

National Centre
For Persons
With Disabilities

Annual Report 2016



*Theme:
"Towards a
Society for All"*



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Vision

To be a World Class Social Enterprise promoting social inclusion for persons with disabilities.

Mission

To empower persons with disabilities through vocational rehabilitation, training, advocacy, research and consultative services in partnership with diverse stakeholders.

National Community: We will champion the rights of persons with disabilities for their full inclusion into society.

Commitment: We demonstrate honesty, integrity, accountability, transparency, good governance and adherence to the laws of The Republic of Trinidad & Tobago.

People: We respect all persons, value their ideas and expertise; are committed to their development and have the highest regard for personal dignity.

Development: We are dedicated to maximizing individual growth and continuous development of our staff and our trainees through ongoing training and support.

Vocational Rehabilitation

- Vocational Assessment
- Counseling
- Work Adjustment Training
- Independent Living Skills
- Job Placement

Skills Training

- Agriculture/Aquaponics
- Beauty Culture
- Book-Binding & Paper Recycling
- Food Preparation
- Garment Construction
- Information Technology
- Office Administration
- Welding
- Woodwork

Business Services

- Building and Refurbishing of Furniture, Cupboards Etc.
- Upholstering, Industrial Sewing & Soft Furnishings
- Printing & Book Binding
- Manufacturing & Repair of Disability Aids (Crutches, Walkers, Walking Sticks Etc.)
- Rental of Disability Aids e.g.: Wheelchairs & Walkers
- Welding & Fabricating
- Wheelchair Transportation Services (Dial-A-Ride)
- Catering Services

Consulting Services

- Disability Management
- Training and Workshops (nationally and regionally)



It is once again my pleasure to present the report of the Board of Directors of National Centre for Persons with Disabilities (NCPD), for the 2016 – 2017 term.

In summing up the year, I wish to share a quote by Gary Hamel, one of the world's most influential business thinkers, who said *"A noble purpose inspires sacrifice, stimulates innovation and encourages perseverance"*.

The past year was indeed challenging because of our limited financial resources, our monthly commitments, and a national economy rife with downsizing and re-

trenchment. It is therefore remarkable that our main goal of training and rehabilitating persons with disabilities continues to be achieved, and was not negatively compromised by our lack of resources. For this we are grateful to Almighty God for His favours, to our Board of Directors and Chief Executive Officer for their direction, to our staff for their commitment, and to our membership and well wishers for their support. I also recognize, and commend the personal sacrifices of those who see the value of the noble purpose of our existence.

As a Board, we continued to advocate for the rights of persons with disabilities, and work together with all stakeholders to achieve full inclusion for persons with disabilities (PWD). Further, we remain ready and willing to lend our resident expertise in implementation of the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD). While we understand the magnitude of what is required, NCPD is confident that the resulting benefits to human and national development will be beyond measurable worth.

Our Board of Directors worked relentlessly on improving our existing Bye – Laws in order to ensure accountability, transparency, and good corporate governance. In a concerted effort to encapsulate established best practice, our Bye – Laws review is taking longer than first anticipated. I take this opportunity to assure you that the process is ongoing, and we prefer to be delayed by an over abundance of caution, rather than a lack thereof.

Our Board of Directors dug deep into its thought vault to come up with innovative and cost effective methods to market our three (03) signature annual fundraising events – our Carnival "All Inclusive Fete", "We Boat Ride", and our "Tea By The Sea". For all these events, the marketing focused on the good work of the organization as well as the event itself. I am elated to report that the strategy resulted in increased attendance, improved public awareness, and our best profits to date. I wish to thank everyone who contributed to our resounding success, especially our hard working staff.

In October 2016, NCPD in collaboration with the Trinidad and Tobago Medical As-

sociation (T&TMA) hosted a ground breaking fund-raiser "Inclusion Dans La Mode" (IDL) which translated into English – means "Fashion Inclusion". This was an innovative fashion event where persons with disabilities modeled adaptive clothing alongside professional models.

The Objectives of Inclusion Dans La Mode were:

- Advocacy for Persons with Disabilities (PWD)
- Advocacy and Awareness Building within the community of Medical Practitioners in Trinidad and Tobago
- Creation of a Vision-building Challenge for local Fashion Designers
- Creation of Potential Employment Opportunities for Persons with Disabilities (PWD)
- Fundraising

The event occurred under the Creative Direction of Mr. Richard Young, with support

from his colleague Mr. Dominic La Roche. There was also collaboration with Caribbean Academy of Fashion Design (CAFD) of the University of Trinidad and Tobago (UTT)

Fashion is one of the most powerful cultural influences globally. The fashion industry worldwide is gradually becoming more accepting and inclusive of persons with disabilities. As awareness and acceptance of persons with disabilities increase in the design studios, runways and boutiques of the international fashion community, we are confident that Trinidad and Tobago and the wider Caribbean region will follow suit. NCPD has taken the lead!

According to Emma Hope Allwood in her article "Disability fashion's forgotten diversity frontier, 2016 she writes:

"Clothes are a very powerful tool of self-presentation; they can be used to dispel some of the myths surrounding disabled people. You don't have to exist in a so-called 'perfect' body to enjoy clothes, to feel good about yourself and the way you look."

While we did not realize an extravagant profit from this venture, the real win is our enhanced advocacy since students at the Caribbean Academy of Fashion Design (CAFD) of the University of Trinidad and Tobago (UTT) are now required to create a compulsory item of adaptive clothing as part of their final examinations.

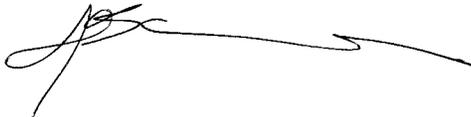
I now wish to look to the future, and remind us that we must not lose sight of our vision. While our national economy depends heavily on the energy sector, and oil prices have not yet rebounded as expected, the threat of inadequate Government funding is real. However, we must not be daunted, but instead look to explore our creativity since NCPD remains relevant to our national and regional landscape. All of us represent the Marketing Department of NCPD, and I encourage you to tell one new person each day about our products and services. Talk about us and our trainees' successes on social media, and keep sharing those positive and empowering posts.

I wish to leave you with a quote from Jeff Bezos, the founder and Chief Executive Officer of Amazon.com, the world's largest

CHAIRPERSON'S REVIEW

online retailer, who said: *"I think frugality drives innovation, just like when constraints do. One of the only ways to get out of a tight box is to invent your way out"*.

On behalf of my fellow directors, I express sincere appreciation to all those who have contributed to our success in 2016.

A handwritten signature in black ink, appearing to be 'S. Baksh', with a long horizontal stroke extending to the right.

Ms. Shereen Baksh, Chairperson
NCPD Board of Directors



It is with a great sense of pride that I report on our many achievements for the year 2016 to our various stakeholders. National Centre for Persons with Disabilities (NCPD) continues to face financial challenges as it carries out its mandate of improving the lives of persons with disabilities through its various programmes. Despite this, we continue to evaluate our success by the extent to which we have advanced in our mission to equip our target population with opportunities to progress towards their self-actualization as individuals. It is within this context that I present a review of our operations for 2016.

VOCATIONAL REHABILITATION TRAINING

During the period under review we continued to operate at our maximum capacity providing opportunities to two hundred and fifty (250) individuals with varying disabilities. Individuals receive either full-time and/or part-time vocational rehabilitation training services.

In 2016, thirty nine (39) trainees wrote the National Craft Level Exams in Agriculture/Horticulture, Beauty Culture, Bookbinding, Food Preparation, Garment Construction, Welding and Woodwork and were certified by the National Examination Council of the Ministry of Education. Additionally, seven (7) trainees wrote the level 2 in Welding. Our trainees continue to perform exceptionally well, and we have maintained a trend of 100% passes in examinations (see Table 1). Certification allows our trainees to transition from the class of unskilled persons to the category of skilled persons. It ensures that our trainees have a profession which they can build upon through apprenticeship opportunities, further vocational development and/or employment in the open labour market.

Our trainees continue to benefit from remedial education, music, life skills, entrepreneurial training, arts and crafts, and sporting activities as well as regular opportunities to participate in community activities.

The Independent Living Skills Unit targets those persons whose disabilities are so severe that they are unable to engage in skills training. The Unit provides such individuals with basic life skills that will allow them to be as independent as possible along with developing their social skills.

Due to space constraints, the voc rehab programme was only able to facilitate twelve (12) clients. This programme is in great demand but unfortunately we are unable to accommodate more clients.

Our Social Worker and Vocational Counsellor provide guidance and counselling services to facilitate the overall well being of the total population served.

NCPD embarked on its 1st inclusive summer camp in 2016. The theme **"Be Bold, Be Brave, Break Boundaries"**. This camp

SPORTS

Table1. Pass Rates of NCPD Trainees sitting National Examinations Council (NEC) examinations, according to skill area, for the period 2011-2015 (%)

| Year | Agri-culture | Beauty Culture | Book-binding | Food Preparation | Garment Construction | Office Administration | Welding | Wood-working |
|------|--------------|----------------|--------------|------------------|----------------------|-----------------------|---------|--------------|
| 2011 | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| 2012 | 100% | No Candidates | 100% | 100% | 100% | No Candidates | 100% | 100% |
| 2013 | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| 2014 | 100% | 100% | 100% | 100% | No Candidates | 100% | 100% | 100% |
| 2015 | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| 2016 | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |

attracted fifty (50) young persons between the ages 8-18 yrs. The young people were involved in character building, art and craft, dance, soap, candle and jewellery making inclusive of know your country field trips. The success of the camp resulted in us including it as a calendar event.

NCPD continues to expand its service to the sector of persons with disabilities and

the wider national community in multiple areas. Our strategic location and wide knowledge base makes us a go-to facility for people seeking information, referrals, social assistance and counselling. Furthermore, we facilitate students from different tertiary level institutions with research, internships and other opportunities to advance their professional development. We also continue to lend support to other NGOs/Civil Society Organizations through our limited resources.

2016 was another excellent year for our trainees in the sporting arena. NCPD has become a force to be reckoned with at the National Games of Special Olympics and in 2016 our athletes continued its domination of the games bringing home 57 gold, 29 silver and 16 bronze medals as well as many ribbons in the various sporting disciplines. Trainee TShian Gibson recited the Athlete's Oath at the opening of the games and Abdel Rampersad carried the Torch of Hope at the closing ceremony. NCPD placed 2nd in the Special Olympics Cricket Competition and 4th at the floor hockey. Three trainees - Joel Trotman, Kevin Hunte and Shervon Richardson were selected on the National Special Olympic basketball team for the regional tournament in Jamaica. The team placed 4th at the tournament.

Special Olympics Trinidad and Tobago and Dlgicel Foundation organized and implemented the **1st Seaside Games**. Performances by the trainees continued with Stephan Singh placing 3rd and Jaleel Pierre 4th in open water swimming; NCPD

team placed 1st in beach volleyball; NCPD Football A team placed 1st and B team 2nd.

Every year our trainees have the privilege of participating in PowerGen's Annual Special Children's Fun Day which is a long-standing initiative of the Power Generation Company of Trinidad and Tobago Limited. 2016 was no exception and NCPD youths came out in fine form to engage in healthy competition and enjoyment in the spirit of sportsmanship and collegial cooperation. NCPD came 3rd overall in the march pass.

Other sporting events in which our trainees participated last year included the Marabella Unified Sporting Group Relay competition at which four trainees participated Donald Doyle and Jerel Richards winning gold medals; Jerome Williams won silver and Marcia Alexander a bronze medal. This competition was not for special Olympic teams but a collaboration of track and field clubs in South Trinidad.

Finally, three of our trainees were recognized for their distinctive performance in sports at the 2016 First Citizens Sports Foundation Youth Awards: Darrius Gokool (Floor

Hockey), T-Shian Gibson (Volleyball) and Brandon George (Football).

MUSIC

Sarah Dessen, an author, once wrote *"Music is a great uniter. An incredible force. Something that people who differ on everything else can have in common."* We have indeed benefitted from the incredible impact of music and its potential to change the world.

During the past year, our music programme moved beyond music therapy to external performances. Our band performed at the 2016 Consortium of Disability Organizations Music Festival. The band made many appearances during the year including but not limited to the Bishop Anstey Girls High School Concert culminating with the performance at the Golden Hands Steel Orchestra Christmas Concert.

However, the most significant accomplishment for us in the music arena has been the behavioural, emotional, and social benefits that we have observed amongst our trainees and apprentices who participated in

the music programme. This was the initial intention of the programme, but the benefits and impact of the musical art form have truly surpassed our expectations.

BUSINESS SERVICES

The primary strategic goal of our business services continues to be the provision of employment and apprenticeship opportunities for our graduates and other skilled persons with disabilities. In 2016, NCPD provided employment for approximately forty seven (47) persons with disabilities and ninety eight (98) apprenticeship placements (internal and external) of our graduates. Through working in the business services unit, apprentices are provided with the opportunity to develop their technical competencies and productivity levels. They also participate in remedial education classes, entrepreneurial training and extra-curricular activities to promote holistic development.

The business component utilises a social entrepreneurship model and contributes to our sustainability as an organization by supplementing our revenue, and promoting economic self reliance.

STRATEGIC PLAN

During the first quarter of 2016, our strategic plan 2016-2018 was rolled out. Eight (8) strategic goals were established. Activities aligned to strategic goals requiring major funding were deferred due to the financial constraints of the organization. However, the organization is pleased with progress made under **Goal 6 - Strengthen Human Resource Capacity; Goal 7 - Improve Health and Safety Practices and Goal 8 - Enhance NCPD's Response to Disasters.**

HUMAN RESOURCES

The strategic goal towards strengthening the human resource capacity reviewed the organizational design toward the achievement of organizational strategic goals and objectives:

Review organization org structure

The organisation's structure has been reviewed to better support the strategic and operational effectiveness of NCPD. With the revision in organization structure came the need to review the content of jobs to ensure job objectives were aligned with the strategic objectives of the Centre. An in-

depth job re-design exercise was undertaken with revised job descriptions and requisite performance standards, measurements and key point indicators (KPIs) being developed for managerial, supervisory and training staff positions.

Review salary

This remains an area to be addressed given the financial constraints of the organization compounded by delayed access to subventions. As we work toward mitigating against these circumstances there is a commitment to review salaries in line with the revised organization and work design.

Training

In order to equip our managers and supervisors with stronger skills in the area of industrial relations practices, special in-house training was developed and rolled out to this segment of the organisation based on the tenets of national industrial relations law. Case study exercises were developed internally, which allowed for managers to conduct situational analysis, and apply the theory being imparted.

Focus was also placed upon pro-actively responding to the growing demand for disability training in light of the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD). As such, the human resource division of NCPD has been actively involved in the strengthening of in-house capacity and positioning of the organisation as a world class social enterprise promoting social inclusion for persons with disabilities.

Review the Performance Management System

The performance management system has been updated. The assessment of technical and behavioural competencies have been further supported by the inclusion of performance standards and KPIs to better assess the fulfilment of targets and objectives. Sections on Employee Development have been preserved and will guide the career-pathing and growth of employees. The layout of the form has been designed to foster open communication, feedback and ease of use.

Succession Planning

While succession planning remains a challenge to us as it does most other similar organizations in the sector, we remain dedicated to this process and expect the newly revised performance management system to yield results in this area over the next two to three years.

Wellness Programme

On November 18th 2016 NCPD's official Wellness Programme **"STEP"** was launched. The event theme *'Step into Wellness'*, saw the unveiling of our official logo and a thrust toward our commitment statement:

***To positively impact the overall health and wellness of the organisation. To support the work/ life balance of the employees and to enrich the work life experience at the Centre.
We will do so 'Step by Step'***

Dr Vishal Jaikaransingh of Acropolis Medical Centre was the Featured Speaker. The launch involved a workout for employees and distribution of first-aid kits and fruit bags.

The STEP committee is spearheaded by the HR Department -Sonya Le Maitre-Jackson, Chairperson and comprises a cross section of employees, namely Zayna Bobb, Marlene George, Chiemeka James, Dainelle Mc Lean, Clarence Shepherd, Christopher Yearwood, and Kyle Young Lai. The committee led a number of activities culminating with a Health campaign- "12 days of Christmas". This initiative saw staff engaged during lunch periods in a walking competition around the compound, and 'ole time' games. An adult colouring competition was also hosted, where employees were invited to utilize their creativity in bringing images alive. The winners of the competitions were:

Adult colouring competition:

Ms. Janillia Carrington

**Old Time games: Ms. Mary Augustin;
Wellness Champion: Ms. Joanne Baker**

Funding for activities and initiatives of the committee has been thus far covered by the members of the committee. Over the next year fundraising initiatives will be embarked upon with a view to sustaining the work of

'STEP', and contributing to the financial stability of the wider organization.

HEALTH, SAFETY, SECURITY

As such, in accordance with the requirements of the Trinidad and Tobago Occupational Safety and Health (OSH) Act 2004 (as amended 2006) the following policies and procedures were developed:

- **Emergency Response Plan:** NCPD's Emergency Response Plan outlines the organization's health and safety policies and procedures, along with plans for militating against health, safety, security and environmental risks.
- **Risk Assessment:** NCPD's Risk Assessment was drafted in 2016 and highlights the present risks faced by each department's daily activities; the current controls that have already been established; as well as further recommendations for continuous improvement in health and safety practices.

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- **Evacuation Plans:** NCPD's Evacuation Plan was designed for the Centre highlighting emergency exits, the locations of the fire extinguishers and the primary and secondary muster points. What makes this plan unique is the careful attention placed in ensuring access and egress routes for persons with disabilities were established. Additionally, these evacuation procedures have been documented in policy format and are now distributed to visitors and new members of staff (as part of New Employee Safety Induction), in the form of safety brochures.
- **Health and Safety Committee:** The ground work for the revamping of our Health and Safety Committee took place in 2016. This committee is charged with the responsibility to "keep under review the measures taken to ensure the safety and health of person at the place of work" (OSH Act of Trinidad and Tobago Section 25F).
- **Safety Wardens:** To compliment the work of the Safety Committee, Safety Wardens were also earmarked with the

responsibility for executing the safety portfolio in the areas of risk prevention, emergency response and evacuation.

- **Evacuation Drills:** In 2016 a decision was made to conduct industry standard evacuation drills. These drills would be measured against safety industry parameters for evacuations. The first of its kind took place on 14 June, 2016. The second like evacuation drill was conducted on November 22, 2016. Fire Services evaluated the response time of the evacuation, and a feedback form was completed by the Fire Officers. All comments were taken into consideration for continuous improvement at the Centre.
- **Health & Safety (H&S) Training:** In-house H&S training targeting staff and trainees, was conducted in 2016. This specifically covered 'Kitchen Safety', 'School Safety' and 'General Safety'.

On September 6th, 2016 safety training was conducted with the Woodwork and Welding trainees and apprentices. The external provider was Safety Plus Limited. Representatives shared information on

the correct use of personal protective equipment, and general safety practices in the respective departments. Much gratitude is extended to the suppliers, Safety Plus Limited for their consideration in providing the safety video training in a format that was suitable for deaf persons attending the training session.

On November 15th, 2016, Emergency Evacuation training was conducted by the Chief Executive Officer - Office Disaster and Preparedness Management (ODPM), Dr. Stephen Ramroop. Eighteen (18) members of staff attended the training session, titled 'Disaster/ Crisis Management'.

New Initiatives

- **Consultation:** Health and Safety consultative services were initiated in 2016. NCPD's Health and Safety Officer conducted a health and safety assessment for the Gulf View Community Centre in March 2016. A comprehensive report was submitted and our Graphic Designer developed the evacuation map for this client.

- **Recycling:** NCPD established a recycling program with Tetrapak in 2016. A recycle bin which is currently in full use by our trainees and apprentices was sponsored by Tetrapak.
- **Health and Safety Day:** A Health and Safety Day was organized and executed on April 29th, 2016 to commemorate World Day for Safety and Health. The Theme: **Workplace Stress: A Collective Challenge.** The aim of this day was to sensitize the trainees, apprentices and staff to health and safety issues. Several companies attended the event to share health and safety tips with the attendees. It was a successful and educational event.

RESEARCH

NCPD notes that nationally there is a paucity of data with regard to persons with disabilities which has impeded the ability to effectively lobby for policy changes and assistance for this marginalised group. Therefore in order to assist our own advocacy efforts, NCPD sought to undertake research in this largely unexplored field.

- NCPD conducted a review of the Bi-annual Tracer Study which sought to expand the focus of the earlier tracer study to also capture the graduate's experience in the open labour market; feedback on the training programmes after being exposed to the labour market; and information on job satisfaction and work experience. This review of the Bi-Annual Tracer Study allowed the capture of more data to better inform NCPD's programme effectiveness.
- An upgrade of the Trainee/Graduate Database System was undertaken in order to make the database system more user friendly, efficient and effective. The Trainee/Graduate Database System was developed as a web based system thereby allowing multiple users to access the system simultaneously from more than one site. This is particularly useful as it would allow staff at the Unit and the Centre locations to update and utilise information from the system at the same time.

NCPD firmly believes that evidence based research is necessary for the advancement

of this sector and remains committed to advancing and building upon the body of knowledge regarding matters pertaining to PWDs.

ONLINE PRESENCE

NCPD is cognizant of the fact that we are operating in the 21st Century, commonly referred to as the information age, the digital age and the age of technology. We continue to maintain our website and social media sites to share information and to promote interaction with the public.

PARTNERSHIPS AND COLLABORATIONS

NCPD's success depends heavily on partnerships with entities that share the vision of an inclusive society and are willing to partner with us to serve that vision.

We remain grateful to those persons and organizations that have partnered with us over the years. Particular appreciation is extended to all the entities with whom we collaborated in 2016. Significant mention must be made of the following:

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- **Ministry of Community Development:** Always seeking ways to enhance the services and to empower those who seek the services offered at NCPD, a new initiative commenced in April 2015 and continued in 2016. With technical support through the provision of a tutor and raw materials from the Ministry of Community Development, a soap and candle making programme was successfully completed. Fifteen (15) trainees and one (1) instructor participated in the three (3) month course. This programme is not NEC certified but aims to equip trainees with additional income generating skills. The centre hopes to continue this partnership exploring other craft skills.
- **Special Association of Caring Parents (SACP):** Our parent support group provides a tremendous support system for parents of our trainees and apprentices. SACP holds monthly sessions at the Centre providing information, training, good practices and other support mechanisms to help parents in relating to and advocating for their children with special needs.

SACP also works in collaboration with Elder Associates Limited to facilitate trainees and their families in receiving professional interventions outside the capacity of the Centre. These support services enhance our service offerings to our trainees and provide much needed psychological, informational and other forms of support to our valued parents. SACP also hosts field trips for trainees and their family members as an avenue for enhancing socialization skills.

- **Digicel Foundation of Trinidad and Tobago:** The aquaponic system installed by Digicel Foundation in the agricultural department continues with success. The project received ongoing technical support from Digicel Foundation. NCPD values this initiative as an opportunity for self-employment for graduates.
- **United Way of Trinidad and Tobago (UWTT):** NCPD's relationship with UWTT continues. The "People in Crisis Fund" continues as an invaluable resource to individuals and families from Central to South Trinidad who are in dire need of financial support and/or counselling

services. Three hundred and eighteen (318) persons benefited from the fund in 2016.

- **Bursary/Scholarship Programme:** We commend and appreciate the companies and individuals who continue to support our bursary/scholarship programme. This programme provides access to the vocational rehabilitation training programmes of the Centre to persons in financial need. Forty five 45 trainees benefited from the programme in 2016.

National Training Agency (NTA) - NCPD was pleased to be asked by NTA to serve on the lead committee on Health Care Assistance (vision impaired) to review the occupational standard for level (2&3.) Ms. Kahaya Sooklalsingh, Programme Manager represented NCPD.

Network of Non-governmental Organization for the Advancement of Women: NCPD was pleased to have contributed to the Trinidad and Tobago Shadow report on the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).

REPRESENTATION/ PARTICIPATION

We are very pleased to be an active and contributing member of the national and regional knowledge communities and we recognize our responsibility to participate in all spheres of decision making and other developmental activities as these opportunities arise.

NCPD made presentations and attended various fora. Some of these are highlighted as follows:

- **University of the West Indies, St Augustine Network and Outreach for Disability Education and Sensitization (NODES)** symposium entitled "Rights an Activism". NCPD's Operations Manager, Ms. Seema Persaud, Health and Safety Officer, Ms. Dainelle Mc Lean and Research Officer Ms. Lisa Bholai represented the organization.
- **Ministry of Labour and Small Enterprise Development** held a one day consultation on " The future of Work in Trinidad and Tobago". NCPD, CEO co- chaired a session and was a panellist speaking on the rights of persons with disabilities.
- **United States Embassy** workshop on Human Rights was attended by NCPD's CEO, Dr. B. Beckles
- **Annual World Down Syndrome Day Conference** entitled "My Friends, My Community - The benefits of inclusive environments for today's adults" - Ms. Kahaya Sooklalsingh, Ms. Lesa Paul and Mr. Ricardo Rampaul attended.
- **We Care Deaf Support Network** workshop on HIV Awareness attended by employees Ms. Camille Brown-Hosein Ms. Kahaya Sooklalsingh and Ms. Nalini Ramlogan-Singh.
- **A presentation on Disability Awareness** to students of St. Benedicts College, Bishop Anstey Girls High School and Atwell Educational Institute was facilitated by Ms. Danielle Ryan, Ms. Seema Persaud, Ms. Kayaha Sooklalsingh and Ms. Dainelle Mc. Clean.
- **A presentation on Disability Awareness** to employees of the Ministry of Public Utilities , Equal Opportunity Commission and Digicel Foundation was facilitated by Ms. L. Bholai, Ms. K. Sooklalsingh and Ms. D. Ryan.
- **Digicel Foundation** organised a media workshop which was facilitated by Ms. Sonya Le Maitre-Jackson, NCPD's HR Consultant.
- **Council of Technical and Vocational Education and Training, Ministry of Education, Georgetown Guyana:** NCPD facilitated two workshops for Administrators and Senior Instructors on Integrated Training in technical and vocational institutions. The workshops were conducted by Dr. B. Beckles and Ms. S. LeMaitre-Jackson.
- **St. Kitts Nevis Association for Persons with Disabilities** NCPD facilitated and trained two persons in wheelchair repairs from the St. Kitts Nevis Association for Persons with Disabilities. The training was held at NCPD and participants were also exposed to the full operations of the organization.

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- **The Equal Opportunity Commission of Trinidad and Tobago** held two workshops in which NCPD employees Ms. Lisa Bholai and Ms. Seema Persaud attended.
- **Ministry of Tourism** commemorated World Tourism Day under the theme "Tourism for all: Promoting Universal Accessibility". Ms. Lisa Bholai made a short presentation on behalf of NCPD.
- **2016 T&T Professionals workshop** on Strategies and Tactics for NGOs to Navigate a Challenging Fundraising Climate was attended by Dr. B. Beckles and Ms. Lisa Bholai. At this forum the 2016 JB Fernandes NGO Award for Excellence was announced. NCPD was the proud recipient of the 2016 award.

NCPD was privileged to be part of other social events including, but not limited to:

- Tree Lighting ceremony to mark Autism Awareness hosted by Her Excellency Mrs. Reema Carmona

- Film screening of Sustain T&T and T&T Rocks
- Altar Boys Concert at Central Bank Auditorium
- The Trebles Youth Choir performance of Young Hercules & Pandora's Box

ADVOCACY

Advocacy remains critically important to our work in promoting social inclusion for persons with disabilities.

In pursuance of this inclusion, NCPD and the Caribbean Kids and Families Therapy Organization (CKFTO) collaborated for a second successive year to continue the Social Integration of Persons with Disabilities (SIPD) campaign. This campaign was made possible through funding from Repsol. The campaign emphasized school-based education and public awareness to promote the absolute inclusion of people with disabilities in Trinidad & Tobago. The second year focus had an intensive media campaign that attracted the voluntary

support of seven (7) local celebrities, each taking a different message on an issue faced by persons with disabilities. The campaign raised an awareness on the need for an inclusive society.

Promoting public awareness on disability issues is an important mandate of the United Nations Convention on the Rights of Persons with Disabilities.

NCPD has also actively participated in a number of workshops, seminars, lectures, meetings and other fora to advocate for the sector, provide technical advice, share good practices and learning and otherwise contribute to the knowledge base on disability issues at both national and regional levels. These fora provided opportunities for building our networks, raising awareness and having a voice in the strategic changes taking place around us.

CONCLUSION

NCPD experienced yet another year of excellent performance, giving high quality service in the provision of vocational

training, business services and advocacy. This performance could only be achieved through combined effort. For this reason I must say a heartfelt thank you to the voluntary board of directors, staff, trainees and apprentices, parents, family members, volunteers, line Ministries, partners, friends, well-wishers and all others who continue to make our work possible. Your unwavering support takes us closer to making our vision of absolute inclusion a reality.

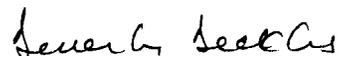
Though strides have been made, particularly with the ratification of the United Nations Convention on the Rights of Persons with Disabilities, there is still much work to be done. There is need for an attitudinal and cultural paradigm shift in our society to attain this vision.

However, we stand firmly on the strong foundation built by our past achievements. As we look forward, we remain resolute in our commitment to achieving this vision. Though at times it may seem a long and difficult path, our strategic plan for 2016-2018 will be our beacon, a guide in the dark passage on the issue of disability.

In the words of Martin Luther King Jr:

“Human progress is neither automatic nor inevitable... Every step toward the goal of justice requires sacrifice, suffering, and struggle; the tireless exertions and passionate concern of dedicated individuals.”

As we move forward, it is my hope that our passion continues to grow. As a simple spark can grow to a raging fire, may our passion for this issue spread out across our society to enable this paradigm shift.



Beverly Beckles, PhD
Chief Executive Officer

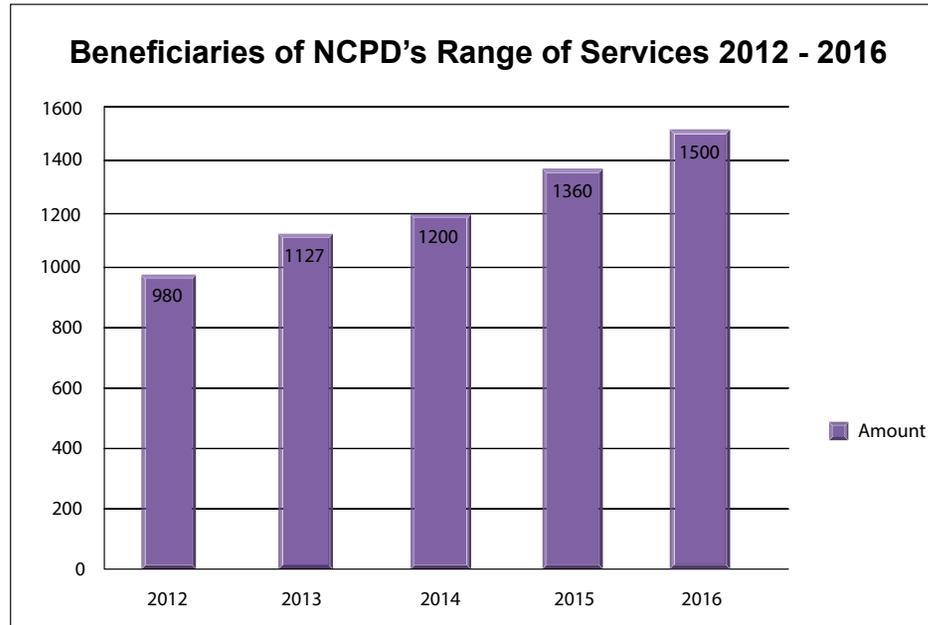


Figure 1: This diagram illustrates the number of beneficiaries who accessed NCPD's vocational rehabilitation services.

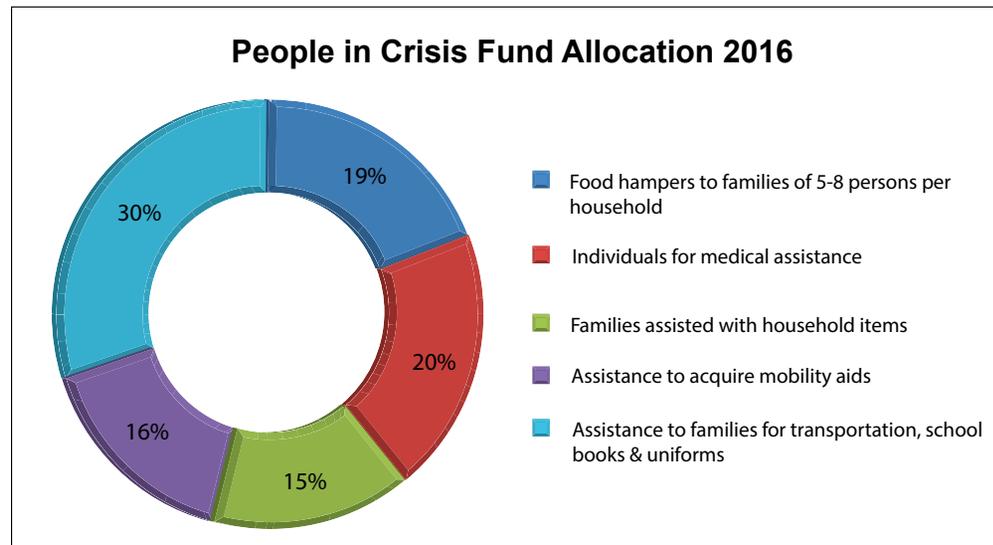


Figure 2: The above diagram illustrates the allocation of the People in Crisis Fund for the year 2016.

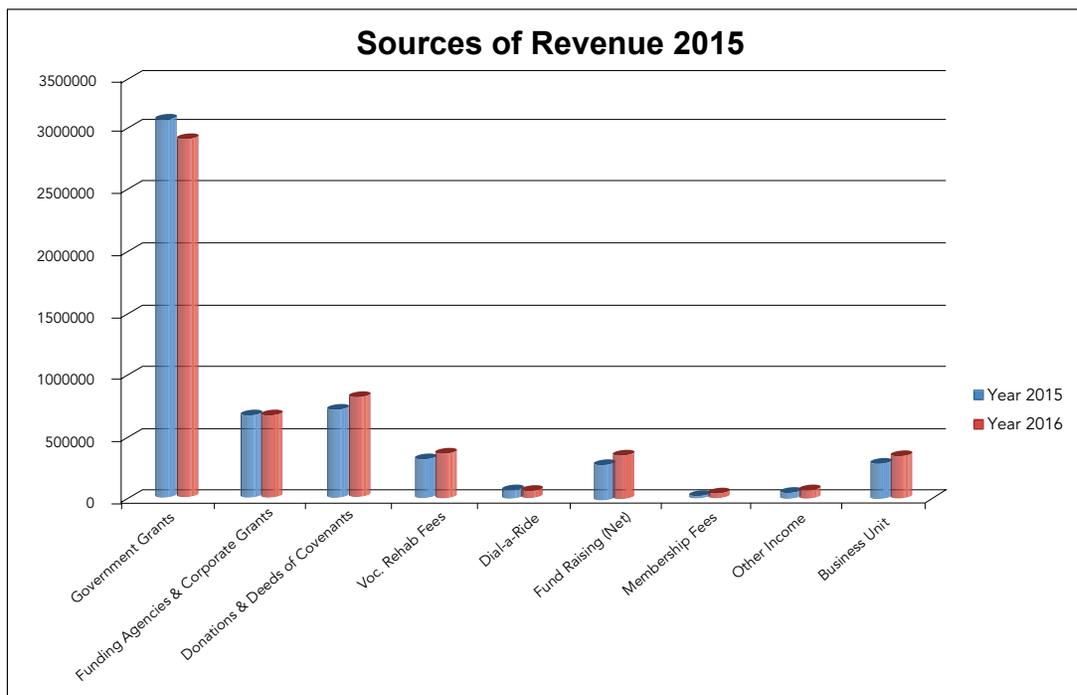


Figure 3: The above diagram illustrates the sources of revenue that supports NCPD’s operations.

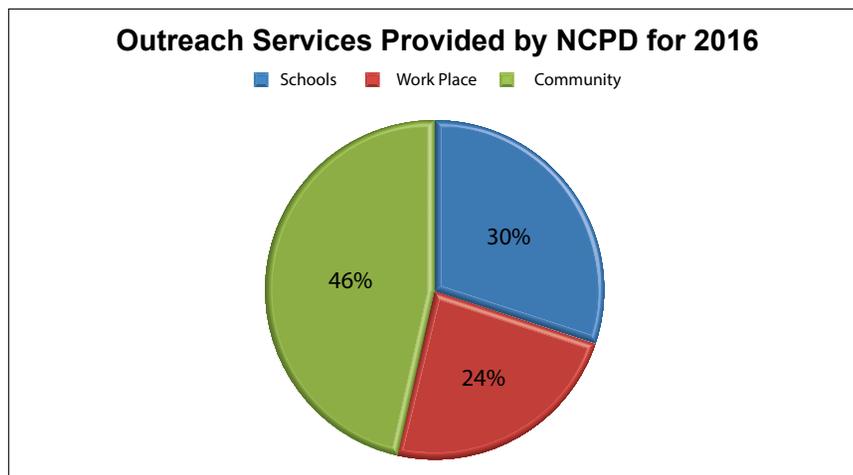
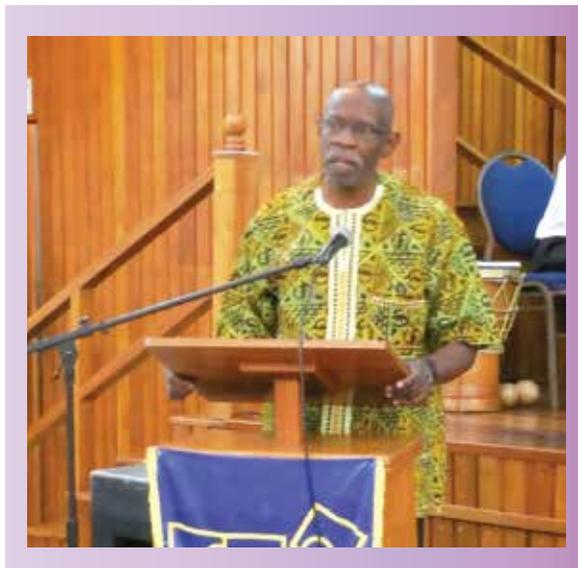


Figure 4: The above diagram illustrates the breakdown of different target groups within the overall total of one thousand seven hundred and seventy seven (1777) persons who benefitted from NCPD’s Outreach Services in 2016. Outreach services include lectures, seminars, and information dissemination booths on the topic of disability awareness, conducted at schools, workplaces and communities throughout Trinidad and Tobago.

YEAR IN REVIEW - ANNUAL GENERAL MEETING 2015



A cross-section of the audience at the 2015 AGM



Guest speaker - Dr. Ralph Henry

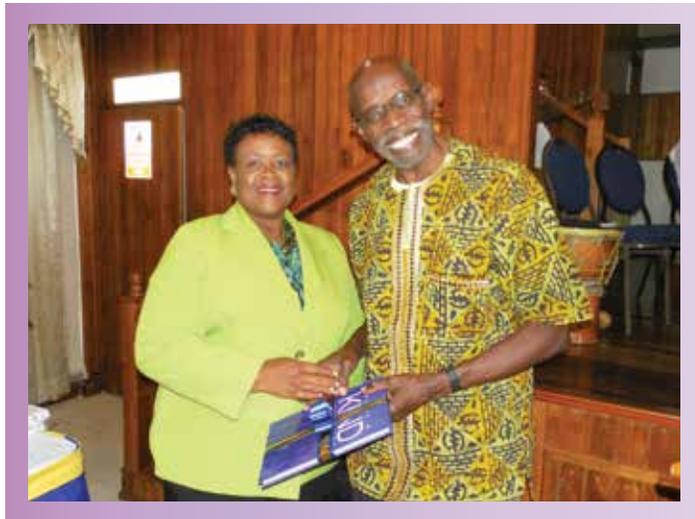


NCPD Small Ensemble, entertains the audience.

YEAR IN REVIEW - ANNUAL GENERAL MEETING 2015



L-R: Ms. Koylass Abraham, MS. Shereen Baksh, Dr. Ralph Henry, Dr. Beverly Beckles and Ms. Marie Louise Atherly



NCPD Director, Dr. Natalie Dick presents a token of appreciation to the feature speaker Dr. Ralph Henry



NCPD Director, Mr. Subert Gilbert presents a hamper to Mrs. Zalayhar Hassanali - Former First Lady of the Republic of T&T and Honorary member

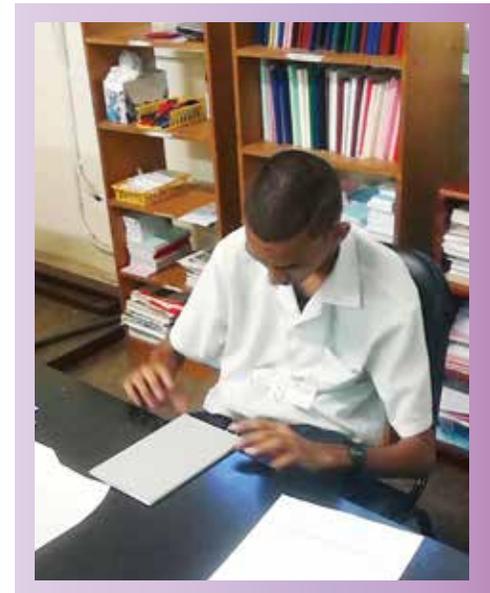
YEAR IN REVIEW - NATIONAL EXAMINATIONS 2016



Food Preparation



Beauty Culture



Bookbinding



Welding



Woodwork



Sewing



Agriculture



Guest speaker Mr. Sudhir Ramessar, President of the Trinidad and Tobago Paralympic Committee addresses the graduating class



Performance by NCPD small ensemble



Graduating Class of 2016

YEAR IN REVIEW - GRADUATION



Ms. Lillian Kanhai - Valedictorian



Ms. Lillian Kanhai receives the La Touche Challenge Trophy for Trainee of the year 2016



Ms. Katrina Primus receives the Dr. Harry Collymore Challenge Trophy for the most outstanding trainee with a physical disability



Mr. Kirwin Rodney receives the S.M. Khan Memorial Challenge Trophy for Outstanding Sportsman of the Year



Ms. Sherain Lezama receives the S.M. Khan Memorial Challenge Trophy for Outstanding Sportswoman of the Year



NCPD Small Ensemble performs at Golden Hands Christmas Concert



NCPD Trainees at Young Hercules Play - Naparima Bowl



NCPD Performance at UTT - CODO Music Festival For Persons With Disabilities



Outdoor screening of "A Better Place" at NCPD

YEAR IN REVIEW - INCLUSION DANS LA MODE



Some of the models from IDLM 2016



IDLM 2016: Front Left to Right: Mrs Zalayhar Hassanali, Patron of IDLM 2016 and Former First Lady; Councillor Mrs Vidya Mungal-Bissessar, San Fernando City Corporation; Dr Beverly Beckles, CEO of NCPD. Back Row Left to Right: Dr Stacey Chamely, T&TMA President; Dr Natalie Dick, Vice Chairman of NCPD; Dr Vishu Beharry, T&TMA Central Branch President

Inclusion *Dans La Mode*



*IDLM 2016 Pre-Event Photo-Shoot on Location at NCPD.
L-R: Felicia John and Lillian Kanhai*

YEAR IN REVIEW - INCLUSION DANS LA MODE



IDLM 2016 Pre-Event Photo-Shoot on Location at NCPD. Athaliah Samuel, Miss Trinidad and Tobago to Miss World 2012; Background: Harvey Kayodo Robertson, creator of Adaptive Clothing for IDLM and Student of the Year 2016 from, Caribbean Academy of Fashion & Design, University of Trinidad and Tobago.



Doctors took the Runway for IDLM 2016



IDLM 2016: Left Foreground – Natasha Athara, Professional Fashion Designer, UTT Graduate



IDLM 2016 Dr Tonya Welch, wearing a unique design, clothing from recycled materials, from Natasha Athara.

YEAR IN REVIEW - SPORTS - SPECIAL OLYMPICS NATIONAL GAMES



His Excellency Anthony Thomas Aquinas Carmona, O.R.T.T., S.C. officially opens the National games.



NCPD Volleyball Team in action



NCPD Football Team placed 1st at the games



NCPD Track & Field Athletes



NCPD Swim Team



NCPD Athletes are recipients of the First Citizens Youth Sports Awards; Darrius Gokool - Floor Hockey, T-Shian Gibson - Volleyball and Brandon George - Football.



NCPD athletes at National Floor Hockey Games



NCPD athletes In relays held by the Sports Company of Trinidad and Tobago (SporTT)



NCPD Athletes participate in 1st ever Special Olympics Seaside Games at Maracas Beach organized by Special Olympics Trinidad and Tobago & the Digicel Foundation



NCPD Cricketers placed 2nd at Special Olympics Trinidad and Tobago Cricket Tournament



NCPD Athletes participate at the Eunice Kennedy Shriver Fun day, Nelson Mandela Park, Port of Spain

YEAR IN REVIEW - SPORTS - POWERGEN



The Hon. Darryl Smith Minister of Sport and Youth Affairs with NCPD Trainee Abdel Rampersad



NCPD trainees at Powergen Sports March Past



NCPD wins 3rd prize for "Most Creative Team"





His Excellency John L. Estrada United States Ambassador to Trinidad & Tobago paid an official visit to NCPD



Official visit by Ambassador of the Kingdom of Spain José María Fernández López de Turiso (center) & Deputy Head of Mission & Consul of the Embassy of Spain - Ms. Belèn Uste



Newly elected President of the Trinidad and Tobago Paralympic Committee Mr. Sudhir Ramessar paid an official visit to NCPD



UNESCO representatives Omar Mohammed & Alison Pantin view exhibits of the garment construction department with Ms. Sooklalsingh



Teachers from the Ministry of Education, Special Education Unit

Official Visit by The Hon. Cherrie-Ann Crichlow-Cockburn - Minister of Social Development & Family Services



Ms. Danielle Ryan - Vocational Counsellor demonstrates some assessment tools



Ms. Princess Lewis - Garment Instructor exhibits a trainees portfolio



Students in the Music room entertain the Hon. Minister



Ms. Kahaya Sooklalsingh - Programme Manager demonstrates assistive devices



The Hon. Minister tours the Agriculture department



Ms. Shereen Baksh - NCPD Chair makes a presentation to the Hon. Minister



L-R: Ms. Rachael Stephen NCPD Bookbinding Instructor, Ms. Rissa Edoe, Ms. Terry Ince & Dr. Nesha Beharry-Borg from the UNDP - GEF Small Grants Programme



Staff of the NGO Unit of the Ministry of Social Development and Family Services tour the facility



Nursing Assistant - Batch 10 (South) tour the NCPD Aquaponics Project



Ms. Albertha Hercules (Principal/Therapist) and Mrs. Saira Joseph-LaFoucade (Parent/Volunteer) of Aspirara Learning Community tour the Office Admin. classroom

YEAR IN REVIEW - VISITS



Students of Servol observe exhibits from the Garment Construction department



Students of Bishop Anstey High School observe the process of paper recycling



Students of The University of Trinidad & Tobago view the Assistive technology Lab



Ms. Khalifa St. Fort, along with her sponsors FLOW visited NCPD. Khalifa gave a motivational speech and met with trainees.



L-R: Mr. Hasta Gautam, Relation Coordinator & Mr. Purna Lama, CEO of the Access Films Nepal Production Company.

YEAR IN REVIEW - NCPD CELEBRATES WORLD DAY FOR SAFETY AND HEALTH AT WORK



YEAR IN REVIEW - "CLEAN FOR A PURPOSE" CAMPAIGN





Presidents Award Cleanup Crew



NCPD trainees Visit UPick Farm, Chagaramas

YEAR IN REVIEW - VACATION CAMP



CHARACTER BUILDING

COSMETOLOGY + DANCE

ARTS & CRAFT INCLUDING SOAP AND CANDLE MAKING

FIELD TRIPS & MUCH MORE!

BE BOLD! BE BRAVE! BREAK BOUNDARIES!

Total Cost: \$500.00 (Inclusive of field trips)

Come join our All Inclusive Summer Camp at
NATIONAL CENTRE FOR PERSONS WITH DISABILITIES
 7-21 New Street, San Fernando, (Behind RCB, High Street)

Ages: 8-18 years old
 Date: 11th July - 5th August 2016
 Time Frame: Monday-Friday 9am - 2pm

Deadline to register: Friday 24th June, 2016

REGISTER TODAY!
 Call: Kahaya Sooklalsingh
 653-4894, 657-3525



YEAR IN REVIEW - LAUNCH OF NCPD WELLNESS COMMITTEE



Ms. Dainelle Mc Clean NCPD's Health, Safety, Security & Facilities Officer presents a token of appreciation to Feature Speaker Dr Vishal Jaikaransingh of Acropolis Medical Centre



NCPD Wellness Logo



Members of the Wellness Crew "NCPD Steppers"



Lunch Time Walk by NCPD Staff



NCPD Staff workout

YEAR IN REVIEW - TRAINING - WHEELCHAIR REPAIRS



Mary Clarke and Jamal Herbert of St. Kitts Nevis Association of Persons with Disabilities trained in wheelchair repairs at NCPD



YEAR IN REVIEW - WORKSHOPS/EXHIBITIONS



Disability Awareness Workshop at Atwell's Educational Institute



NCPD staff, Kahaya Sooklalsingh and Lisa Bholai presenting at the UNESCO Identity Workshop



Ms. Seema Persaud, Operations Manager (NCPD) at Digicel Open Day Exhibition



Ms. Kahaya Sooklalsingh, Programme manager demonstrates assessment tools at the Charles Street Gasparillo Improvement Group Health Fair



Ms. Kahaya Sooklalsingh at Equal Opportunity Commission Sensitization Workshop



NCPD instructor, Janillia Carrington demonstrates Paper Recycling at the NGC Childrens Bocas Lit Fest



Participants at the two day workshop on Integrated training for persons with disabilities into technical vocational education and training

YEAR IN REVIEW - ADVOCACY - AUTISM AWARENESS WEEK



NCPD Staff "Light It Up Blue" for Autism Awareness Week



*Autistic Society of T&T Autism Awareness Walk
Her Excellency Reema Carmona visited NCPD's booth*



*Mr. Richard Blewitt, Their Excellencies Anthony Thomas Aquinas
Carmona, SC and Reema Carmona
attended the tree lighting ceremony*



Dr. Beverly Beckles, CEO of NCPD received the 2016 JB Fernandez Award for NGO Excellence in Trinidad and Tobago on May 24, 2016 at the Hyatt Regency Trinidad.

IDPD 2016

**International Day of Persons with Disabilities
3 December**

Theme of IDPD 2016:

Achieving 17 Goals for the Future We Want

International Day of Persons with disabilities (IDPD) is commemorated around the world annually on 3 December. The Day can be used to raise awareness and mobilize support for critical issues pertaining to the inclusion of persons with disabilities in society and development.

Plan

- Forums and public discussions
- Information campaigns
- Public rallies and parades
- Art shows and performances
- Exhibitions and film festivals
- Creative competitions and school programmes

Include

- Government officials, mayors and community leaders
- UN agencies
- Schools and universities
- Civil society organizations and organizations of persons with disabilities
- Private sector

Inform

- Raise awareness about the 2030 Agenda for Sustainable Development and Sustainable Development Goals
- UN's work on mainstreaming persons with disabilities in society and development

Celebrate

- The contributions of persons with disabilities to human diversity and the communities in which they live
- Persons with disabilities are both beneficiaries and agents of transformative change in society

Imagine the world in 2030, fully inclusive of persons with disabilities

BE INFORMED! GET INVOLVED!

Find out more about the work of the United Nations for persons with disabilities:

Visit our website: www.un.org/disabilities

Follow us on social media: @UN Enable

Subscribe to the UN Enable Newsletter

Email us: enable@un.org



YEAR IN REVIEW - FUND-RAISER - TEA BY THE SEA



Performance by the Trinidad & Tobago Police Band



NCPD Models



Patrons at Tea By the Sea



NCPD Products on sale



NCPD Musical Ensemble

YEAR IN REVIEW - FUND-RAISER - CARNIVAL ALL INCLUSIVE FETE



Patrons at the fete



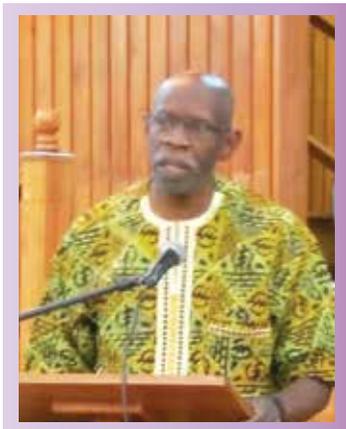
Performance by T&T Sweet Tassa



Performance by Caribbean "Traffik" Jam



Performance by Dil-E-Nadan



Salutations, Madame Chair, Ladies and Gentlemen, it is indeed a privilege to be here this evening with you to say a few words on *'Creating Opportunities for the NGO Sector in Challenging Times'*. Both the Chairperson and Treasurer of the National Centre of Persons with Disabilities (NCPD), made reference to the challenges of our time. The Chairperson made mention of a report which suggests that the price of oil may achieve \$44/bbl at the end of this year, which is \$1 less than the price on which our National Budget was based. The hope was expressed that the price would rise over the next few years and may reach \$80/bbl around 2020, by which time of course, with inflation, that price of \$80 would be equivalent to \$40-\$45 in today's prices. So we do indeed face challenging times ahead.

Last week, we witnessed the BREXIT decision. There is a sense in certain circles, it that we actually may not be as seriously affected by that as we might think. However, BREXIT and what is happening in the United States, are all part of something that has been happening over the last 10-12 years. With the fall in the price of oil and gas, we in Trinidad and Tobago have woken up to the reality that we are like any other Caribbean country. And we are suffering from the kind of experiences that they have had since the mid-1990's when for example, the banana market collapsed triggering hardship in countries like Dominica and St. Lucia that were dependent upon bananas for a substantial amount of their foreign exchange earnings and employment.

If you look at these economies today, you will see that Dominica has become a service oriented economy relying on tourism. But that tourism sector is small. So it means that the foreign exchange that is being generated by that sector is quite paltry. And we in Trinidad and Tobago have seen the price of oil and gas fall. So it means that the oil

sales being generated are no longer giving us the levels of foreign exchange we had four or five years ago and we are not going to return to the glory days any time soon.

So when we ask ourselves what do we have that will generate some foreign exchange that will take us back up to that level, we suddenly realise that we are in for a rough time in moving from a situation where oil and gas provided 80% of our foreign exchange and 45% of government revenue to a new dispensation when other exports of goods and services fill that gap. In the interim, and in a very real and practical sense, all this means that the subventions that you got from the Government, 45% came indirectly from the oil and gas sector. Small wonder that you have not got the subvention anticipated from the Ministry of Education.

I looked very quickly at your Annual Report and I saw that a substantial share of the subventions or the revenues that come to you derive from the Government. So we understand that the challenge is at the door of the Centre. And that may not be simply

worrying, but actually frightening.

But having established that fact of the importance of the subvention, I want to remind us that when this organisation was established, the environment was not necessarily one of plenty. It was just after our achieving independence and we were already seeing difficult times. We know what happened by the late 1960's: simply, we found ourselves as a country in great difficulty, leading right up to early 1970's.

It a bit of a story that is not an Anansi Story, that we should recognise that people who established this organisation in the late 1960's founded it in a period of difficult times. And they would have drawn on the work and were inspired by the people who in the generation before would have established agencies like the Society of Coterie Workers.

Most certainly, there was the example of that earlier generation before who established Co-operatives and Credit Unions following the Second World War and the period leading up to the Second World War

which was one of the most difficult periods in our economic and social evolution. The riots in the late 1930's demonstrated that populations in the British West Indian colonies decided they had enough and were revolting right across the region. Almost as if internet and Facebook and all these things had existed then, we saw the riots spread right across the region in short order.

The workers protested against the economic and social conditions and insisted on the idea of the state becoming more involved in providing a range of social services such as poor relief, as they called it then. Later, the state was to become involved in providing the milk and biscuit in the school feeding programme,. So here were our own social reformers, the ordinary people who in the wake of the Great Depression of 1929-1930's which created severe hardship in the Caribbean, came out with institutions and organisations, some of which still exist today. And we should take heart in that experience in facing these challenging times.

In reflecting on the topic *Creating Opportunities for the NGO Sector in Challenging*

Times I was forced to focus on that term, NGO – Non-Governmental. And it means that we have a number of organisations that exist in the negative to do the positive. We are a non-governmental organisation, or we are a non-profit organisation and there's a something subliminal about it that, you are less than, that you are not something. It is almost as if, you do some positive things yes, but only if the others – the government and the profit organisations help you to do so.

But what is the makes NGOs or Civil Society Organisations (CSOs) different? They are organised differently but they do actually something that governments do and private sector agencies also do. What do they do? They organise resources to satisfy the needs of people. The profit oriented organisations – firms and businesses - do this with the expectation of a profit. In the case of Government it's because it's mandated by voters that there are certain goods and services that we need and we are prepared to have the Government tax our communities and spend appropriately to satisfy those needs.

In the case of NGOs and CSOs, you are also organising resources. And when you mobilise your resources, then you actually expend and you may arrive with what the Treasurer this evening called a surplus, you might not call it a profit, but it's the same. It simply represents the fact that you mobilise resources successfully.

You have displayed a certain level of what is now called Intrapreneurship, i.e., that you use those resources efficiently and you have some of those resources for the next time around which governments attempt to do. They attempt to arrive at a surplus to invest for the long haul and private sector organisations have always attempted to do that, in order to put some notes in the pockets of their shareholders and to make some more profits the next time around.

So we must stop feeling that we are a non-something and see ourselves as something really positive contributing to the upliftment of people, contributing to satisfying certain needs that in the case of this Centre if you didn't exist, are we sure that there would be something else that would have been providing for those needs?

We listened to the NCPD band. We look at the report. Clearly this is substantial work and very importantly you are actually doing it far more efficiently than it can be done by the Government. The society needs organizations like this to ensure that the needs of the 10 % of the population, as estimated by international organisations - 10% of any normal population is comprised of Persons with Disabilities, so therefore there is 10% of the population who will need certain kinds of services that might not available if your sector did not exist.

I have been involved in a number of studies of living conditions in Trinidad and Tobago as well as in the Caribbean. What I've found is indeed alarming. If as much as 10% of the population that needs certain special services, then there is a huge gap that is not being addressed. When you examine the data you see that there is a percentage of people who turn up from one time or another, for services a special nature. But they tend to be far less than 10%.

So this means that some people are being hidden because parents and community

feel reluctant or discouraged from turning up for these services. These are people who have abilities that can be moulded and can contribute to national development as well as of course contributing to their own sustenance are not securing services that they need. In a number of areas we engage in a something – and this may be a very strong statement to suggest that- we engage in a type of marginalisation, because we are denying possibilities for people, human beings like ourselves, in achieving their fullest potential.

It is this notion of non-something that we have to make more positive and affirm that we are there and have a contribution to make. We have to see ourselves as treating with PWDs not only in circumstances that are far more difficult, where the State may not be able to provide the resource provision that we had over the past few years. The Ministry of Social Development over the last 3-4 years has released a huge booklet on the Social Services and Expenditure over the last 10 years and in a sense telling the population "listen we had the money from oil and gas and we spent the money at social services."

The question is to what extent we got real services? We know that the budget is huge and therefore they can now argue that in the present situation of declining resources they may have to cut back. But even as they may have to improve their efficiency immediately and one way of improving the efficiency within the social services is to ensure that you have a closer partnership with agencies because these agencies may be able deliver 24/7 in the way in which people who are public servants won't.

And I'm sure that there is some part of the operation where you see the NGOs trying to help themselves, for example, this Saturday you have the boat ride fundraiser.

Now, let me introduce another aspect of the challenge. We see the challenge in the government revenue, with the decline in the price of oil and gas, and we see BREXIT and we don't know what will happen on both sides of the Atlantic with changes in Britain and the United States. We continue to rely very much on the north Atlantic, for trade, for most of our goods and services. They are our core markets. Since the 1990's

we should have been looking to other markets and going into markets with different goods and services. This means that we have an economy that is ill prepared for what we now face.

All our governments have bandied around the words '*Diversification; we have to diversify*'. But what does diversification mean at this time of the 21st century? It means having a whole range of goods and services that in addition to continuing to target the North Atlantic, also targets at a wider range of markets, including countries that if we enter their markets Monday morning with certain goods, by Friday they understand what we produce and they start to copy it and produce it for themselves.

So it means that we have the kind of society and the kind of economy where we can be fast to move., one where persons can get into something that is competitive and then get out of it and into something else that is more competitive in a year or two years later.

That's the nature of the diversification we should be thinking of. And what does that

mean? It means we have to have a different kind of labour force. A labour force that is seeking to merge innovation with cutting edge technology, and that may sound difficult.

And it is difficult given where we now are, because when you look at our labour force data, we find that 40% - 50% of our labour force, i.e. people who are actually working, would not have completed secondary education successfully. They do not have secondary school certificates. What we need is a workforce where people can get into technological and scientific application, get on top of it for a year or so, produce and then can get out of that and get into another area a next time around. So we have to prepare our people for lifelong education and they have to engage in lifelong education today.

That is the nature of the times, and we need all hands on board so that the 10% of our people who have some type of disability or different ability have to be part of that process. So it's not only train young people but having programs in place to anticipate 5 - 6

years down the road to bring them back to upgrade, to get into this or get into that. It means having programmes to upgrade their education over time. That's the way we will achieve diversification, because we at any time, we will have other goods and services for the international market.

There are some other areas where civil society organisations have to come on board, where the government has not been really making an impact. Let's take for example the problem that we have today. We are in San Fernando; if we travel down the road we will get to Icacos; from Icacos, we can see the coast-line of Venezuela. In recent years, a huge underground economy has developed, linking both countries.

Many of our young people do not see going to school, getting education, getting training and working hard at a job as the way to go. Although only a few reap huge rewards from their involvement, their opulent and conspicuous life style encourages the many to become engaged, notwithstanding the perils.there is lyric in one of the popular songs "Get rich quick or die trying."

So why should the young fellow not want to be like that guy with the fast car, or Range Rover as compared to a person like the teacher or some old foggie like myself who is driving an old car. So visible success in terms of style of life of a few runners and gang-leaders in the narco-trafficking industry sets up a kind of model that is distracting our young people from the straight and narrow. It is undermining our society and leading to tremendous loss of life, indeed many lives lost due to suspected drug related circumstances. That's a person who could have made a contribution to society and who might actually leave children to be taken care of. So it is a loss and we are not seeing it in these terms.

We need our social service agencies to help us to fight this scourge by the kind of initiatives that they can take to these communities because the heavy handed approach of the police will not on its own solve our problem. We need to get people inside our at-risk communities to talk to our young people to fight that scourge.

This is the platform on which we have to

fight narcotic trafficking. Four to five years ago Colombia in South America and Mexico decided to fight the drug lords in these countries and a lot of people got killed. So we have to look to a different approach, the so-called soft approach, which is actually harder to implement but surer of success.

Trinidad and Tobago is just across the water from South America and with the rest of the Caribbean, has vast coast-line to monitor. We are also a market because we are rich enough to be a market too. The local kingpins who are seldom identified manage the sale of products and the distribution of guns. The guns are used in organising market share and protecting product.

So we need a concerted intervention by our social service agencies in particular, in going forward, and more particularly, the civil society organisations.

Another area for intervention is in respect of wellness. The fact is that our country spends a lot on health, and a lot on education, if you believe it. We are not sure we are getting value for money. And one the things we need to do is to encourage that thirst for learning that will sustain them.

Years ago, the people who sent persons like me to school did not have secondary education. They might not even have had primary education, but they had a thirst for learning and transmitted that to their children. We need to get back there.

Likewise in taking care of our health, we need to help people to understand that we have a responsibility in the sense that we must all be willing to do the right things. Our health system should be engaged in marketing health and our Civil Society organisations should also be involved in marketing health.

There's another area that I want to point out. In Trinidad we don't quite recognise it, but clearly in Tobago we understand it. We need to prepare our populations to manage global climate change and occasional disaster. With the sea rise we will lose some of our coastline. Tobago has had the recent example of Hurricane Iva. The eye of Hurricane Ivan was bigger than Grenada. So if you have a hurricane of that magnitude facing a tiny island, there are huge problems in the making.

So we have to promote a wider understanding that we face problems of disaster and catastrophes and so forth which have to be taken into account in physical planning, including how we build our homes, or organise our communities. Because the same Hurricane Ivan hit the Cayman Islands at greater intensity than Tobago, but did less damage. In Cayman Island Society, the population is much better attuned to the issues of disaster management..

Now I want to end with a few comments on the international society and what it means to us that the Government has signed the Convention on the Rights of Persons with Disabilities. As a country we are party to the United Nations (UN) system, which was founded in 1945. The UN has helped across the world that almost in spite of themselves, the major countries have been forced to put in place procedures, provide assistance and rules, etc all in the interest of Human Rights. So wherever you are, once the doctors have established that you are there, you have inalienable Rights. When you were born and gave that first scream, you were immediately recognised with rights. If you are taken

to the health centre, the health centre is supposed to provide certain primary health care services to you. It is a requirement on the part of the state.

The UN has now introduced some Sustainable Development Goals. And some of the words seem to be familiar and have come up again. One of them is partnership. We've always had partnership. A partnership can take us somewhere new.

So, the Government has signed onto the Convention. One of the responsibilities of signing onto a Convention is that the country has to report from time to time. NGOs are well be placed to make sure that the governments report and stay in line with the commitments that they have made, commitments which we know come back to help us in the role that we have to perform as NGOs.

So it's about ensuring that our governments deliver on the commitments that have been made internationally and because they have made these commitments internationally, they have in fact made those commitments to us. Therefore we must not see

ourselves as NCPD simply as people lining up to get some assistance from whatever resources they have. But rather as people who can engage with them in delivering a service or services that our people need.

So brothers and sisters, yes the resources may be limited and may be dwindling, but the mere fact that you exist have mobilised an important resource under the umbrella of volunteerism. If you start estimating what is the value of what you do, you would realise that it's much greater than the treasury reports. So if you look at the time and multiply it by all the volunteers, examine how much time is spent for the week, and add all of that up, you would realise it's a lot of resources that you have mobilised. And therefore the state and all of us need you to continue that effort whether or not the state can continue with the level of financial contribution that it may have made previously.

At the end of the day, you are no less entrepreneurial because you mobilise resources; in fact you may be more entrepreneurial than they because you are efficient in doing so. And you surely have a level of flexibility

and responsiveness that are not displayed by those who are profit oriented or by the state itself.

You have delivered an excellent report and have done great work. Continue to rise to the challenge, having the experience and recognising that there are those who went before you and did it in even more difficult times.

Dr Ralph Henry

Chairman

Heritage and Stabilization Fund





In Appreciation, NCPD gratefully extends our thanks to Government Agencies, Corporations, Foundations and Individuals whose generosity provided financial support and in-kind contributions vital to the success of our operational activities during the year 2016.

Government

- ❖ Ministry of the People & Social Development
- ❖ Ministry of Community Development
(Victoria West)
- ❖ Student Support Services
Ministry of Education
- ❖ Ministry of Works and Infrastructure,
Electrical Division (South)
- ❖ Trinidad & Tobago Police Band

Corporations

- ❖ Atlantic LNG Company of Trinidad and Tobago
- ❖ Bishop Anstey High School
- ❖ Caribbean Petrochemical Manufacturing Ltd.
- ❖ Dee's Duke Electrical Services
- ❖ Dil-E-Nadan
- ❖ Elder Associates Ltd.
- ❖ EOG Resources, Inc.
- ❖ Giving for a Better Tomorrow (USA)
- ❖ Joseph Caddle & Associates Ltd.
- ❖ Khan's Aluminium Products Ltd.
- ❖ National Lotteries Control Board
- ❖ Oilfield & Industrial Hardware Ltd.
- ❖ Oropouche Pastoral Region
- ❖ Phoenix Park Gas Processors Ltd.

Corporations

- ❖ Primera Oil & Gas Ltd.
- ❖ Welch & Associates
- ❖ SK Management Ltd.
- ❖ St. Joseph's Convent, San Fernando
- ❖ TECU Credit Union Co-operative Society
Ltd.
- ❖ Tetra Pak Trinidad & Tobago Ltd.
- ❖ The National Gas Company of
Trinidad and Tobago Ltd.
- ❖ Trinidad Nail Works Ltd.
- ❖ United Way Trinidad & Tobago

Individuals

- ❖ Alderman V. Bissessar
- ❖ Ms. Angela Alexander
- ❖ Mr. Aneil Bridgemohan
- ❖ Ms. Betty Ann Julien
- ❖ Dr. Beverly Beckles
- ❖ Family of Carl Lynch
- ❖ Family of Daly Diaz
- ❖ Carrera Island Inmates
- ❖ Mr. Gary Breedy
- ❖ Mr. Gregory Christopher
- ❖ Mr. Curtis Barclay

Individuals

- ❖ Mr. Gene Wilkes
- ❖ Mr. Gregory Christopher
- ❖ Mrs. Hazel Thompson-Ahye
- ❖ Mr. John Mark Chankersingh
- ❖ Senator Jennifer Baptiste-Primus
- ❖ Mrs. Lelia Christopher
- ❖ Ms. Michelle Maria Jackson
- ❖ Mrs. Mehrun Rahaman
- ❖ Ms. Nazrene Dattadeen
- ❖ Ms. Nicole Maloney
- ❖ Ms. Phyllis Borde
- ❖ Mr. & Mrs. Ramroop
- ❖ Mr. & Mrs. Dhanpathy Seecharan
- ❖ Mr. Keith Miller
- ❖ Dr. Wendy Diaz
- ❖ Ms. Wendy Lee

Trust/Foundations

- ❖ Digicel Trinidad & Tobago Foundation
- ❖ Haji Gokool Meah Trust
- ❖ JB Fernandes Memorial Trust 2
Foundation
- ❖ The Massy Foundation

SPONSORS OF BURSARIES

- * ANSA McAl Ltd.
- * BG Trinidad & Tobago
- * Canning's Employees' Credit Union Co-operative Society Ltd.
- * Caribbean Nitrogen Company Ltd.
- * Ms. Esther De Gourville
- * Guardian General Insurance Ltd.
- * Lake Asphalt of Trinidad & Tobago 1978 Ltd.
- * LMCS Ltd. in the name of Dr. Catherine Ali
- * Mr. & Mrs. Kenneth Sammy
- * Mrs. Zalayhar Hassanali
- * Petroleum Company of Trinidad & Tobago Ltd.
- * Phoenix Park Gas Processors Ltd.
- * Repsol
- * Ms. Shaliza Lutchmansingh
- * Staff of Works Credit Union Co-operative Society Ltd.
- * Telecommunications Services of Trinidad & Tobago Ltd.
- * Trinidad & Tobago Police Credit Union Co-operative Society Ltd.
- * The Massy Foundation
- * Works Credit Union Co-operative Society Ltd. in the name of Ms. Shereen Baksh
- * Works Credit Union Co-operative Society Ltd. in the name of Ms. Catherine Collymore



- 1. Dainelle Mc Clean**
- 2. Lisa Bholai**
- 3. Isidore Andy Cato**
- 4. Victoria Odle**
- 5. Ricky Ramsawack**
- 6. Reynold Brathwaite**
- 7. Kyle Young Lai**
- 8. Phelice Martin**
- 9. Merissa Mathura**

- Health, Safety, Security & Facilities Officer
- Research & Communications Officer
- Driver/Messenger
- Custodian
- Security Officer
- Driver - Dial A Ride Service
- Graphic Artist
- Monitoring & Evaluation Officer
- Accounts Payable Officer

- 10. Wendy Morris**
- 11. Myrtle Aguilera**
- 12. Arianne Christopher**
- 13. Nikeisha Campbell**
- 14. Reynold Cato**
- 15. Zayna Bobb**
- 16. Shurland Cuffy**
- 17. Nicholas Nancoo**

- Inventory Clerk
- Custodian
- Accounting Assistant
- Accounts Clerk
- Driver - Paradise Plum
- Human Resource Assistant
- Security Officer
- Information Technology Assistant

STAFF - VOCATIONAL REHABILITATION TRAINING



1. Michele Ramkhalawan

- Teacher's Aide

2. Marcia Benoit

- Teacher's Aide

3. Camille Browne-Hosein

- Instructor - Life Skills

4. Rachael Stephen

- Instructor - Book Binding

5. Ricardo Rampaul

- Placement Officer

6. Janillia Carrington

- Teacher's Aide

7. Janice Griffith

- Special Education Teacher

8. Danielle Ryan

- Vocational Counsellor

9. Princess Lewis

- Instructor - Garment Construction

10. Betty Ann Julien

- Developmental Assistant

11. Clarence Shepherd

- Instructor - Woodwork

12. Yordanna Garcia-Blackman

- Instructor - Sign Language

13. Malomo Joseph

- Instructor - Music

14. Marlene George

- Instructor - Beauty Culture

15. Christopher Yearwood

- Teacher's Aide

16. Giselle Ramose

- Social Worker

17. Ron Wiltshire

- Instructor - Welding

18. Noleen Williams

- Special Education Teacher

19. Nalini Ramlochan-Singh

- Teacher's Aide

20. Sharon Rochard

- Instructor - Horticulture/Agriculture

21. Karen Ragobar

- Instructor - Office Administration

22. Chiemeka James

- Social Worker

23. Mary Augustin

- Instructor - Garment Construction

24. Leonie Hall

- Instructor - Food Preparation

25. Sherma Francis-Logan

- Instructor - Food Preparation

26. Lesa Paul

- Developmental Assistant

27. Candice Barbara John

- Instructor - Information Technology

28. Krystel Theodore-Branker

- Instructor - Remedial



- 1. Annie Lucy Le Gendre**
- 2. Aysha Ison**
- 3. Jeanette Andrews**
- 4. Felix Forde**
- 5. Azim Kallan**
- 6. Ivor Hodge**

- Customer Service Representative
- Kitchen Assistant
- Catering Supervisor
- Supervisor - Horticulture/Agriculture
- Customer Service Representative
- Cook

- 7. Kevin Da Costa**
- 8. Gail Rahaman**
- 9. Mitra Birbal**
- 10. Erlyn Joseph**
- 11. Deonne Duke**
- 12. Nathan Reid**

- General Assistant
- Senior Kitchen Assistant
- Supervisor Woodwork
- Cook
- Customer Service Representative
- Joiner



- | | |
|-------------------------------|-----------------------------------|
| 1. Dr. Beverly Beckles | - Chief Executive Officer |
| 2. Danielle Ryan | - Vocational Counsellor |
| 3. Joanne Baker | - Production Co-ordinator |
| 4. Seema Persaud | - Operations Manager |
| 5. Hilda Cunningham | - Assistant Accountant |
| 6. Renese Jardine | - Executive Assistant |
| 7. Denise Alexander | - Coordinator - Catering Services |
| 8. Kahaya Sooklalsingh | - Programme Manager |
| 9. Sonya Le Maître | - Human Resource Consultant |

Dr. Edmund Chamley

Ms. Ann Wallace

Ms. Veera Rajpath

Dr. Stacey Chamley

Ms. Annetta Bramble

Ms. Lisa-Ann Webb

Dr. Wendy Diaz

Ms. Avian Crooks

Mr. Keith Miller

Mr. Dave Marchan

Ms. Dale Cadogan

Ms. Farrah Baksh

Mr. Dendesson Farrell

Ms. Debra Baker

Ms. Allison Mendoza

Mr. Gary Taylor

Ms. Nekida Baker

Mable Olivier-Vidale

Mr. Jerry Samuel

Ms. Ruby Taylor

Ms. Keilan Awong

Mr. Malcolm Boyce

Ms. Ruby Thomas

Mr. Rodney Ruiz

Ms. Juliano Garcia

Mr. Romeo De Bique

Ms. Hazel Simon

Ms. Angela Calliste

Ms. Sherry Ann Hillaire



**NATIONAL CENTRE
FOR PERSONS
WITH DISABILITIES**

7-21 New Street
San Fernando
Trinidad, W.I.
Tel./Fax: (868) 652-4880, 657-3525
Tel: 657-4363
E-mail: ncpdtrinidad@gmail.com
Website: www.ncpdt.org
Facebook: www.facebook.com/ncpdtrinidad