



Theory of Change

<p>What is the problem you are trying to solve?</p> <p>High unemployment rate for people with disabilities</p> <p>Misunderstandings between companies, organizations, and universities, on the required support to help people with disabilities progress in their career</p> <p>Limited opportunities available for people with disabilities to express their opinions, challenge their thoughts, build their knowledge, and develop their skills.</p>	<p>Who is your key audience?</p> <p>Universities, Organizations, and directly with independent users. Basically, a B2B and B2C.</p>	<p>What is your entry point to reaching your audience?</p> <p>Reaching out to universities and organizations to explain the benefits of integrating the 'AbleD' platform into coursework/rehabilitation</p> <p>Reaching out to companies to explain the benefits of mentoring and its positive relationship to organizational innovativeness</p>	<p>What steps are needed to bring about change?</p> <p>3 more physical pilot studies of matching of mentors and mentees with disabilities, and recording the benefits to each groups</p> <p>Organizing meetings with university officials and certain organizations for rehabilitation of people with disabilities, to speak about the idea in depth and its integration into their respective programs</p> <p>Organizing meetings with mentors with disabilities in companies, and gaining an understanding of tools needed to be integrated for them to comfortably use the platform</p> <p>Meeting with mentees with disabilities and evaluating the idea in an unbiased method</p>	<p>Measurable effect of your work?</p> <p>Experiencing the market.</p> <p>After 2 successful physical matching of mentors and mentees with disabilities, this method will help us gauge the success of the idea before creating the online platform</p> <p>Measurable effect?</p> <p>Creating the platform with features and tools that can be easily integrated into everyday rehabilitation programs/coursework</p> <p>Measurable effect?</p> <p>Ensuring that mentors & mentees with disabilities feel comfortable in using the platform, and can avail of features that suit their needs</p>	<p>What are the wider benefits of your work?</p> <p>Increased networking opportunities for mentees with disabilities</p> <p>Wider benefits?</p> <p>Mentees with disabilities are provided with the direct opportunity to connect with potential employers through the mentors with disabilities they are connected with. Mentees are also provided with a platform to put forth their ideas and opinions and get away from their comfort zone. This in-turn increases career opportunities, confidence, the feeling of indepedece, and respect for the mentees with disabilities.</p> <p>Wider benefits?</p> <p>For organizations, universities, and companies, this increases their awareness of the support and care required towards people with disabilities, and also helps spread awareness of employment requirements to help people with disabilities transition into the labor force.</p>	<p>What is the long term change you see as your goal?</p> <p>Reduce the unemployment rate amongst people with disabilities</p> <p>An increased understanding between organizations, universities, and companies of the resources required to support people with disabilities in the workplace</p> <p>Address 3 main goals of the SDGs - Equality, Increased Health and Well-Being, Reduced poverty</p> <p>Improved wellbeing amongst peole with disabilities, thus also increasing their life-expectancy</p>
<p>Key assumptions</p>	<p>Key assumptions</p>	<p>Key assumptions</p>	<p>Key assumptions</p>	<p>Key assumptions</p>	<p>Key assumptions</p>	<p>Stakeholders</p>
<p>Data obtained from reserach conducted in the Australian market</p>	<p>Successful funding and success in current physical pilot matching</p>	<p>Building of successful partnership and relationships</p>	<p>Ethical and consent requirements are met</p>	<p>An unbiased approach to evaluation of the idea through customer feedback</p>	<p>The platform is being widely used</p>	<p>Universities, Organizations helping people with disabilities, Companies, Users (both mentors and mentees), investors, and employees.</p>