

5 reasons for employing people with disabilities

- 1 Professional competence** Something many people don't know: unemployed people with disabilities are significantly more likely to be qualified than unemployed people without disabilities. A real opportunity for companies in the fight against skills shortages!
- 2 Motivation** People with disabilities are often highly committed to their jobs. They like to show that they can deliver results that are at least as good as those achieved by people without disabilities.
- 3 Team spirit** People with disabilities are often particularly motivated to contribute to the team – and, depending on the nature of their disability, they also inspire their colleagues.
- 4 Loyalty** Companies that give people with disabilities a chance increase their appeal as employers. The employees appreciate this too.
- 5 Diversity** This opens up new perspectives in the workplace and promotes creativity within the team. People with disabilities, in particular, bring perspectives to the table that employees without disabilities often do not consider, but from which everyone can benefit.



Would you like to learn more about the possibilities for hiring, training and employing people with disabilities?

bih.de/einheitliche-ansprechstellen

You can find your points of contact at the Integration or Inclusion Office at:

→ bih.de/integrationsaemter > [Contact](#)

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Einheitliche
Ansprechstellen
für Arbeitgeber



Guides for inclusion

Single Points of Contact for Employers (EAA)

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All-round good advice

Employing people with disabilities is becoming easier for companies thanks to the Single Point of Contact for Employers (EAA).

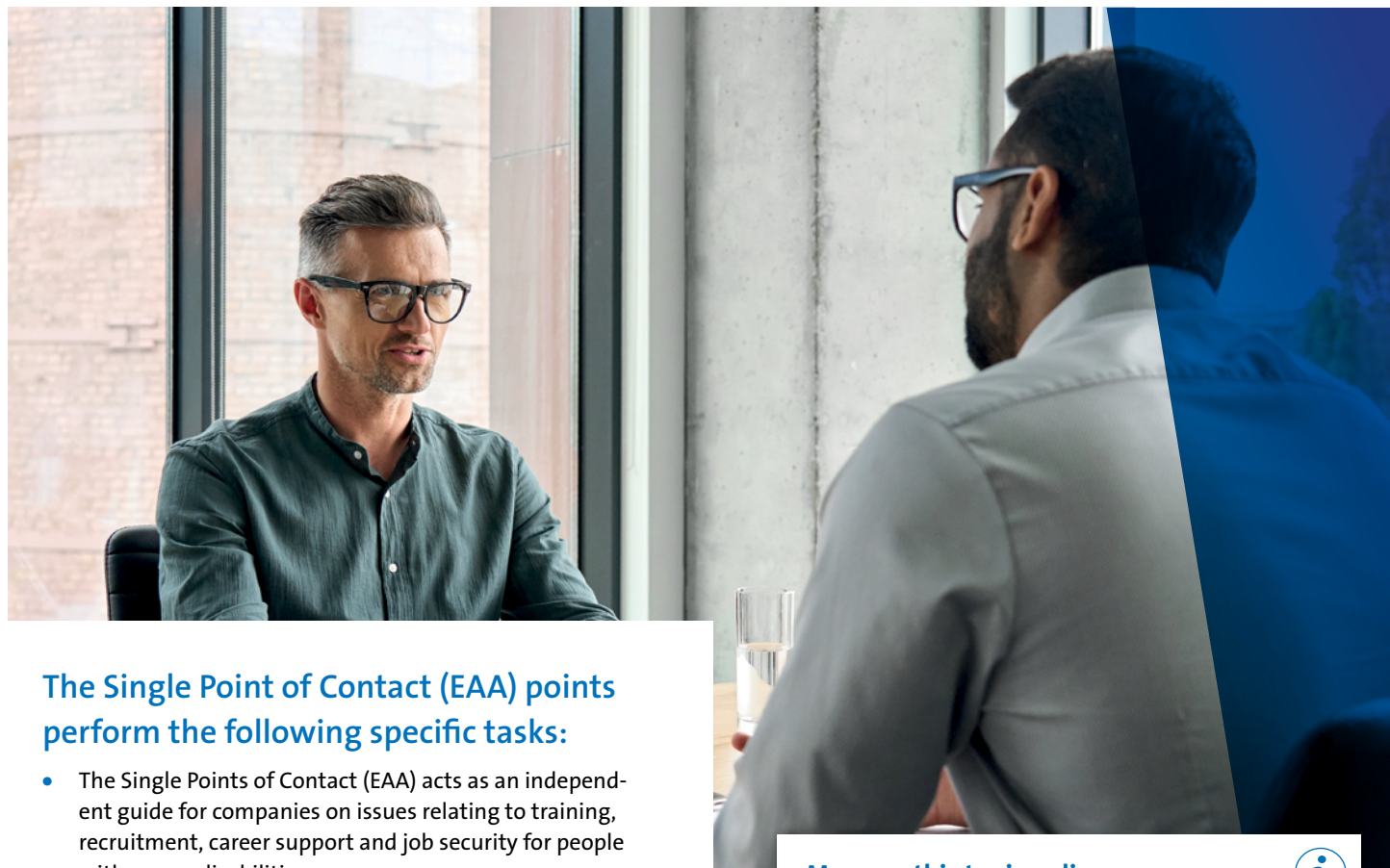
They advise and inform employers independently, nationwide and across all agencies. They also provide support during the application process, thereby closing the gap between counselling and actual employment or training for people with severe disabilities. Small and medium-sized enterprises, in particular, benefit from this, and can more easily fulfil their employment obligations. The services provided by the Single Points of Contact are free of charge and can be accessed at any time without any formalities.

These are based at independent institutions. Thanks to our decentralised organisation, they are always easy to reach, and are familiar with the specific characteristics of their respective regions. They also proactively approach companies to provide information about employment and funding opportunities.

Point of Contact with guidance function

Single Points of Contact for Employers (EAA) provide information about the options available, guide you through the process and recommend targeted measures that are suitable for your company.

A few compensatory measures apply to the employment of people with disabilities – for example, in terms of duty of care, preventive measures, special protection against dismissal and additional leave. These vary depending on the activity, degree of disability and type of disability. The Single Point of Contact (EAA) provides independent advice and also offers practical support throughout the recruitment process or in securing an existing employment relationship.



The Single Point of Contact (EAA) points perform the following specific tasks:

- The Single Points of Contact (EAA) acts as an independent guide for companies on issues relating to training, recruitment, career support and job security for people with severe disabilities
- ... they assist with submitting applications to the relevant service providers and
- ... they approach employers to raise awareness of training, hiring and employing people with severe disabilities.

How companies can benefit:

- **Extensive know-how** offered by our experts
- **Help** with the application process
- Information about **funding opportunities**
- **Individual advice** on support services
- Provision of **helpful contacts** through their existing network

More on this topic online



The BIH website features an explanatory film showing how the Single Points of Contact for Employers (EAA) works. An FAQ section and extensive informational material provide a comprehensive overview of the employment of people with disabilities. In addition, the search function helps to find the right person at your EAA with just one click.

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