



AGATE
RIGHTS DEFENSE CENTER
FOR WOMEN WITH DISABILITIES

Digital Skills for Empowerment: Access to Labour Market for Persons with Disabilities

**AGATE RIGHTS DEFENSE CENTER FOR WOMEN WITH
DISABILITIES NGO**

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The Challenge

High unemployment rates among PwDs

Limited accessible training opportunities

Stigma from employers

One young participant told us: *‘I had the motivation but no digital skills, so I felt invisible to employers.’*”

Our Initiative

Project: “Upskilling Digital Competences and Career Management Skills of Disadvantaged Youth in Georgia, Armenia, and Moldova” (EU-funded, 2023–2025)

Target group: disadvantaged youth, including persons with disabilities

Activities:

- ✓ Digital upskilling trainings
- ✓ Career counselling with inclusive guidelines
- ✓ Regional CSO sub-grants (local training delivery)



Key Results

- ✓ **147 youth** received individual/group career consultations (including young persons with disabilities and NEETs).
- ✓ **29 career advisors** trained in inclusive digital counselling through workshops.
- ✓ **44-hour TOT** conducted for **20 CSO representatives** (youth & disability NGOs, ILCs) → now equipped to train disadvantaged youth.
- ✓ **5 Armenian CSOs** received sub-grants to deliver digital upskilling and counselling services in Shirak, Lori, and Tavush.
- ✓ **94 disadvantaged youth** participated in web-based digital trainings via sub-grantees.
- ✓ **38 public facilities** mapped across Shirak, Lori, Tavush for free computer & internet access.
- ✓ **Employment & Digital Skills Festival in Gyumri** – 162 participants (124 women, 23 PwDs).

Highlight – National and International Events

- **Experience sharing and networking among CSOs, career advisors and youth in Georgia, Armenia and Moldova**
- ✓ **National Event-** highlighted the importance of digital skills as a key factor in improving youth employability and promoting social inclusion. November 14, 2024, engaged 60 participants from across Armenia. 54 were female, 39 youth, 32 persons with disabilities.
- ✓ **International Event-** a platform for discussing the impact of digital skills on youth employability and inclusion, with a particular focus on how these skills can be developed into sustainable digital professions. November 18, 2024, brought together 65 participants (56 female, 32 youth) from Armenia, 4 from Georgia, and 2 from Moldova, including donors, project partners, and experts from the tech sector

Webinars on Digital Skills & Career Development

Highlights:

3 webinars organized to strengthen digital competences and career management skills.

Topics included:

- Accessible career counselling practices for youth with disabilities.
- Digital tools for employability and online job search.
- Building inclusive networks between CSOs, advisors, and employers.

Over 80 participants joined (youth, career advisors, CSO staff, including persons with disabilities).

Impact Stories

Hasmik, a young woman with a physical disability, learned Canva & social media marketing; today she freelances online and earns independent income.

Impact:

- Confidence
- Independence
- Breaking stereotypes



Testimonials

"This training was a turning point for me. It not only improved my digital skills but gave me the confidence to guide disadvantaged youth toward real career opportunities in the digital world."

— **TOT Participant from Tavush Region**

"Before this project, I didn't believe a career in tech was possible for someone like me. Now, I have skills, a plan, and the motivation to pursue it."

— **Participant from Lori Region**

"The digital career counselling training helped me understand the unique needs of youth with disabilities and gave me practical tools to support their growth."

— **Career Advisor from Shirak Region**

There are no limitations in the digital world: meet Hasmik, and Ofelya – young people from Lori region, Armenia (ENG): <https://georgia.charita.cz/news/there-are-no-limitations-in-the-digital-world-meet-tinatin-hasmik-and-ofelya-young-people-from-georgia-and-armenia/>

Lessons Learned

Accessibility is key (sign language, flexible formats)

Digital skills must be linked to real labour market opportunities

Peer support and mentoring sustain engagement

Employers need awareness to make workplaces inclusive and accessible

Looking Ahead & Key Message

Next steps:

- ✓ Advocate for disability-inclusive digital policies in Armenia
- ✓ Build stronger partnerships with tech companies
- ✓ Expand rural training opportunities

Key Message: Digital skills are not just technical tools – they are tools for empowerment, independence, and inclusion for disadvantaged youth, including persons with disabilities.

THANK YOU!

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