



Helm Consulting Portfolio Egypt'26

14 Years of re-writing the rules of
Inclusion for **Persons with Disabilities**



Helm is a global **leading architect of the Inclusive Economy**, building the workforce, employers, infrastructure, and systems required for **every person to participate in economic growth**.

Helm 360 Solutions

Supporting every government, business and person with disability to overcome all barriers towards the full inclusion of persons with disabilities.

- **Empower businesses and governments** in promoting an inclusive workplace, workforce, and marketplace.
- **Support persons with disabilities** in achieving their full potential and realizing their dreams.



Recruitment



Training



Accessibility

Helm Global Network

+500

Corporates

+100

International
Organizations

+50

Governmental
Partners

+30

NGOs &
DPOs

27

Governorates
in Egypt

5

Countries | UAE,
Morocco, Jordan,
Lebanon & KSA



Helm | Global Advisory Board



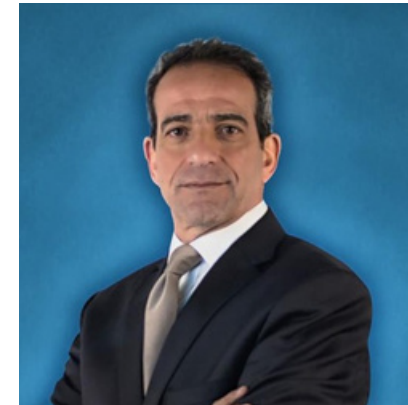
Ilene Zeitzer
CEO of Disability Policy
Solutions, GAATES
Board Member, Brazil



Jay Cardinali
Worldwide Accessibility
Manager, Walt Disney
Parks and Resorts, USA



John D. Kemp
President & CEO, The
Viscardi Center, USA



Shehab Elnawawi
Chairman and CEO at
Giza Systems, Egypt



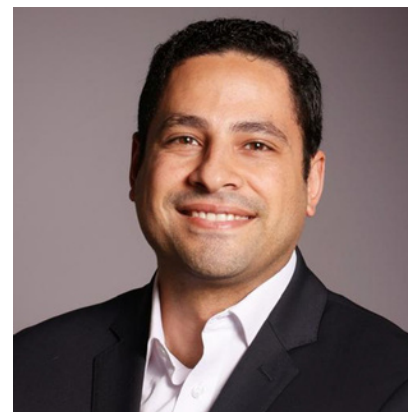
Sherif Wahby
Chairman, RISE Egypt, and
Founder & CEO, Capital
Executive Solutions, USA



Lamise Negm
CSR Advisor FRA Executive
Chairman Financial
Regulatory Authority, Egypt



Hisham Kharma
Music Producer |
Creative Director



Mohamed Bahaa
Managing Director-
Private Sector MENA
APCO



Marco Pizzio
Member, Board of
Directors at European
Network for Accessible
Tourism (ENAT), Italy



Caroline Maher
Disability Policy Advisor
and Member of the
Egyptian Parliament,
Egypt



Laurel Van Horn
Director of Programs, Open
Doors Organization, USA



Maureen Gilbert
Disability and Equality
Consultant, Ireland

Helm Key Partners | 500+





Helm Global Awards



Africa's Business Heroes

Top 10 winners by Jack Ma Foundation Competition out of 22,000 companies across Africa, 2022.



JICA

Top 3 winners in Africa for Businesses during COVID-19 | NINJA Business Plan Competition (2020)



Rise Egypt

Top five social enterprises | Rise Fellowship Program | Awarded at Harvard, USA (2014 - 2016)



Zero Project

Multiple awards for Employment, Accessibility and Education Global Innovative Best Practices (2017, 2018, 2020, 2025)
Top 10 Awardee by the Zero Project Impact Transfer Program (2020)

Helm | Global Networks



MIT Enterprise Forum

MIT Enterprise Forum (MITEF) Pan Arab is part of a global network of chapters dedicated to the promotion of entrepreneurship and innovation worldwide. We inform, connect, and coach early-stage technology entrepreneurs—enabling them to rapidly transform ideas into world-changing companies.

FELLOWS



MELA

MELA is a non-profit leadership development network, established in 2010, that accelerates personal and professional growth across 13 Arab countries – fostering responsible and ethical leadership best practice across a community of interconnected, up-and-coming, high potential Middle Eastern business leaders.



Zero Project

The Zero Project focuses on the rights of POD globally, through providing a platform where the most innovative and effective solutions to problems that POD face, are shared. It has a growing network of over 4,000 disability in over 120 countries, with and without disabilities.



Rise Egypt

RISE Egypt is a global nonprofit that is leveraging its network of top experts, investors, and researchers to accelerate entrepreneurship for development in Egypt.

CERTIFICATIONS



ILO Global Business Network

The ILO Global Business and Disability Network is a unique employer-led initiative that works to promote the inclusion of people with disabilities in workplaces around the world.



JICA

The Japan International Cooperation Agency (JICA) works around the pillars of a field-oriented approach, human security, and enhanced effectiveness, efficiency, and speed. JICA already operates in more than 100 countries all over the world.

Helm | Identifying the Problem



Workplaces & Marketplaces

Lack of knowledge of fostering Inclusive environments, ensuring accessible policies and inclusive standards of universal Design.



Persons with Disabilities

Hindered by barriers and poor access to education, health, training and development, employment opportunities, etc.; independent living.

Welcome to Helm 360 Workplace Solutions

Egypt's 1st Disability Employment Ecosystem

KHATWA'26
CAREER FAIR

Egypt's largest career fair
connecting employers with
Persons with Disabilities

HELM
CAREERS

A year-round inclusive recruitment
platform connecting persons with
disabilities with employers
through accessible digital profiles

 **INCLUSIVE
CONNECT** | **HR
Forum**
2nd Edition

Inclusive Connect is Egypt's premier
gathering for HR Directors, Diversity &
Inclusion leaders, and persons with
disabilities shaping the future of inclusive
workplaces.



Talent Acceleration Lab

Equip persons with disabilities
with training and skills to prepare
them for the job market.



Helm 360 Workplace Solutions | Employer Readiness Accelerator

Equips employers to establish and nurture an
inclusive workplace and workforce to hire,
develop, and retain PWD talents.

1. Recruitment



Recruitment



Training



Accessibility

10K
Hired

Helm offers comprehensive recruitment support, covering full-time, part-time, freelance, and internship talent sourcing.



HELM 360 Recruitment

Helm offers comprehensive recruitment support, covering full-time, part-time, freelance, and internship talent sourcing.

1. Job Analysis
2. Talent Sourcing
3. KHATWA Career Fair

Brought to you by



Inclusion Partner



ملتقى خطوات للتوظيف
KHATWA'26
CAREER FAIR

Saturday, 6th of June 2026

The GREEK Campus
Downtown | Cairo | Egypt

KHATWA'26

Partners & Sponsors

UNDER THE AUSPICES OF



BROUGHT TO YOU BY



STRATEGIC PARTNER



DEVELOPMENT PARTNER



INCLUSION PARTNER



IN PARTNERSHIP WITH



HOSTING PARTNER



BRANDING PARTNER



PR PARTNERS



MUSIC PARTNER



STORYTELLING PARTNER



MEDIA PARTNER



SETUP BY



BEVERAGE PARTNER



SNACKS PARTNER



WATER PARTNER



CATERING PARTNER



FOOD PARTNER





KHATWA '26 | Career Fair

Join the 6th edition of Khatwa:
Egypt's largest career fair connecting
employers with Persons with
Disabilities

Location: The Greek Campus, Downtown Cairo

Date: Saturday, 6th of June

Time: 9:00 AM to 5:00 PM





GOVERNMENT

MoU | Helm X Qaderoon B'ekhtelaf

- Expansion of SEED and GROW employment readiness programs
- Enhancement of University Disability Service Centers (UDSC) and Improvement of universities accessibility
- Establishment of Vocational Disability Service Centers (VDSC)
- Launch of Khatwa Blue Collars edition
- Geographic expansion of Khatwa
- National Awareness Campaign to promote inclusive hiring
- "Excellence in Inclusion" Awards Launch

ملتقى خطوة للتوظيف
KHATWA '26
CAREER FAIR

مراسم توقيع بروتوكول
حلم و بنك الإسكندرية



ملتقى خطوة للتوظيف
KHATWA '26
CAREER FAIR

PARTNERSHIPS

**MoU | Helm X
ALEXBANK**

- Inclusive Employment & Talent Development
- Workforce Readiness & Capacity Building
- Sector Advocacy & Policy Influence
- Ecosystem Building & National Platform Engagement
- Employee Volunteering & Internal Inclusion Culture
- Women with Disabilities Initiative (Ghalya)

Khatwa Pioneers | Previous Sponsors & Exhibitors





KHATWA IMPACT SUMMARY

10+

Ministries &
Governmental
Entities

27

Governorates

6000+

Job Seekers
from Persons
with
Disabilities

100+

Employers

1500+

Scholarships
Provided

2 Million

Marketing
Campaigns Reach

1000+

Hired PWD

50+

Assistive
tools, Arts &
NGOs

2. Training



Recruitment



Training



Accessibility

15K
Trained

Helm comprehensive training solutions for employers and PWDs ensure effective inclusion in both in the workplace and marketplace.

Helm Training Services

هتلاقي ضمن الفيديو بعض المصادر

Closed-captioning



Sign language interpretation



Helm Academy breaks barriers towards the full inclusion of persons with disabilities in the workforce through accessible E-learning, Classroom and Blended learning formats



**Access Information
Anywhere. Anytime.**



**Dual Language
Arabic/English**



**Learn from the
best experts**



Accessible



**Get
Certified!**

www.helmacademy.com



Meet Our Experts

We provide exceptional trainers and cutting-edge content, consistently updated to guarantee equal workplace opportunities for PWDs.



Marwa Kassem



Ahmed Elawar



Waleed Galal



Dalia Roshdy



Caroline Maher



Yasmine Eid



Ahmed Hazem



Nelly Habib



Helm Training Services



PWDs Training

Comprehensive training and development programs for Persons with Disabilities (PWD) are designed to equip them with the skills, knowledge, and confidence needed to succeed in the professional world. **Our programs include:**

- 1. SEED Program:** Focuses on foundational skill-building, providing PWD with essential competencies required to enter the job market.
- 2. Grow Program:** Offers advanced training and career development opportunities, empowering PWD to enhance their existing skills and pursue higher-level positions.
- 3. Stars Program:** Recognizes and nurtures exceptional talents among PWD, enrolling them in continuing education programs in the American University in Cairo to help them excel in their chosen fields.

SEED'05

MENA's #1 inclusive employment
accelerator for persons with
disabilities



Helm Training Services

SEED | Skills Enhancement and Employee Development

Unlock persons with disabilities' Potential and Build a Diverse Workforce

Helm's SEED program focuses on empowering persons with disabilities, by promoting social, economic, and environmental development. Through:

Trainings

Capacity building

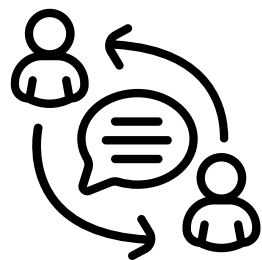
Inclusive initiatives

the program aims to foster sustainable growth and create equal opportunities for all participants.

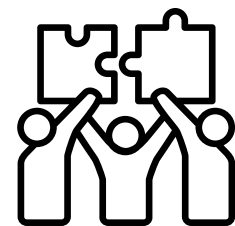


SEED Curriculum

SEED | Skills Enhancement and Employee Development



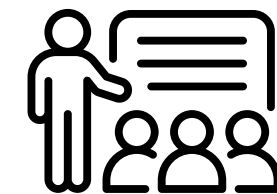
Communication Skills



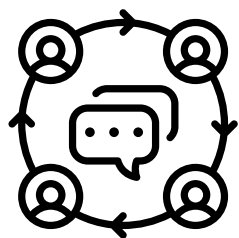
Problem Solving



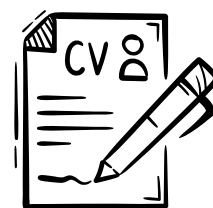
Business Etiquette



Presentation Skills



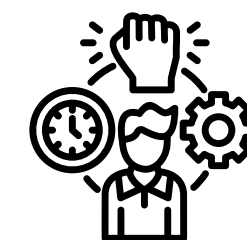
Coping with Change



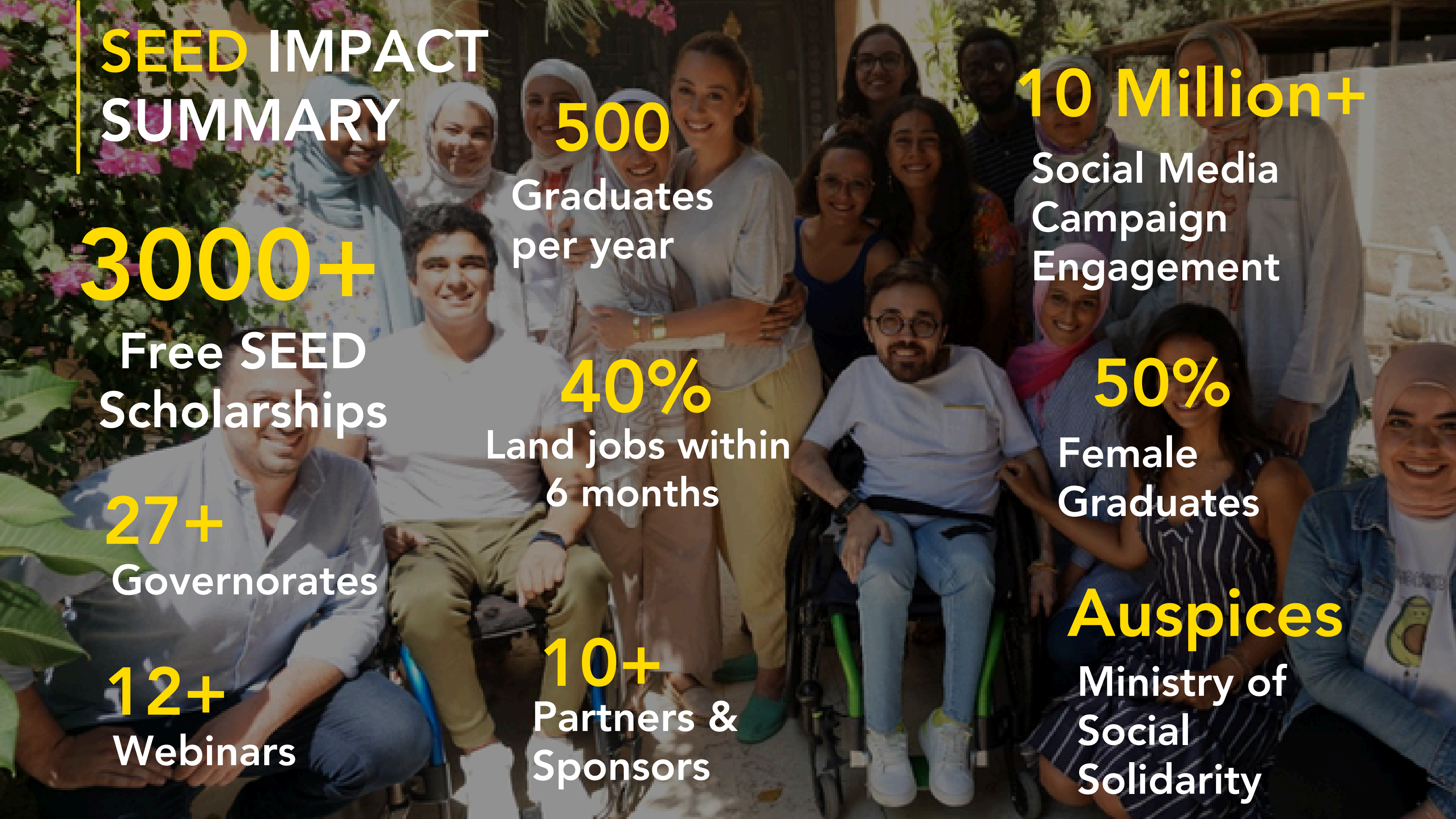
CV Writing



Emotional Intelligence



Time Management



SEED IMPACT SUMMARY

3000+

Free SEED
Scholarships

27+

Governorates

12+

Webinars

500

Graduates
per year

40%

Land jobs within
6 months

10+

Partners &
Sponsors

10 Million+

Social Media
Campaign
Engagement

50%

Female
Graduates

Auspices

Ministry of
Social
Solidarity



Helm Training Services

SEED Graduation Ceremony

Watch this short 2 minutes video and get inspired by the impact of SEED

[SEED'04 Documentary Video](#)

4 Years of Impact | SEED Partners

Brought to you by



Strategic Partner



Under the auspices



SEED Sponsors
2022-2024



Ambasáid na hÉireann
Embassy of Ireland





Helm Training Services



1000 +
PWDs Trained

GROW Program | Overview

Helm's GROW program offers advanced training and career development opportunities, empowering persons with disabilities (PWD) to enhance their existing skills and pursue higher-level positions. This initiative supports PWD in achieving professional growth and long-term career success.

- **Duration:** 3 months (1 Course/Month)

Learn more about [GROW Scholarship](#)

Helm Training Services

خذ خطوة نحو وظيفة أحلامك
سجلّ هلا بمنحة

GROW



1000 +
PWDs Trained

GROW Program | Case Study

Helm trained 250 jobseekers with disabilities in **Jordan**. Where they received extensive trainings in

- 1) Business English
- 2) Jordanian Disability Law
- 3) Digital Literacy

By the end of this program, learners become able to improve their capabilities in Business English and technology as well as raise their awareness about their rights in health, education, and work according to the UN convention and the Jordanian / Egyptian.



STARS '03 Scholarship Program | Empowering
Abilities, Transforming Lives

2 Years of Impact | STARS Partners



Helm Training Services

STARS | Scholarship

Stars is a program aimed to elevate the employability level in specific technical fields such as management, marketing, Human Resources and finance to maximize the employment opportunities for persons with disabilities who have proved dedication and commitment to their future and their careers in SEED, The program is delivered through the **The American University in Cairo School of Continuing Education**.

Graduates get to apply to be STARS; this project enables companies such as Orascom Construction to invest in the education of PWD with talent and potential.

Learn more about [STARS Scholarship](#)





Helm Training Services

Customizable Training Programs for Persons with Disabilities

Helm's tailored training programs equip PWDs with the skills they need to thrive in the workplace, such as:

- **Soft Skills:** Communication, teamwork, and problem-solving abilities.
- **Computer Skills:** Proficiency in essential software and technical applications.
- **Business English:** Training in professional language use for workplace success.
- **Customizable Content:** Industry-specific training, such as Raya's Customer Service Program for PWDs.



Helm Training Services

Customizable Training Programs for Persons with Disabilities

- **Technical Skills Development:**
- **Life Skills Training:**
- **Executive Functioning Skills:**



Sports for All Programs

We believe in the power of sports to promote inclusivity and personal growth. Our sports programs, such as Diving for All offer recreational and competitive opportunities for PWD to participate and thrive.





Helm Training Services

Business Trainings

Our comprehensive training solutions for employers ensure that they have the knowledge and tools to effectively include PWD into their workforce and ensure an inclusive marketplace.

This service includes:

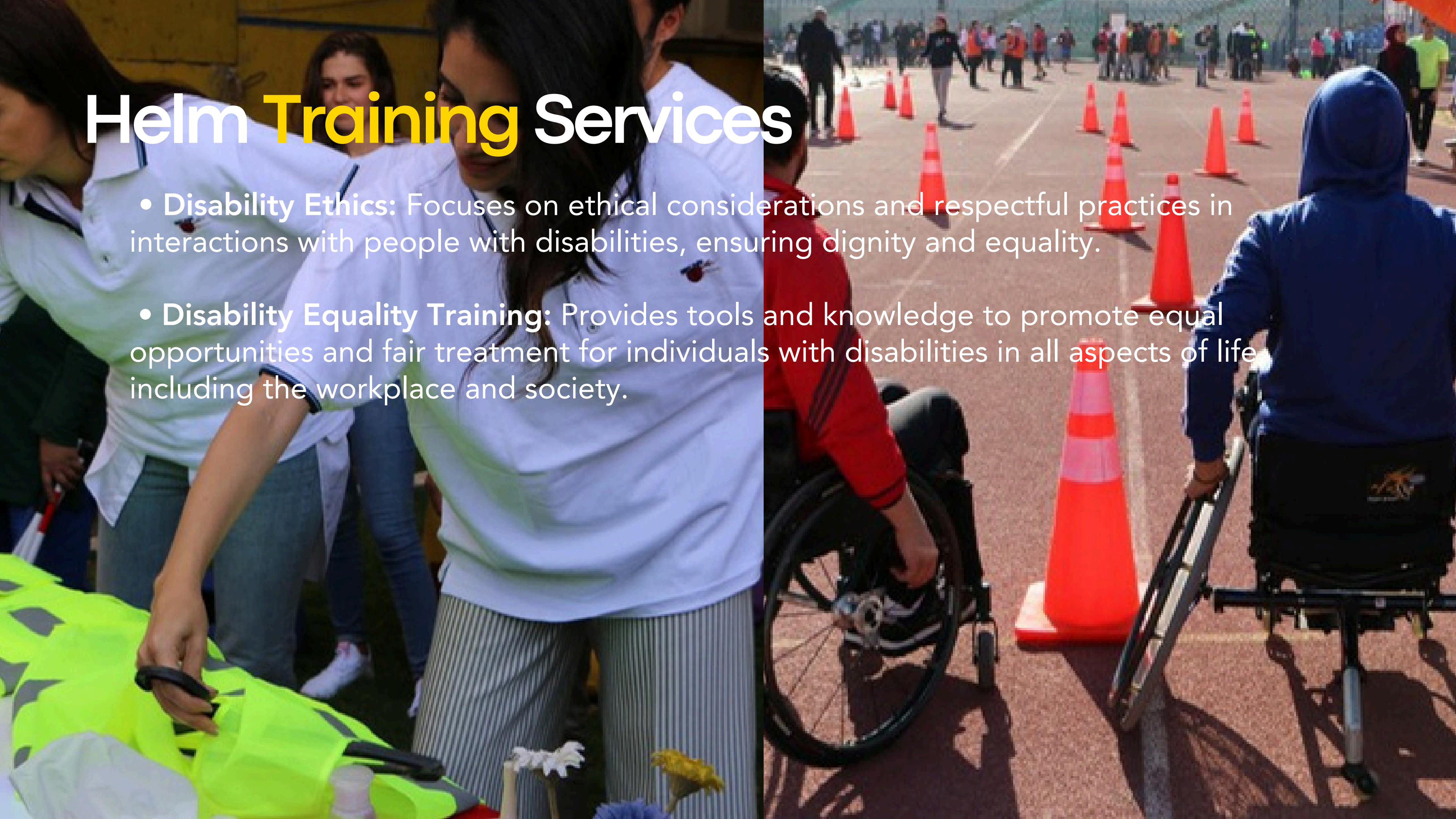
- **Disability Awareness Program:** Educates participants on understanding different types of disabilities, breaking down stereotypes, and fostering a more inclusive mindset.



7,000 +
Employees Trained

Helm Training Services

- **Disability Ethics:** Focuses on ethical considerations and respectful practices in interactions with people with disabilities, ensuring dignity and equality.
- **Disability Equality Training:** Provides tools and knowledge to promote equal opportunities and fair treatment for individuals with disabilities in all aspects of life including the workplace and society.





UNITY CUP

Egypt

Breaking Workplace Barriers
Through Sports

Unity Cup

Egypt's **first inclusive corporate sports tournament**, bringing together employees with and without disabilities in a spirit of teamwork, diversity, and inclusion.

Helm | Breaking Barriers



Helm is organizing an inclusive sports tournament designed to support employers' efforts to foster an inclusive workplace for persons with disabilities (PWD).

This initiative aims to create opportunities for inspiration and sharing best practices among employers while promoting the full inclusion of PWD in society.



30+ Unity Cup Sponsors & Partners

Under the auspices of



Supported By



3. Accessibility



Recruitment



Training



Accessibility

1.5K
Audits

Helm offers comprehensive accessibility consulting services, encompassing physical and digital accessibility audits, to ensure that physical spaces and digital platforms are inclusive, accessible, and compliant with global accessibility standards.

Helm **Accessibility** Consulting Services

1. Physical Accessibility Services

We assess and implement solutions to ensure that buildings, facilities, and public spaces are accessible and inclusive for individuals with disabilities.



Helm **Accessibility** Consulting Services

2. Digital Accessibility Services

We provide comprehensive evaluations and enhancements to make digital platforms, websites, and applications accessible for users of all abilities, ensuring compliance with accessibility standards.



Helm Physical Accessibility Consulting Services



1. Accessibility Auditing

Helm conducts thorough field surveys to assess the accessibility of existing buildings, ensuring compliance with global accessibility standards.

2. Accessibility Design Review

Our expertise ensures that the client pre-designed projects are compliance with accessibility standards, through reviewing it and suggest solutions for problem areas.

3. Accessibility Technical Drawings

Helm produces technical drawings that showcase the suggested accessibility solutions. These drawings serve as invaluable assets during the construction or renovation process



Helm **Accessibility** Production Services

Ramps

We offer a wide range of options of ramps production (cement, wooden, steel) according to international standards.

Braille Docs /Signages

We offer a wide range of options of braille production from documents to signage with content review to ensure best functioning.

Tactile Blocks

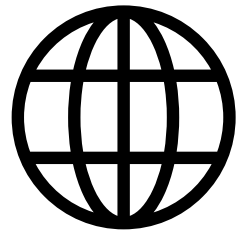
Helm designs and manufactures both cement and steel tactile blocks.

Sign Language Interpretation

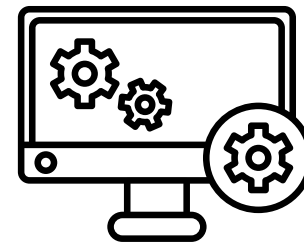
Helm offers sign language translators to make events and all communication products accessible to people with hearing impairment.

*These accessibility products are usually included in a project and are not produced individually.

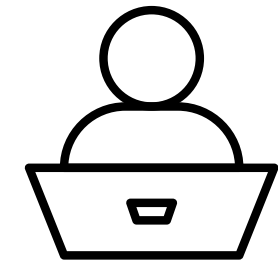
Helm Digital Accessibility Audit Services



Websites



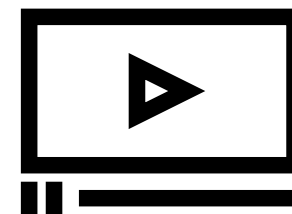
Software and
Mobile Applications



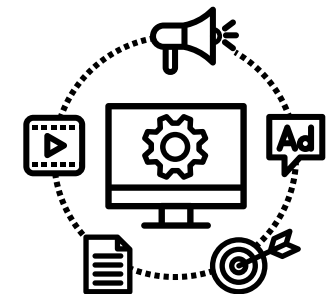
Online Training Materials



Digital Files



Video and Audio Assets



Themes, Templates, and
Content Creation Tools

Helm Accessibility Certificates

Helm is introducing Physical Accessibility Certification

A new certification program that helps organizations turn accessibility compliance into a visible commitment to inclusion.

Through an independent assessment framework, Helm will recognize facilities that meet physical accessibility standards and support clients in improving their spaces over time.

Why it matters

Accessibility certification gives organizations a credible market signal, strengthens their inclusion profile, and creates a clear path for continuous improvement.



Certification Tiers

Four-tier system with clear requirements and deliverables

BRONZE

Score: 60 - 69%

Meets some foundational accessibility standards.

Commitment to improvement roadmap.

SILVER

Score: 70 - 79%

Physical accessibility verified

Minimal changes

GOLD

Score: 80 - 89%

All accessibility standards achieved

Inclusion policies enacted

PLATINUM

Score: 90 - 100%

Regional best practices demonstrated

Innovation in accessibility

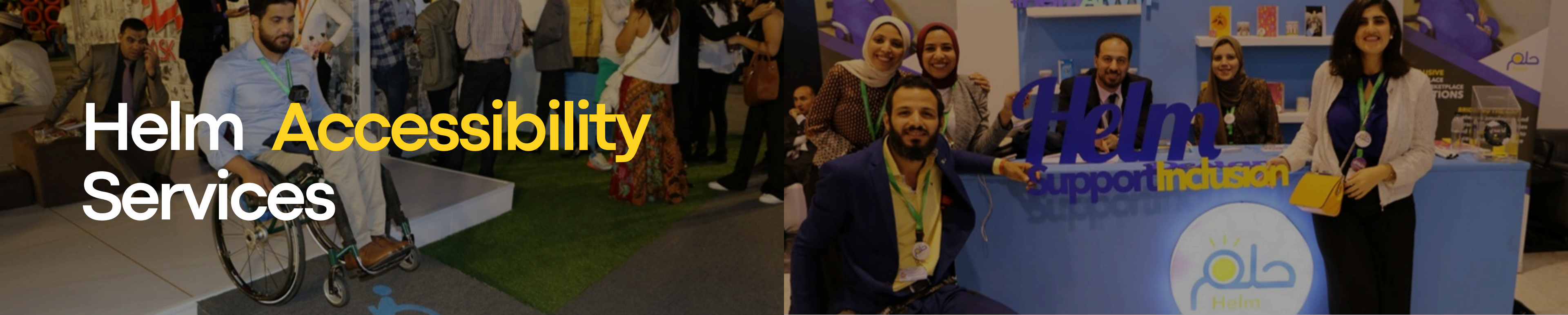
DELIVERABLES

Scorecard

Digital Badge

Physical Plaque

Recommendations for Improvement

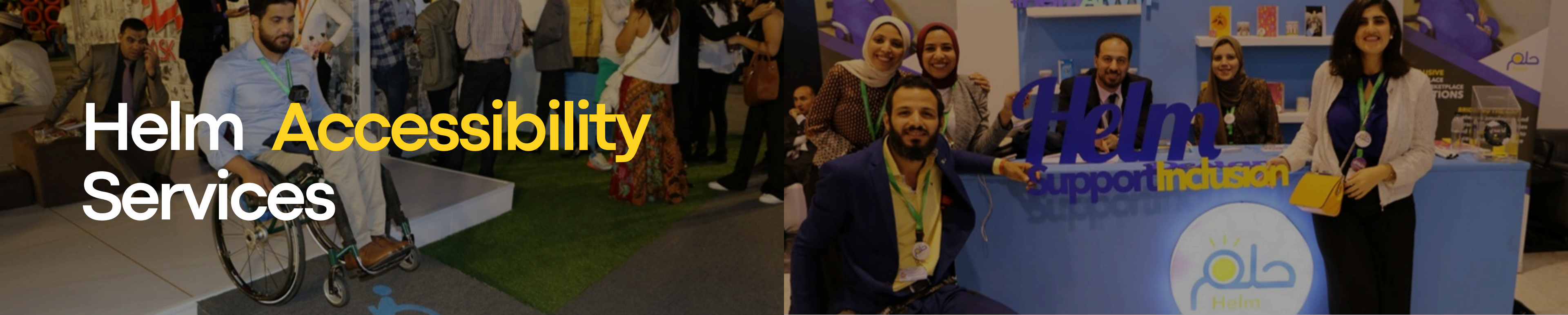


Helm Accessibility Services

Helm Inclusive Event Experience

Helm works on ensuring that events are fully accessible to people with diverse disabilities. As accessibility experts, we conduct thorough assessments of event venues, event set-ups, and event content to identify and address any accessibility barriers.

Our team works closely with the organizing team, providing training and guidance on how to effectively interact with and accommodate persons with disabilities attending the event.



Helm Accessibility Services

Services Include:

- Accessibility assessments and recommendations
- Inclusive event planning and accessibility strategy
- Disability awareness and etiquette training
- Accessible registration and communications
- Sign language interpretation and accessibility accommodations support
- Post-event accessibility evaluation and reporting



Our partnerships created
GLOBAL BEST PRACTICES



Helm | Global
Best Practices

500+
Trained

Disability Awareness Training | UAE

Helm provided training for public and private schools in Abu Dhabi on disability sensitivity, offering specialized sessions for both students and teachers. These trainings included comprehensive modules on disability awareness program, emphasizing the importance of treating individuals with disabilities with respect and ensuring equal opportunities. Additionally, the program covered disability ethics, guiding participants on ethical considerations and best practices for creating inclusive and supportive learning environments for all.



Helm | Global Best Practices



UNFPA Disability Consulting | Morocco

Helm provided consulting services to UNFPA to support the transformation of its headquarters into an accessible and inclusive environment. This consultancy involved assessing the existing infrastructure, offering recommendations for accessibility improvements, and providing guidance on implementing inclusive practices across the organization.



Helm | Global Best Practices

UNESCWA DET training | Lebanon

Helm provided Disability Equality Training (DET) for UNESCWA in Lebanon, a program designed to raise awareness about the barriers faced by persons with disabilities and promote inclusive practices.

Through this training, we guided participants in understanding the principles of disability equality, helping them to identify and remove both physical and attitudinal barriers within their organizations and communities. The training aimed to foster a more inclusive environment that ensures equal opportunities for all.



UNITED NATIONS

الاستقواء
ESCWA



Helm | Global Best Practices

Accessibility Models Accessible Tourism

Luxor

Helm worked to raise the level of accessibility in numerous touristic sites in Luxor; thus, attracting and welcoming a potential market of One Billion persons with disabilities, their families and friends, as well as elderly and mothers with strollers.

[Check Video](#)



Helm | Global Best Practices

Accessibility Models | Accessible Tourism

Dahab, South Sinai

(April 2021- Dec 2023)

#AccessDahab aims to make the city of Dahab more accessible, creating a model for a pioneering city in accessible tourism ready to receive and attract tourists with disabilities and their families from all over the world.

[Watch the project recap video](#)

This project is Sponsored by





Accessibility Models | Accessible Tourism

The Egyptian Museum

Under the umbrella of **Revival of the Egyptian Museum** initiative, funded by the UNESCO, Helm assessed the accessibility of the Egyptian Museum in Egypt.

The top of the slide features a composite image. The left portion shows a woman in a purple long-sleeved shirt and a dark blue hijab sitting in a black wheelchair, viewed from behind as she moves along a paved path. The right portion shows a diverse group of people walking on a sidewalk. In the foreground, a man in a brown jacket and a woman in a light blue shirt and pink hijab are visible. Further back, a man in a blue suit and another in a grey jacket are walking. A man in a wheelchair is also part of the group. The overall scene suggests a community or public space.

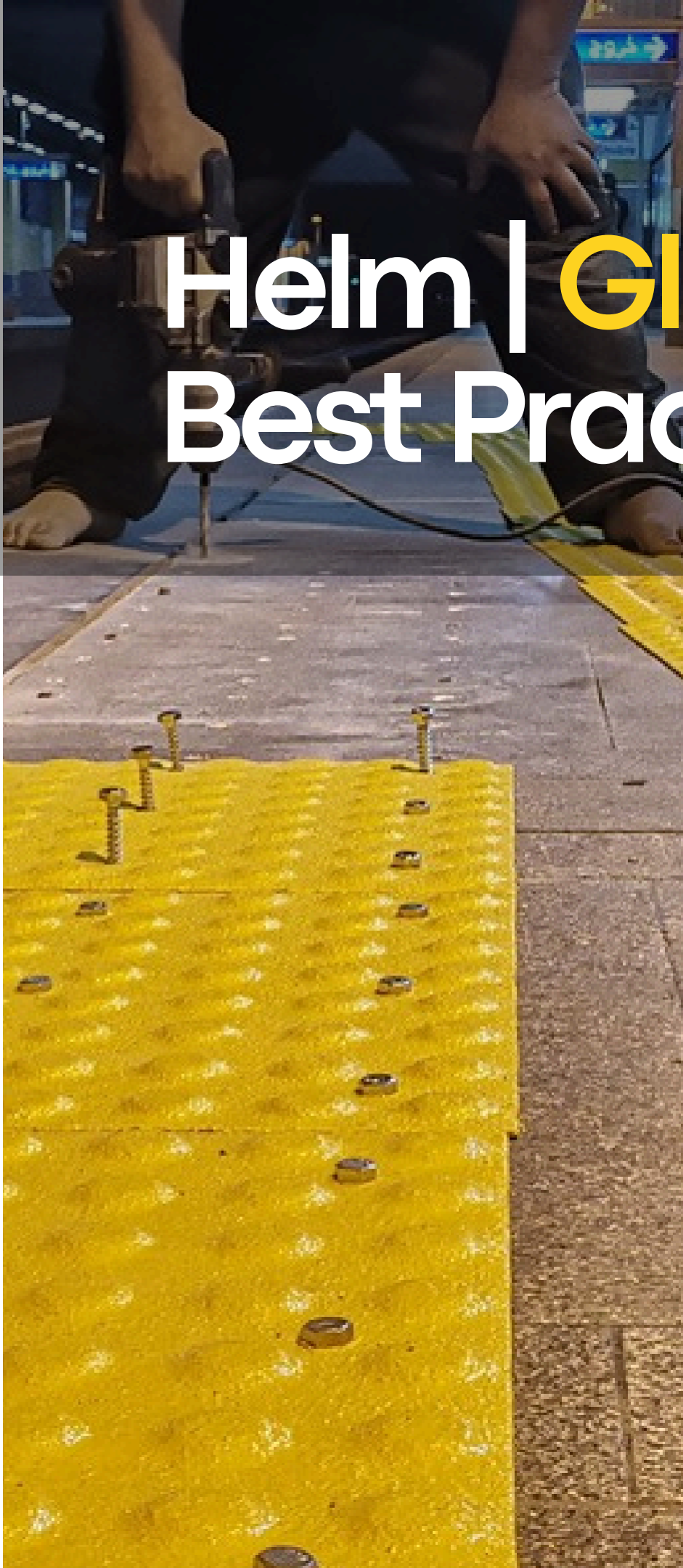
Helm | Global Best Practices

Accessibility Models Accessible Cities

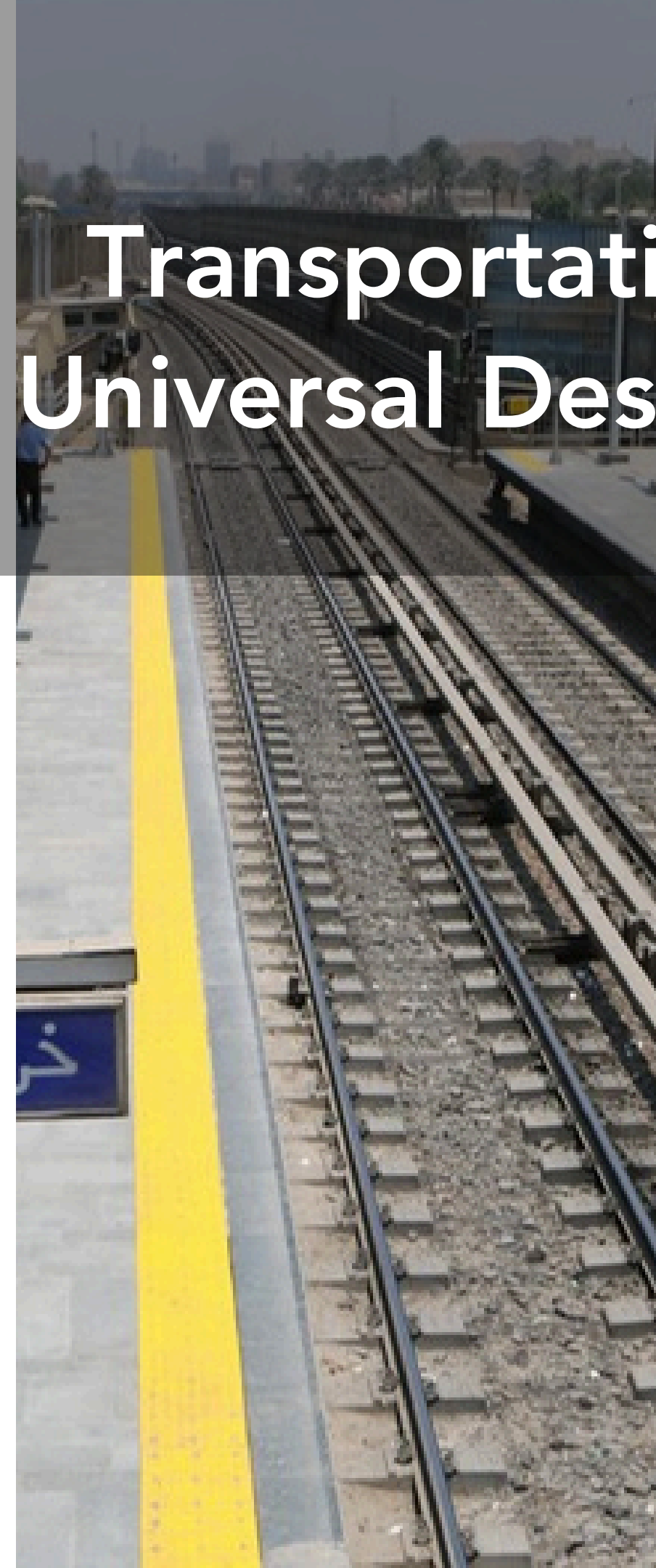
Accessible Sidewalks and Crossings - Cairo University

First accessible model of sidewalks and crossings for persons with disabilities in the area surrounding Cairo University in Giza.

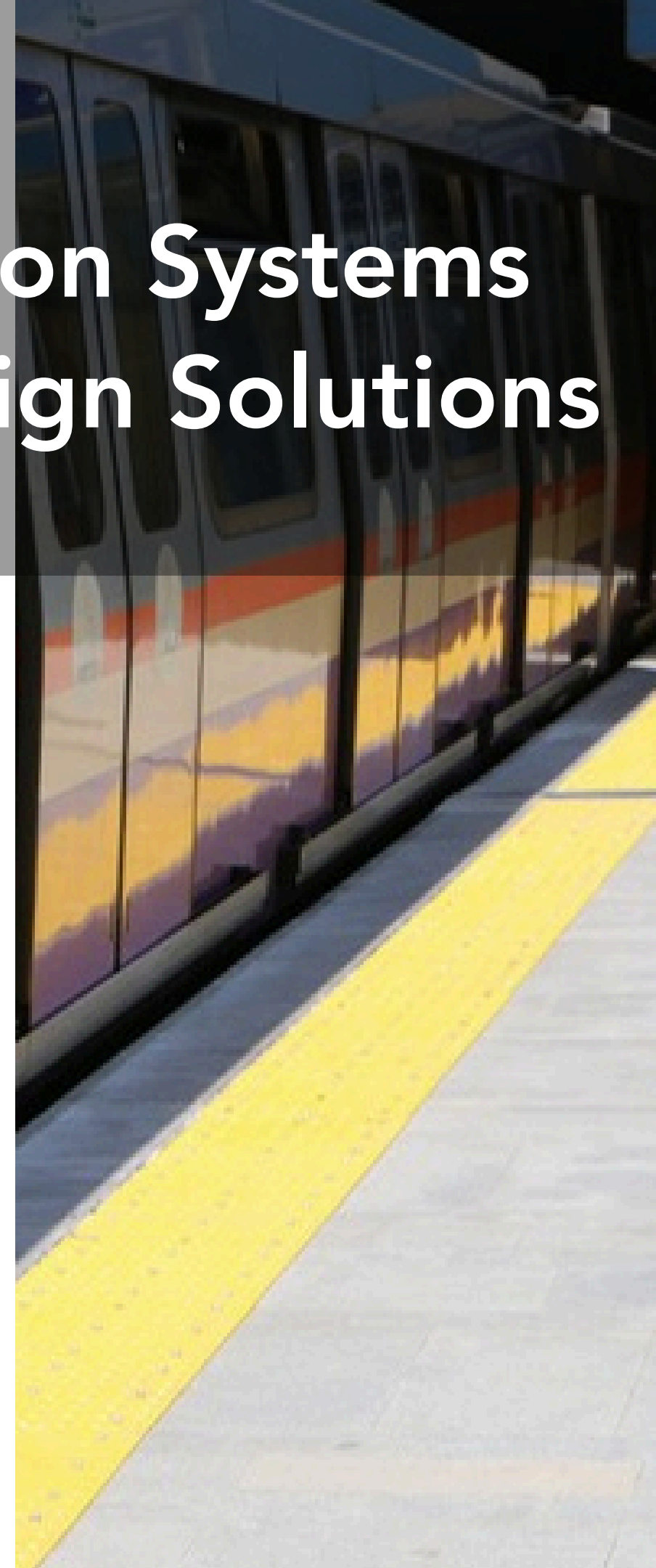
- Designing and Installing of ramps and curb-cuts
- Manufacturing and installing Tactile Blocks for the blind and visually impaired having accessible sidewalks and crossings.



Helm | Global Best Practices



Transportation Systems Universal Design Solutions



Helm | Global Best Practices

MOU signing with Mansoura University

Inclusive Higher Education

5 Universities Disability Service Centers (UDSC)
(2018-2021)

Equal Access for persons with disabilities to **Higher Education**.

This project aimed to establish and develop sustainable and effective Disability Service Centers in the top five Egyptian Public Universities.



U.S.-Egypt
Higher Education Initiative
Public University Scholarships



AMIDEAST
امديست





Helm | Global Best Practices

Inclusive Higher Education – Phase II

27 Universities Disability Service Centers (UDSC)
(2022-2023)

Helm as the inclusion and accessibility consultant worked on replication of the initiative with the first five universities. In order to be a key stakeholder in establishment of additional 15 public universities all over Egypt.

Removing Social and Physical Barriers in Public Universities, through:

- Accessibility Audits and Consultation Sessions to ensure removing the physical barriers in main buildings in each university
- Sharing experiences and solutions towards inclusive university campus.
- Obtaining recommendations on effective tools that could help in breaking down barriers to inclusion. Through delivering Disability Sensitivity Trainings for the Disability Center's staff members.



THANK YOU

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| Helm Egypt