



## LET'S GO BEYOND INCLUSION!

### THE OBJECTIVES



- Trigger a disability inclusive SMEs mindset, where disability is a benefit
- Equip persons with disabilities with appropriate tools, practices and soft skills orientation

- 8 partners from 5 countries join forces in the Beyond Inclusion Project, in order to improve the employability for persons with disabilities .



### THE PARTNERS



### THE RESULTS



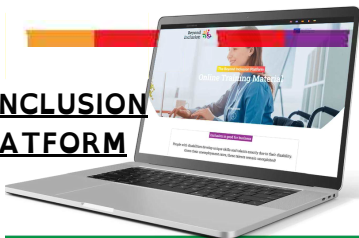
1. Research study on employability-disability nexus and methodological framework to develop learning content
2. Digital training modules for SMEs and persons with disabilities
3. Beyond Inclusion testing courses and Handbook for SMEs actors
4. Policy recommendations for social inclusion of Pwd through employability

- 2 Modules will guide you through the steps you need to follow, in order to tap into new talent, that will benefit your business.

### THE PLATFORM



# THE BEYOND INCLUSION TRAINING PLATFORM



## 5 languages



## SMEs training path:



**Module 1: Benefits for SMEs**  
**Module 2: Into action: Steps towards the creation of a disability inclusive workforce**

## Persons with disabilities training path:

**Module 1: About myself**  
**Module 2: Disability and the job market**  
**Module 3: Self-presentation and selfmarketing**  
**Module 4: At the workplace**

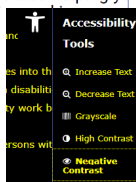


## HANDBOOK for SMEs

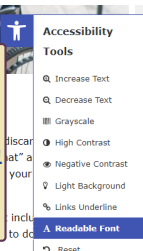
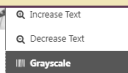
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1

Understand the “what” and the “how” to help remove barriers when employing persons with disabilities while also helping your organisation to thrive by increasing your company's reputation and image.



## Module 1 – Benefits for SMEs of a disability inclusive workforce.



## Module 2 – Into action: Steps towards the creation of a disability inclusive workforce



2

Discover why it is important for SMEs to include persons with disabilities in their workforce. What in general “we think” about persons with disabilities is not “what it is”.

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72% of employees with disabilities were rated with a performance as average, above average, or excellent!

## The Benefits of Hiring Persons with Disabilities



### Added value for job morale, company culture and social mission:



- Improved interactions between employees with disabilities and their co-workers and the overall company morale increased.

### High quality work:



- High performance ratings and better attendance records than non-disabled colleagues
- Disability is not inability. Persons with disabilities develop special skills exactly due to their disability

### Benefits for the company's reputation and revenue:



- The employment of persons with disabilities reflects the diversity in the consumer market, which leads to a competitive advantage and allows obtaining competitive advantages, such as the creation of value.

### Reduced employee turnover



- Long-serving employees, showing faith, dedication and loyalty towards their organizations leading to higher retention rates and reduced cost of staff turnover.

# 7 Tips for inclusive recruitment



Diversity, equity, and inclusion are important in the workplace. Here are seven tips to implement an inclusive recruitment process.

1

Post an accessible job advertisement

2

Consider using specialist disability recruitment portals and media

3

Consider accepting a video application rather than an online written one

4

Be open when you evaluate the CV of a disabled candidate

5

Ensure the interview takes place in an accessible location

6

Try not to make assumptions about the disability your candidate has

7

Get legal advice

**Una din două persoane cu dizabilități din statele membre UE este luată în considerare**

Accesul gratuit și calificat a marelui număr inclusiv față de persoanele cu dizabilități este un obiectiv prioritar în UE și reprezintă un beneficiu pentru societate.

În paralel, echipajele personale cu dizabilități au aspecte relevante din punct de vedere economic și profesional și ar trebui să fie încurajate să își demonstreze abilitățile și să lucreze într-un context profesional sau în momentul de față într-un loc de muncă.

**Beneficii pentru oameni și companii sunt măsurabile și sustenabile**

**COMPANII**

- Atrageți talente
- Creșteți productivitatea
- Construiți-ți reputația
- Motivați mâna de lucru
- Cultivați o mentalitate inclusivă

**PERSONE CU DIZABILITĂȚI**

- Recunoașteți talentele dvs.
- Dezvoltați abilitățile necesare pe piața muncii
- Sporiți-ți potențialul de angajare
- Căutați puncte care vă plac
- Angajați-vă

**Așadar, să mergem dincolo de incluziune!**

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 Like us on Facebook: [BeyondInclusionProject](https://www.facebook.com/BeyondInclusionProject)




**1 out of 2 persons with disabilities is still unemployed in the EU Member-States**

Find out how this EU project works towards EU aims in order to unleash this untapped human potential?

It creates and cultivates a disability inclusive mindset in SMEs and it showcases how disability is a benefit for SMEs.

In parallel, it equips persons with disabilities with relevant skills, practices and soft skills orientation, and helps them demonstrate their unique skills in a professional context or when seeking for a job.

**WIN-WIN**  
Benefits for people and companies are measurable and sustainable

**COMPANIES**

- Attract talent
- Increase productivity
- Build reputation
- Cultivate workforce
- Create an inclusive mindset

**PERSONS WITH DISABILITIES**

- Acknowledge your talents
- Develop the soft skills the job market needs
- Advance your employability potential
- Seek the job you like
- Get hired

**Let's go beyond Inclusion!**

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**1 de cada 2 personas con discapacidad sigue desempleada en los Estados miembros de la UE.**

Descubre cómo funciona el proyecto de la UE "BEYOND INCLUSION: Más allá de la inclusión" en dos que para liberar este potencial humano sin explotar.

Creo y cultivo un sistema integrador de discapacidad en las PYMEs y muestra cómo la discapacidad es un beneficio para las PYMEs.

Paralelamente, equipa a las personas con discapacidad con habilidades blandas, prácticas profesionales y les ayuda a demostrar sus habilidades únicas en un contexto profesional o en busca de empleo.

**WIN-WIN**  
Los beneficios para las personas y las empresas son medibles y sostenibles

**EMPRESAS**

- Atracar talentos
- Aumentar la productividad
- Mejorar la reputación
- Motivar a la fuerza laboral
- Cultivar una mentalidad inclusiva


**PERSONAS CON DISCAPACIDAD**

- Reconocer sus talentos
- Desarrollar las habilidades blandas que el mercado laboral necesita
- Avanzar en su potencial de empleabilidad
- Buscar el trabajo que más le gusta
- Conseguir un empleo

**Por lo tanto, vamos más allá la inclusión!**

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