

# Chapter 12

## Role of Learning Technology Strategies Among People With Disabilities: A Job Opportunities Barrier

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### ABSTRACT

*Unemployment is the main problem within many countries, and it has been increasing in the past few years especially during pandemic COVID-19, not only concerning for fresh graduates but also for people with disabilities. This study is made to understand the factors leading to job opportunities among people with disabilities, which are education, training, job placement, and internship. The study also aims to find challenges and barriers to job opportunity among people with disabilities. It aims to create awareness regarding people with disabilities to be accepted in the society as differently abled persons with specialties. The study findings shows that there is correlation between education, training, job placement, and internship for both hiring and non-hiring companies. To conclude, research findings show that training and work placement experience are factors of job opportunity for people with disabilities. The main challenges or barriers are communication, attitudes, and perceptions of co-workers towards employees with disabilities.*

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## **INTRODUCTION**

To be employed implies to participate in an occupation, a collaboration of working partner with others and a working identity. Individuals wanted to be acknowledged by others that in their own eyes and the eyes of others what they do is important. These aspects are perhaps much more important for people with disabilities, particularly when these individuals become a disadvantaged community in existing high demands for employment, accessibility and productivity (Baker & Jacobs, 2003, pp. 53 – 61). Person with disabilities do have a special place in the society as a motivation for all for their strength and courage as well as for their valuable contribution to the development of a dynamic, compassionate and inclusive society without racial discrimination (“Asia & the Pacific”, 2019). Government of Brunei Darussalam, through various agencies has been endlessly taking care of the welfare of individuals with different needs in other words people with disabilities (PWD) by maintaining through the provision of an unlimited and inclusive healthcare support facilities, integrated education system, better allocation of financial aid scheme, participation of different investors for the development of infrastructure and facilities that are friendly to people with disabilities (Hazair, 2018). Throughout the on-going commitment and succeeding the pledge, it has been arranged by the government of Brunei in organising an action plan for people with disabilities in addressing the issues related to people with disabilities, the former Minister of Culture, Youth and Sport announced at the opening ceremony of the 2016 International Day of PWD, “It is a policy document compromising concrete measures that need to be adopted by different organisations, departments and ministries who are members of the National Social Issues Council Special Committee. It is a platform for addressing issues of special needs through approaches from the entire government and society as a whole”. The former minister also expressed appreciation for the active participation of the organisations of the special needs in the country who work together alongside with the government of Brunei in increasing awareness and the standard of living of the special and unique people in particular by providing them the chance to participate in the society (Hazair, 2018).

### **Brunei Darussalam Profile**

Brunei Darussalam, it is a nation that is located on the Borneo island which consists of four districts namely Brunei-Muara, Tutong, Kuala Belait and Temburong. The easiest way to reach Brunei is by air, land and sea (Figure 1). Brunei Darussalam is positioned at 13<sup>th</sup> out of 42 Asia-Pacific countries and ranked above the national and global averages with its country economic freedom rating score is 66.6 and their economy in 2020 index on the 61<sup>st</sup> at large (Figure 2).

Brunei Darussalam gross domestic product growth (GDP) percentage has been increasing since the year 2018 from 0.1% to 1.9% in 2020 (“OECD”, 2019). The combined costs of products and services produced and imported equivalent to 93.9% of Brunei’s GDP. As Brunei government continuously reducing its reliance to oil and gas exports, the economy remains open to foreign investment and the small financial area is led by banking industry (“OECD”, 2019) (Figure 3).

With the comprehensive application of IT in Brunei, it allows the flow of knowledge for government, people and industries to become more transparent and better improvement as well as understanding of decision making (“The ASEAN post”, 2018). Internet access in Brunei can be easily accessed in most cafes and restaurants and Brunei has been providing free hotspots at several buildings for people to access but within a time limit of one hour. According to the International Monetary Fund, in 2017 Brunei is one of the most stable nation in ASEAN with gross domestic product (GDP) per capita. Nevertheless,

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