



OPENING DOORS: A JOB PORTAL FOR PWDs AND INCLUSIVE EMPLOYERS

A Capstone Project submitted to the Faculty of the National University
College of Computing and Information Technologies in
Partial Fulfillment of the requirements for the Degree
of Bachelor of Science in Information Technology

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RECOMMENDATION FOR ORAL EXAMINATION

The capstone attached hereto, entitled "**OPENING DOORS: A JOB PORTAL FOR PWDS AND INCLUSIVE EMPLOYERS**", prepared, and submitted by MEKAELLA E. ADRID, SHAN MICHAEL M. BACCAY, MARIA CRISTINA G. BANARES, JEWEL CASSANDRA R. PAIRA in partial fulfillment of the requirements for the subject CAPSTONE PROJECT 0, has been accepted and recommended for ORAL EXAMINATION.

Mrs. Charlyn A. Malimata

Faculty In Charge

Date Signed

APPROVAL SHEET

The report attached hereto, entitled "**OPENING DOORS: A JOB PORTAL FOR PWDS AND INCLUSIVE EMPLOYERS**", is hereby approved, and accepted in partial fulfillment of the requirements for the course of Capstone Project 0 by the Computing and Information Technology.

Panel Member Name and
Signature

Date Signed

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EXECUTIVE SUMMARY



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CHAPTER I

INTRODUCTION

1.1 Project Context

In many countries where data is available, individuals with disabilities tend to earn lower monthly wages compared to those without. This wage disparity directly affects their purchasing power and overall standard of living. While the income gap may partly result from the higher likelihood of PWDs working part-time, their reduced earnings limit their ability to spend and increase their vulnerability to poverty (Stoevska, 2022). In 2020, only 57% of PWDs in the Philippines were employed, compared to the national rate of 93.4% (TESDA). Common misconceptions about hiring PWDs include beliefs that they are incapable, limited in skills, or too costly to employ (Mirasol, 2024). With that, the presenters of this project decided to develop Opening Doors: A Job Portal for PWDs and Inclusive Employers. This app offers a variety of features for both applicants and employers. Applicants can set up their profiles, search for jobs, track applications, and upload resumes. Employers can post job openings, filter candidates based on qualifications and communicate directly with potential hires. The platform also includes accessibility features, such as text-to-speech and job-type filtering (Freelance, Part-Time, Full-Time) to make the job search more inclusive. This project aims to promote equal employment opportunities for Persons with Disabilities (PWDs), help employers build a diverse workforce, and enhance PWD job accessibility with technology.

1.2 Purpose and Description

The development of the Opening Doors job portal is expected to bring substantial benefits to several stakeholders, particularly Persons with Disabilities (PWDs), inclusive employers, and society at large. Addressing social, economic, technological need for inclusivity by providing opportunity of the underutilized contributions PWDs bring to the workplace.



1.3 Objectives

- To identify and categorize the specific needs, challenges, and competencies of PWDs in accessing meaningful employment opportunities.
- To provide a platform for inclusive employers to post job opportunities while ensuring accessibility and equitable hiring practices.
- To implement and measure user-friendly features that enhance accessibility, such as assistive technologies and inclusive design, promoting active participation by PWDs.
- To conduct targeted outreach campaigns to raise awareness among employers and PWDs about the portal and its potential to bridge the employment gap.
- To evaluate the platform's impact on PWD employment by tracking metrics such as job matches, employer satisfaction, and PWDs' job retention rates.

1.4 Scope and Delimitations

The project requires to design, develop, and implement an accessible web-based system that connects job seekers with inclusive employers. The platform will include features such as:

- User-friendly job search and application functions
- Progress tracking and Digital Portfolio
- Accessibility features, such as text-to-speech

However, the project has several delimitations:

- It is limited to job seekers within specified disability categories, meaning not all types of disabilities may be fully accommodated.
- The scope of employer participation depends on outreach efforts and willingness to adopt inclusive hiring practices.
- The system's accessibility features are designed based on commonly recognized disability needs, but individual user experiences may still vary.



1.5 Technical Terms

1. **Accessibility Features** – Design elements that ensure digital platforms can be used by individuals with disabilities, such as text-to-speech
2. **Inclusive Employment** – The practice of hiring and supporting employees with diverse abilities, ensuring equal opportunities in the workplace.
3. **Diverse Workforce** – A labor force composed of individuals from various backgrounds, including differences in abilities, gender, ethnicity, age, and experiences, fostering inclusivity and innovation in the workplace.
4. **Job Accessibility** – The extent to which job opportunities, application processes, and workplace environments are designed to accommodate individuals with disabilities, ensuring equal employment opportunities.
5. **Wage Disparity** – The difference in earnings between individuals or groups due to factors such as disability status, gender, experience, or industry standards, often highlighting inequalities in compensation.
6. **PWD (Persons with Disabilities)** – Individuals with physical, sensory, intellectual, or mental impairments that may limit their full and effective participation in society on an equal basis with others.



CHAPTER II

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Opening Doors: A Job Portal for PWDs and Inclusive Employers



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REFERENCES