

Inclusion instead of illusion – ARJES shows how it's done

A successful start to working life with the help of diakoniewert e.V.

[diakoniewert e.V.](#) from Bad Salzungen has made it its mission to enable people with disabilities to lead fulfilling lives. A key part of this work is [jobwert](#), a specialized service within diakoniewert e.V., which supports people with disabilities in transitioning to the general labor market. In early 2024, inclusion consultant Ina Schäfer approached ARJES GmbH to recommend a potential candidate. The candidate was Maxim Kurt, a native of Ukraine, who at that time was completing the vocational training program through the workshop for people with disabilities in Bad Salzungen.

ARJES GmbH, known for its close collaboration with Ukraine and its employment of several staff members with Ukrainian roots, ensured that language barriers would not be an issue. In April, Maxim began an internship in the paint shop. Ina Schäfer supported him during the first few weeks and was impressed by how quickly Maxim integrated into the work and the team. His dedication and teamwork with his colleagues turned the internship into a complete success.

The possibility of employing Maxim after his internship through an "external workplace" was under discussion. This employment model allows people with disabilities to work in companies on the open labor market while still remaining within the protected framework of a workshop for people with disabilities. Unfortunately, in July 2024, funding for this program was discontinued by the relevant funding bodies. Despite this setback, ARJES GmbH decided to offer Maxim a permanent position due to his excellent work and the positive feedback from his team. Bianca Brodrecht (Head of Administration) and Kristina Grunewald (Executive Assistant) personally ensured that a permanent employment contract was arranged as quickly as possible. Since August 1, 2024, Maxim has been a full member of the paint shop team, making a significant contribution to the production of ARJES shredding machines.

'We are grateful for the good cooperation and regular communication with diakoniewert e.V. We would especially like to thank them for the direct recommendation,' said Kristina Grunewald. *'We are pleased to have gained a valuable employee in Maxim, who is now bringing his strengths to our company.'*

This successful inclusion demonstrates the importance of not only providing opportunities for people in need of support but also offering them long-term security. The close collaboration between diakoniewert e.V., ARJES GmbH, and Maxim Kurt is a shining example of what can be achieved through the commitment and appreciative communication of all parties involved.

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Editor: Martin Priewe (ARJES GmbH)

Picture attachments

Photos: Martin Prieve (ARJES GmbH)



Caption:

The team of diakoniewert e.V. and two former colleagues are delighted about Maxim Kurt's successful career start.



Caption:

Inclusion consultant Ina Schäfer congratulates her client on the permanent position at ARJES GmbH.



Caption:

Maxim shows his former supervisors his new workplace in the paint shop at ARJES GmbH.