



# TEKI TVET PROGRAM

~~Dis~~Ability



**USAID**  
FROM THE AMERICAN PEOPLE



## OUR IDEA

Let's turn the fight against plastic bag pollution into a national inclusion solution dedicated to youths living with a disability !!!

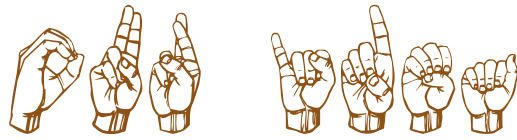


Here in Ethiopia, no one likes plastic bags! Why don't we unite and create jobs for us who live with disabilities to produce paper bags.

Yes, many people in Ethiopia, want to support youths with a disability but don't know how! By making paper bags, we can create our own jobs and be included.

We can use inclusion to convince others to stop using plastic bags.





# TEKI PAPER BAGS

Founded in 2016 in Ethiopia, TEKI is the world's first inclusive paper bag social enterprise. We empower youths with disability to produce paper bags and raise awareness for a plastic-free Ethiopia. We produce, sell, distribute, and communicate about plastic pollution, all in Ethiopian sign language.

Our paper bags create jobs to support youths with disability to overcome their handicaps. We use inclusion as a catalyst to convince people to stop using plastic bags. With the support of USAID-Ethiopia, we are scaling up and replicating our concept through a Turn Key TVET Program for inclusive schools and OPD to create more jobs dedicated to youths living with disabilities.



**Create Jobs for  
Youths with Disability**



**Fighting Plastic  
Bags Pollution**



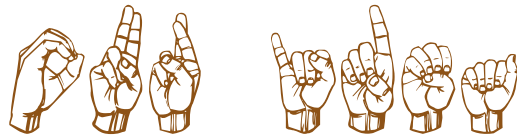
**Education and  
School Activities**



**Awareness  
Raising**



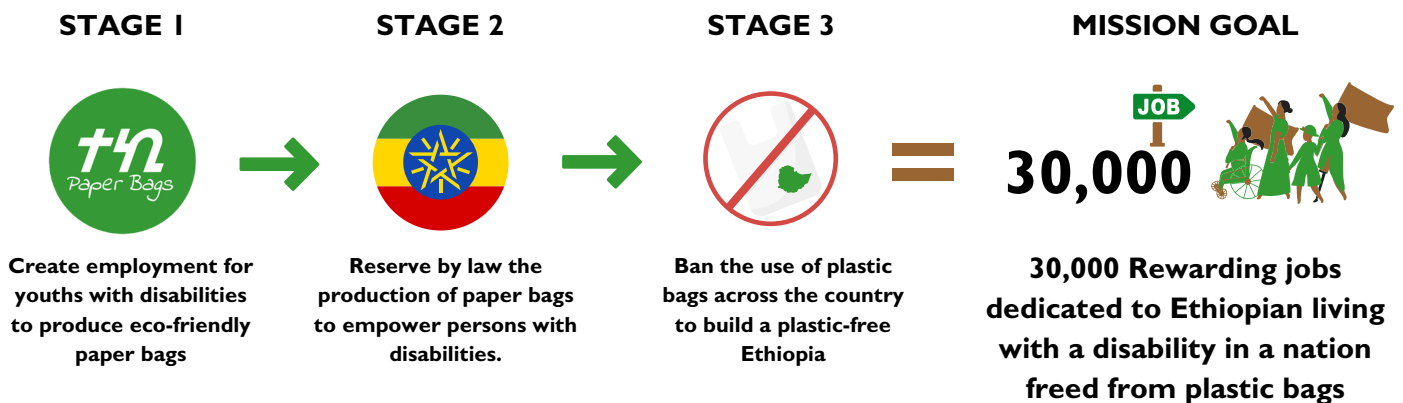


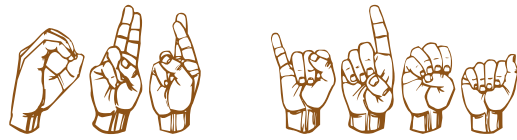


# A NATIONAL INCLUSION SOLUTION

At Teki, our goal is to convince the Ethiopian government to turn the fight against plastic bags into a national employment-intensive inclusion program dedicated to youths living with a disability. An innovative solution built to empower youth with disability to lead the movement for a plastic bags-free Ethiopia.

Based on our research, the reservation of the entire upcoming Ethiopian paper bag sector can, in a few years when Ethiopia bans plastic bags, generate up to 30,000 adapted and rewarding jobs dedicated to youths living with a disability.





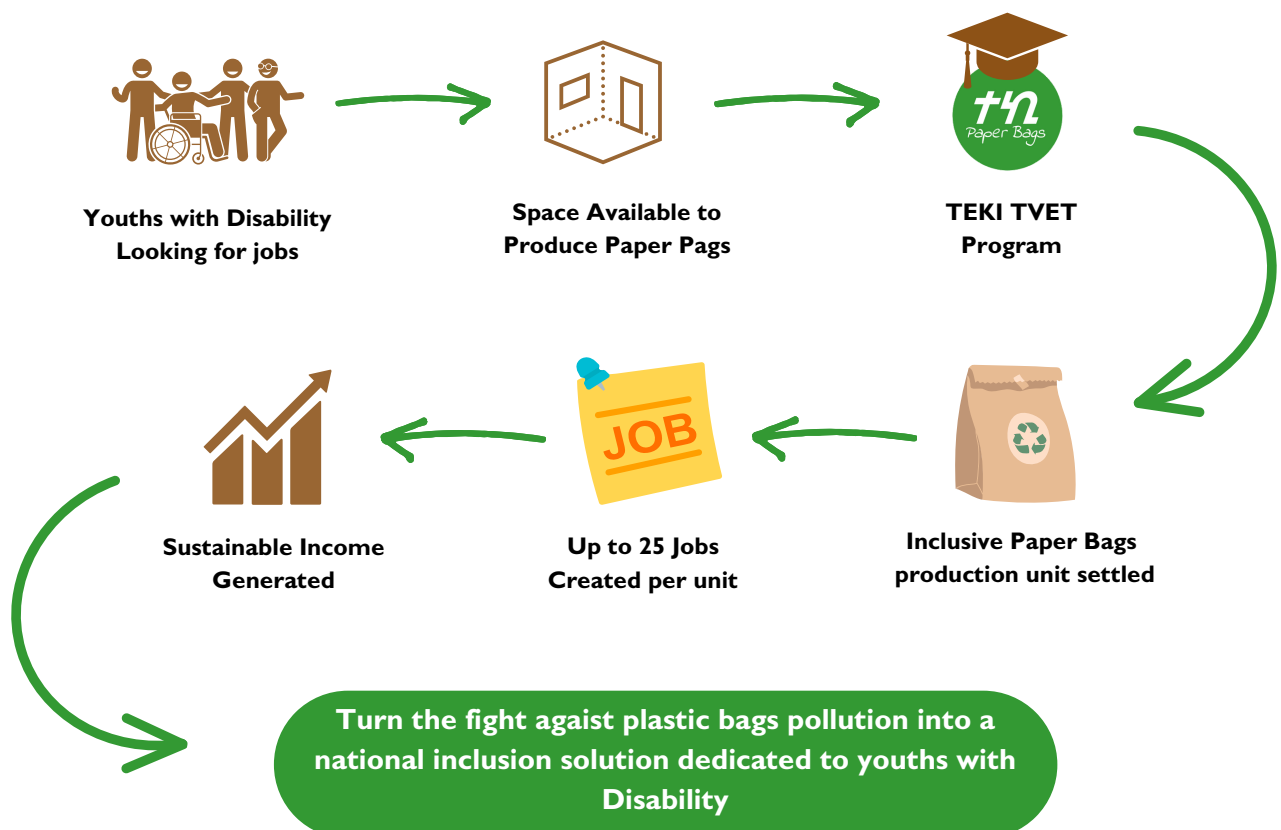
## WHY A TEKI TVET ?

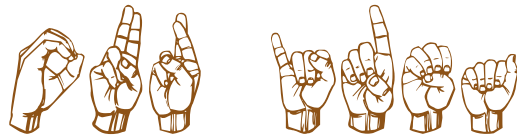
Following our observations, Teki Paper Bags identified numerous inclusive schools and OPD in Addis Ababa that aim to develop sustainable TVET programs for YWD. In addition, many inclusive schools and OPD have space allocated for training programs that sometimes remain unused.

Although the schools or ODP staff are deeply interested in supporting YWD to develop entrepreneurial skills and create income-generating activities, developing such program and finding a sustainable market is challenging.

The Turnkey TEKI TVET Program aims to solve this problem by helping and assisting inclusive schools, and OPD builds their own paper bag-making units to create jobs for youths with disability.

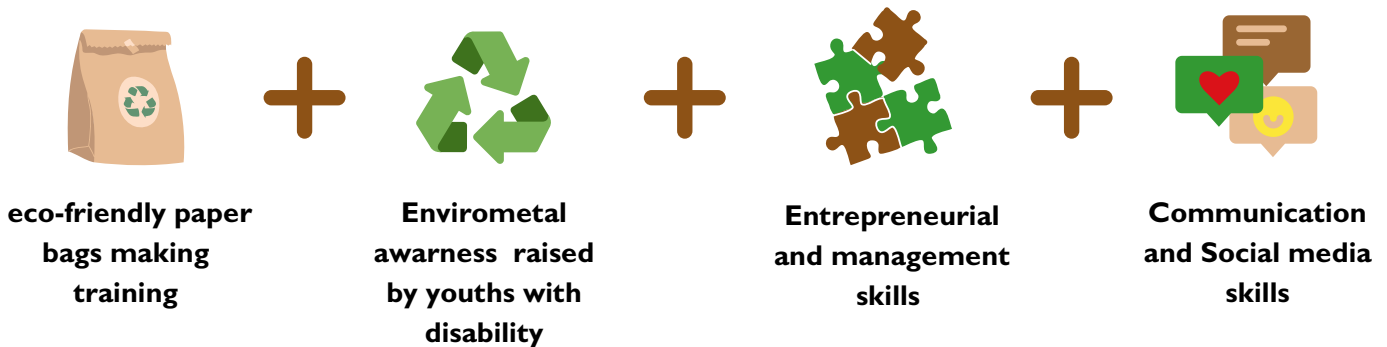
## Simple and easy to implement





# ተኪ TEKI TVET PROGRAM

The Teki Paper Bags team created this innovative TEKI TVET Program for inclusive schools and OPD across Addis Ababa. The TEKI TVET Program includes technology transfer for paper bag production, entrepreneurship training, soft skills development, and communication. We aim to empower youth with disability and place them at the forefront of the movement for an inclusive plastic bags-free Ethiopia.

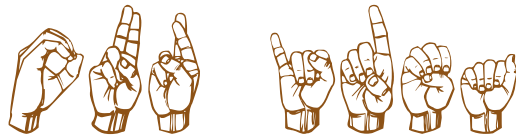


The TEKI TVET program will include



TEKI TVET

- **Know-how and Technology transfer**
- **Inclusive paper bag-making training**
- **Entrepreneurial and soft skills**
- **Environmental awareness raising**
- **Disability rights and inclusion**
- **Use of social media and communication**
- **Coaching and personal support**



## PROGRAM DETAILS

Teki Paper Bags will collaborate closely with the selected inclusive schools and OPD to ensure the success of the TEKI TVET. We will assist you with our technology, knowledge, experience, and existing market. In addition, selected TEKI team members will become instructors in charge of teaching, training, and coaching the youths with disability participating in the program.

In this way, the youths with disability will benefit from assistance from someone who understands them. The TEKI TVET program aims to create a feeling of unity and belonging amongst youths with disability. Essential to turn the fight against plastic bag pollution into rewarding jobs dedicated to building an inclusive plastic bag-free Ethiopia.

In addition to inclusive schools, Teki Paper Bags aims to duplicate this TVET model to support local OPD organizations, NGOs, and groups of youths with disability to settle their own turn-key paper bag production units to fight against plastic bags.

## Who Can Take Part ?



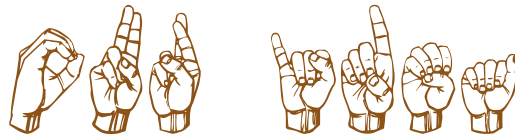
**Inclusive Schools in Addis Ababa**



**Organisation of persons with disability**



**NGO helping youths with disability**



## SELECTION PROCESS

TEKI will implement this TVET Program in collaboration with inclusive schools and OPD in Addis Ababa. The Teki Paper Bags management team will select the participating organizations following meetings with the different candidates based on the availability of a space suitable for paper bag production and the number of youths with disability ready to start the program within their structures.



**Create Jobs For Youths  
with Disability**

**Promote a Plastic  
Bags-Free Ethiopia**

## How to Participate ?

The inclusive schools and OPD willing to participate need to provide a suitable space (30 to 100 SQM) and select youths with disability aged between 15 to 29 who are interested in joining the TEKI TVET program.



**You are an inclusive School, an NGO, or an OPD empowering youths with disability in Ethiopia**

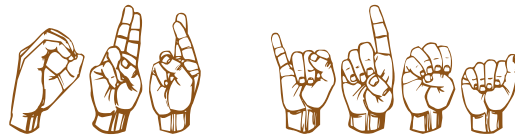


**You have the interest to develop a sustainable income generating activity to empower youths with disability**



**You have a space between 40 to 100 sqm that is unused and can be allocated for this TVET Program**





## IMPLEMENTATION

The TVET program launching phase will include setting up the space allocated for paper bag production, purchasing tables and chairs (if needed), and handling the different production tools to welcome the youths with disability in the best conditions at the program's start.

Once the space is ready for implementation, Teki Paper Bags will transfer its technology and production tools and provide a one-week general knowledge training about the TVET program and our concept for the teachers and supervisors who will participate in this TVET program. In addition, to ensure the program's continuous success, Teki Paper Bags will dispatch two of its employees to become TVET instructors who teach, coach, and assist the beneficiary.

Teki Paper Bags will provide all the raw materials (paper and glue) and the production tools needed to ensure each structure's monthly production of paper bags. Once produced, Teki Paper Bags will purchase the paper bags at market price and distribute them. This activity will generate an income to create jobs for youths living with a disability and support your organization.

### The TEKI TVET Program Will Provide



**Technology Transfer, implementation and Training**



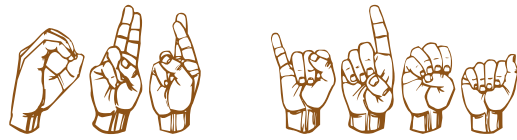
**Soft Skills development activities and coaching services**



**All Raw Material Needed to produce paper bags (Glue and Paper)**



**Secured Monthly demand and Access to Markets (Secured Monthly Sales)**



# RESULTS



## **Create Jobs for Youths with Disability**

The TEKI TVET Program aims to help inclusive schools, and OPD set up their own paper bags production unit to create jobs for youths with disability with the support of the Teki Paper Bags team.



## **Generate Sustainable Income**

Teki Paper Bags will purchase all the paper bags produced by the TEKI TVET program at a fixed price. The income generated from the sales will be used to pay the salaries of the youths with disability and support your organization.



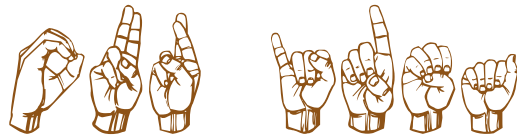
## **Training and Soft Skills Transfer**

In addition to paper bag-making, the Teki TVET Program will offer additional training to develop relevant soft skills and improve the employability of youths with disability in their future careers.



## **Awareness Raising**

By unifying youths with a disability to fight against plastic pollution, The TEKI TVET Program raise awareness about the environment, inclusion, and disability rights at once



## A WIN WIN APPROACH

The monthly income generated throughout the TEKI TVET program can be used by the participating organization to provide a salary to the youth with disability and help support the organization's development. In the case of schools where the beneficiaries are below the age of 18, a system of educational gifts will be implemented in place of the salary for the youths with disability participating in the program.

Considering that many inclusive schools and OPD receive support from international organizations and donors, this popular unique project and the extended exposure it will generate can be used as a catalyst by your organization to increase your sources of funding from donors.

The TEKI TVET Program intends to create a win-win environment that will enable the inclusive schools and OPD who participate to gain long term benefits from this innovative program.

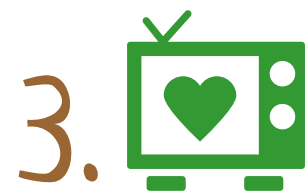
By Participating your Organization will:



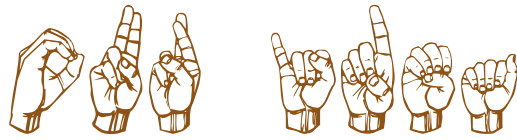
**Earn income**



**Create Jobs**



**Gain Exposure**



## 100% RISK-FREE

The TEKI TVET program is 100% risk-free and adapted for youths with disability. To ensure the safety of this TVET program, the youths with disability will not use any hazardous tools such as blades and paper-cutting machines.

Teki Paper Bags will pre-cut the paper into the needed size ready for production in our head office before we deliver it monthly to the participating TVET Program. In addition, the glue used by Teki Paper Bags to produce bags is 100% non-toxic and without any unpleasant smell.

## Fully Accessible and Adapted



**Easy use of production tools and processes 100% adapted and accessible to youths with disability.**



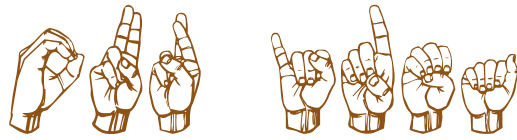
**No cutting process on site. Teki Paper Bags will precut all the raw materials into suitable sizes before being delivered to the participant.**



**The glue used by Teki Paper Bags to produce bags is 100% non-toxic and without any unpleasant smell.**







# CONTACT US



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Addis Ababa, Gotera Condominium, Sub City Kirkos, Woreda 04 Go/Co/g+3



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# TEKI + ALPHA

## Our Solution



2 Teki Deaf Employees who will be the TVET instructors



6 Alpha Young Graduate Who are unemployed and can't afford University. Selected by Alpha Deaf School and employed by Teki Paper Bags.



Adapted working hours to be able to teach the kids at lunch time. Also ensure they do not disturb the student



The training will be open for students three days per week at lunchtime and for tea breaks as well as from 3:30 Pm to 4:30 Pm if some students are interested. The possibility of offering special programs on Saturday morning can be discussed



The rest of the time Teki will be training the young graduates and employ them directly to produce paper bags from 9 am to 5 pm on the side of the training provided to the students



The 6 young graduates selected by Alpha each year can be replaced yearly and transferred to one of the Teki Production Unity to create space for the new graduates willing to take part in this program.

## Why Involving Young Graduates



### WHY ?

What is essential for young deaf students isn't only to fold paper to make bags. This is only one aspect of our work. What matters more for Teki and USAID is to teach relevant soft-skill that can help young deaf to progress in life. With only two people in one room to teach the students, the learning possibilities will be limited and not ludic.

By choosing to include six young graduates selected by your school who can't afford to attend the university in this program. We can create a much more active environment that is going to teach relevant entrepreneurial skills to the students. Skills such as Teamwork, stock management, planning & organization, management skills, and self-confidence. These skills are so crucial as they can be used by deaf students in their future carrier.