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Promoting inclusion, digital innovation and green transition in VET through the acquisition of green entrepreneurial skills of DHH students for better skills match with the labour market

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Building an Inclusive and Sustainable Future Through "On-the-Spot" Innovation

The GreenSkills4Deaf project is on a mission to empower Deaf and Hard of Hearing (DHH) individuals within Vocational Education and Training (VET), equipping them with the green entrepreneurial skills necessary to lead sustainable initiatives and tackle modern environmental challenges. By fostering a community focused on environmental stewardship, the project aims to create pathways to meaningful employment in the growing green economy.

A key part of this journey has been a series of "on-the-spot" visits to diverse organizations across Europe, showcasing how inclusion and sustainability go hand-in-hand.

Technology and Sustainable Agriculture

In Italy, the project explored high-tech solutions for the planet. **ALDICO** demonstrated how precision agriculture uses satellite tracking and biogas plants to create sustainable energy, noting that these IT-heavy roles are perfectly suited for the DHH community. Similarly, **COMAU** highlighted that in industrial automation, what matters most are skills and talent, regardless of background; they even employ HR staff who use sign language to ensure total inclusion. At **INKMAKER**, the focus is on specialized software and engineering, where they emphasize that talent and equity are the priorities for any modern company.



The Circular Economy and Social Impact

Belgium and Cyprus provided powerful examples of the circular economy. Organizations like **Oxfam** and **PetitsRiens** in Belgium demonstrated how the "second-hand" market, ranging from textiles to IT, not only saves tons of CO2 but also funds social actions to fight poverty and exclusion. These models place the human at the center, proving that a sustainable society is one where everyone has a place.

In Cyprus, the **Old Classic Thrift Shop** and **Treehouse Films** showed that passion for the environment can drive successful niche businesses, from vintage fashion to nature filmmaking. Both highlighted that "out of the box" thinking is a unique strength that DHH individuals can bring to the table.



Inclusive Environments in the Public and Service Sectors

In Poland, visits to the **Józef Piłsudski Museum**, **Wakacje**, and **ZUS** (the Social Insurance Institution) showcased how large organizations are adapting their infrastructure and culture. These institutions focus on:

- **Infrastructure Accessibility:** Ensuring physical and digital spaces are friendly to all.
- **Continuous Learning:** Offering internal training on neurodiversity and inclusion.
- **Diverse Career Paths:** Encouraging "broken career paths" where employees can move between different sectors like accounting, customer service, or management.



A Message of Empowerment: Breaking Barriers for a Sustainable Future

The core philosophy of the GreenSkills4Deaf project is captured in a powerful sentiment: "When everyone is included, everyone wins". This is not just a slogan, but a reality witnessed across various industries, from high-tech automation to the circular economy. The "on-the-spot" visits have consistently shown that diversity is not a limitation, but a fundamental strength that provides the unique perspectives needed to drive the green transition forward.





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