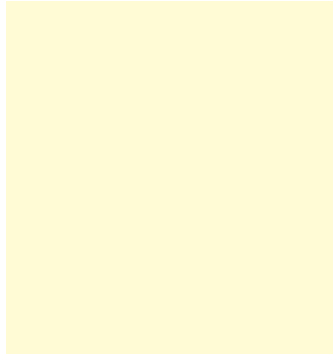
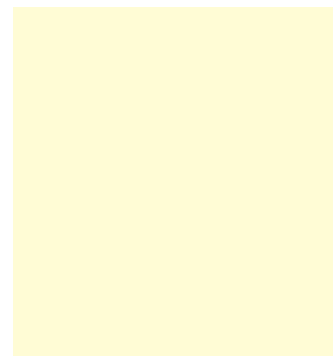
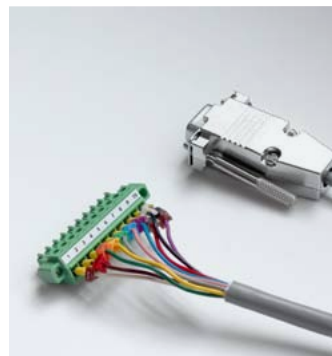
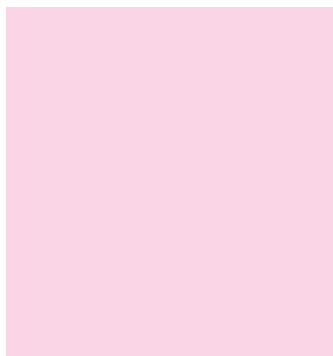
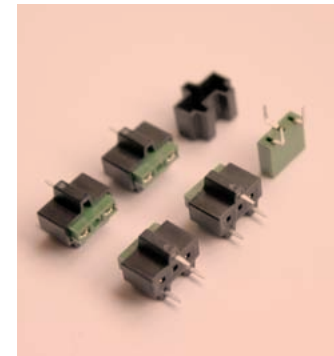
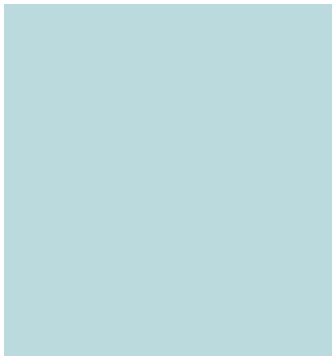


inclusion factory
**social inclusion
 academy**



1st Prize Rotary Corporate Leadership Award 2015
 "More than a Market" German Chamber CSR Award 2016



What is the **Social Inclusion Academy?**



China is always evolving and Corporate Social Responsibility is catching up and becoming a meaningful part of companies strategic planning for the years to come.

A major path towards achieving CSR goals is inclusion of people with disabilities in the working force.

We at the Social Inclusion Academy specialize in **training personnel to lead organizational change** and allow a smooth and successful integration of people with disabilities in variety of positions in cross-sectoral environment.

The Taicang Social Inclusion Academy is the only vocational training program for the certification of qualified Job Coach in China.

The Social Inclusion Academy training program is a cooperation between the Inclusion Factory and the German Chamber of Commerce – Vocational training department, and is based on the German Lebenshilfe training program.

Profile of Candidates



- Special education teachers or students
- Social workers or social work students
- Disabled People Federation employees
- Employees in prospect companies for Inclusion
- Employees of relevant organizations
- Students majoring in Psychology or Education



Curriculum Overview



- Ongoing training program for Job coaches
- Weekly CSR seminar

**Introductions:
Law, Sociology, First aid**

**Psychology
and Therapy**

Pedagogy

**Workshop Organization
and Ergonomics**

**Production Engineering
and Technical Practice**

**Business Management
and Economics**

Curriculum

Contents (1/2)



Introductions

- Introduction to the world of people with disabilities
- Causes – early detection & prevention
- Diagnosis in China and in the world
- NGOs + social programs in China
- Legal rights of people with disabilities
- legal framework for social and vocational rehabilitation
- First Aid
- Interdisciplinary project work
- Basics skills in communication

Psychology & Therapy

- Syndromes: typical behavior characteristics
- Noticing “the red flag” - Social incidents, extreme situations and opportunities for therapeutic intervention
- Medical and diagnostical aspects in training people with disabilities
- Psychological aspects in training people with disabilities
- Creating a System for vocational rehabilitation
- Self reflection and the reflection of the other

Pedagogy

- How to explain one thing in various ways
- How to identify competencies and draw up development plans
- Assessing workers’ skills and abilities
- Pedagogical and didactic aspects in training people with disabilities
- Inclusion approach in vocational training

Curriculum

Contents (2/2)



Workshop Organization

- Workshop/workspace design
- Accessibility
- Stationary and tools
- Sourcing projects – how to?
- 5S – rules for workshop organization

Production Engineering

- Get to know your production tools
- Sample analysing; root causes for production defects
- Designing work processes
- Special technical solutions

Business Management

- Social entrepreneurship
- HR aspects of hiring people with disabilities
- Interviewing and assessing candidates
- Implementing Quality Management Systems
- From PR to issuing invoices – how to run small scale operation

Cooperation Partners



German Chamber of
Commerce Shanghai



Train the Trainer Program,
Lebenshilfe Offenburg



Taicang Loving Care
School



Tongji University
SIMBA



Nanjing University Special
Education Department



CONSTELLATIONS
International



KERN-LIEBERS Vocational
Training Academy



International
Labour
Organization



Shanghai Mental
Health Center



Taicang Disabled People
Federation



Diakoniewerk Oberöster-
reich, Austria



East China Normal
University

Instructors and Trainers



Ms. Magali Menant
Co-Founder and Managing
Partner CONSTELLATIONS
International



Mr. Li Jian
Education Program
Coordinator SIA



Mr. Boyong Yuan
Senior CSR Manager,
Bayer China



Ms. Liu Yi
Consultant, Trainer,
CONSTELLATIONS International



June Chen, Ph.D.
Associate Professor
Department of Special Education
East China Normal University



Mrs. Marina Kalnitski
Program Director SIA
and Qualified Trainer



Mr. Thilo Koeppe
HUBER+SUHNER Managing
Director and Inclusion Factory
Chairman of the Board



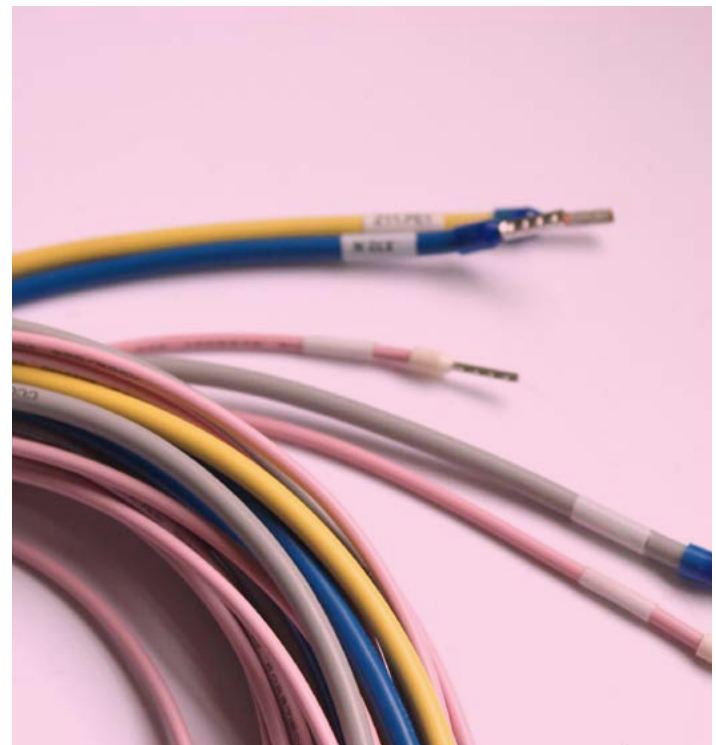
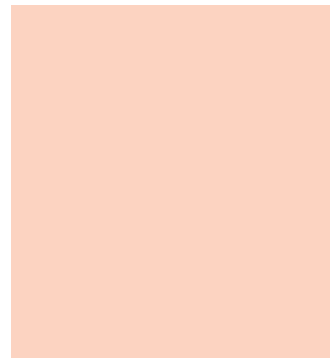
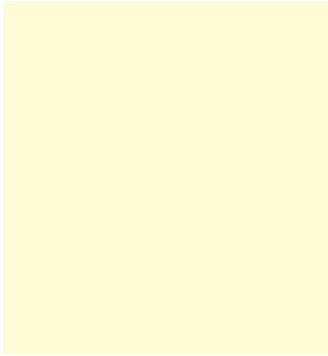
Prof. Jing Wu
Executive Dean
Shanghai International MBA
Tongji University



Mr. Andy Di
Inclusion Factory
Manager of Operation



Mr. Lian Tong
Social Worker, Shanghai
Psychological Rehabilitation
Association



Thank You!

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social inclusion
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