation with the Adecco Group Foundation and launched in 2019 emphasizing economic integration for persons with physical disabilities.

The primary objective of the CDP is to enhance the economic security of persons with disabilities in PRP supported countries, including developing countries, fragile states, and conflict zones. To enhance this economic security, the CDP focus is on employment and self-employment. The programme is led by ICRC disability inclusion advisors in each country working within the PRP and often coordinating with other ICRC units, including its Economic Security Programme. The content, process, and framework were created based on the expertise of the Adecco Group and customized with the ICRC to fit the demographics and economic realities of each country or territory. This integrated approach is designed to optimize the global and local results.

“Through this partnership, the Adecco Group Foundation is able to leverage its career transition and employability expertise, alongside the reach and credibility of the ICRC, to improve access to the labor market of persons with disabilities in some of the most difficult circumstances around the world,” said Cynthia Hansen, Head of the Adecco Group Foundation

*1 ICRC is the “International Committee of the Red Cross”
*2 Source: "The Valuable 500" [https://www.thevaluable500.com/](https://www.thevaluable500.com/)
To CDP aims to create an optimal impact by:

- **Building employment knowledge** among persons with disabilities and provide training strategies to impact long term behavioral change;
- **Continuing to conduct research and mapping activities** locally that can be shared and contributed to the global programme;
- **Enhancing and expanding the content** around the core employment focus for persons with disabilities and those that directly impact the availability of these opportunities (E.g. employers, governments and educational institutions);
- **Increasing employment and self-employment awareness and results** for persons with disabilities; and
- **Ensuring all knowledge developed and learned globally can be localized and incorporated into national or local customs** by ICRC staff and their partners.

The first phase of the programme was introduced in 2019 with the training of inclusion advisors on how to provide employment workshops to persons with disabilities. To date, 31 PRP and partner staff have been trained, representing 25 countries. Following the implementation of this first phase, the programme will continue to expand and will provide continuing education for inclusion advisors on how to better impact employers, governments, and educational institutions on the value of an inclusive workforce and the benefits of engaging persons with disabilities. “I learned new ideas from the CDP training which gave me a better understanding of the challenges which face persons with disabilities. In conflict zones, many people with disabilities think it is impossible for them to get a job, so we need to change their thought about themselves and to help them better know who they are and what kind of job is suitable for them. I am really interested to prepare and deliver my own workshop and make a difference in people’s lives”. Said Hend Elakrout, ICRC PRP Field Officer from Libya

Since the launch of the CDP, workshops have been customized and delivered in PRP-supported countries / territories on topics related to both employment and self-employment. There have been positive engagements with governments on the topic of employment for persons with disabilities as well as actual job placements. In addition, research and local mapping activities are underway to continue to develop the know-how that will ensure the CDP will continue to grow and deliver long-term, sustainable change.

Prepared by: Patrick Glennon; Consultant and Strategic Advisor to the Adecco Group
Date: April 3, 2020