

WORKABLE AI

EMPOWERING JOB COACHES, ENABLING CAREERS

Presented by:

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Victor Adid Salgado Santana**



Microsoft

Microsoft Innovation Challenge

INTRODUCTION

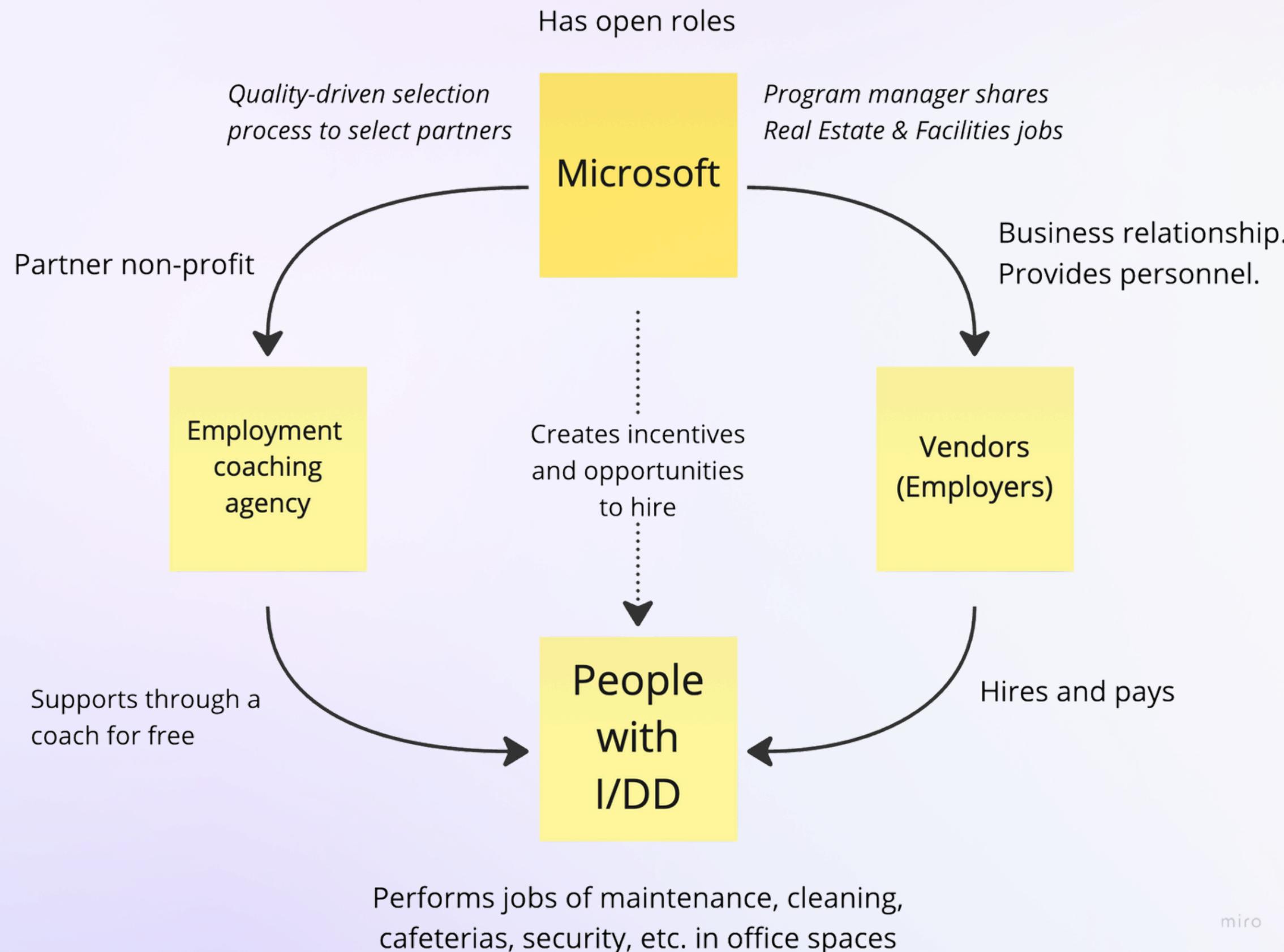
CHALLENGE



Limited resources for job coaches who must simultaneously

- Manage documentation
- Deliver personalized training
- Solve emerging problems
- Provide motivational support to participants

MICROSOFT'S APPROACH



WORKABLE AI

**“An innovative platform
designed to augment the
capabilities of job coaches using
Azure AI services”**

WorkAble AI

Empowering Job Coaches, Enabling Careers

[Log in as Coach](#)



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Calendar

Calendar (Fernando Daniel Monroy Sánchez)
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Today ↑ ↓ March 2025

Month Print

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Feb 23	24	25	26	27	28	Mar 1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31	Apr 1	2	3	4	5

Sat, Mar 22

10 AM Excel Trai
9 AM Front Des
11 AM Interview
3 PM Mail Traini

1 PM Mock Inteli
2 PM Inventory
2 PM Course Ch

9 AM Accommo
9 AM Scan Train

[New](#)



Sessions

Calendar

All Sessions

Register Session

Participants

All Participants

Register Participant

Jobs

All Jobs

Register Job

AI Job Suggestions

Sessions

[+ New Session](#)

Search

Status

Session Type

Date

 [Clear Filters](#)

Session Title ↑

Participant ↑

Location ↑

Type ↑

Date ↓

Time ↑

Status ↑

Scan Training 2 for Marco

Marco Sanchez

Redmond, WA

Follow-up

Mar 27, 2025

14:00 - 15:00

Scheduled

Accommodations Review for Latisha

Latisha Johnson

Bellevue, WA

Follow-up

Mar 26, 2025

14:00 - 15:00

Scheduled

Job Search 1

Michael Rodriguez

Remote

Job Matching

Mar 26, 2025

10:00 - 11:00

Scheduled

Interview Prep for David

David Chen

Redmond, WA

interview-preparation

Mar 25, 2025

11:00 - 12:00

Scheduled

What's next for QA

Emily Nguyen

Redmond, WA

Follow-up

Mar 25, 2025

13:00 - 14:00

Scheduled

Introduction to Coaching for Marco

Marco Rodriguez

Offices at Employment Agency

Initial Session

Mar 25, 2025

14:00 - 15:00

Scheduled

Inventory System Discussion for James

James Washington

Bellevue, WA

Training

Mar 24, 2025

14:00 - 15:00

Completed

Campus Navigation For Sophia

Sophia Lee

Bellevue, WA

Training

Mar 24, 2025

10:00 - 11:00

Completed

Course Check in for Sarah

Sarah Williams

Remote

Follow-up

Mar 23, 2025

14:00 - 15:00

Completed

Mock Interview

Michael Rodriguez

Remote

interview-preparation

Mar 23, 2025

13:00 - 14:00

Completed

Mail Training Program for Marco

Marco Sanchez

Redmond, WA

Training

Mar 20, 2025

13:00 - 14:00

Completed

Coursework Plan for Emily

Emily Nguyen

Redmond, WA

Training

Mar 20, 2025

15:00 - 16:00

Completed

Front Desk Skills Training for Latisha

Latisha Johnson

Bellevue, WA

Training

Mar 19, 2025

09:00 - 10:00

Completed

Resume Revamp for James

James Washington

Bellevue, WA

Assessment

Mar 19, 2025

09:00 - 10:00

Completed

Cashier Operations Check For Robert

Robert Taylor

Seattle, WA

Training

Mar 19, 2025

13:00 - 14:00

Completed



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-
- Participants
- All Participants
- Register Participant
-
- Jobs
- All Jobs
- Register Job
- AI Job Suggestions

← Register New Session

Session Information

Session Title *

Participant *

Date *

Start Time *

End Time *

Status *

Session Type *

Location *

Notes

Enter any notes about this session

Topics & Goals

Topics

+ Add

Goals

+ Add

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Participants

[+ New Participant](#)

Search

Status

Disability Type

[Clear Filters](#)

Name ↑

Employment Goal ↑↓

Disability Type ↑↓

Status ↑↓

Sessions ↑↓

Job Matches ↑↓

Aisha Patel

IT help desk or technical support role

Multiple Disabilities

Employed

1

1

David Chen

Data entry or administrative position in an office environment

Developmental

Job Search

2

2

Emily Nguyen

Quality assurance or testing role

Physical

Job Search

2

2

James Washington

Inventory management or supply chain position

Cognitive

Job Search

2

2

Latisha Johnson

Reception or customer service in a corporate environment

Physical

Job Search

2

1

Marco Rodriguez

IT Support

Physical

Job Search

1

0

Marco Sanchez

Mail services or inventory position

Cognitive

Training

2

2

Michael Rodriguez

Customer service or community support role

Mental Health

Job Search

2

2

Robert Taylor

Food service or hospitality position

Developmental

Employed

1

1

Sarah Williams

Visual design support or digital content organization

Sensory

Job Search

2

2

Sophia Lee

Campus guide or ambassador role

Cognitive

Training

1

2



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← Register New Participant

Personal Information

First Name *

 Enter first name

Last Name *

 Enter last name

Email *

 Enter email address

Phone *

 Enter phone number

Date of Birth *

 dd/mm/yyyy

Gender *

 Select gender

Primary Language *

 Enter primary language

Disability Information

Disability Type *

 Select disability type

Transportation Status *

 Select transportation status

Accommodations Needed

 Add accommodation needed

Add

Employment Information

Current Employment Status *

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Jobs

[+ New Job](#)

Search

Status

Employment Type

[All](#)[All](#)[Clear Filters](#)

Job Title ↑	Company ↑	Location ↑	Type ↑	Status ↑	Posted Date ↓
Mailroom Assistant	Microsoft Corporation	Redmond, WA	Full Time	Active	1/31/2025
Mail Services Assistant	Microsoft Corporation	Redmond, WA	Full Time	Active	1/31/2025
Supply Chain Assistant	Microsoft Corporation	Redmond, WA	Full Time	Active	1/31/2025
Cafeteria Assistant	Compass Group (Microsoft Vendor)	Redmond, WA	Full Time	Filled	1/31/2025
Retail Support Associate	Microsoft Corporation	Seattle, WA	Full Time	Active	1/24/2025
Inventory Associate	Amazon	Seattle, WA	Full Time	Active	1/24/2025
Digital Asset Coordinator	Microsoft Corporation	Remote	Part Time	Active	1/19/2025
Document Scanning Technician	Microsoft Corporation	Redmond, WA	Full Time	Active	1/19/2025
Quality Assurance Assistant	Microsoft Corporation	Remote	Part Time	Active	1/19/2025
Campus Ambassador	Microsoft Corporation	Redmond, WA	Part Time	Active	1/19/2025
Administrative Assistant	Kaiser Permanente	Seattle, WA	Full Time	Active	1/19/2025
Data Entry Specialist	Microsoft Corporation	Redmond, WA	Full Time	Active	1/14/2025
Custodial Services Associate	ABM Industries (Microsoft Vendor)	Redmond, WA	Full Time	Active	1/14/2025
Warehouse Assistant	Prologis (Microsoft Logistics Partner)	Redmond, WA	Full Time	Active	1/14/2025
Office Assistant	Microsoft Corporation	Bellevue, WA	Full Time	Active	1/14/2025
Brightview Landscaping (Microsoft)					

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AI Job Suggestions

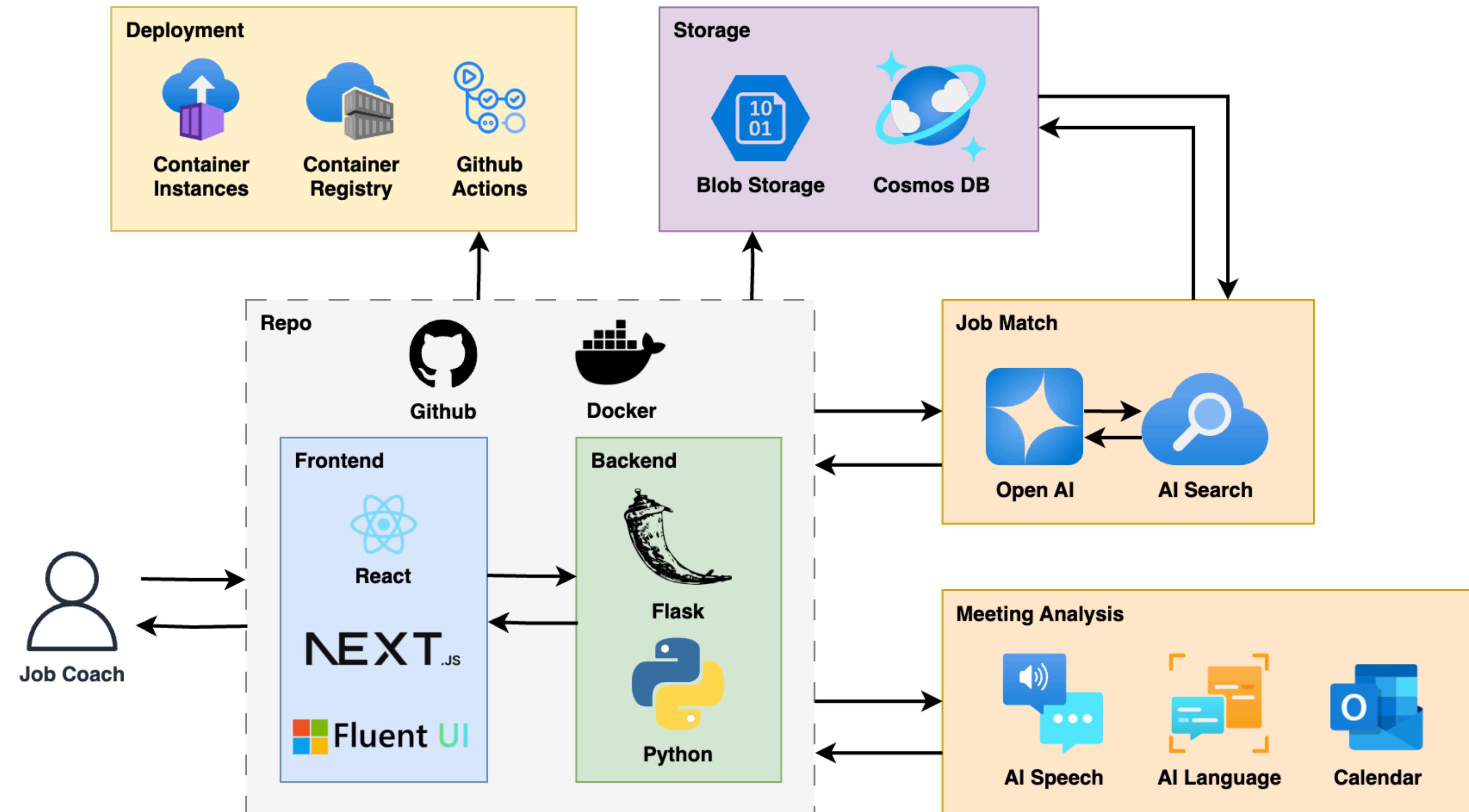
Select a participant to see job suggestions

Latisha Johnson

Participant	Employment Goal	Transportation	Preferred Locations	Skills
Latisha Johnson	Reception or customer service in a corporate environment	Needs transportation assistance	Redmond Bellevue	Microsoft Office Suite Customer management systems Phone systems Email management Communication Professionalism Friendly demeanor Problem-solving
	Disability Type Physical	Desired Hours Full time (40h/week)		

Job Information	Match Score	Compatibility Analysis	Actions
IT Support Specialist Part Time Microsoft © Redmond, WA	103% Excellent Match	Industry Job industry matches participant's preferred industries Location Job location matches one of participant's preferred areas	Save Match View Details
Building Receptionist Full Time Microsoft © Redmond, WA	88% Excellent Match	Skills Participant has 1 relevant skills: Communication Accessibility Job has accessibility features for participant's needs: Accessible entry/exit Career Goals Job aligns with participant's stated employment goal: 'reception or customer service in a corporate environment'	Save Match View Details
Administrative Assistant Full Time Compass Group © Redmond, WA	82% Excellent Match	Accessibility Job has accessibility features for participant's needs: Accessible office layout Career Goals Job aligns with participant's stated employment goal: 'reception or customer service in a corporate environment' Location Job location matches one of participant's preferred areas	Save Match View Details

ARCHITECTURE



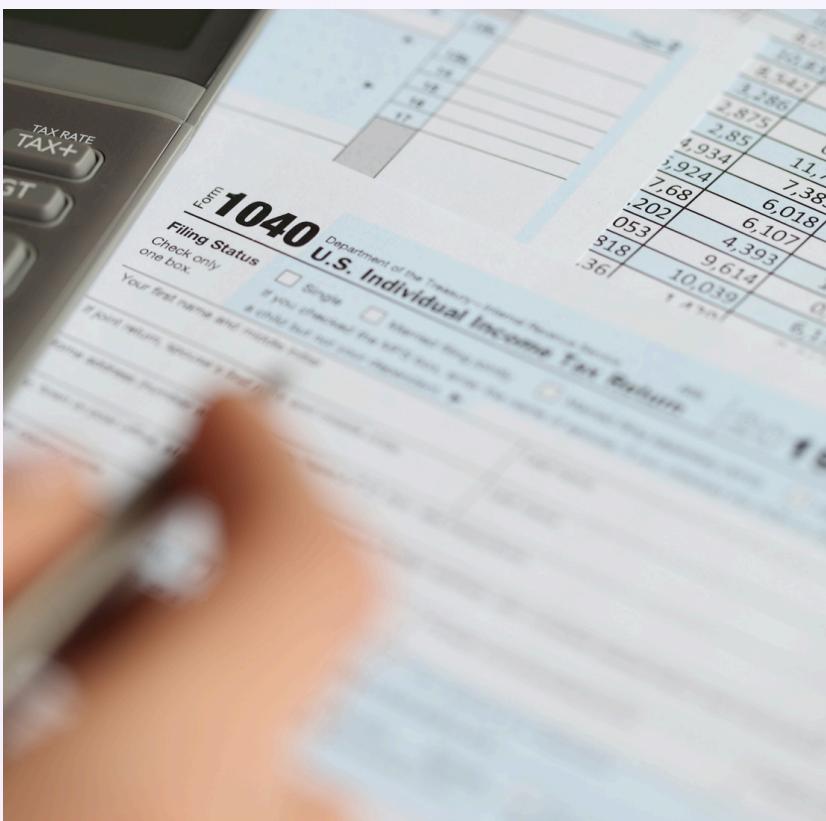
REVIEW

Problems	struggling to manage administrative tasks	personalized support	real-time problem-solving.
Solutions	Calendar Group of tables and forms (Sessions, Participants, Jobs) Job Suggestions	Job Suggestions AI Insights	Job Suggestions AI Insights

BENEFIT



Calendar



Tables and forms



Job Suggestions



AI Insights

RESPONSIBLE AI

Fairness



- Objective, skills-based matching without using personal data.
- Consistent criteria for all participants
- Focus on relevant factors: skills, accommodations, goals

Inclusiveness

- Helps people with disabilities access and retain employment.
- Bridges employment gaps for underrepresented groups.
- Supports diverse participants through personalized AI insights



RESPONSIBLE AI

Reliability and safety



- Robust, multi-factor job matching.
- Structured data ensures consistency.
- Visual tools help prevent oversights.
- Continuous session tracking and progress monitoring.

Transparency

- Clear reasoning behind job suggestions.
- Display of match scores and criteria.
- Insight into factors influencing matches
- Side-by-side job/participant information.



RESPONSIBLE AI

Privacy and security



- No personal identifiers in AI suggestions.
- Strict access control for coaches.
- Secure cloud storage and database partitioning.
- Separation of personal data and matching data.

Accountability

- Coaches make final decisions, AI suggests.
- Documentation of sessions and decisions.
- Traceability through participant history
- Override and adjust AI suggestions.
- Clear human responsibility for outcomes.



ENHANCEMENTS

- **Voice Transcription:** Automatic transcription and analysis of coaching sessions
- **Mobile Application:** Enable on-the-go access for job coaches working in the field
- **Advanced Analytics:** Deeper insights into coaching effectiveness and outcomes
- **Expanded Job Sources:** Integration with additional job boards and employment databases
- **Family Portal:** Secure access for families to view progress and contribute information



THIS IS THE END

THANK YOU

Microsoft Innovation Challenge