

Thank you for your interest in applying for the Zero Project Impact Transfer program. This short application form will help the selection team choose 10 projects from the Zero Project nominations to be part of this year's Impact Transfer program. Please answer the questions as fully as you can to help us with this process.

Before you apply, please read our briefing document and make sure you can demonstrate how you meet the following criteria:

- *You have sufficient track record and evidence that your innovation works and can be replicated (inter)nationally;*
- *Replication is a strategic priority for your organization, with buy-in at a senior level of the organisation, and some resources are already available for replication;*
- *At least one senior person (with decision-making power) from your organization can commit approximately 1 day a week to the programme for webinars, assignments etc. from Oct 2020 to March 2021;*
- *You are open to learn, share and be challenged, and have a proactive attitude;*
- *You are able to participate in webinars and assignments in English.*

Please note you can save your progress and return to the survey at any time, as long as you use the same computer and browser to complete the survey. Also be aware that question numbers may appear out of order as certain questions depend on your previous answers.

If you have any queries about the program, or have any trouble accessing this survey, please contact Paula Reid at p.reid@zeroproject.org. An accessible Word version is available on request.

Name

Katharina Schweiger

Email address (please note that by entering your email address, you are giving the selection team permission to contact you regarding your application)

katharina.schweiger@myability.org

Name of your organisation

myAbility Social Enterprise GmbH

Name of your project nominated for the Zero Project Awards

. What is your motivation for applying to join the Zero Project Impact Transfer program? (max 3000 characters)

For students and young academics with disabilities and chronic illnesses, the entry into professional life and thus securing important preventive measures for maintaining the state of health is more difficult. In addition, an important part of the personality must be kept secret, this means denying a formative facet of one's own personality. In addition, a denial of disability prevents the possibility of establishing role models with disabilities in society. The myAbility Talent® program thus makes an important contribution to equality for people with disabilities at work, in independent financial provision, the development of personality and the creation of role models in society. To position people with disabilities sustainably as high performers for the economy and society, the myAbility Talent® program creates points of contact between people with and without disabilities at eye level. On the one hand, companies can use the economic potential of (possible) employees and customers with disabilities and on the other hand they can better exercise their social responsibility towards people with disabilities. We accompany the partner companies with all questions on the subject of "employees with disabilities" and support all stakeholders involved. At the same time, the program benefits young people with disabilities who are preparing for a successful career start through coaching, career counseling and rhetoric training. With job shadowings and workshops in the partner companies, initial reservations can be reduced. They understand the economic relevance of the topic and successfully include employees with disabilities. Diversity is created, corporate cultures change and society becomes more accessible. Holding the talent program at several locations in Austria, Germany and Switzerland is a good basis for successful implementation in other locations as well. The very good feedback from Talents and the partner companies motivates us to continue expanding the unique program. An expansion to other locations in German-speaking countries and across the EU is desired. This also results in the benefit of a cross-border comparison over time, from which further future-oriented measures for both politics and business can be derived. Our resources are fully utilized with the existing programs. Due to the good feedback and the effects, we would like to continue scaling the project. So we have to make a decision on how to plan for further scaling. For this we need support - we hereby apply for.

. What is your experience of replicating or transferring your innovation?

- We have already replicated our innovation
- We have not replicated our innovation yet, but it is a strategic priority and we have a clear idea about what to replicate, where and with which partners
- Replication is a new topic for us, but it is the right time to start working on it

. Please provide us more information on your replication strategy and experience so far (Where did you replicate this innovation? How did you replicate ? Which partners did you work with to replicate this innovation? How did you finance the replication? Results so far? Lessons learned?)

The project locations have so far been chosen according to the aspects of the location of larger companies and universities. The control and processing was done from Vienna. To address the talents, we looked for partners who would support us locally in this work. This means activities such as addressing potential cooperation partners, displaying flyers, postings in social media, etc. When implementing the projects, we always took the following steps: 1) Conception phase with adaptation to the new market: In order to guarantee the success of the program in the new region from the start, after the concept plan has been drawn up, the needs of the two main target groups (companies and talents) and the establishment of collaborations will begin (possible cooperation partners are, for example, representatives of disability associations, those responsible for integration or universities). 2) Piloting the program: The second phase includes a test run of the new program. At the beginning is the effort for activities such as company acquisition and - Preparation, networking with universities, recruiting talents, establishing cooperation, etc. are significantly higher, and adjustments are necessary for the long-term establishment of the program. A successful pilot is when enough companies and talents participate in the program and they rate the program positively. 3) Evaluation and standardization of the concept for the rollout: After the implementation phase, the entire project is reflected on through an evaluation of companies, employees and talents and, if necessary, revised and adapted. In terms of sustainability, it is of essential importance that the myAbility Talent program not only achieves social change among all target groups and stakeholders, but also finances itself through the participation of the companies. This is to be ensured through an annual implementation of the program in the respective region, as has been the case since 2016 in Austria, since 2019 in Germany and since 2020 also in Switzerland. Financing: The aim is to get funding from the participating companies. In the development phase / piloting, we are looking for financial support in order to absorb the significant additional effort at the beginning, which means, for example, foundations or other financial support. Results: - History: • The program is currently running for the fifth time in Vienna. • It's the second time in Munich • Berlin starts for the second time in winter. • Zurich is currently running for the first time. • In Hamburg and Frankfurt, the first round will also start in winter. - Outlook: For all ongoing programs, dates have already been set for another round and the corresponding steps have been initiated. We see the need in all regions so far and the very positive feedback from our talents and the participating companies prove that we are right. Lessons Learned: 1) Planning is an important part of the transfer. However, since many opportunities and risks only become apparent in practice, the project should first be piloted on a small scale before it is rolled out. And then it is important to readjust the transfer concept regularly. 2) Building stable partnerships is essential: • with cooperation partners at universities, student representatives & communities; through good relationships, recommendation and advertising of the program, inclusion in their newsletter, notices, UniScreens, ... • with the resident companies as customers. When they see the added value they become long-term partners who sometimes also promote the program internally • The students are also important multipliers. Through informal recommendations, we will also find good talents in the following years 3) Get to know the Do's & Don'ts, e.g. in the language. What is the common language in the respective region, what is a NoGo? Our experience shows that there are sometimes clear differences 4) Getting to know the cultural differences in cooperation that are already evident between Austria and Bavaria

. Please explain your initial ideas on replicating your innovation (what you wish to replicate, in which geographies, which type of partners will you need, or any other relevant information). If you do not know yet, please write 'Don't know'

This question was not displayed to the respondent.

. Please describe the main questions or challenges you hope to address by participating in the Impact Transfer program.

There are many questions to be answered for the further scaling of the program: • Which new locations do we want to address? - on the one hand in the German-speaking area, but also across Europe • Finding local partners, cooperations and local funding opportunities • How can the further scaling look like - which strategy is the most suitable for us with its respective advantages and disadvantages? • Development of a scaling vision for the next 5 years, including a step-by-step plan • Integration into our existing structure • How can the quality be assured? • What other creative ways of scaling can we find? E.g. digital scaling - the opportunity in the Covid crisis: Companies that have been skeptical about digital solutions up to now have to face the challenge now, we see opportunities in this aspect

. Is replication a strategic priority for your organisation, supported by staff, your board and external stakeholders?

- Yes
- No
- I don't know

. Please explain how replication fits into your strategy and long-term goals, and how replication is supported by your Board and leadership team. If you are not sure, please write 'Not sure yet'

• Our strategic goal is to expand our impact across Europe • The aim is that the employment rate of people with disabilities in Europe corresponds to that of people without disabilities • Skilling the myAbility Talent program is a clear focus in the leadership team • myAbility Talent Program is an integral part of the overall scaling

Have you standardized your model and operations in a way that allows partners to easily replicate it (guidelines, operations manuals, trainings,...)?

- Yes
- To some extent, but we still have more work to do
- Not yet

Are specific human or financial resources already available for replication? Please explain.

Human resources: There is an existing team that looks after the various current locations. In addition, we have various regional partners who support us locally. The existing team is composed as follows: • Mag. DI Michael Aumann; Managing Director Ultimate responsibility, support for project management, conceptual support and personnel responsibility • Katharina Schweiger, MA; Program Lead Strategic scaling, process optimization, company support, project and team management • Daniel Schörghofer, BEd MA; Talent Manager Planning, implementation and evaluation for the Program • Larissa Rexeis, B.A .; Talent Advisor Marketing and communication, project collaboration as well as community management • Mag.a Alice Hu; Talent Advisor Graphics and design, project collaboration and community management It is currently planned to add one more person to the existing team for the time being. Further human resources can be added if necessary, but that depends on our scaling strategy! Financial resources: The program is actually financed from the contributions that companies pay to participate. We try to generate funding for pilot projects in order to cushion the significant additional work involved in entering the new market.

Is there a clear project owner in your team who has the capacity, skillset, and decision-making power to participate fully in our program (approx. 1 day per week between October 2020 and March 2021) and support the replication of your innovation?

- Yes, we have a project owner for this program, with the necessary skills and seniority
- Not yet, but we have enough capacity and can easily assign a project owner for this program
- No, we do not have enough internal capacity for this program at the moment

Please provide more information on the profile of the person who will serve as project owner for the Impact Transfer program (background, experience, ...). You can also add a link to the person's profile (on LinkedIn or on your website), if you wish.

Katharina Schweiger, MA Economic and organizational psychologist Many years of experience in the conception, planning, implementation and management of decentralized projects and teams, quality environment and health management With the company since February 2020, in the management and control of the myAbility Talent® Program, she is responsible for project management, the high quality of our projects, structuring, documentation and scaling in other regions LinkedIn-profile: <https://www.linkedin.com/in/schweiger-katharina-b1a006b4/>

We are interested to understand your impact model (also called Theory of Change): who are your main target groups, which key activities do you offer to these target groups, what impact (change) do you want to achieve for your target groups, and how do you measure this impact (if you do).

Please fill in the table below focusing on your main target groups, activities, expected impact and indicators.

| | Insert your TARGET GROUP (one target group per box, maximum 3) | Insert your key ACTIVITY for this target group | Insert the main IMPACT (CHANGE) that your activity is supposed to achieve for this target group | Insert the main INDICATOR you use to measure your impact (if available) |
|---|--|--|--|--|
| 1 | Talents (students with disabilities or chronic illnesses) | individual career coaching & skill building workshops | Strengthen self-confidence and thus increase their career opportunities | Feedback from the participants Number of job showings and possible follow-up offers |
| 2 | Executives and HR managers in companies | Raising awareness in "company meetings" Create points of contact with PwD | Recognizing the potential of people with disabilities Recognition of special abilities that may result from the disability Enabling a barrier-free application process and working environment | Feedback from the participants Number of job showings and possible follow-up offers Initiation of a change process in the company use of advice from us |
| 3 | Employees - job shadowing companions | Raising awareness in workshops for job shadowing companions Create points of contact with PwD | Reduction of fear of contact Breaking down barriers | Feedback from the participants |

. Does your current funding model allow you to take repayable investment i.e. not grants, but equity or loans that you will have to pay back?

- Yes, and we have already received a repayable investment
- Yes, and this is something we want to explore
- No

As part of the selection process for the Impact Transfer programme, we will be putting together a short video on each shortlisted project for our selection panel. We would be grateful if you could send us:

- Any video material you currently have about the project (via YouTube, DropBox etc.) that you did not already submit as part of your Zero Project application.
- A short video (maximum 20 seconds), explaining why you wish to join the Impact Transfer programme. This video can simply be filmed on a mobile phone.

If you have weblinks to these videos, please include them below. Otherwise you can send them to p.reid@zeroproject.org.

three of our talents: • <https://www.youtube.com/watch?v=jNT2ZG8rktA> • https://www.youtube.com/watch?v=_IQnf1XCpol • <https://www.youtube.com/watch?v=ehEFRGFFe04> Short video: <https://mega.nz/file/SEYB3Kol#1b-bWcJWTSe3JA4rLYUSedG7PvyrSeCBrozMxYjI4H4>

. If you have any other supporting documents (such as your organization structure, impact evaluations, or strategic plans) that you have not already included in your original Zero Project application, please include the web links below. Alternatively, you can email documents to p.reid@zeroproject.org, including your name and project title.

The selection panel will handle any documents you send us confidentially.

explaining video for talents (in german): <https://mega.nz/file/edBXxlyb#5XE4H3CP2J3HKahzhai9Trk8fiCB1Mji2lpQRbjnfF4>

There are no further questions in the survey. Please use the 'Next' button below to submit your application.

By submitting your application you are giving the Zero Project Impact Transfer team permission to share your responses with members of our selection panel.

Location Data

Location: [\(48.153503417969, 16.385498046875\)](#)

Source: GeolIP Estimation

