



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

Adapting staff training courses for deaf employees

Michelin's experience in India



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Issue at stake

Some companies offer training courses to all their employees. They should be accessible to people with disabilities to allow them to acquire the same essential skills as other staff members so that they can perform their work and feel integrated.



Good practice

Solutions implemented

Michelin Chennai offers English language training courses to all employees who request them as English is the communication language in the company. After receiving applications from deaf employees, the company decided to adapt the courses for them.



Implementation steps

1

People with disabilities were asked about their means of communication (in this case, sign language).

2

A teacher was found among local partners working on inclusion to give English lessons to staff members with disabilities. There can be two separate lessons, or joint lessons with both teachers in the same class.

3

The training course content was reviewed with the sign-language teacher to adapt it to the right timeframe. The content must be the same but taught differently when needed.

4

The training courses for persons with disabilities are delivered as readily as for other employees.

5

The content acquired by everyone is assessed, and above all by staff members with disabilities, to ensure that they have learnt the same content as others. If not, additional lessons are provided.

Necessary means & success factors



Find a trainer who can give English lessons to deaf employees in the communication channel chosen (in this case, sign language);



The English trainer for mainstream lessons should support the trainer for deaf staff members to coordinate training content.

Outcomes



Six deaf employees were placed within the factory, along with other team members who could write and read English with them;



The training course improved the confidence and motivation of deaf employees.

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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