



Inclusion of People with Disabilities at the Acquisition Agency for Department of Defence

Presented by Adv N Mvambo

GATEWAY TO DEFENCE SOLUTIONS

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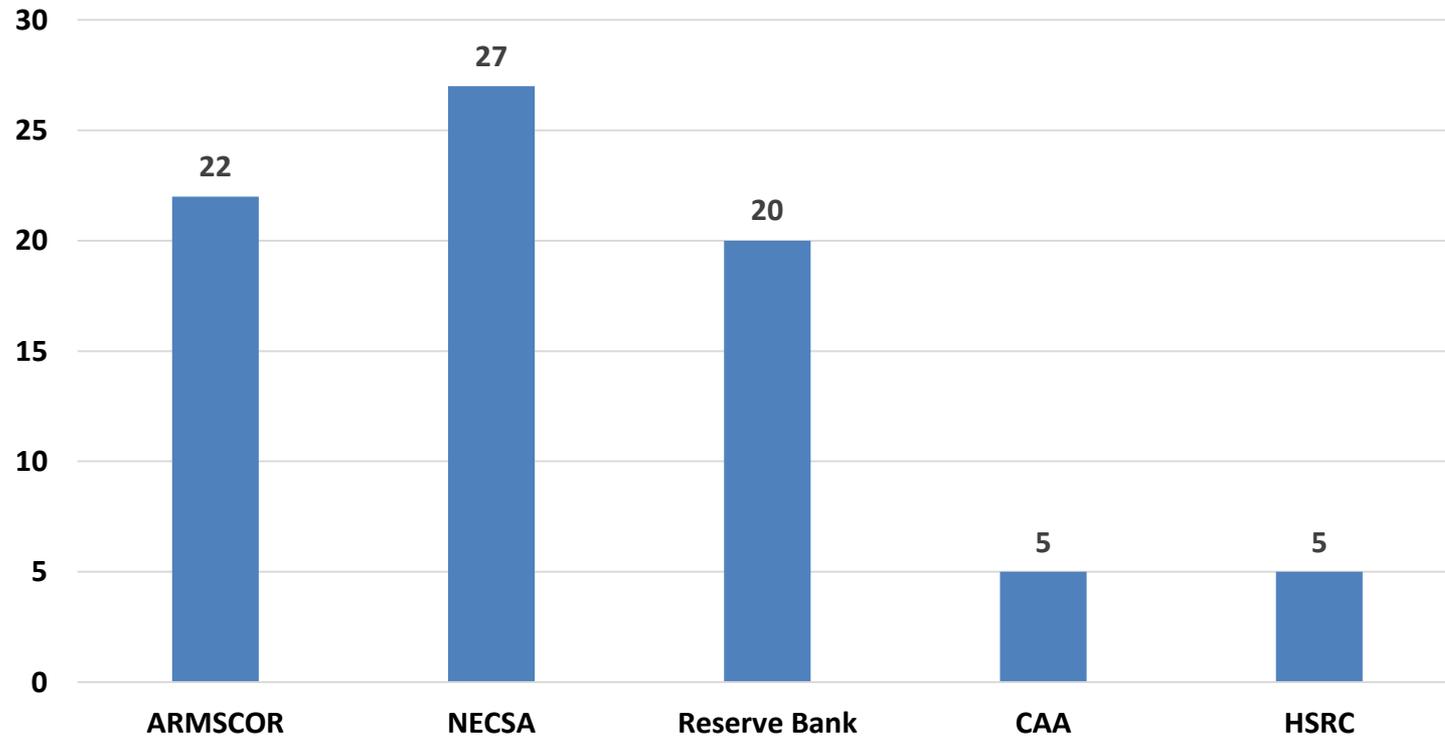


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PWD at the SOEs



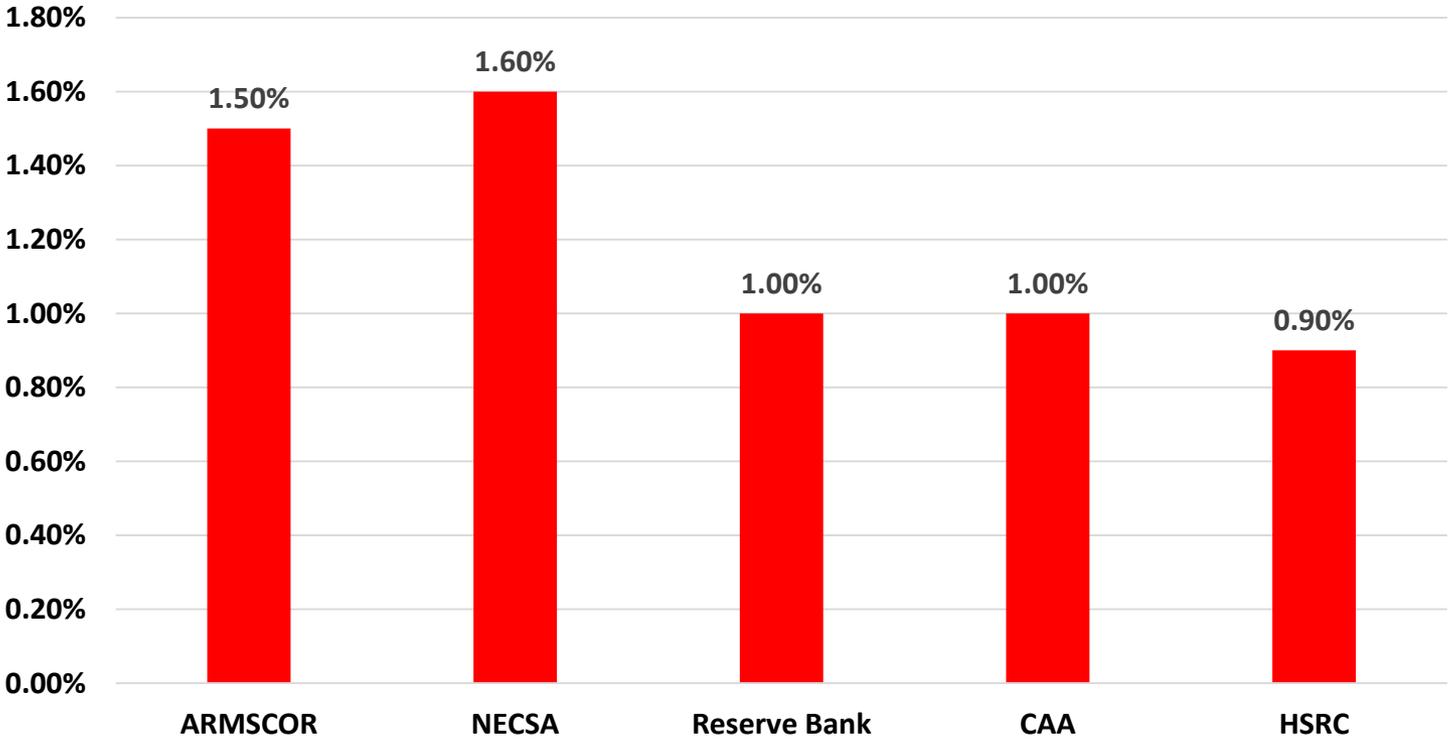
Number of Employees with Disabilities at the end of 2017/18 FY



PWD at the SOEs



Percentage of Employees with Disabilities at the end of 2017/18 FY



PWD at ARMSCOR



Estimated medium-term targets

Task	Current	2019/20	2020/21
Appointment of people with disabilities	22	25	28

In order to close the gap with regards to people with disabilities, for all appointments priority is given to people with disabilities.

We have made a commitment to train five persons with disabilities on learnership program in the field of Project Management and Business Administration before 31 March 2020. The process of appointing a service provider has commenced and is at advanced stage.

The Bursary Scheme, we have made a commitment to target persons with disabilities currently there is one engineering student and in the process of identifying two more during academic year 2019/20 .

PWD at ARMSCOR



Snapshot for workforce profile target for people with disabilities – 2019/20

Occupation Level	Male				Female				Total
	A	C	I	W	A	C	I	W	
Senior Management	2	0	0	0	0	0	0	0	2
Professionally qualified and experienced specialists and mid-management	1	0	1	0	3	0	0	0	5
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1	2	1	1	4	0	0	3	12
Semi-skilled and discretionary decision making	1	0	0	0	4	0	0	0	5
Unskilled and defined decision making	1	0	0	0	0	0	0	0	1
TOTAL	6	2	2	1	11	0	0	3	25

Disability Awareness Sessions



INVITATION TO DISABILITY AWARENESS SESSION



The National Council of/for Persons with Disabilities will be facilitating awareness sessions at Armscor. Employees are encouraged to attend one of these sessions.

The sessions are organised to create **awareness** around what **disability** is in order to facilitate an inclusive, diverse and well-being workforce and to educate employees on appropriate ways of handling persons with disability. People sometimes feel anxious and stressed about the "appropriate way" of addressing persons with disability.

Procedure on how to make a booking:

Please click on the below link "**Book Here**" to make a booking to attend one of the sessions, Click drop down arrow to choose one suitable session then click save. Close the application.

DATE: 27-28 FEBRUARY 2019

TWO SESSIONS PER DAY 10:00-12:00 & 13:30-15:30

VENUE: CHEETAH

For any further information contact: Elias Pholoto on Ext: 2465

Defence Engineering and Science University Programme



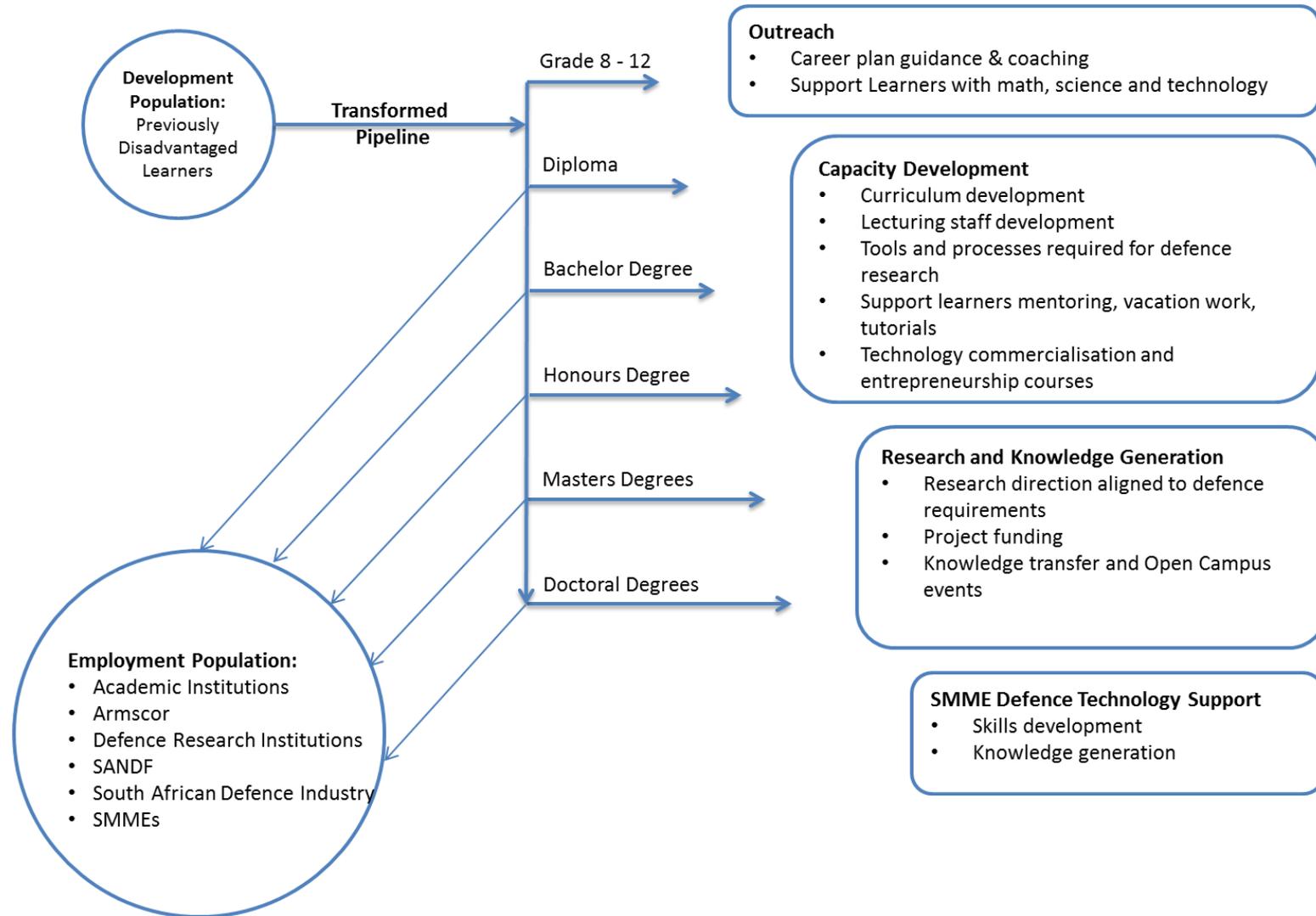
SANDF Function Requirement

- To create scientific and engineering knowledge which is non-sensitive but military applicable whilst simultaneously having wider impact on linked national level issues like education, economic development, business and job creation and transformation.
- Three parts to this statement
 - ✓ **Creation of new knowledge**
 - ✓ **Technology adoption occurs**
 - ✓ **Specific capacity development**

Objective of DESUP

- To enhance the military effectiveness of the SANDF by augmenting a relevant student output that, **while also improving equity in relation to disability**, gender and race, develops an innovative Defence Science, Engineering and Technology (DSET) industry.

DESUP Model



Defence Engineering and Science University Programme



Sponsored Undergraduate Students

Field of Study	Number of Students	Nature of Disability
ND: Biomedical Technology	01	Physical Impairment
ND: Mechanical Engineering	01	Visual Impairment
ND: Industrial Engineering	01	Hearing Loss
BSc Mechanical Engineering	01	Paraplegic

Success Story



Sponsored Undergraduate Student qualifies for Masters in Engineering



Good day

I have received wonderful news. Out of more or less 30 applicants only 6 people have been selected to do their Masters at TUKS. I have been selected to do my Masters and will also be the first person in a wheelchair to do their Masters in Engineering at TUKS. I just want to thank you, Armscor, for all the help you have given me to be able to do this and being my bursar.

Thank you for everything. It is wonderful to work with Armscor and to give my best for you and myself.

Have a great day

Lafras Fritz

Support for Learners with Disabilities



ARMSCOR regularly invites the learners with disabilities to attend Africa Aerospace Defence (AAD) show. Embedded within the AAD is the Youth Development Programme (YDP), the YDP attracts Grade 10 to 12 learners and create awareness of available careers in Science, Technology, Engineering and Mathematics (STEM) related sectors including Aerospace, Aviation and Defence Industries.



Support for Learners with Disabilities



On the 20th of January 2017, ARMSCOR donated learning resources to Adelaide Tambo Special School in Soweto.



Support for Learners with Disabilities

Amongst items donated were interactive board, laptop, projector, laboratory coats, school back-packs and some human models.



Support for Learners with Disabilities



In 2018/19 Financial Year ARMSCOR partnered with Eastern Cape Disability Economic Empowerment Trust (ECDEET) to provide the following programmes:

1. Inclusive Education Indaba for Social Transformation
2. Examination Preparation Programme
3. Preparatory winter school for Grade 10 – 12 learners (45 learners with disabilities across EC)

THANK YOU

