



Companies, aim for the inclusion of people with disabilities in your teams!

Do you want to recruit more people with disabilities and better integrate them into your teams? Humanity & Inclusion (HI) offers you a series of “good practices for inclusive employers” based on the successful experiences of companies around the world. They are classified according to the five dimensions of an inclusive company, listed opposite.

Policies & Leadership

HR & Management

Internal Culture

Physical & Digital Accessibility



Tailored Partnerships

Training recruits with disabilities directly in the company

Ouidah Pain's experience in Benin



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Issue at stake

Some companies seeking diversity in their teams are faced with the difficulty of finding a qualified workforce.



Good practice

Solutions implemented

The company Ouidah Pain turned to disabled people's organisations (DPOs) to train people with disabilities directly in the company without going through an apprenticeship centre. This involved:



Implementation steps

1

Searching for apprentices with disabilities at local training centres for pastry making.

2

The company contacting the Federation of DPOs to identify people with disabilities with the potential to become pastry-makers as no apprenticeships in pastry-making were open to people with disabilities. They were then trained by the company itself, on its premises.

3

In-house training of 8 to 12 months, instead of the 6 months under a "classic" apprenticeship, to give time for people with disabilities to become fully professional.

4

The follow-up of trainees by the Federation of DPOs.

Necessary means & success factors



Get involved in the direct training of people with disabilities with professional potential.



Behave in the same way with people with disabilities as with other employees, whether positively or negatively.

Outcomes



- ★ Four people with disabilities joined the company following their training in pastry-making, including one as a warehouseman.
- ★ All of them were able to demonstrate 8 to 12 months' work experience.
- ★ A change of mentality in the team where everyone sees their disabled colleagues as competent collaborators and not as people to be assisted.

To go further

From 2022, HI can advise you on your inclusion journey through its "Inclusive Employer" technical assistance. Contact us now to find out more!

Website: <https://hi.org/ita> | Email: ita@hi.org



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