



Everything is possible – Tandem Partners in Science

The EU initiative Equal is about to test new ways to fight against discrimination and inequalities on the job market and to assess innovative concepts for the development of politics and practice in occupation and further training. Public hand, social partners, and enterprises compile strategies in development partnerships, in order to prepare goals and means for the solution of basic problems. Co-operation with partnerships from other European countries and their integration is substantial to set up European-wide networks.

People with physical and sensory restrictions are underrepresented in science and research. Due to missing experience they are often advised against technical occupations and university studies in natural sciences. Structural barriers and rigid study orders deter, while gaining practice in experimental work is practically impossible in this environment. After completion of the university training many enterprises and institutions cannot envisage to employ handicapped persons - especially with needs of assistance.

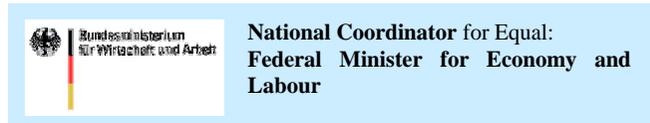
Humans, who find themselves frequently before problems due to their handicap, learn to find flexible solutions for these. For this positive ability there is still no sufficient consciousness; 'Diversity management' has in the academic sector not yet turned out as profitable.



The **Paul-Ehrlich-Institute (PEI)** coordinates the Equal Development Partnership "Everything is possible - Tandem Partners in Science". It concerns a political job-market-laboratory, in which vocational training and possibilities of employment and further training for severely disabled humans in science and research are to be improved.

In its model, which already exists at the **PEI** for working university graduates, the innovative part lies in its holistic scientific expansion towards handicapped trainees, students and doctoral candidates.

Beyond that, private enterprises and universities are to be included and employers are to be motivated to offer them occupations.



National Coordinator for Equal:
Federal Minister for Economy and Labour

The project will last until the end of 2007 has a budget of approximately 5 million Euro. This sum consists of co-financings by partners of the EP, funds of the European Social Fund (ESF) and own resources.

Strategic Partners

The **Landeswohlfahrtsverband Hessen (LWV)**,

the **Zentralstelle für Arbeitsvermittlung (ZAV)** of the Bundesagentur für Arbeit,

and the **Beauftragte der Bundesregierung für die Belange der Behinderten**

support the project idealistically and financially.



Operative Partners and the Projects

Advancement of the Tandem Project

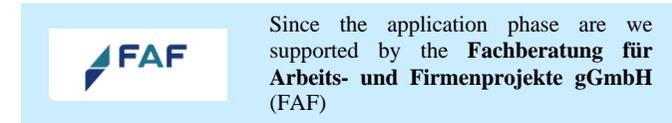
For spreading the tandem model the **PEI** and the **Robert Koch-Institut (RKI)** offer severely disabled scientists appropriate qualified further training and/or specialization of their vocational qualification.



Depending upon their degree of handicap qualified job assistance is needed. Therefore, for each participant established scientists from inside the house stand to his/her side. For laboratory-oriented work technical assistance is added.

In life sciences the preparation of an experimental doctorate thesis is expected. Therefore, an eminent meaning comes to the graduation for the later career. But high-talented people with handicaps do exactly here meet substantial barriers. Among others, because laboratory places are only in a few cases barrier-free furnished.

Together with the **Humboldt University to Berlin**, and the **Justus Liebig University Giessen**, as well as by the existing scientific co-operation with the Johann Wolfgang Goethe University in Frankfurt, **PEI** and **RKI** want to expand and test that method of resolution towards graduate students. **PEI** and **RKI** have an obstacle free



Since the application phase are we supported by the **Fachberatung für Arbeits- und Firmenprojekte gGmbH (FAF)**

infrastructure, which makes it possible for them to accomplish scientific work.

Multimedial multiplier gaining with the Federal Academy for Public Administration



The **Federal Academy for Public Administration (BAKoeV)** qualifies persons employed by the federal government. It informs them about promotion possibilities for applicable people with handicaps. The production of materials for the public work (brochures, flyers, posters, films, and CD's). The spreading of the topic by means of workshops is a further, important milestone.

Joint Training System

The existing training group of **PEI** and **Merck KGaA** will - together with the vocational school - training of severely disabled young people to biology technicians will be integrated into the Equal project with four training places.



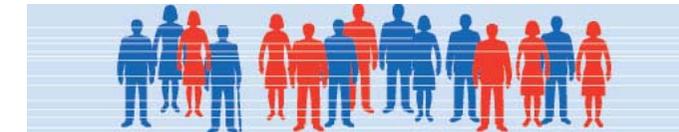
In parallel, the **RKI**, the company **medipart GmbH** together with the Berufsbildungszentrum Chemie (BBZ) will offer training places for a chemistry technician and for a clerk for office communication. Obstructed and non-disabled young person go together through the training. That is to support young people and to make the entrance to an appropriate occupation into the job market possible for them.



The example is to make people conscious that the integration of severely disabled people into professional training is possible with appropriate organization. Moreover, we would like to promote soft skills of the apprentices and to disseminate the project by the vocational schools.

Integration of small and medium-size enterprises (SME)

Many enterprises do not know the instruments of the job assistance and/or the supply of technical aids to balance deficits.



We are accompanied by **Univation Institut für Evaluation Dr. Beywl & Associates GmbH**. They will also evaluate how we achieve our objectives.

Moreover, additional bureaucratic expenditures are shrunk off. Often efficiency indicators for disabled young individuals are missing to enterprises, or prejudices exist that they do not work as efficiently and achievement oriented and/or that they are more frequently ill.



A PhD-thesis, which is accomplished in the Frankfurt company **THC Pharm GmbH** and to be submitted at the Pharmaceutical Institute of the Goethe University supplements the graduation project. The successful integration of a graduate is to motivate other SME in the fields of pharmaceutical and biotechnology industry to the employment disabled scientists and to advance the model.

Severely disabled students

University training is also included. So the **PEI, RKI** and **THC Pharm** would like to offer practical course places in research labs to severely disabled students from Europe.

In co-operation with responsible agencies the actual portion of humans with handicaps in research projects is to be evaluated. Furthermore, it is to be determined, which reservations exist to oppose handicapped people within the scientific community.

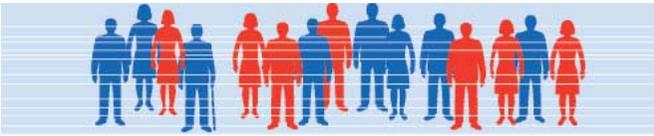


At the **University of Giessen** a legal opinion is provided. It is to clarify, to what extent promotion guidelines of public scholarships or third-party funds and selection and advertisement procedures consider the interests of handicapped people. If necessary changes will be suggested to formulate them constitution and law conform.



At the **Dortmunder Center Handicap and Study (DoBuS)** of the University of Dortmund the consultation of handicapped study-interested and students is exemplarily converted.

Pupils and parents are addressed by the **"Federal Association of Handicap and Study"** (BAG) with the help of information brochures and fair presentations.



The chances and possibilities of humans with handicaps at secondary schools and universities are pointed out and brought more strongly into consciousness by concerned people and their relatives.



European Activities

Together with our partners we have organized a European workshop with ten other development partnerships with the same objective: disabled people and job market. Those have formed four transnational co-operation agreements, who want to co-operate and exchange experiences in a superordinate network.



We have closed a co-operation contract with **Equal Study** of the University of Ljubljana from Slovenia and **Life Skills Program for Mentally Competent Youth and Young Adults with Physical Disabilities (MISARN)** of the Fundacja Centrum Edukacji Liderkiej from Warsaw, Poland.

Equal Study deals with the improvement of training conditions and education levels of severely disabled young people. **MISARN** fights discriminations of young humans with body handicaps and takes care of an independent life for them.



The British project **DIVERSE** stands up for the interests of handicapped students in the medical sciences and is involved as associated partner.

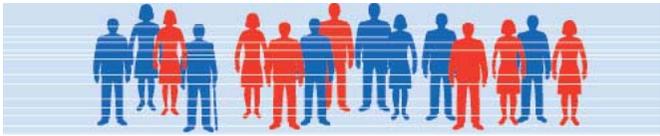


The UK Veterinary Medicine Disability Project

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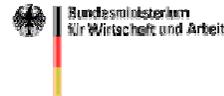
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Outlook

In the last years the demand from handicapped people for sharing and self-determination moved stronger in the consciousness of society, politics and legislation. Severely disabled university graduates have grown more self-confident and want to define their abilities and needs by themselves. For this paradigm change they require the support.

The disposition for training of impeded humans by enterprises, authorities, and universities, or other legal entities of the public or private right are to be strengthened and increased by the development partnership.



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