

Project Objectives

- Employing 45 significantly disabled graduates (Master, Magister or Diploma) as doctoral students (50% of a TV-L 13 position) at German universities; the positions are liable to social security contributions and in the 'first labor market'
- To establish sustainable structures and new access opportunities for significantly disabled students and employees at the participating universities and to establish a national network on the topic
- Developing solutions for people concerned and employers based on findings of the evaluation
- Supporting the empowerment and raising awareness for issues concerning highly qualified disabled people, their potential and performance – also regarding the discussion about the national shortage of skilled workers

Advantages for Doctoral Students

- Obtain an academic degree/evidence of meeting the requirements for scientific work
- Improvement of the professional profile/qualification
- Professionally appropriate work
- Participation in network-meetings to enhance qualification
- Avoidance of unemployment (salary/wage)
- Increased chances for a (permanent) equal participation on the first labor market
- Affiliation to commercial actors, supported by the participation of the Unternehmensforum e. V. (a national initiative of companies that support the full participation of disabled people) and the ZAV (International Placement Services of the Federal Employment Agency)

Course of the Project

- Project term of five years (2013 - 2018) with three cohorts of doctoral students
- Interdisciplinary network-meetings at regular intervals to give the doctoral students the opportunity for further qualification and face-to-face exchange about their experiences
- Permanent attendance and evaluation by the University of Cologne

Project Partners

- Unternehmensforum e.V.: Networking with the economy
- ZAV (Employers-Service Severely Disabled Academics of the International Placement Services of the Federal Employment Agency): connects appropriate candidates with Employment Agencies (Arbeitsagenturen), Jobcentres (Jobcenter) and the Integration Offices (Integrationsämter). The ZAV advises the universities regarding the arrangement, organization and financing of the working place
- 19 cooperating universities from all over Germany

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