

- Transparency.
- Important to be clear about expectations with employer from the start. For example, a 2-week work placement with support from Rehab, and if the role is filled to the employer's satisfaction there would be a desire to seek paid work.
- Employer needs to know that it is acceptable to demand a professional standard from client/employee to avoid real-life scenarios such as, "They fell asleep while at the job but I didn't want to say anything"
- Employer must be aware of the extra supports required, but come with a solution. For example, the employee cannot read text from a page but he has a magnifier, Sarah understands you if you speak loudly, etc.
- Balance extra supports with comprehensive skills to give a rounded impression of the person-Promote Ability Supports required for client/employer.
- Beneficial to have a feedback form that gives constructive criticism to employee. For example, the skills are needed for this person to progress, attitude of employee to work, good initiative or if the employer received adequate support from Rehab Group supports.

Further interviews and meetings were held with people who use the services and IT professionals regarding website support requirements and the identification of the supports that need to be in place for the platform to function.

Conclusion and Recommendations

Resulting from our work on this project, these are the next recommended steps for GLIDE.

- Establish, map and model parameters of GLIDE platform. This will include identifying competition and also potential collaborations. Calls will be scheduled with other fellowship teams to share knowledge and expertise. A functioning team and management system will be finalized to ensure efficiency of work and roles will be given in the areas of research, development, UX and UI design.
- Data analysts will be used to build prototype databases and first model of the Platform, in partnership with identified potential end-users within Rehab's existing services. This will allow Rehab Group to document learning points for any future expansion to those in existing partner funders and government employment and health agencies.
- Creation of a business model to include commercials.
- Trial first platform model with identified trial users.