



# Smart Training & Employment Platform

## The STEP

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**fingo**



# Introduction

## **Background**

*People with disabilities are part and parcel of everyday happenings in the community. They deserve to be given space, chance and empowered to fully utilize their skills, qualifications and experiences in community development and personal well-being. Smart Training and Employment Platform is an experimentation which attempts to recognize the underutilization of skills of PWDs and the access deficit they have in joining training institutions to fine-tune and refine their skills in this fast-paced ICT era.*

## **The Aim**

*The STEP experimentation's aim is to enhance and elevate PWDs practical experience in using online platforms for skills training, job seeking and employment, entrepreneurship, tools for success and moral progress among other key issues.*

## **The Beneficiaries**

*The planned number of direct beneficiaries was 210 but today, the experimentation activity has reached about 270 PWDs and their caregivers or families*

# Results

## **Achievements**

- *The STEP platform was planned, designed, developed and deployed for testing with inclusion of 40 PWDs actively*
- *High online registration of youthful PWDs via STEP platform for training and info sessions (So far 67 registered successfully as trainees)*
- *So far 19 have applied to be trainers, mentors and counselors through the STEP platform.*

## **Impact**

*The experimentation is promoting gender parity and involvement given the numbers we registered and still registering*

## **Expectation**

*We expect to have about 300 youthful PWDs gain experience in interacting with basic ICT effectively to improve skills and know-how in building portfolios, applying for jobs online, drafting CVs, accessing links for training and discussions.*

## **Challenges & Lessons learnt**

- *We have learnt that PWDs are ambitious and motivated about issues that directly improve their lives*
- *Learnt that uptake of ICT services is still very low among PWDs*
- *It's challenge to come up with an experimentation that meets the expectations and limitations of the*  
*4different types of disability especially the visually impaired persons in this case*

# Collaborations/partnerships

## ***Partnerships***

- *Nyaburi Integrated School*
- *Association of people with albinism in Homa Bay County – existing*
- *National Council for People with Disabilities at Homa Bay and Siaya Counties – existing*
- *Ogongo school for the blind – is a newly established partnership*
- *Uraia Trust - is a newly established partnership focusing on leadership and governance for PWDs*

## ***Possibility of extending these collaborations/partnerships beyond experimentation***

*Yes, we have an agreement for cooperation beyond this experimentation to empower PWDs with skills for self growth and for involvement in community development.*

# Feasibility for scaling

*Yes we are planning to scale up the project. There are other aspects which also need to be experimented for concrete interventions to be developed and delivered for use.*