

DIVERSITY X

One Page Summary

Problem

A substantial percentage of the Australian population currently living with a disability are unable to find employment, despite their ability to work within industry.

Definition

The World Health Organisation (WHO) defines disabilities as 'an umbrella term, covering impairments, activity limitations, and participation restrictions. An impairment is a problem in body function or structure; an activity limitation is a difficulty encountered by an individual in executing a task or action; while a participation restriction is a problem experienced by an individual in involvement in life situations.' Fundamentally, this distinction looks at interrelation between the body and its environmental factors.

Solution

Create a platform that not only connects potential employers with those living with a disability, but that also elevates these candidates to the same plane as those living without a disabilities.

Hurdles

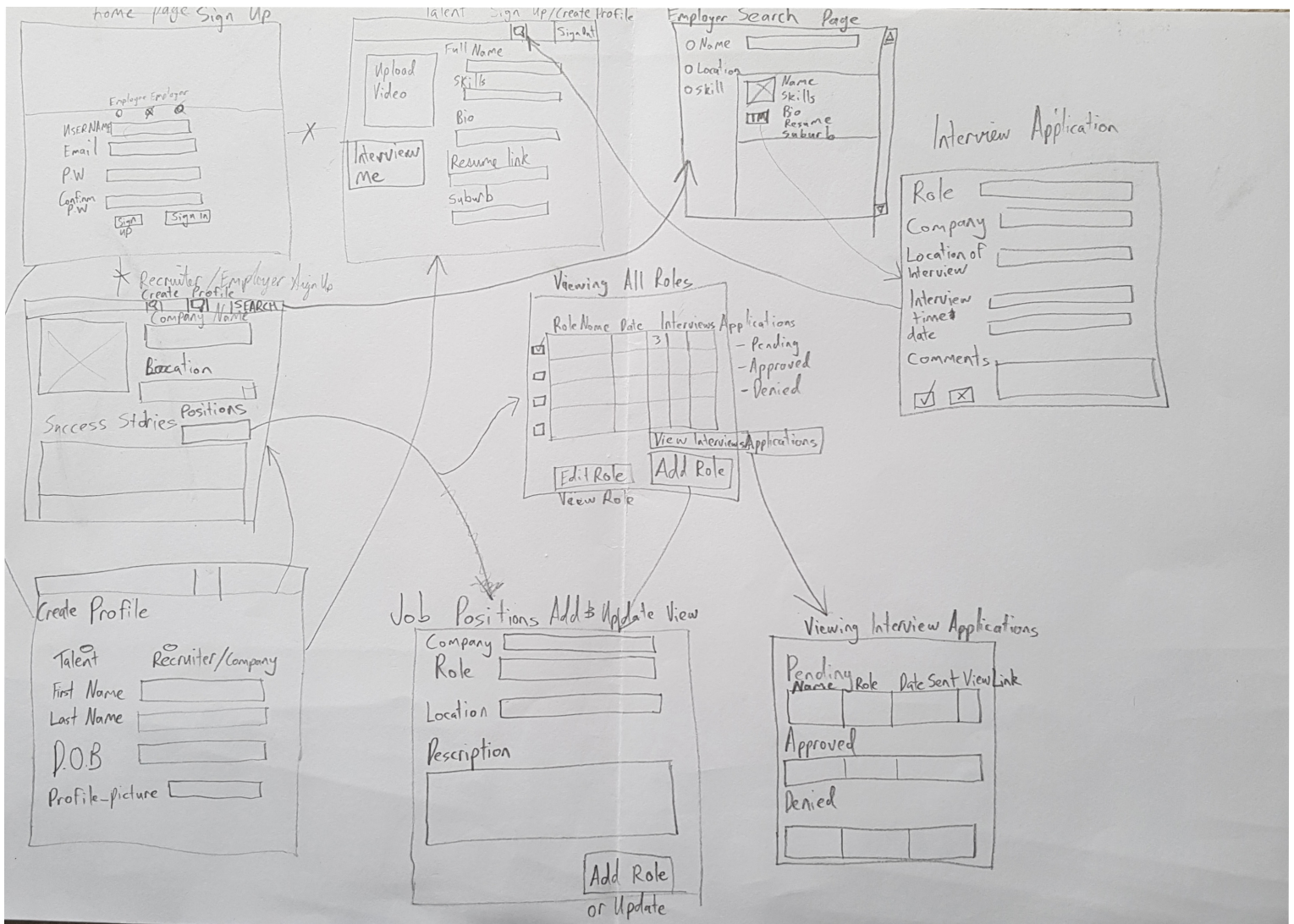
An effective solution to the problem requires more than just connecting the two parties. At its core it relies on overcome social prejudice, namely the unconscious bias that those with disabilities are less equipped to work than their more able peers. This requires two perceptual shifts: (a) changing the employer belief that disabled employees won't fit within their existing work culture and (b) empowering these employees with the realisation that they are just as capable/skilled as others.

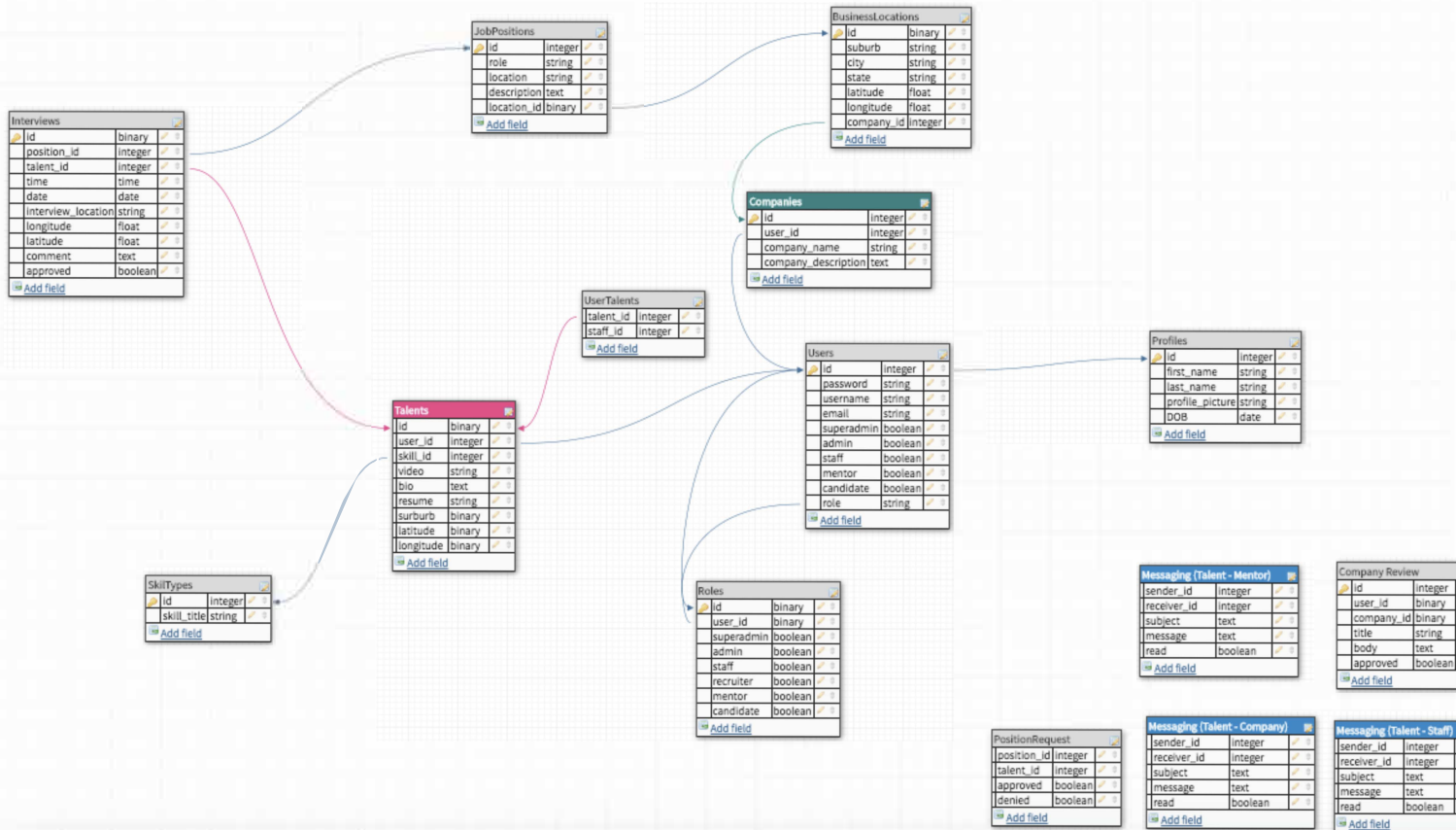
The latter is perhaps the greater challenge in that it requires users to see value in themselves. Solving this requires three stages: (i) lifting the candidate's perception of what they are capable of (ii) coaching them on self marketing and (iii) finding them a place suited for their skills/capabilities. In its infancy, this three step approach will therefore necessitate a combination of both physical and digital elements to the platform. Where these two sides intersect is to be determined through testing the minimum viable product.

Competition

At present there are two notable direct competitors to the proposed platform. The first, an initiative backed by the Australian Government's disability employment services scheme in Disability Employment Australia and secondly Enabled Employment. While Enabled Employed is certainly far more user-centric from both a design and business perspective, it fails to inspire the candidate confidence necessary in order for them to (a) apply for positions and (b) present their best self to recruiters in order to compete on the same playing field as those without disabilities applying for the same positions.

Wireframes & User Flow





Admin can...

Sign up

Log in & out

Review and approve talent profiles

Review company profile

Unsigned User can...

read about the service

can sign up for the service

Recruiter can...

Sign up

Log in & out

Create a user profile

View a recruiter dashboard

Create a company page

Add another recruiter to the company

Add a business location to a company

Search through employees profiles via skills & location

View a talent's profile

Initiate an interview application (interview time alternatives, role information, location etc)

Amend application (CRUD)

Accept interview time (from talent)

Mark talent as successful

Mark talent as unsuccessful

Offer talent feedback (provided to admin)

Write a success story (posted on Employer page)

Candidate can...

Sign up

Create a user profile

Log in & out

View a candidate dashboard

Upload a video providing a brief description about 3 attributes they possess.

Receive interview applications

Review interview applications

Deny interview application

Alter interview application time

Approve interview application

Receive job offers

Approve job offers

Deny job offers

Search companies

View a company profile and its locations

Site walk through

- When a user gets to the home page they will be prompted to either sign in or sign up.
- Upon signing up they will then be prompted to create a profile once clicking through to this page the user will be asked to choose between either a candidate or recruiter and to provide their name DOB and a photo of themselves.
- Once the profile has been created the user will be prompted to create either in a view for the user to see with different navigational option in the navbar and with an edit button to update the profile if needed.

Candidate

- If the user chose the role of Candidate they would then need to navigate to the create talent profile.
- This will take them to the new talent page view asking the user to provide a link to a video of them, a resume file, bio, their suburb and will later display three of their key skills.
- Once they have created it will render their talent profile.
- At the moment it displays their profile photo as a display picture with a link to their video which will be changed to display their video instead of the profile picture.
- The profile has an interview me button on it (which will be hidden once figured out) and an edit button which allows the user to edit their talent profile.
- The candidate will be able to search through the companies by their company name(location and roles need to added).

Recruiter

- If the user chose the role of Recruiter they will navigate to the company section of the navbar and click the create company drop down.
- This will take them to a form that requires them to input the name of the company, a description and upload a company logo. They would then hit the create button.
- Once they have created their company profile it will render it.
- On the profile page the recruiter will be able to:
 1. Update company location which will render on google maps
 2. Add job roles that are available
- Recruiters will be able to search through talent profiles by location (search by name and skill still need to be added).
- Recruiters will be able to search through company profiles by name (location and roles need to be added)
- Recruiters will be able to view a interview me button on the talents profile (that will be sent to the talent who will be able to accept or deny the interview sending the response back to the company)

Challenges

- Difficulty assigning User Roles: enabling a User to have multiple roles mandated the "User" table accessed "Roles" via a "User_Roles" join table. This complicated the build considerably.
- Deployment: issues deploying to AWS Beanstalk. Additional migration files also ensured dropping the database several times to troubleshoot.