

# INCLUSIVE EMPLOYMENT OF DEAF PEOPLE: STRATEGIES, CHALLENGES & ADVANTAGES. A PRACTICAL EXAMPLE.

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## WHO WE ARE

equalizent is a company with long standing expertise in Deafness, Sign Language and Diversity Management. We are a qualification centre for people who are Deaf or Hard of Hearing. Our training institute is fully accessible. We use Austrian Sign Language (ÖGS) and spoken German in our work and 30% of our employees are Deaf or Hard of Hearing.

## WHAT WE DO

Our specialism: All courses for Deaf people are in ÖGS. Our trainers are Deaf, and act as role models and peers for our trainees. We offer education courses, job orientation and job application training to enable inclusion in the first job market. Diversity Management: Sensitisation workshops for companies on Deafness. diversity.management.Tool! for managing diversity in companies. Diversity Ball to increase awareness of social diversity and to live it openly.

## WHERE WE ARE GOING

Many occupational fields are closed to Deaf people. Every year we open a new area through political lobbying and preparation for entrance examinations in ÖGS. We innovate to facilitate education (sign language library, museums guide, teaching materials, ...). Our aim is to spread our expertise to other countries.

## DIVERSIFIED

LANGUAGES  
JOB APPLICATION TRAINING  
EDV/MULTIMEDIA  
BOOK KEEPING  
EXCAVATOR LICENSE  
CONFLICT MANAGEMENT

## COURSES

IN AUSTRIAN SIGN LANGUAGE

## FLEXIBLE

GROUP TRAINING  
INDIVIDUAL TRAINING  
WEBINAR  
E-LEARNING

## INCLUSION

INTEGRATION ASSISTANCE  
WORK TRAINING  
TRAINEESHIP  
PREPARATION COURSES

MORE THAN 70% WHO FINISH A  
VOCATIONAL COURSE FIND  
AN EMPLOYMENT

## NEW PATHS

DENTAL TECHNIQUES  
FAMILY ASSISTANCE  
KINDERGARTEN  
ASSISTANCE PEDAGOGY  
2D & 3D ANIMATION  
FAMILY ASSISTANCE &  
APPRENTICESHIP

OPENING NEW  
OCCUPATIONAL FIELDS



## STAFF

58 EMPLOYEES  
30% DEAF  
100% SIGN LANGUAGE  
INCLUSION IN PRACTICE

## FOR COMPANIES

DIVERSITY MANAGEMENT TOOL  
CONSULTING SERVICES  
SENSITISATION WORKSHOPS

BUILD STRONG LINKS  
BETWEEN EMPLOYMENT  
SECTOR AND DEAF YOUTH

## PROJECTS

**VIDUSIGN**  
CREATIVE VIDEO FOR TEACHING, LEARNING &  
COMMUNICATION

**SIGN LIBRARY**  
TRANSLATION OF WORLD LITERATURE IN SIGN LANGUAGE

**SIMAX**  
3D-ANIMATED SIGN LANGUAGE AVATAR

**SIGAME**  
SIGN LANGUAGE LEARNING APP

**SIGNS FOR HANDSHAKES**  
INCREASING EMPLOYMENT OF YOUNG DEAF  
PEOPLE

**DIVERSITY BALL**  
ANNUAL BARRIER-FREE BALL TO SPOTLIGHT DIVERSITY

Pillar 2: Structures & policies

## DEAF PEOPLE IN AUSTRIA

**65 %**  
have low level  
jobs

**7 %**  
are taught in  
sign language  
in school

**2005**  
sign language was  
officially recognised  
in austria

**60 %**  
of interpreters  
work full time

**115**  
interpreters in total

**10,000**  
Deaf people

