INCLUSIVE EMPLOYMENT OF DEAF PEOPLE: STRATEGIES, CHALLENGES & ADVANTAGES. A PRACTICAL EXAMPLE.
Mag. Monika Haider, CEO of equalizent

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 (ÖSG) and spoken German in our work and 30% of our employees are Deaf or Hard of Hearing.

WHAT WE DO
Our specialization: All courses for Deaf people are in ÖSG. 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 ÖSG. We innovate to facilitate education (sign language library, museums guide, teaching materials,...). Our aim is to spread our expertise to other countries.

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

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

FOR COMPANIES
DIVERSITY MANAGEMENT TOOL
CONSULTING SERVICES
SENSITISATION WORKSHOPS

BUILD STRONG LINKS BETWEEN EMPLOYMENT SECTOR AND DEAF YOUTH

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

PROJECTS

NEW PATHS
DENTAL TECHNIQUES
FAMILY ASSISTANCE
KINDERGARTEN
ASSISTANCE PEDAGOGY
2D & 3D ANIMATION
FAMILY ASSISTANCE & APPRENTICESHIP
OPENING NEW OCCUATIONAL FIELDS

INCLUSION
INTEGRATION ASSISTANCE
WORK TRAINING
TRAINEESHIP
PREPARATION COURSES

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

FLEXIBLE
GROUP TRAINING
INDIVIDUAL TRAINING
WEBINAR
E-LEARNING

PEER-TO-PEER ROLEMODELS

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

COURSES
IN AUSTRIAN SIGN LANGUAGE

Pillar 2: Structures & policies