

Team 5 TRIPLEA - IRENE'S DREAM JOB

LEAN SUSTAINABLE CANVAS

T 5

Designed by: _____
 @: _____
 On: ____/____/____

<p>Problem/Challenge</p> <p>Find an employer & training who will employ and develop and retain me?</p> <p>↳ subproblems: communication, team work, instructions, time, money, child care, emergency support</p> <p>Existing alternatives</p> <ul style="list-style-type: none"> - Informal customized sign language - A lot of texting - Use sign language dictionaries - Volunteering colleagues learn sign language - Regular training center with sign language interpreter - Family member assist with interpreter 	<p>Solution</p> <p>Communication & Education Package</p> <ul style="list-style-type: none"> - Blended - learning - Anytime, anywhere, any where - Knowledge, Personal skills, practical ↳ subsolutions (mobile application to translate into sign language/text and to read out text to instructor/team) ② Mentor: skilled, wise, retired supervisor working as a mentor for Irene and to mediate with the team → ③ Mentor to give Irene tasks for practical skills and supervise her work <p>Key metrics</p> <ul style="list-style-type: none"> - individual level: Irene is trained, employed, retained - 75 people per year trained, employed and retained with disabilities - 100 people without disabilities per year trained, employed and retained with disabilities (vulnerable) 	<p>Unique value proposition</p> <p>For the employer cost and time efficient because Irene (prior already trained on basic skills through online training and testing to the work place and online training) can be continued flexibly outside work from home in case skill gaps are identified</p> <p>For Irene it enhances flexibility on she can work from home and for free training cost offered</p> <p>⇒ Cost efficient as it combines existing tools into a package</p> <p>Financial and ecological sustainability</p> <ul style="list-style-type: none"> - CSR investment of companies to sustain & expand online platform based on training needs ↳ Rollout: open source - collaborative platform where people post content, translation into other languages - No carbon footprint because education/ work comes to person (no transportation) 	<p>Users/customer segments?</p> <ul style="list-style-type: none"> - IRENE: unable to talk, deaf, mother, literate, female, married, intelligent ↳ individual level ↳ user level: any person with speaking and hearing disability, and with any other disability widespread of skillset or online training can be customized, e.g. also iterative training ↳ higher level: for equality any person with or without disability ⇒ indirect beneficiaries: family members, DPs, emp. <p>Channels?</p> <ul style="list-style-type: none"> - Career Center - D Pos - TVET centers
<p>Inclusion impact -</p> <p>No exclusion as all persons with and without disabilities benefit from the communication & education packages</p> <ul style="list-style-type: none"> - no disable TVET centers? - Isolated from other learners - team learning? 		<p>Inclusion impact +</p> <p>Includes her in education system & work places on skilled and able to communicate/ integrated with colleagues</p>	
<p>Sustainable impact -</p> <ul style="list-style-type: none"> - Raising expectations of employers that all persons with disabilities are performing the same way → compete with TVET Centers/ dissolve traditional TVET approach 		<p>Sustainable impact +</p> <p>TVET centers as resource - centers where students call teachers when they have questions / TVET centers host & use online courses as well</p>	

* Source: « The Design thinking play book/ mindful digital transformation of teams, products, services, businesses and ecosystems », by Michael Lewrick, Patrick Link, Larry Leifer

Team 5 IRENE'S DREAM JOB

HACKATHON

STORYBOARD

TRIPLE 'A'

7) Title: Irene finds a mentor Personal Practical skills



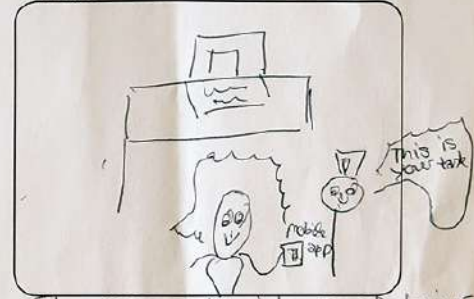
As Irene got depressed the employer provided her with a mentor to help her orient in the workplace with her and mediate with colleagues. Career The mentor is very skilled and about to be retired.

8) Title: Irene with the team Personal skills



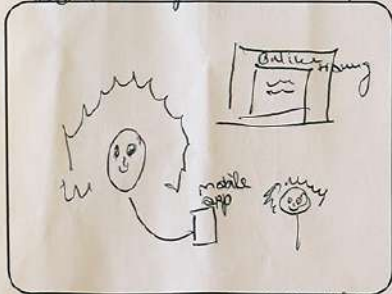
Irene and the mentor make a team meeting to onboard Irene with the colleagues.

9) Title: Irene with the master trainer Practical skill



The company trained a master trainer to transfer practical skills. He give (Irene tasks) to perform.

10) Title: Irene learns new things Practical Skill/Knowledge



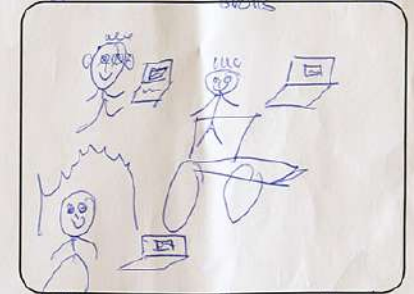
The master trainer identifies skills gaps of Irene and send her back to continue learning for some modules.

11) Title: Irene on a career path Teamleader



Irene developed her knowledge, personal and practical skill as a team leader, can work from home to be there for her daughter and get family support.

12) Title: All persons with and without disabilities Knowledge personal skills/practical skills Competency

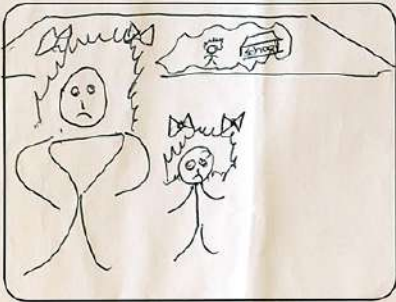


All persons with and without disability ~~are~~ ~~have~~ can have the chance to be trained, employed and retained.

Team 5 IRENE'S DREAM JOB

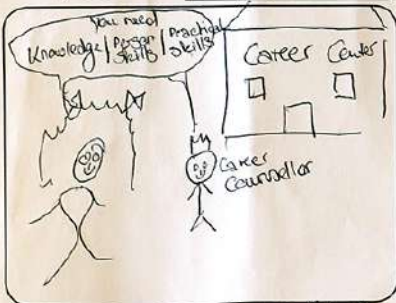
HACKATHON STORYBOARD

1 Irene without a job - young
Title: Stay-home mother **Unskilled**



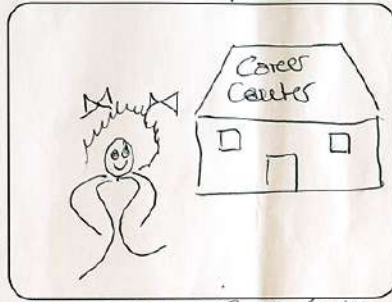
Irene is unemployed and unskilled, but intelligent with ambition to send her child to school.

2 Irene in the Career Center
Title: **Informed**



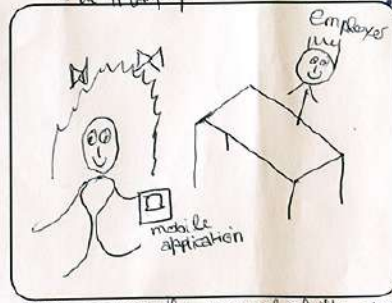
Irene goes to a Career Center and discusses what she needs to find a job. They advise her to do blended learning.

3 Irene finds Online training int
Title: **Informed**



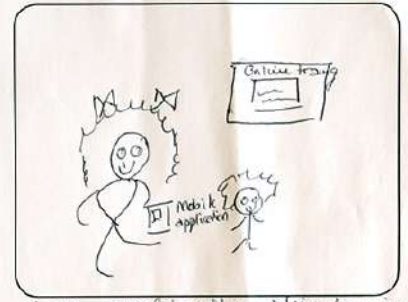
Irene goes to a Career Center to learn about how to develop herself to find a job and get offered IT online training.

5 Job interview in IT company
Title: **Personal skill**



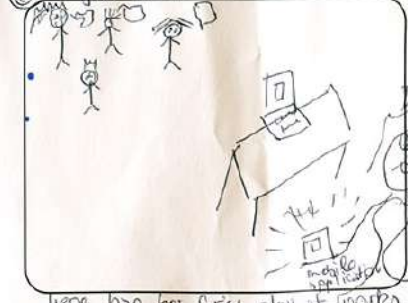
Irene proves the personal skills and the knowledge she learned through online learning and uses the mobile app to communicate and persuade the employer.

4 Irene completes online training
Title: **Trained/Skilled** Knowledge



Irene completes the online training first make to get the required knowledge for the job in IT learning from home with her daughter using the translation app on her phone.

6 Irene in the jobs - IT expert
Title: **Practical Skill**



Irene has her first day at work. She feels isolated and struggles with communication with the team.

LEARN BY DOING

IRENE'S DREAM JOB - TEAM 5 - TRIPLE 'A' USER PROFILE CANVAS

75

Name: **IRENE** *Integrated*

Persona description: **'S22'** Female Married + 1 *Part-time working*
 Literate + // *English could help* **unable to talk, + Deaf** *Financially Stable*



Jobs-to-be-done
IT Admin
Team Leader (Boss)

How To Achieve

- Use cases
- Visualisation
 ↳ Non Verbal Com.
 - Support
 - Coaching / Mentoring
 ↳ Workplace
 - Tailored to Abilities
 - Blended Learning

Potential Gains

- Value
- Independence
- Self Esteem
- Role Model/Exp

Locate home/mobile Transferrable

- Potential Pains / Barrier
- Communication (sign lang)
 - Instruction
 - Learning
 - Teamwork
 - Family Support
 - Emergency Support

Source: « The Design thinking play book / mindful digital transformation of teams, products, services, businesses and ecosystems », by Michael Lowrick, Patrick Link, Larry Leifer