



Inclusion: Ways Into Decent Work – A European Conference

Conference Reader in English
Berlin, 3 September 2018



EUROPÄISCHE UNION
Europäischer Sozialfonds



Greeting



Elke Breitenbach

Senator for Integration, Labour and Social Services, Berlin

The inclusive society is the core principle of the Berlin Senate. Self-determination and societal participation by persons with disabilities are the key to achieving this goal, also in terms of gaining access to training and work. My aim as Senator for Labour, Integration and Social Services is to achieve the goal of decent Work for everyone in equal measure. Diversity and a plurality of talent generate huge advantages from which we all benefit. Although there are good examples of inclusive workplaces, much remains to be done in order to create a truly inclusive labour market.

The fundamental experience of many persons with disabilities is still that of discrimination. This is a structural problem within our society. Too much prejudice persists against persons with disabilities, and too many barriers stand in the way of equal participation.

The UN Convention on the Rights of Persons with Disabilities represents an important milestone in the fight against discrimination and in the bid to achieve full participation for persons with disabilities. It has also generated significant impetuses for the Federal Participation Act (BTHG), which Germany is currently implementing in several stages. One of the new opportunities that has emerged from the BTHG and which we have introduced in Berlin, is the Budget for Work. The purpose of the Budget for Work is to facilitate entry to the mainstream labour market for people with disabilities. We need to redouble our efforts to ensure that this instrument is a success.

It is equally important to recognise that the mechanisms for achieving an inclusive labour market already take effect at the transition from school to work. I believe it is vital that the support for young people focuses on the areas of potential they are able to offer. Especially in an age of digitalisation, we have a chance to open up new possibilities for persons with disabilities. Digital assistance systems are one example in this regard.



Despite the inherent risks of digitalisation, we should embrace the digital shift and use it primarily as a potential route to greater participation.

I would like to invite you to discuss these topics and other related issues at the event “Inclusion: Ways Into Decent Work – a European Conference”. I hope that we can drive forward the idea that inclusion is a gain for all stakeholders on the labour market – for persons with disabilities, for companies, for social partners and for institutions and government administration bodies. We look forward to an exciting chance to network with high-level guests from Berlin, from all over Germany and Europe. Our European speakers and numerous participants in the event will enable us to broaden our horizons and think outside the box. We will discover just how much progress other European countries and other projects have made with regard to participation and inclusion and will also find out what we can learn from them.

I wish you an inspiring day!

Best regards

Elke Breitenbach

Inclusion: Ways Into Decent Work – A European Conference

Abstract

Inclusion in working life is still not a matter of course in Germany. At 12.4%¹ in 2016, people with severe disabilities were more than twice as likely to be unemployed as people without disabilities (6.1%)². At the same time, more and more companies are unable to meet their demand for qualified personnel³. Intransparent responsibilities, reservations in personnel departments and a lack of knowledge about the possibilities of support and advice, both on the part of those affected and on the part of employers, often stand in the way of a successful (re)entry into work.

This is also reflected in the transition from school to work: In 2015, only 5.8% of people with disabilities in the 18 to under-25 age group had an apprenticeship training position on the mainstream labour market compared to 21% of all 15 to under-25-year-olds. At the same time, never have so many training positions remained unfilled. A large proportion of young people with disabilities continue to receive training from other institutions than companies. Many young people without recognised severe disabilities, with mental stress or other impairments also require individual assistance at the transition.

In order to facilitate the path to Decent work for all, clear legal regulations and differentiated counselling and support services for people with disabilities are required. The digitalisation of social and working life also opens up new opportunities for improving participation: Digital learning environments are increasing in training and further education and make individual offers possible. In working life, new technical aids and the opportunity for people with disabilities to work anywhere are of particular benefit.

However, it is also important to cushion the potential risks of digitalisation and automation. In Berlin, the creation of equal opportunities - also for people with disabilities - is a focal point of the dialogue process "Work 4.0 - made in Berlin" of the Senate Department for Integration, Labour and Social Services. The aim is to create new, improved access to work and further training through humanely designed processes of digitalisation in the world of work.

¹ Aktion Mensch (2017): Inklusionsbarometer 2017

² Statista (2018): Arbeitslosenquote in Deutschland im Jahresdurchschnitt von 1996 bis 2018

³ Aktion Mensch (2017): Inklusionsbarometer 2017, p.35



At the international level, participation in working life is a central requirement of the UN Convention on the Rights of Persons with Disabilities. The Federal Participation Act (BTHG) is intended to implement the standards in Germany. The BTHG's first two stages of reform have already come into force. It is now necessary to identify difficulties of implementation and at the same time prepare the relevant actors and structures for the coming stages of reform.

The international conference "Inclusion: Ways Into Decent Work - A European Conference" will focus on the topics mentioned above and discuss current developments and approaches to solutions with representatives from politics and administration, interest groups, business, science and society. The aim of the conference is to facilitate a European exchange of experience and knowledge transfer in order to promote a more inclusive world of work, while taking into account current and future digital opportunities for people with disabilities. The conference will include lectures, panel discussions, workshops, an interactive marketplace as well as a diverse accompanying programme.

Inclusion: Ways Into Decent Work – A European Conference

Programme

Date: 3 September, 2018

Organiser: Berlin's Senate Department for Integration, Labour and Social Services

Conference venue: Humboldt Carré, Behrenstraße 42, 10117 Berlin, Germany

Moderator: Dr Julia Kropf

Throughout the conference, simultaneous translations will be provided in English ↔ German,

German ↔ German Sign Language ,

German ↔ Easy to Understand German.

Please note that only contributions in German will be transcribed and connected to an induction loop. If you require any further assistance in English, please contact us.

8.30 am–9.30 am	Arrival and Registration
9.00 am–9.20 am	Yoga accessible and inclusive (optional) <i>Katja Sandschneider</i> , Yoga Teacher
9.30 am–9.35 am	Conference Welcome <i>Dr Julia Kropf</i> , Moderator
9.35 am–9.45 am	Welcome Address and Introduction <i>Elke Breitenbach</i> , Senator for Integration, Labour and Social Services, Berlin
9.45 am–10.15 am	Participation in working life: Diversity of life situations – Diversity of support <i>Dr Rolf Schmachtenberg</i> , Secretary of State, Federal Ministry of Labour and Social Affairs
10.15 am–10.30 am	Short Introduction of the Projects and Services at the Marketplace <i>Dr Julia Kropf and Exhibitors</i>

10.30 am – 11.00 am Coffee Break and Marketplace

11.00 am – 11.15 am Rap with Short Interview

Graf Fidi, Rapper and Ambassador for Inclusion

**11.15 am – 12.00 pm Panel I: Ways Into Decent Work –
Where Do We Stand Today?**

Elke Breitenbach, Senator for Integration,
Labour and Social Services, Berlin

Christine Braunert-Rümenapf, Berlin's State
Representative for Persons with Disabilities

Ulrike Pohl, Specialist Advisor Persons with Disabilities,
Der Paritätische Wohlfahrtsverband, Landesverband
Berlin e.V. (Federation of Welfare Associations in
Germany)

Sabine Pöggel, Diversity Representative,
Berliner Stadtreinigungsbetriebe, BSR (Berlin City
Cleaning Operations)

Brendan Roach, Senior Consultant, Business
Disability Forum, United Kingdom

**12.00 pm – 12.30 pm Inclusion in the World of Work –
Germany in European Comparison**

Andrea Seeger, Managing Director of ACCESS gGmbH
and Representative at the European Union of Supported
Employment (EUSE)

12.30 pm – 1.30 pm Lunch and Marketplace

1.30 pm – 3.00 pm Parallel Workshops

Workshop ①

**The Current Support System –
New Impulses of the Federal Participation Act**

Dr Mario Schreiner, Humboldt University Berlin
(Moderator)

Maria Henschel, Interessenvertretung Selbstbestimmt
Leben in Deutschland e.V. (Advocacy Group for
Independent Living)

Viviane Schachler, University of Applied Sciences Fulda

Martin Kisseberth, Werkstattträte Deutschland
(Workshop Councils Germany)

Franz Allert, Regional Office for Health and Social
Affairs, Berlin

Workshop 2

Transitioning from School to Work – Setting the Course, Consultation and Support

Dörte Maack, Dialogue in the Dark, Dialoghaus
Hamburg gGmbH (*Moderator*)

Manfred Weiser, Berufsbildungswerk Mosbach-Heidelberg
(Vocational Training Centre Mosbach-Heidelberg)

Ulrich Wiegand, Berlin Chamber of Handicrafts

Kerstin Stoye, Annedore-Leber-Berufsbildungswerk
Berlin, ALBBW (Annedore Leber Vocational Training
Centre Berlin)

Karin Rohde, Federal Employment Agency, Regional
Directorate Berlin-Brandenburg

Burkhard Matthias, PSW Partner für Schule und
Wirtschaft (Partner for Schools and the Economy)

Workshop 3

Digitalisation – Opportunities and Risks for Participating in Vocational Training and the World of Work

Kirsten Vollmer, Federal Institute for Vocational
Education and Training (*Moderator*)

Dr Bastian Pelka, TU Dortmund University

Majka Lipiak, I'm in Bed and I Work, Poland

Robin Spinks, Royal National Institute of Blind People,
United Kingdom

Prof Dr Axel Gräser and Lena Kredel, University of
Bremen

Workshop 4

Ways into Work – Career Entry, Detours and Professional Development

Prof Dr Bernd Halfar, Catholic University of Eichstätt-Ingolstadt (*Moderator*)

Sally Ollech, Diversicon HR GmbH

Sergi Morera und Maria Cabré, Municipality of Barcelona, Spain

Dirk Gerstle, Berliner Werkstätten für Menschen mit Behinderung GmbH, BWB (Berlin Workshops for Persons with Disabilities)

Anna Grimm and Andreas Bittner, Erasmus+ Deaf Employment for Sign Language Users in the EU, Humboldt University Berlin

Workshop 5

Which Adjustments are Needed to Achieve an Inclusive Environment in the World of Work?

Sabine Belter, UnternehmensForum e.V. / Deutsche Bahn AG (*Moderator*)

Stefanie Trzecinski, KOPF, HAND + FUSS gGmbH (HEAD, HAND + FOOT gGmbH)

Claudia Rustige, Bundesarbeitsgemeinschaft Integrationsfirmen e.V. (National Association of Integration Companies)

Manuela Enslen, Daimler AG, Mercedes Benz Werk Berlin

Wolfgang Kowatsch, myAbility Social Enterprise GmbH, Austria

3.00 pm – 3.30 pm

Coffee Break and Marketplace

3.30 pm – 4.00 pm

**A Slightly Different Perspective:
Impressions from the Workshops**

The Gorillas, Improv Theater

4.00 pm – 4.30 pm

The courage to push back the boundaries – Why some people have a lifelong dream and others live it daily

Janis McDavid, Motivational Speaker

4.30 pm – 5.15 pm

**Panel II: Inclusive Labour Market –
Are We On the Right Track? An Outlook.**

Alexander Fischer, State Secretary for Labour
and Social Services, Berlin

Dagmar König, Member of ver.di's Federal Board
(Trade Union)

Johannes Pfeiffer, Operational Manager of the
Federal Employment Agency, Regional Directorate
Berlin-Brandenburg

Christine Nothacker, Spokeswoman of Landesarbeits-
gemeinschaft Inklusionsfirmen Berlin (Berlin's State
Working Group of Inclusion Companies)

Dr Constantin Terton, Head of Specialists and Innovation,
Chamber of Commerce and Industry Berlin

From 5.15 pm

Get-Together with Drinks and Snack

During the Breaks Marketplace for Inclusive Projects and Services

Foundation for Barrier-Free Communication!

Discovery Trail

Integration management from Berlin Workshops
for Persons with Disabilities (BWB) – Workshop as a
Stepping Stone to Mainstream Employment

Annedore Leber Vocational Training Centre Berlin
(ALBBW)

“Aktiv und selbstbestimmt e.V.” is a support
organisation that offers participation guidance

University of Bremen: Return to work for Tetraplegics
with the service robot FRIEND

Pappelhof School

Biesalski School: No Leaving School without Vocational
or Training Prospects – Inclusive Transition from School
to Work

The “InKraFT” project – Inclusion in Vocational
Education and Training via Virtual Reality Technology
Focusing on the Specific Example of the Occupation of
Vehicle Mechatronics Technician

Inclusive Vocational and Higher Education Study
Orientation

Educational and Occupational Guidance at the
Neukölln Learning Centre

Inclusion Companies – Added Value *inclusive*

Travelling Exhibition “Inclusion Wins! On Tour” by LIFE e.V.

You can also follow us on Twitter @SenIAS_Berlin #inclusion4work

Moderator



Dr Julia Kropf

Moderator and Business Coach

Short Biography: Dr Julia Kropf is a freelance moderator and Systemic Business Coach. She holds a doctorate in occupational sociology, has previously been a consultant and senior manager in the private sector economy and brings more than 15 years of professional experience to the table. Discussion is her passion. She seeks empathy without descending into sentimentalism and takes an objective approach which avoids any sense of a know-it-all attitude. She injects humour whilst never losing sight of the seriousness of the situation and is a fan of plain speaking from which provocation is absent. Julia Kropf chairs specialist conferences, panel discussions, strategic meetings and workshops. She is also happy to preside at festive events and citizens' conferences. This often involves working at the intersection between policy makers, trade and industry as well as society. She also coaches individual persons and teams during occupational change processes.

9.00 am – 9.20 am

Accessible and inclusive yoga



Katja Sandschneider

Yoga Teacher

Short Biography: Katja Sandschneider is a yoga teacher who works in Berlin. She has been providing accessible yoga instructions to persons with physical limitations since 2014. Following a bleed in her spinal cord shortly after birth, Katja has been living with hemiparesis of the right-hand side of her body from the hip downwards. After taking part in a yoga session for the very first time, she was overwhelmed by the positive effects the practice brought to her life. For this reason, she decided to become a yoga teacher for other people with disabilities. For further information:

www.yoga-barrierefrei.de

9.35 am–9.45 am

Welcome Address and Introduction



Elke Breitenbach

Senator for Integration, Labour and Social Services, Berlin

Short Biography: Elke Breitenbach has been Senator for Integration, Labour and Social Services in Berlin since 8 December 2016. From 2003 to 2017, she was a Member of the Berlin Parliament for the LINKE Party (formerly PDS). Before being elected to Parliament, Elke Breitenbach was a personal advisor to the Senator for Health, Social Services and Consumer Protection, Dr Heidi Knake-Werner. Elke Breitenbach holds a degree in Political Science. In the 1990's, she was Secretary at the Retail, Banking and Insurance Workers Trade Union (HBV) with responsibility for the areas of young people, vocational education and training as well as women.

9.45 am–10.15 am

Participation in working life: Diversity of life situations – Diversity of support



Dr Rolf Schmachtenberg

Secretary of State, Federal Ministry of Labour and Social Affairs

Short Biography: Dr Rolf Schmachtenberg has been Permanent Secretary of State at the Federal Ministry of Labour and Social Affairs (BMAS) since March 2018. From 2014 to 2018, he was Head of Department V “Participation – issues of people with a disability, social compensation and social assistance” at the same ministry. His remit particularly encompassed the preparation of a draft law for the Federal Participation Act, the development of the Equal Treatment of Disabled Persons Act and the National Action Plan to implement the UN Convention on the Rights of Persons with Disabilities.

11.00 am – 11.15 am

Rap with Short Interview



Graf Fidi

Rapper and Ambassador for Inclusion

More people with disabilities need to be visible in the public spotlight. Making diversity a reality is the only way to create a truly open society. Graf Fidi is a rapper, social worker and ambassador whose commitment to inclusion is reflected by his active involvement in a number of discussion platforms.

“It’s normal to be different,” he says. Sending out this message has now become his calling in life. Born with a mobility impediment and six fingers, Graf Fidi now combines his engagement for inclusion with his passion for music. Nothing holds him back as he fights against discrimination and champions accessibility.

11.15 am – 12.00 pm

Panel I: Ways Into Decent Work – Where Do We Stand Today?



Christine Braunert-Rümenapf
Berlin's State Representative for Persons with Disabilities

Short Biography: Christine Braunert-Rümenapf was born in 1961. She has been the Berlin State Representative for People with Disabilities since 2017. Before moving to the Senate Department for Social Services in 2012 to act as a special advisor to her predecessor, she spent many years working in roles such as project head, assessor and lecturer. Specialisms included women and disability, disability and participation in working life and migration and disability. Christine Braunert-Rümenapf holds an MA in Educational Sciences and Journalism and has also completed vocational education and training as a wholesale clerk.



Ulrike Pohl
*Specialist Advisor Persons with Disabilities,
Der Paritätische Wohlfahrtsverband, Landesverband Berlin e.V.
(Federation of Welfare Associations in Germany)*

Short Biography: Ulrike Pohl was born in the former German Democratic Republic, where she also grew up. After working at special schools for a decade and at an old people's home for a year, she studied for a degree in Psychology and Social Work during the period immediately following German reunification. Since then, the main focus of her professional activities has been on self-determination, participation and disability within the light of human rights law. Ulrike Pohl has worked extensively with disabled pupils at the transition from school to vocational education and training. She has supported young people with a disability in VET and has also been a lecturer at a university for Social Work. She is now with the Berlin branch of the German Federation of Welfare Associations, where she acts as a lobbyist for more than 120 associations and organisations to provide assistance for disabled persons together with their family members and service providers. The primary areas of her work are the inclusive labour market and political participation by people with disabilities.



Sabine Pöggel

*Diversity Representative, Berliner Stadtreinigungsbetriebe, BSR
(Berlin City Cleaning Operations)*

Short Biography: Sabine Pöggel, born in Berlin in 1960, completed 1st and 2nd State Examination in Law in Berlin, Legal Protection Secretary for the Public Service, Transport and Haulage Workers' Union (ÖTV), 1999-2012 Head of Employment Law Department at Berlin City Cleaning Operations (BSR), Diversity Representative at the BSR since 2012/2013, Inclusion Representative.



Brendan Roach

Senior Consultant, Business Disability Forum, United Kingdom

Short Biography: Brendan is a knowledgeable well respected disability consultant with over 10 years' experience of supporting organisations on all aspects of improving disability confidence in the UK and internationally. Brendan leads Business Disability Forum's work to improve the life chances of people with disabilities globally. In addition to strategic leadership, Brendan is responsible for international projects and work to support Business Disability Forum's global Members and Partners. This includes:

- Coordinating Business Disability Forum's Global Taskforce
- Leading the development of the Global Business Disability Framework
- Providing high level consultancy support to government and business internationally
- Supporting the development of a nationwide certification system designed to assess, and support improvement of business disability confidence in the Kingdom of Saudi Arabia
- Representing Business Disability Forum as a speaker at international conferences

Outside of work, Brendan is a keen musician and is learning Spanish.

12.00 pm – 12.30 pm

Inclusion in the World of Work – Germany in European Comparison



Andrea Seeger

Managing Director of ACCESS gGmbH and Representative at the European Union of Supported Employment (EUSE)

Short Biography:

- Completed vocational education and training in the occupation of office management clerk
 - Spent five years working as assistant to the Head of Marketing at an SME whilst studying in the evenings to obtain a qualification as certified senior advertising clerk (VET Institute)
 - Studied for a degree in Social Education (University of Applied Sciences)
 - Worked as a job coach for eight years (with people with disabilities)
 - 1998/1999 – in-service continuing training as an integration advisor
 - Since 2007 – Managing Director of ACCESS, a specialist service for the occupational inclusion of disabled persons
 - Since 2001 – freelance lecturer/trainer for all topics relating to occupational inclusion of persons with a disability and with a requirement for special support
 - German Representative of the Federal Association for Supported Employment (BAG-UB) at the European umbrella body EUSE (European Union of Supported Employment)
 - Member of the Supported Employment Specialist Working Group in Germany, of various expert committees and of the Supported Employment Project Council
 - Involved in systemic management, guidance and coaching training since 2016
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1.30 pm – 3.00 pm

Workshop ①

The Current Support System – New Impulses of the Federal Participation Act

The passing of the Federal Participation Act (BTHG) as part of the national implementation of the UN Convention on the Rights of Persons with Disabilities has far-reaching effects with regard to the inclusion of people with disabilities in the labour market. New instruments such as the Budget for Work and the Supplementary Independent Participation Guidance (EUTB) have been created with various objectives in mind. These include introducing a larger group of persons to the primary labour market. At the same time, because the focus of the BTHG is on adopting a more person-centred approach, further aims are to simplify the provision of support to those affected and to facilitate a greater degree of self-determination. The Workshop Cooperation Ordinance (WMVO) has been updated in order to strengthen individual opportunities for education and training and for participation in working life for workshop employees with disabilities.

In the workshop, the intention is to debate the areas in which action still needs to be taken in order to get more people with disabilities into work. It will also look at the new challenges that are emerging as a result of the BTHG. What are the reasons why only limited use of the Budget for Work has been made thus far? What incentives need to be put in place in order to create an inclusive labour market?



Dr Mario Schreiner

Humboldt University Berlin

Moderator

Workshop ①

The Federal Participation Act – Innovation or a maintaining of the status quo for participation in working life

Short Biography: Dr Mario Schreiner is an academic researcher in the Rehabilitation Sociology Department at the Humboldt University of Berlin. Prior to this, he was an academic research staff member at the University of Kassel, where he specialised in “Disability and Inclusion”. He completed his doctorate at the University of Kassel in 2016. The title of his dissertation was: “Participation in working life. The workshop for disabled persons from the point of view of employees”. Before entering the field of academic research, Dr Mario Schreiner gained extensive practical experience in disability support.



Maria Henschel

*Interessenvertretung Selbstbestimmt Leben in Deutschland e.V.
(Advocacy Group for Independent Living)*

Workshop ①

A legal consideration of the Budget for Work

Short Biography: My name is Maria Henschel. I am 33 years old. I come from Berlin and I have a physical disability. I completed a degree in Law from the Humboldt University of Berlin in May 2017 having received plenty of support from my parents along the way. I have been working as a junior lawyer at the Court of Appeal since August 2017. I became an inclusion ambassador for IsL e.V. in April 2016. IsL is a not-for-profit advocacy group which supports independent living. I have written a number of articles on topics relating to social and disability policy in order to help encourage greater participation for people with a disability.



Viviane Schachler

University of Applied Sciences Fulda

Workshop ①

A serious opportunity – Strengthening the perspectives of persons with a disability via formalised lobbying and the Agency for Supplementary Independent Participation Guidance (EUTB)

Short Biography: Viviane Schachler is an academic researcher who works in the field of Rehabilitation and Participation in the Social Environment at University of Applied Sciences Fulda. After qualifying as a social worker/social education worker (MA), she acted as a self-help advisor for people with disabilities and was a project coordinator in local government participation planning for an institution provider. She is completing a doctorate on the topics of participation and disability in the form of institutionalised provision of workshops for disabled persons and has been awarded a scholarship by University of Applied Sciences Fulda in order to carry out this work.



Martin Kisseberth

Werkstatträte Deutschland (Workshop Councils Germany)

Workshop ①

**"Lack of use of the Budget for Work, what are the causes?" or
"Creating incentives to use the Budget for Work"**

Short Biography:

Martin Kisseberth is from Hamburg and has been working at Elbe Disability Workshops since 2006. He was elected the first time to the Elbe Disability Workshop Council in 2009. And joined the Board of the German Disability Workshops Council in 2014.



Franz Allert

Regional Office for Health and Social Affairs, Berlin

Workshop ①

**An inclusive labour market which offers opportunities for the individual,
for companies and for society**

Short Biography: Franz Allert was born in Berlin in 1955 and has worked in the city's governance since 1974. He studied both at the School of Administration and Justice and at the Administration Academy in Berlin and holds a degree in Public Administration. Franz Allert has built up more than 30 years of experience across various areas of social policy.

In 2003, he became President of the Berlin Regional Office for Health and Social Affairs, which also houses the city's Integration Office amongst other agencies. His presidency also involves chairing the Board of Trustees at the "Work for the Disabled" Foundation and board membership of "Stiftung Invalidenhaus".

1.30 pm – 3.00 pm

Workshop ②

Transitioning from School to Work – Setting the Course, Consultation and Support

For most pupils, making a decision about which occupational pathway to pursue is a fundamental marker in life. Although numerous support measures exist for persons with disabilities regarding the transition from school to work, not all career entry opportunities are available to disabled young people. A study conducted by the Federal Ministry of Education and Research (2012) has revealed that there are constant interface problems with regard to vocational orientation. The study comes to the conclusion that strong networking and cooperation between the various stakeholders are crucial in order to overcome these difficulties.

The workshop aims to discuss how entry into training or into the primary labour market can be made easier. What can we learn from the experiences of those affected and of the institutions involved? What kind of competences need to be imparted in order to create promising future prospects? And which stakeholders need to work together in order to ensure that due account is taken of the wishes of disabled young people and of the areas of potential they are able to offer?



Dörte Maack

Dialogue in the Dark, Dialoghaus Hamburg gGmbH
Moderator

Workshop ②

Short Biography: Hamburg-born Dörte Maack is a presenter, coach and public speaker. Her own personal experience has made her an inclusion expert. She is a working mother of two children and has been blind for 20 years. Before becoming self-employed earlier this year, Dörte Maack had spent over 15 years helping to establish the international project “Dialogue in the Dark”, where she was Head of Education.



Manfred Weiser

*Erasmus+ Social Competences for VET,
Berufsbildungswerk Mosbach-Heidelberg
(Vocational Training Centre Mosbach-Heidelberg)*

Workshop ②

The challenge of social and emotional competences

Short Biography: Studied Special Education at the Heidelberg University of Education, degree in Educational Science from Frankfurt University, head teacher at various schools in Baden-Württemberg, Managing Director of the Mosbach-Heidelberg Vocational Training Centre, Director of the Anna Wolf Institute, trainer for school principals in Baden-Württemberg, lecturer at the University of Heidelberg, at the Baden-Württemberg University of Cooperative Education and at the Heidelberg University of Education, lecturer at the Heidelberg State Seminar and at the Stuttgart State Seminar, evaluator of various national and international projects



Ulrich Wiegand

Berlin Chamber of Handicrafts

Workshop ②

Strategies to foster inclusion in the handicrafts

Short Biography:

- Studied Psychology, Business Education and Adult Education at the Justus Liebig University of Gießen
- Academic researcher at the Institute of Employment Studies and Adult Education from 1987 to 1990
- 1990/1991, Project Head at the German Institute for Business Research in Cologne, Leipzig, Berlin
- Until 1997, a member of senior management in the Labour Market and Vocational Education and Training Department at the Federal Association of German Employer Associations (BDA) in Cologne
- Head of Training Policy and Planning at Deutsche Bahn AG (German Railways) in Berlin and Frankfurt, alternating chair of the Group Education Council (comprises representatives of the employer, the trade unions, works councils and young people)
- Managing Director of the Berlin Chamber of Crafts and Trades since 2003, Head of the Education Department
- Lecturer at the University of Frankfurt since 2002 (education law, educational policy, international educational issues)
- Board member of ALBBW since 2006 (vocational training centre for young disabled persons)



Kerstin Stoye

*Annedore-Leber-Berufsbildungswerk Berlin, ALBBW
(Annedore Leber Vocational Training Centre Berlin)*

Workshop ②

ALBBW – discovering perspectives, facilitating inclusion

Short Biography:

- Degree in Business Engineering
- 1998 – 2012 Head of Administration at the Berlin-Brandenburg Association of Employers' Organisations vocational preparation and training of disadvantaged young people
- 2012 – present Head of Administration/Managing Director of the Annedore Leber Vocational Training Centre (ALBBW) in Berlin, a facility for young disabled persons
- Board member of the Federal Association of Vocational Training Centres for the Disabled (BAG BBW)
- Honorary Magistrate at the Berlin Employment Tribunal



Karin Rohde

*Federal Employment Agency, Berlin-Brandenburg
Regional Directorate*

Workshop ②

Schools and agencies for work – Working together to shape transitions successfully

Short Biography: Karin Rohde has been a rehabilitation and disability advisor at the Berlin-Brandenburg Regional Directorate of the Federal Employment Agency (BA) since May 2015. Her specific responsibilities are initial integration and young disabled persons. After completing a degree in Social Education/Social Work, Karin Rohde became head of a residential community of people with intellectual disabilities. The experience she gained with the placement of disabled persons led to a management position in the field of rehabilitation and disability at an employment agency and thus on to her current role.



Burkhard Matthias

*PSW Partner für Schule und Wirtschaft
(Partner for Schools and the Economy)*

Workshop 2

Schools and agencies for work – Working together to shape transitions successfully

Short Biography:

- A teacher with specialist training in two subjects
 - 15 years of teaching experience at the Erwin Strittmatter School (for pupils with learning difficulties)
 - Postgraduate studies in Special Education
 - Advanced training coordinator for the state programme “Youth social work at Berlin schools”
 - Member of the expert working group for special educational affairs at the Senate Department for Education, Young People and Families
 - Coordinator of the “Quality seal for excellent vocational orientation in Berlin”
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1.30 pm – 3.00 pm

Workshop 3**Digitalisation – Opportunities and Risks for Participating in Vocational Training and the World of Work**

The changes to the world of work that are taking place in the wake of digital transformation are affecting all sectors and all occupations. Digitalisation is opening up new and multifarious opportunities for occupational inclusion for people with disabilities in particular by introducing technical assistance systems and digital forms of learning and work that are independent of the places where they take place. At the same time, there is a need to recognise potential risks and to initiate appropriate counter measures, also with regard to automation processes and social participation in the digital world of work.

The workshop aims to focus on this tension between opportunity and risk, which lies at the heart of the debate. What challenges do increasingly digitalised work and business processes bring along with them? But also: Which (new) opportunities and points of access in vocational education and training are being created by the ongoing technological developments for persons with various support requirements and how can these developments be made available to a broader target group?

**Kirsten Vollmer**

*Federal Institute for Vocational Education and Training
Moderator*

Workshop 3

Digitalisation – Opportunities and risks for participation in vocational education and training and the world of work

Short Biography:

- Completed abitur in Bonn-Bad Godesberg
- Studied for a degree in Political Science, German and Philosophy at the University of Bonn
- Worked for many years as a press officer at the German Federal Press and Information Office, including stints in the Foreign Department as editor-in-chief
- After a career break to raise my family (today I have two children at university), I began work as an academic researcher at the Federal Institute for Vocational Education and Training (BIBB) in 1999.
- Responsible for the task area of vocational education and training of disabled people (staff office) since 2005. This includes responsibility for the Committee for Issues Affecting Disabled Persons (AFbM), which is based at BIBB in accordance with the Vocational Training Act.



Dr Bastian Pelka

TU Dortmund University

Workshop 3

Digital participation – Experiences and areas of potential from local government practice

Short Biography: Dr Bastian Pelka is Head of the “Work and Education in Europe” Section at the Centre of Applied Social Research, part of the Technical University of Dortmund. He focuses on digital competences, learning venues and social innovations. Dr Pelka lectures on “Digital Inclusion” at the Technical University of Dortmund’s Faculty of Rehabilitation Sciences, i.e. the question of how everyone can take part in the digital society.



Majka Lipiak

I’m in Bed and I Work, Poland

Workshop 3

Better life for paralysed people. It is possible.

Short Biography: Social entrepreneur, CEO at I’m in Bed and I Work (Leżę i Pracuję), the first marketing agency created with the aim to give jobs to paralysed people. Winner of the TEDxRavaRiver competition for Silesian ideas worth spreading; representative of Poland during the Merit360 event, gathering young people determined to implement the UN Sustainable Development Goals; an active citizen of the British Council program - Active Citizens for Social Enterprise.



Robin Spinks

Royal National Institute of Blind People, United Kingdom

Workshop ③

Delivering Innovation Through Collaboration and Partnership

Short Biography: Robin works as Senior Innovation and Technology Relationships Manager at the Royal National Institute of Blind People (RNIB) leading on the development of innovative strategic partnerships with the technology sector globally.

Robin is an active member of various innovation company strategy boards providing expertise and deep community understanding of the needs of disabled people. He routinely speaks to national and international press on access and inclusion issues. Robin is currently Vice Chair of the World Blind Union (WBU) Technology Committee.



Prof Dr Axel Gräser

University of Bremen

Workshop ③

Return to working life for tetraplegics using the FRIEND service robot

Short Biography: Professor Axel Gräser is leading the Research and Development activities of the as the institute investigates whether the support robot FRIEND can enable tetraplegics to enjoy some degree of independent living whilst also facilitating entry into working life. He is studying ways in which the outcomes of the project can be made available to users as quickly as possible.



Lena Kredel

University of Bremen

Workshop 3

Return to working life for tetraplegics using the FRIEND service robot

Short Biography: Lena Kredel is a tetraplegic who is a staff member of the Institute of Automation (IAT) at the University of Bremen. She is evaluating the results of R&D projects that have been conducted to look into the assistance that can be provided by the support robot FRIEND. She spent two years working with FRIEND in the Bremen University Library as part of the ReIntegraRob project.

1.30 pm – 3.00 pm

Workshop 4**Ways into Work – Career Entry, Detours and Professional Development**

Employers often fail to arrive at a sufficient appreciation of the multifarious areas of potential and different opportunities that arise as a result of the employment of people with disabilities. At the same time, many of those affected wish to enjoy better participation in the general labour market. However, given the frequently complex nature of structures and areas of jurisdiction, they require greater support in taking all the necessary steps.

The objective of this workshop is to create a space for exchange, in which various perspectives of (re) entry into the labour market can be discussed. From the point of view of employers and employees, which barriers to human resources recruitment exist under labour and social law? How can spatial and mental hurdles be overcome, and how can positive experiences be communicated in a better way? As well as looking at career entry, the workshop will also focus on opportunities for rehabilitation, continuing training and a change of occupation.

**Prof Dr Bernd Halfar**

*Catholic University, Eichstätt-Ingolstadt
Moderator*

Workshop 4**Short Biography:**

- 01/1983 – 06/1992 University of Bamberg, Bamberg
Academic Council (Assistant Professor) at the Chair of Economics
- 07/1992 – 03/1993 Institute of Social Work and Social Economics, Frankfurt/M.
- 04/1993 – 9/2004 Professor of Social Economics, Neubrandenburg
- 10/2004 – now Professor of Social Economics at the Catholic University, Eichstätt-Ingolstadt
Research Group: Social Informatics and NPO-Controlling/SROI
- 1996, 1998, 2001 Visiting Professor at the Pomoren-University in Archangelsk (Russia)



Sally Ollech

Diversicon HR GmbH

Workshop 4

Autism and work – Lateral thinkers create new perspectives

Short Biography: After completing a degree in Cultural Studies, Sally Ollech spent five years working for a company network that looked at the topic of biodiversity. This involved working at the interface between trade and industry, protection of nature and policy making. In 2012, she founded “querstadtein”, an organisation which provides autobiographical city tours that are conducted by homeless persons and refugees. Sally Ollech is currently a senior manager at Diversicon HR GmbH, which supports people with autism in their working lives and helps companies to embrace diversity. She is enthused by social innovation and difference and also works as a freelance coach and trainer for Frischluft, a company which organises outdoor fitness sessions.



Sergi Morera

Municipality of Barcelona, Spain

Workshop 4

Cooperation Network for Labour Inclusion in the City of Barcelona

Short Biography: Sergi Morera is Head of Planning and Evaluation at the Municipal Institute of People with Disabilities of Barcelona City Council since November 2017. Between 2007 and 2017 he has been manager of the Technological and University Centre in Granollers town, a Consortium specialised in training in ICT, and technical advisor in Granollers City Council. Sergi holds a Masters Degree in Public Management at UPF Barcelona School of Management and a Bachelor of Arts in Political Sciences and Public Management.



Maria Cabré

Municipality of Barcelona, Spain

Workshop 4

Cooperation Network for Labour Inclusion in the City of Barcelona

Short Biography: I am the director of AURA Foundation, the first supported employment agency in Spain. I am a Psychologist, Pedagogue and Master of Business Administration (MBA).



Dirk Gerstle

*Berliner Werkstätten für Menschen mit Behinderung GmbH
(Berlin Workshops for Persons with Disabilities)*

Workshop 4

**Many roads lead to Rome - It depends on the right support
Practical examples of successful ways into (working) life**

Short Biography:

- Retired State Secretary
 - Degree in Public Administration
 - Managing Director of Berlin Workshops for Persons with Disabilities (BWB) since 1 April 2018
 - Provisional retirement on 9 December 2016
 - State Secretary for Social Services in Berlin from 2 July 2013 to 8 December 2016
 - 1989 – 2013 Lower Saxony Ministry of Social Affairs
-



Anna Grimm

*Erasmus+ Deaf Employment for Sign Language Users in the EU,
Humboldt University Berlin*

Workshop 4

Deaf Employment – Employment of sign language users in Europe

Short Biography: Anna Grimm completed a degree in Deaf Studies at the Humboldt University of Berlin, a discipline which focuses on the deaf community, sign language and audio education. Her work as a communications assistant and job coach provides her with plenty of insights into the realities of training and working life for deaf young people and adults. Anna is currently on the staff of the Specialist Unit for Participation Guidance and is also a student on the course for interpreters of sign language and German.



Andreas Bittner

*Erasmus+ Deaf Employment for Sign Language Users in the EU,
Humboldt University Berlin*

Workshop 4

Deaf Employment – Employment of sign language users in Europe

Short Biography: Andreas Bittner completed a degree in Deaf Studies at the Humboldt University of Berlin, a discipline which focuses on the deaf community, sign language and audio education. He has gained wide ranging knowledge of the working life of deaf people by working as an advisor to the Specialist Integration Service. Andreas is deaf himself and currently works as a specialist teacher on the Deaf Studies degree course and on the course for interpreters of sign language and German.

1.30 pm–3.00 pm

Workshop 5

Which Adjustments are Needed to Achieve an Inclusive Environment in the World of Work?

In Germany, employers with more than 20 staff are required to recruit persons with a recognised severe disability (or of equivalent status) to at least 5% of their jobs. This quota is, however, frequently not achieved. Although numerous support services are already in place for employers and employees alike, it is often the case that these are not fully exploited by both sides.

This workshop aims to debate the structural, socio-political and internal company prerequisites that need to be in place in order for occupational inclusion to succeed. In addition to this, how can we ensure that the employment of persons with disabilities on the mainstream labour market meets the criteria of "decent work"? Which approaches can we learn from? Examples of good practice will demonstrate how companies can shape successful inclusion in the world of work.



Sabine Belter

*UnternehmensForum e.V. / Deutsche Bahn AG
Moderator*

Workshop 5

Short Biography:

- Certified business economist
- Worked for Deutsche Bahn AG (German Railways) in various capacities for over 40 years
- Experience in disability law and in company integration management since 1995
- Deputy Inclusion Representative at Deutsche Bahn AG
- Advisor on basic principles for the employment and rehabilitation of disabled persons
- Board member of the UnternehmensForum (Treasurer)



Stefanie Trzecinski

KOPF, HAND + FUSS gGmbH (HEAD, HAND + FOOT gGmbH)

Workshop 5

“TUECHTIG” – A co-working space for inclusion

Short Biography: Stefanie Trzecinski is a special needs teacher for persons with hearing and speech impairments and an expert in IT and new media. In mid-2010, she formed a not-for-profit company called KOPF, HAND + FUSS (HEAD, HAND + FOOT or “KHuF” for short) having previously been a manager at Microsoft Germany. KHuF focuses on using new media educational projects to help everyone to achieve participation. Stefanie is an extremely committed entrepreneur. Since 2005, she has been a lecturer in the field of sign language and audio education at the Humboldt University of Berlin, where she also teaches courses on new media.



Claudia Rustige

*Bundesarbeitsgemeinschaft Integrationsfirmen e.V.
(National Association of Integration Companies)*

Workshop 5

Inclusion companies – A role model

Short Biography: Claudia Rustige became Managing Director of the National Association of Integration Companies (bag if) in 2015. She had previously been Deputy Chair of bag if since 2010. She spent 16 years as a senior manager at Bodelschwingsche Stiftungen, a major social business, between 1995 and 2011. In this capacity, she was in charge of various areas of occupational rehabilitation (inclusion companies, an additional income project, an association of workshops, a vocational training centre etc.).

From 2011 to 2014, Claudia Rustige was Managing Director of the Society of Psycho-Social Institutions (gpe) in Mainz, a social provider which assists persons with mental health issues. Services and facilities offered by the gpe include a workshop, five inclusion companies, a community psychiatric centre, an occupational therapy practice and numerous occupational rehabilitation and training measures for disabled and disadvantaged persons such as Assisted Employment and employability diagnosis.



Manuela Enslen

Daimler AG, Mercedes Benz Werk Berlin

Workshop 5

Inclusion of persons with disabilities at Daimler AG

Short Biography: My career began in 1978 with commercial vocational education and training at Mercedes-Benz AG's works in Berlin-Marienfelde. After that I took on a permanent job in the group's training section before moving on to work at the Berlin Executive Office of the trade union IG Metall in 1982. I returned to Daimler in 1988. I have always been heavily involved in voluntary work. I have been a young people's and trainee representative, a shop steward and a works council member. Since 2010, I have been shop steward for disabled persons and a member of Daimler's National Disabled Persons' Representative Committee. I became a non-executive Board Member of the Berlin-Brandenburg Pension Insurance Association in 2012.



Wolfgang Kowatsch

myAbility Social Enterprise GmbH, Austria

Workshop 5

"DisAbility Talents" are valuable assets for any business

Short Biography: The economist Wolfgang Kowatsch studied at the Vienna University of Economics and Business and the Johns Hopkins University Bologna and for many years was managing director at one of Austria's leading online job platforms. In 2009, together with Ashoka Fellow Gregor Demblin, he founded the inclusive job platform myAbility.com and in 2013 the social enterprise myAbility, which specialises in economic issues relating to disability and advises numerous large companies in German-speaking regions. As managing partner at myAbility, Kowatsch is responsible for HR solutions, marketing and business development.

3.30 pm–4.00 pm

A Slightly Different Perspective: Impressions from the Workshops



The Gorillas *Improv Theater*

Direct, contemporary, personal, unique in the truest sense of the word, “The Gorillas”, Berlin’s best known improvisation theatre, reflect the Zeitgeist and contemporary happenings. At the conference we will be looking at the event from outside and bring your content to the stage in a refreshing way and from our perspective. This means surprising new insights and a whole lot of fun. To achieve this, we visit workshops during the day and gather impressions that we later incorporate into our improvised stage show. In this way a varied, clever, spontaneous and thought-provoking theatre experience arises.

Notwithstanding their commitment to spontaneity, “The Gorillas” are also a testament to continuity. They were founded in 1997, and the 15-piece ensemble, made up of professional actors and musicians, puts on regular shows on a weekly basis throughout the year in Berlin, develops new improvised theatre formats, and also regularly goes on tour and cooperates with numerous other ensembles worldwide. Their performers at the conference are Michael Wolf and Luise Schnittert.

4.00 pm–4.30 pm

The courage to push back the boundaries – Why some people have a lifelong dream and others live it daily



Janis McDavid
Motivational Speaker

26-year old Janis McDavid is a motivational speaker who ignites sparks in areas where the pathways of life have been marked out by pre-defined ways of thinking for many years. He is of the firm conviction that limits mostly only exist in our heads and he lives his life by this maxim. Although he was born without arms and legs, Janis is able to claim with complete authenticity, “I don’t miss them.” The conditions under which a person is forced to live should serve as a basis for doing things differently and facing problems in a targeted way. Higher education study, travelling the world or writing books – where there’s a will, there’s a way.

4.30 pm – 5.15 pm

Panel II: Inclusive Labour Market – Are We On the Right Track? An Outlook.



Alexander Fischer
State Secretary

Short Biography: Alexander Fischer has been State Secretary for Labour and Social Services in Berlin since 9 December 2016. Until this point, he had been Head of the Department of Labour, Social Affairs, Health, Women, Family, Education, Cultural Affairs, Media, Environment, Nature Protection and Energy at the Thuringian State Chancellery (Representation of the State of Thuringia in Berlin). In 2015, Alexander Fischer acted as Press Spokesperson for the Party Executive of the political party DIE LINKE. After obtaining his university degree in 2001, he became an advisor for the German Confederation of Trade Unions in the Berlin-Brandenburg district and then went on to fulfil the same function for the Parliamentary Party and Executive of DIE LINKE.



Dagmar König

Member of ver.di's Federal Board (Trade Union)

Short Biography:

- born on 3 November 1955
- Studied for a degree in History and Geography at the Technical University of Berlin (until 1987)
- Women's Officer for the Berlin District of Wilmersdorf (1987 to 1998)
- Advisor to the Women's Group of the CDU/CSU Parliamentary Party in the German Bundestag (1999 to 2001)
- Citizen Services Office of the Charlottenburg-Wilmersdorf District Authority and Staff Department of the district council responsible (2001 to 2013)
- District Councillor with responsibility for citizen services, continuing training, culture, building construction and property at the Charlottenburg-Wilmersdorf District Authority (2013 to 2017)
- Since February 2017 – member of the National Executive of the ver.di trade union, Head of the Labour Market and Social Policy Department
- Alternating Chair and board member of the German Federation of Pension Providers
- Berlin Chair and Deputy National Chair of the CDA (Christian Democrat Workers' Union)



Johannes Pfeiffer

*Operational Manager of the Federal Employment Agency,
Regional Directorate Berlin-Brandenburg*

Short Biography: Johannes Pfeiffer has been Operational Manager of the Berlin-Brandenburg Regional Directorate of the Federal Employment Agency (BA) since 2017. He has worked for the BA since 1984, primarily in the North Rhine-Westphalia district, where he advanced to become CEO of the Düsseldorf Agency. His most recent position before moving on to his current role was Managing Director of Unemployment Insurance at the BA's Head Office in Nuremberg.



Christine Nothacker

*Spokeswoman of Landesarbeitsgemeinschaft Inklusionsfirmen
Berlin (Berlin's State Working Group of Inclusion Companies)*

Short Biography: Qualified psychologist, mainly focusing on work and organisational psychology, social entrepreneur. Has a passion for bringing social and commercial action together. Development and establishment of various projects in the field of work and education for persons with mental illnesses, including SPEKTRUM GmbH, where she has been Managing Director since 1991. Spent 12 years heading up two inclusion companies under the umbrella of SPEKTRUM GmbH, a subsidiary of the “Lebenswelten” association and a provider of integration companies for over 30 years. Spokesperson for Berlin's State Working Group of Inclusion Companies since 2001.



Dr Constantin Terton

*Head of Specialists and Innovation, Chamber of
Commerce and Industry Berlin*

Short Biography: Constantin Terton was born in Berlin and holds a doctorate in Economics. After completing his studies and following a period as a academic researcher at the Free University of Berlin, he spent ten years with the German Association of Cooperative Banks. Dr Terton has worked at the Berlin Chamber of Commerce and Industry since spring 2012. Previously in charge of the Economic Policy Section, he took up the role of Head of Skilled Workers and Innovation in 2017.

Marketplace

Foundation for Barrier-Free Communication! Discovery Trail

Control a computer just with your eyes and without touching it? Use a computer to help you speak? Read, even if you can't see? These are all things, which you can experience for yourself. Our discovery trail features various exhibits that will show how technology can assist people with different disabilities in accessing computers and the Internet and thus make it possible for them to use IT workplaces on the mainstream labour market.

Integration management from Berlin Workshops for Persons with Disabilities (BWB) – Workshop as a Stepping Stone to Mainstream Employment

Using the workshop as a career springboard – BWB integration management can open up the mainstream labour market to company-integrated groups and create individual work stations. Let us support you along the way and help you to embrace an inclusive lifestyle.

Annedore Leber Vocational Training Centre Berlin (ALBBW)

The Annedore Leber Vocational Training Centre Berlin (ALBBW) has been in existence since 1979. It provides young adults with disabilities or special support needs with the training they need to progress to the mainstream labour market, thereby enabling self-directed participation in working life and society. ALBBW's marketplace stall offers a wealth of information on the transition from school to work, on opportunities for training and funding and on an extensive range of support services that can pave the way to successful employment.

“Aktiv und selbstbestimmt e.V.” is a support organisation that offers participation guidance

Come to our marketplace stall to meet a disabled advisor and specialist peer counsellor who will provide personal explanations as well as information material (flyers and brochures) to tell you all about the kind of work that goes on at a Supplementary Independent Participation Guidance Service (EUTB).



University of Bremen: Return to work for Tetraplegics with the service robot FRIEND

Our marketplace stall will introduce you to FRIEND the support robot. FRIEND is able to help persons with tetraplegia (paralysis that results in the partial or total loss of use of all four limbs) by performing necessary manual tasks in occupational situations. The robot was deployed in a library-based workplace, where it allowed its user to return to employment. The user herself, who is a cataloguer at the University of Bremen, will be present in person to speak about her experiences.

Pappelhof School

Pappelhof School is a school that specialises in “mental development”. It is also Berlin’s first and only eTwinning school. We use digital aids to prepare our pupils for entry into working life.

Biesalski School: No Leaving School without Vocational or Training Prospects – Inclusive Transition from School to Work

We provide a brief insight into the “Occupational Pathways Conference”, a method which involves all participants in the process of the transition from school to work. We will also be presenting our “Market of Occupations” concept, a special vocational orientation trade fair for pupils with a wide range of backgrounds and support needs. Our marketplace stall also aims to show you a number of case studies while providing illustration and information material.

The “InKraFT” project – Inclusion in Vocational Education and Training via Virtual Reality Technology Focusing on the Specific Example of the Occupation of Vehicle Mechatronics Technician

The marketplace stall of the research project “inclusion in Vocational Education and Training via Virtual Reality Technology Focusing on the Specific Example of the Occupation of Vehicle Mechatronics Technician” (InKraFT) will give participants the opportunity to explore the exciting world of work of the vehicle mechatronics technician via the medium of virtual reality. Visitors will also experience how learning contents can be shaped and used in an inclusive and sustainable way within the scope of a design-oriented didactic concept.

Inclusive Vocational and Higher Education Study Orientation

We offer assistance in the vocational and higher education study orientation process in a way that is aligned with all special educational needs. We will also be providing information on prospects for follow-up provision and details of the basic legal principles governing support measures.

Educational and Occupational Guidance at the Neukölln Learning Centre

The Neukölln Learning Centre forms part of the Berlin Network of Educational and Occupational Guidance Agencies. It provides wide-ranging advice and assistance on educational and career pathways. The publicly funded counselling services enable persons with disabilities, with health-related restrictions and special educational needs to obtain comprehensive and expert information on the various kinds of education and training provisions that are available and thus to receive support as they pursue their own career pathway.

Travelling Exhibition “Inclusion Wins! On Tour” by LIFE e.V.

This travelling exhibition showcases companies from the Tempelhof-Schöneberg district of Berlin, which have successfully integrated persons with disabilities as specialist and skilled workers. The examples make it clear that the key societal objective of “inclusion” can be effectively reconciled with commercial viability.

Inclusion Companies – Added Value inclusive

Inclusion companies offer jobs on the mainstream labour market to persons with and without disabilities. They deliver added value by successfully combining economic efficiency with social responsibility. Visit our marketplace stall to find out how inclusion companies operate and what the world of work can learn from their inclusive practice.

Senatsverwaltung
für Integration, Arbeit
und Soziales



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