

Workability Proposals for Africa Disability Empowerment Network(ADEN) 2025/2026.

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An Overview.

The African Disability Empowerment Network (ADEN) is a non-profit organisation that seeks to empower the differently abled persons by relieving poverty among the indigent Nigerians and campaigning for social inclusion—ensuring an inclusive society.

For more than 10 years, we had worked closely with our partners to sponsor over 70 students in Nnamdi Azikiwe University UNIZIK, Lagos State University LASU, University of Lagos UNILAG, UNN, Model College Agbowa, Ikorodu and other secondary and tertiary educational institutions, including other palliative during COVID 19 that was distributed to about a hundred people. This sponsorship comes through handing out monthly stipends, payment of tuition, accommodation and also giving out assisting gadget to the indigent in the disability community.

This proposal seeks to give insights on and spotlight the mission, vision and objective statement of ADEN. It also discusses practical steps the staffs of ADEN would be undertaking going forward to ensure the success and sustainability of the program. With a willing heart of service, local and international support, and prayers, we pledge to work efficiently, dedicated to the course.

Mission Statement.

*To relieve poverty among Africa's disabled students in primary, secondary and tertiary educational institutions through the provision of educational grants.

*To increase social mobility and social inclusion for disabled people by giving donated disability aids.

To promote and uphold the human rights of disabled people in Africa as stipulated by the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) through disability awareness campaigns and information drop in centres to support disabled people and their families.

Our Vision

- We seek a Nigeria where People Living With Disabilities (PLWD) are catered for and are included in various sectors of the society.

A Look into the Future of Work—Long Term Goals.

Review and Reflection; The Month of June.

For the first two to three weeks, after resumption of staffs on June 2nd, 2025, we would conduct a thorough review of past activities, assessing the strengths and weaknesses of previous staff.

- Having developed action plans, we would revisit the plans, merging them with our assessment findings, and the objectives of the organisation. We would then create a comprehensive report for documentation and review purposes.
- Next, we would review the database of past beneficiaries (indigent students), updating the list to ensure it meets ADEN's requirements. We would also redesign the support criteria/ requirements to ensure that the support goes to those who genuinely have a need for it. Moving on, the beneficiaries would have to turn in documents like admission letters, transcripts, and payment records, in order to meet the eligibility criteria.
- We understand that the scholarship opportunity comes in two categories—Stipends and Full scholarship(Tuition and sometimes accommodations) For stipends, the requirements will include admission letters (tertiary institutions) and transcripts/results. For full scholarships, we would assess admission letters(from primary, secondary and tertiary institutions) student level and classes and payment records (Remita).

N.B: We would also explore setting a minimum GPA/CGPA requirement and we would need our Founder to speak on this.

- To source new beneficiaries, after the database of old beneficiary has been collected and streamlined, an application draft procedures, an application form— with sponsorship categories, essay questions,

guardian details, and a short video explaining their financial needs would be done. Also existing beneficiaries will create a min or two short video sharing their experiences on how the sponsorship has benefitted them. These videos would be sent to our UK Director, Mrs. Oluwayemisi Egopija, who would send across to the sponsors, partners and board of trustees.

- The application form will be released in July, and be closed once we have reached our target number. This will enable us to identify and support new beneficiaries while continuing to work with existing ones.

Application and Media Optimization; The Month of July.

Our strategic plan for the upcoming months is multifaceted. In July, we would focus on two primary objectives: A bias-free application process and optimizing our media presence.

- Application Process.

The application process will be open in July, and we will establish a target number of applications to be reviewed within a specified timeline. The applicant would be screened and successful applications would be drafted into the plan and would be reached out to. The forms would be linked to the website and extracted from there for interested applicant. This would be done by my colleague Precious Christopher Owofukuowecho.

- Media Optimization.

The month of July would also have us developing a comprehensive content calendar for the remaining months of 2025, leveraging social media platforms (LinkedIn, Facebook, Instagram, X, and TikTok) to promote our mission and objectives. Our content will include:

1. Creative write-ups and videos highlighting disability issues and promoting inclusion.
2. Live videos and press releases on significant days, such as World Disability Day(December 3rd), White cane day(October 15th) and others.
3. Showcasing the UK founder's initiatives through her videos and posts.

- Reflective Month.

July will also serve as a reflective month, where we will identify “grey areas” and develop strategies to address them.

Long-term Action Plans

From August to December, we will lay the foundation for our long-term objectives, focusing on:

- Skilling and education initiatives.
- Assistive gadget provision.
- Employment opportunities.
- Community and rehabilitation programs(Disability Awareness Campaign (DAC), Dignity for Disabled Girls Campaign (D² Girls Campaign).
- Strategic partnerships and funds sourcing.

Each of these areas would be explored in detail to ensure a comprehensive understanding of our objectives and strategies.

Skilling Initiatives.

Our skilling initiative aims to empower beneficiaries through a three-month acquisition training program, focusing on vocational and leadership skills. The vocational skills include:

- Leather works
- Soap making
- Art and craft

To achieve this, we would partner with experienced facilitators like my colleague, Precious Christopher Owofukuoweche , and others to deliver these skills. Our goal is to equip beneficiaries with sustainable skills, enabling them to financially support themselves and others, beyond relying on stipends.

The training will run from February 2026 to April 2026, targeting willing participants. To facilitate attendance, we may provide transportation stipends. Additionally, we would require assistive gadgets to ensure inclusive learning for participants with disabilities.

This program will operate annually, with a target of empowering at least ten participants per cohort. Our objective is to foster self-sufficiency and independence among our beneficiaries.

Assistive Gadgets.

Our second objective is to provide assistive gadgets to beneficiaries. Previously, in 2015, we faced challenges with shipping used gadgets due to sponsorship

issues. Now, we aim to reactivate this plan since we are now officially in Nigeria.

- Proposed Plan

1. Source assistive gadgets as— Cane guide both Manual and Electronic, Recorders, Braille displays, Pail Camera, Sarah CE, Dongles, talking Dictionaries, scientific talking Calculators, Laptops and blind Games as Chess, Scrabble, electronic blind Balls, Ludo.

The sourcing would be done out there in the United States as it is cheaper and could also be offered free.

2. Explore shipping options:

1. Sponsor funding: We would welcome shipping funds from our Founder, Board of Trustees, Partners and Sponsors. This would enable it be shipped down more easily. To recover the shipping fees, we would sell this gadgets at a token to those in need of it.

2. Partner with individuals traveling to Nigeria: We could also explore options around those travelling down to Nigeria from the United States and United Kingdom. These people would help carry this gadgets as part of their travel luggage thereby reducing costs.

3. Seek sponsorship through writing of proposals to travel agency and other Social enterprise grant providing bodies. In a case where funds are granted to us. The gadgets are handed out to those in need, with no cost at all.

- Implementation

1. Collaborate with the UK Director and board of trustees to secure funding.
2. Identify US-based sources for potential donations.
3. Distribute gadgets annually on June 10th (Outreach Day) to students in need.

N.B: Plans needs to be made starting now to ensure timely delivery of gadgets by June of next year. Your support is crucial in making this initiative a success.”

Education.

“Our next focus area is education, recognizing its invaluable role in empowering individuals with disabilities. We have identified challenges faced by students at Pacelli School of the Blind, including poor management by principals and staff, leading to high dropout rates and also a seeming decline in the Menstrual Health and Sex-security of our disabled girls.

- Proposed Solution.

To address and curb this, we plan to:

1. Speak to school heads and convince them to allow disability workshop
2. Visit to inclusive and segregated educational facilities to speak to disabled girl
3. Teach on sex education through volunteer health professionals and also the need to speak up and speak out to any form of harassment and abuse.
4. Have a confidential advisory service that would speak to this issues.
5. Monthly distribution of sanitary towels and inspection of disabled girl’s toilet facilities and safety advice to facilities managers.

6. Partner with old Queen's College to organize a stakeholders' meeting with schools for the blind.

Note that: The outreach programs would be done every Thursdays starting from September, 2025.

We would :

1. Engage with principals and teachers.
2. Address issues and find solutions.
3. Reorient students(especially girls) to cope with challenges and encourage them to speak out.

Reimbursement; The organization will reimburse expenses incurred during outreach and campaigns.

- Objective.

Our goal is to create a supportive environment that fosters education and empowers individuals with disabilities to thrive.

Community and Rehabilitation Programs.

Our Community programs includes two broad spectrum— Campaigns and rehabilitation programs.

Campaigns— Disability Awareness Campaign and Dignity for Disabled Girls Campaign.

- **Disability Awareness Campaign {DAC}**

This is a grassroots disability awareness campaign at schools and religious organisation. It involves advocacy on a large scale.

Implementation:

1. Speak to school heads and convince them to allow disability workshop
2. Engagement of multimedia approach to disseminate information that will create a more inclusive community for disabled people.
3. Radio programme (multi language tool), Social media and television slot to aid advocacy.
4. One stop information website for parents and carers about Nationwide organisations dealing with disability such as schools, charities and health care facilities.

- **Dignity for Disabled Girls Campaign**

Dignity for Disabled girls' campaign is set to protect girls living with disability. Despite the experience of social exclusion due to their impairment these girls are often victims of sexual abuse. They are often raped and subject to all forms of assault and harassment.

Implementation:

Our practical engagement includes:

1. Monthly provision of sanitary towels for each girl.
2. Visits to inclusive and segregated educational facilities to speak to disabled girls
3. Sex education by volunteer health professionals.

4. Confidential advisory service
5. Inspection of disabled girl's toilet facilities and safety advice to facilities managers if there are any concerns about the safety of their disabled student.

Rehabilitation Programs.

A rehabilitation Centre for individuals who became impaired later in life and such lack the fundamentals to thrive and other literacy skills. The centre will provide:

1. Coping mechanisms and training in:

- Braille reading and writing
- Basic computer skills

2. Braille embosser for producing Braille books at low cost

3. Access to voluminous textbooks, promoting education and inclusivity

- Funding Model

1. Tokens for Braille paper costs may be applied.

2. Sponsorship, which would eliminate token fees.

- Objective

Empower individuals with blindness, enhancing their education, inclusivity, and well-being.”

Employment.

Regarding employment, while addressing Nigeria's youth unemployment challenge is complex, we can make a positive impact through:

1. Acquisition training programs (previously discussed).
2. Stakeholder engagement: Bringing together government officials, disability advocates, and corporate partners to discuss key issues, such as unemployment and upskilling, on World Disability Day (December 3rd)
3. Media coverage: Broadcasting our progress and discussions on national media to raise awareness and attract potential employers.
4. Partnerships: Collaborating with corporations who's values are committed to inclusivity and social responsibility.

- Objectives.

This initiative aims to promote employment opportunities and support for individuals with disabilities.

Partnerships.

Our final objective is to establish strategic partnerships with:

1. Corporate organizations (e.g., Guinness, UBS)
 2. Foundations— Microsoft Foundation, MasterCard Foundation, Ford Foundation, Act Foundation, MacArthur, Otedolla Foundation, Gates Foundation)
 3. National media outlets
- Objectives

These partnerships will enable us to:

1. Leverage resources and expertise
2. Amplify our message and reach
3. Collaborate on initiatives benefiting individuals with disabilities.

Please, be informed that we would be needing;

- Official Signature, Stamp and letter heading.
- Office Printer.
- Identification Cards and T-shirts.
- An accessibility software to be installed on the office computer within a month of resumption.
- Devices for capturing and content curation(Camera, Phone, Led lights and organisation banners). This would be handled by my colleague Precious Christopher Owofukuowecheo who have an expertise in photography.
- A staff accommodation is also needed for my colleague; Precious Christopher Owofukuowecheo. She is a disability inclusion advocate and she is highly interested and willing to work, but like others, she can not get the most of her pay as 95% of her pay would be spent on transportation alone. Miss Precious Christopher stays at Imoshe, the outskirts of Lagos and Ogun State, and weekly, she would be spending 18,000 naira down to the office. To address this, I recommend an official accommodation(those used for charity) be made available to her close to work where she would be paying a token as every month.

Having worked with her closely since 2019, Precious Christopher Owofukuowecho has ample knowledge on persons with disabilities as she has been an active volunteer for our programs. She is also an intellectual, a writer and a very resourceful person alongside easy going and respectful.

- Support staffs in persons of Mrs. Judith and Mr. Adedoyin Abayomi to consult their expertise when delivering critical projects. Mr. Abayomi has expressed his interest to help out whether paid or unpaid in a way of giving back to the organisation. They are top choice because they are also stakeholders and are doing great.

Also note that;

- Resumption day is the 2nd of June, 2025.
- Office time is 9am- 3pm WAT.
- Staffs work hybrid; 3 days at work (Mondays, Wednesdays and Thursdays) 2 days from home (Mondays and Fridays).
- Staff leave to commence May 2026.

While our vision may seem ambitious, we believe that with faith and determination, we can overcome challenges. We are committed to turning our words into action but to succeed, we rely on the support of our U.K Director, Board of Trustees, Sponsors, Partners and other stakeholders in and outside the United States and United Kingdom. We kindly request their prayers, contacts and information because together, we can make a meaningful impact here in Nigeria.

Afolabi Yusuf Olawale
12/05/2025

Precious Christopher Owofukuowecho
12/05/2025.