

## A Physiotherapist with a Passion for People



The partnership between the **Adecco Group Foundation** and the **International Committee of the Red Cross (ICRC)** supports people with disabilities in achieving their full potential in society. The ICRC **Career Development Programme (CDP)** provides career training, enhances employer and governmental awareness, and increases access to jobs for people with disabilities – and Inclusion Advisors play an important role in it all.

**ICRC Inclusion Advisors** are the passionate people on the ground, delivering training and offering inspirational guidance to the participants of the Career Development Programme. They blend the CDP's content and approach with their own experience and know-how to support people with disabilities living in developing countries, fragile states, and conflict zones. We sat down with one of our ICRC Inclusion Advisors, **Abdulsalam Yahya Alkibsi**, to hear about his personal involvement in the CDP.



Meet our ICRC Inclusion Advisor

Name: Abdulsalam Yahya Alkibsi

Country of operation: Yemen

ICRC Inclusion Advisor since: December, 2018

**Why did you decide to become an ICRC Inclusion Advisor and work as part of the CDP?**

Abdulsalam: I'm a physiotherapist who has many years of experience working with people with disabilities. I serve one of the most vulnerable groups of people in my country and help them to improve their lives, and that gives me a great sense of satisfaction in my job. When I heard of the

Career Development Programme, from the ICRC, I saw it as a great opportunity to continue my work integrating people with disabilities into society.

It has been a wonderful opportunity for me too. I get to be part of a larger team and exchange with colleagues from all different departments and different delegations. We share experiences and best practices. Although our roles may vary, we are all committed to one thing: helping people.

**Why is employment-readiness important for people with disabilities?**

Abdulsalam: Employment-readiness is important because it's an essential part of achieving a full, self-determined life. It helps people be successful and feel fulfilled. Being prepared by thinking about your desires and exploring your skills and options is a great way to find the right type of employment. And employment helps people with disabilities be more engaged and integrated with society and allows them to be more independent.

**What specific needs do people with disabilities have when it comes to employment-readiness and how does the CDP meet those needs?**

Abdulsalam: People with disabilities need skills and training that not only serve them well, but also take into consideration and respect their disabilities. The CDP addresses this through tailored training that tackles challenges and unearths opportunities. In our workshops, we utilize SMART goals to help participants reach their objectives and train skills that are essential for getting and keeping meaningful employment, such as CV preparation, successful interviewing, and networking.

**Please share with us one of your favourite Career Development Programme moments.**

Abdulsalam: Saba is 25-year-old woman with a bachelor's degree in IT. She was having difficulty believing in herself and she viewed her disability in a negative light, because she felt it was holding her back in life. Thanks to the Career Development Program, she discovered she had a whole toolbox available to her and the right skills to go with it. Eager to continue learning, she is currently studying English in order to give herself even more job opportunities. She is an inspiration to other people with disabilities and openly encourages others to participate in the CDP. Her story is just one example of the benefits that the Career Development Programme brings to people with disabilities.