Project Name: Enablecode training ecosystem

Organization(s): Enablecode

Dates of Implementation: 2017 ongoing

Country: Vietnam

Partner(s): UNICEF etc.

Website: https://enablecode.com.vn/

Project description:

Enablecode training ecosystem is a project that draws together a diverse group of parties to help Vietnamese youth with disabilities to be employed in digital jobs. They usually subject to almost complete societal and education exclusions. This ecosystem consists of various local charities, UNICEF, the local government, business associations and commercial customers.

Enablecode Training Ecosystem uses a Maslow Hierarchy inspired competency model that covers all stages of a youth candidate from his or her basic needs (food, water, shelter and security etc.) to his or her self-fulfillment needs (self-actualization). This ecosystem provides with disabled youth with life skills training, IT training, project coordination and employment and software assignment that provide the funding.

Target Population:
Disabled youth suffering from societal and employment exclusion but has strong willingness and highly motivated.

Results to-Date and/or Target Results:
Enablecode training ecosystem has been proved to be functional and self-sustaining, and it showcased at a business startup show and is now sharing an office with a Vietnamese celebrity investor who provides extensive publicity and contacts.

It intends to reach 100,000 youth eventually and plans to replicate in other countries as a global case study. Key indicators of Enablecode Training Ecosystem are:

- Number of potential candidates we outreach to from how many sources
- The number of candidates who start and complete each training stage
- Gender, ethnicity and rural representation (assisting relocation where appropriate)
- The number achieving employment, the quality / sustainability of that employment and their earnings potential
- The number of client software projects, the client revenue and margin generated
- The number of new lives coming into this world as a result of this program
- The monthly utilization and incomes of our programmers with disabilities under our "agile" systems

Interesting Features & Innovations:

-Diverse group of partners that cover every layer of the Maslow Hierarchy (Basic Needs, Psychological Needs, Self-fulfillment.)

-Only the most motivated and bright beneficiaries of Enablecode's partners can pass the first screening and join the training program. This ensures the efficacy of this training.

-It rehires the top graduates back to the system that makes the system self-sustaining.

-It offers suitable positions in business process outsourcing or jobs from its business partners.

-Its workplace is set up with physically adjusted environment for disabled employees and emphasizes on psychological supports and inclusion of other colleagues.