



Helm Consulting Access for All

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



At Helm, we envision a world where **every business champions inclusivity**, ensuring that persons with disabilities have **equal access to all aspects of life**.

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.

1.3 Billion

Persons with Disabilities

From Challenge to Opportunity
Eliminating Barriers in the Workplace and Marketplace

THE CHALLENGE

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, employment opportunities, and independent living.



THE OPPORTUNITY



**Inclusive workplaces unlock innovation, loyalty,
and access to the world's largest minority
market.**

**We'll Help you find and
retain the right talents!**

1. Recruitment



Recruitment



Training



Accessibility

10K
Hired

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

Brought to you by



Inclusion Partner



ملتقى **خطوة** للتوظيف
KHATWA'24
CAREER FAIR

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TECHNOLOGY PARTNER



INCLUSION PARTNER

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MEDIA SPONSOR

SET UP BY



ملتقى **خطوة** للتوظيف
KHATWA'26
CAREER FAIR

Saturday, 6th of June 2026

The GREEK Campus
Downtown | Cairo | Egypt

Presented to | **ALEXBANK**
6th June 2026

KHATWA'26

Partners & Sponsors

UNDER THE AUSPICES OF



BROUGHT TO YOU BY



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Khatwa Pioneers | Previous Sponsors & Exhibitors



INCLUSIVE CONNECT

Inclusive Business Network

2026

Helm unites **100+ HR directors and top PWD talents** to challenge stereotypes and foster genuine inclusion through meaningful dialogue and activities.





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

Here, we help you foster an inclusive workforce by:

- Preparing persons with disabilities to be job-ready and enhancing their skills to meet job market needs
- Equipping the workplace, from managers to all employees, with the knowledge to effectively engage with individuals with disabilities

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.



Awards
2025



Zero Project



SEED Scholarship Program

#1 Training for Employment program Globally
Awarded by the Zero Project, United Nations



What is SEED?

SEED aims to bridge the employment gap by providing comprehensive training and support, empowering persons with disabilities to thrive in the workforce and contribute to their communities.

Meet Our Experts



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



Marwa Kassem



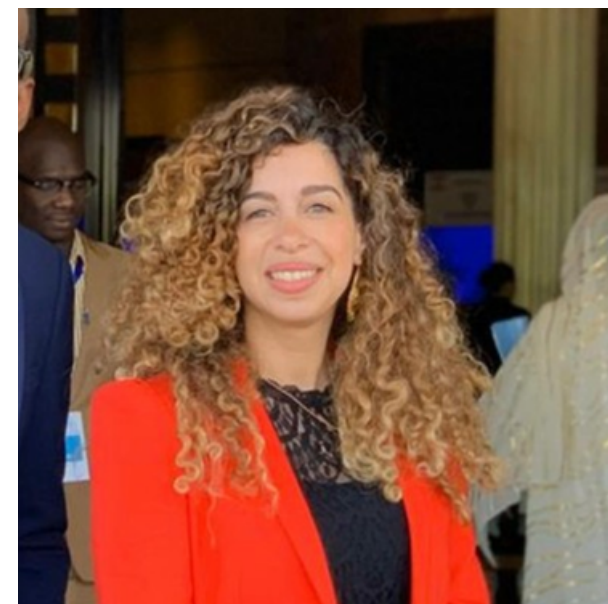
Ahmed Elawar



Waleed Galal



Dalia Roshdy



Caroline Maher



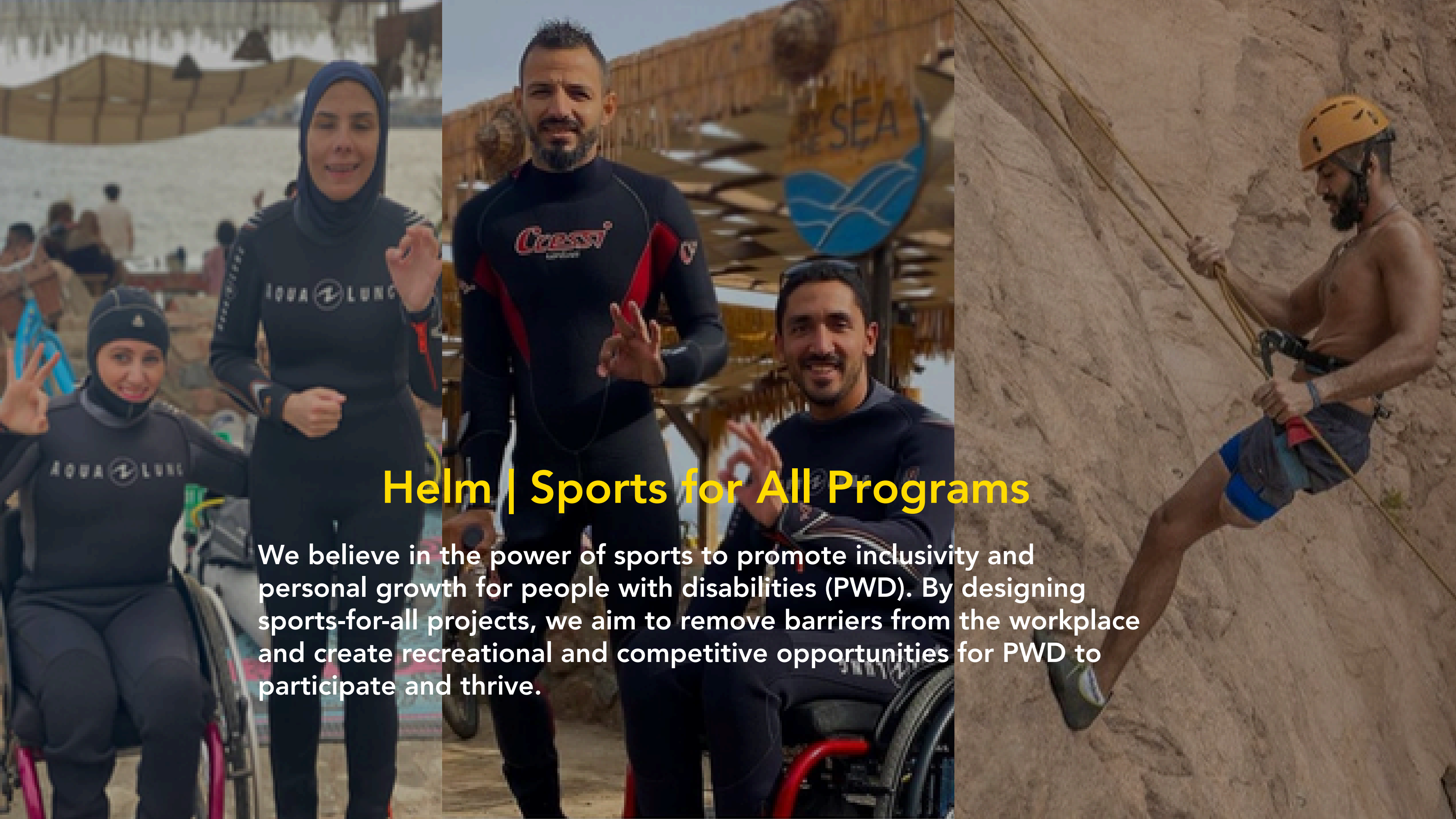
Yasmine Eid



Ahmed Hazem



Nelly Habib



Helm | Sports for All Programs

We believe in the power of sports to promote inclusivity and personal growth for people with disabilities (PWD). By designing sports-for-all projects, we aim to remove barriers from the workplace and create recreational and competitive opportunities for PWD to participate and thrive.



“Step into the shoes of persons with disabilities in our live simulation”

Discover the everyday challenges they face and triumph over.

Participants will develop a more profound understanding of the **abilities, strengths, and challenges** that persons with disabilities encounter while **carrying out daily activities**.





UNITY CUP

Breaking Workplace Barriers Through Sports

Unity Cup

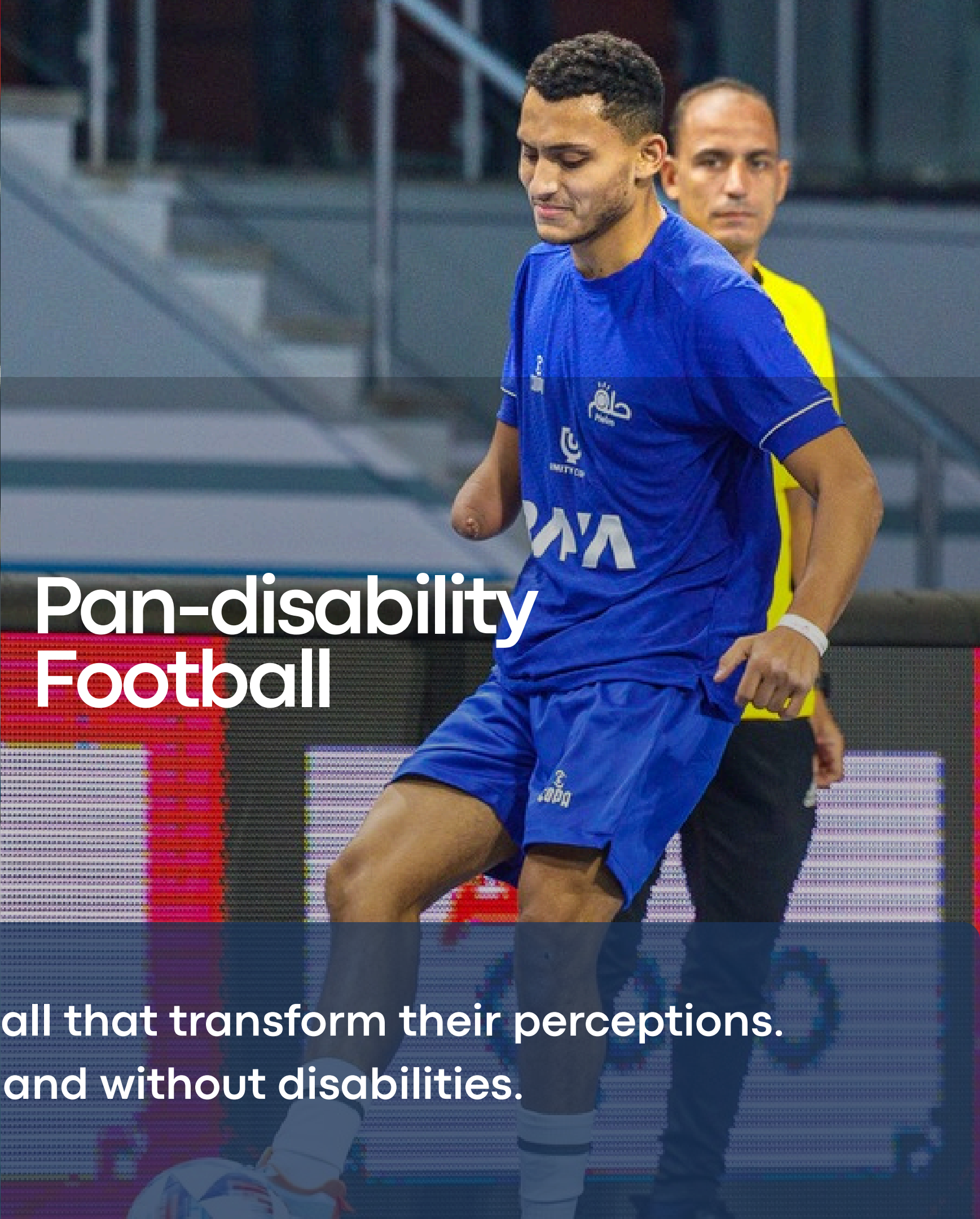
A group of people, mostly men, are celebrating a victory. In the center, a man in a blue t-shirt is holding a large silver trophy high above his head with both hands. He is smiling broadly. To his left, another man in a blue t-shirt is clapping. Several other people are visible in the background, some wearing blue t-shirts and others in casual clothing. The scene is set at night, with a large, brightly lit pink backdrop in the background. The backdrop has a grid pattern and some text, including the word "BOSS" visible on the left. Confetti is falling from the top of the frame. The overall atmosphere is one of joy and celebration.

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

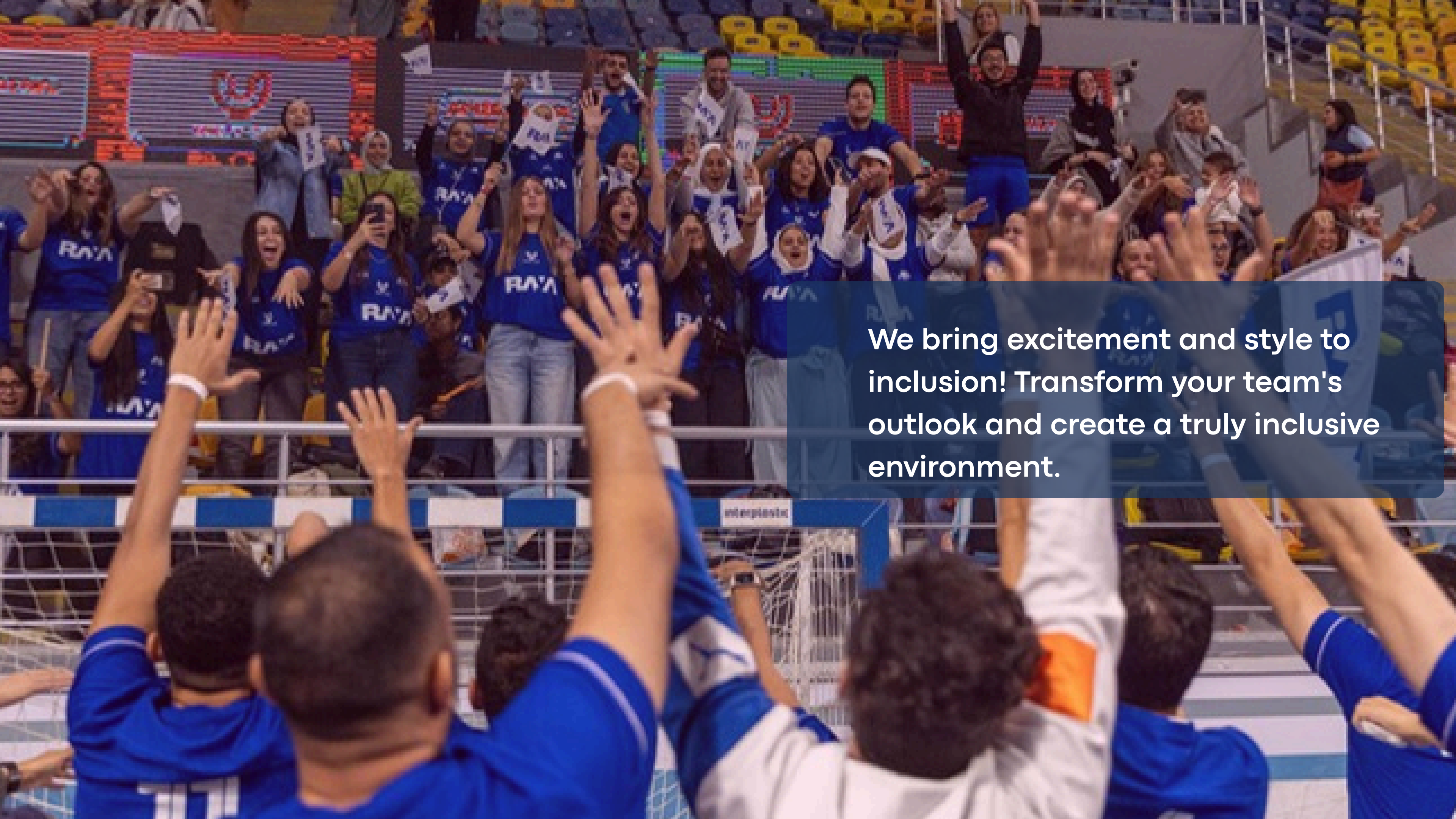
Goal-ball



Pan-disability Football



Immerse your team in inclusive forms of football that transform their perceptions.
Teams should consist of individuals both with and without disabilities.



We bring excitement and style to inclusion! Transform your team's outlook and create a truly inclusive environment.

3. Accessibility



Recruitment



Training

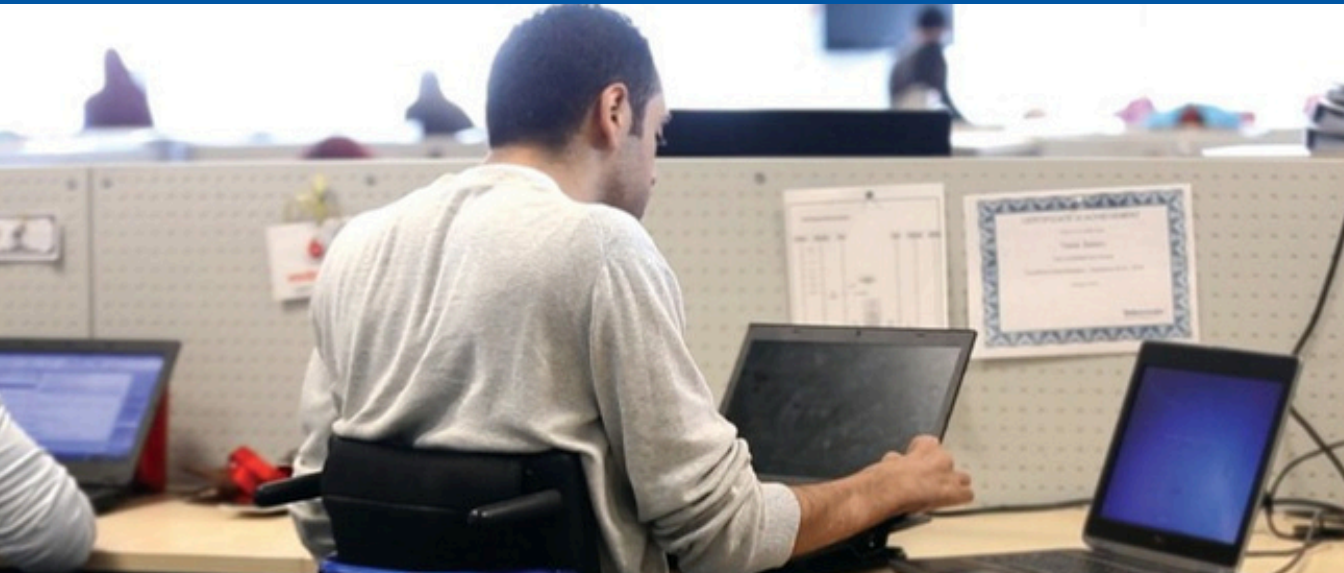


Accessibility

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 Certification and Consulting Services



1. Helm Accessibility Certificates

A certification program helping organizations turn accessibility compliance into a visible commitment to inclusion through an independent assessment framework.

2. Accessibility Auditing

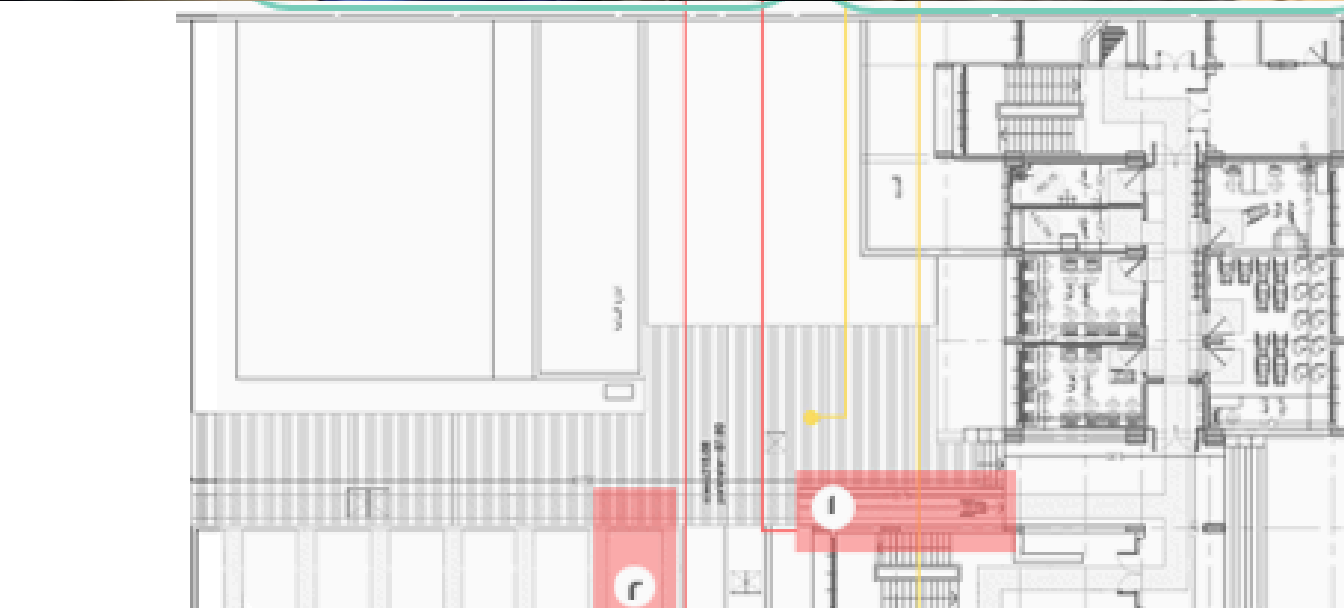
Helm conducts thorough field surveys to assess the accessibility of existing buildings, ensuring compliance with global accessibility standards.

3. 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.

4. 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 Certification

Position your organization as a verified leader in inclusion through an independent, four-tier assessment framework.



BRONZE

Score: 60–69%

A strong starting point that signals commitment.

Meets foundational standards with a clear improvement pathway to higher tiers.



SILVER

Score: 70–79%

Verified accessibility with confidence.

Physical environment assessed and approved — only minor adjustments needed.



GOLD

Score: 80–89%

Comprehensive accessibility achieved.

Full standards compliance with active inclusion policies embedded in operations.



PLATINUM

Score: 90–100%

Best-in-class regional leadership.

Demonstrates innovation in accessibility and sets the benchmark for the industry.

What You Receive

Detailed Scorecard

A transparent breakdown of your accessibility performance across every assessed criterion.

Digital Badge

A verified mark of achievement to display on your website, communications, and marketing materials.

Physical Plaque

A premium on-site plaque that signals your commitment to every visitor who walks through your doors.

Helm | Accessibility Production Services

Accessible production solutions across physical access, tactile wayfinding, accessible communication & event accessibility.



Ramps

Cement, wooden & steel ramps to international standards.



Tactile Blocks

Cement & steel tactile paving for safe wayfinding.



Braille Signage

Documents & signage with verified braille content.



Accessible Elevators

Elevator features designed for full independent access.



Platform Lifts

Vertical platform lifts for step-free building access.



Sign Language

Professional interpreters for events & communications.

Helm | Digital Accessibility Services

Making digital experiences inclusive, usable, and compliant for everyone.

We audit, remediate, and build digital products that meet WCAG standards — ensuring your websites, apps, training, documents, and media are accessible to all users.



Websites



Software & Mobile Apps



Online Training



Digital Files



Video & Audio



Themes & Tools

Your Trusted Accessibility & Inclusion Events Partner

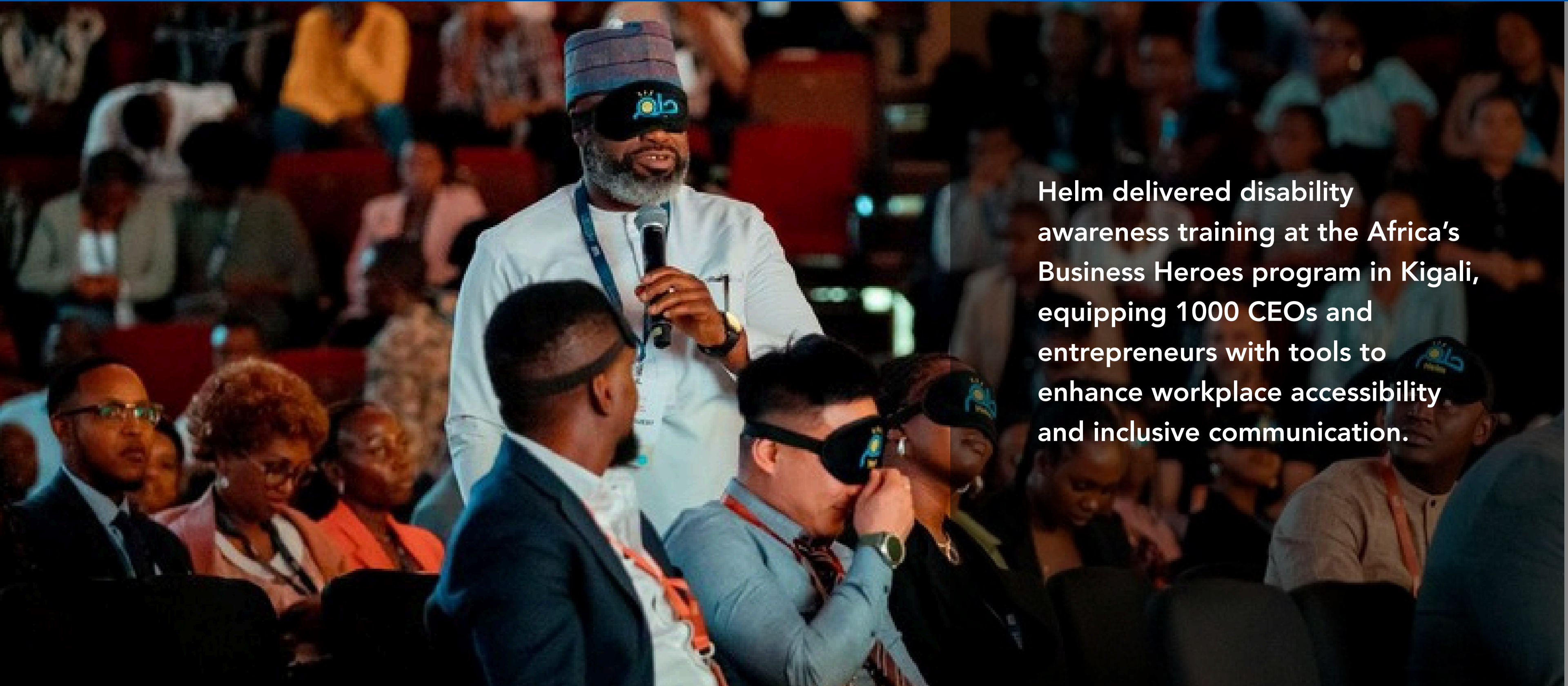
Helm has helped Egypt's top events become inclusive and accessible — including RiseUp, Africa Business Heroes, and the World Youth Forum, plus many more.



Helm Global Best Practices



Disability Awareness Program | Africa Business Heroes Training Kigali, Rwanda



Helm delivered disability awareness training at the Africa's Business Heroes program in Kigali, equipping 1000 CEOs and entrepreneurs with tools to enhance workplace accessibility and inclusive communication.



Disability Awareness Program | Public and private Schools Training, Abu Dhabi, UAE



Helm trained Abu Dhabi schools on disability sensitivity, offering sessions on awareness, respect, and ethics to create inclusive environments.



Disability Policy Consulting | UNFPA

Casablanca, Morocco

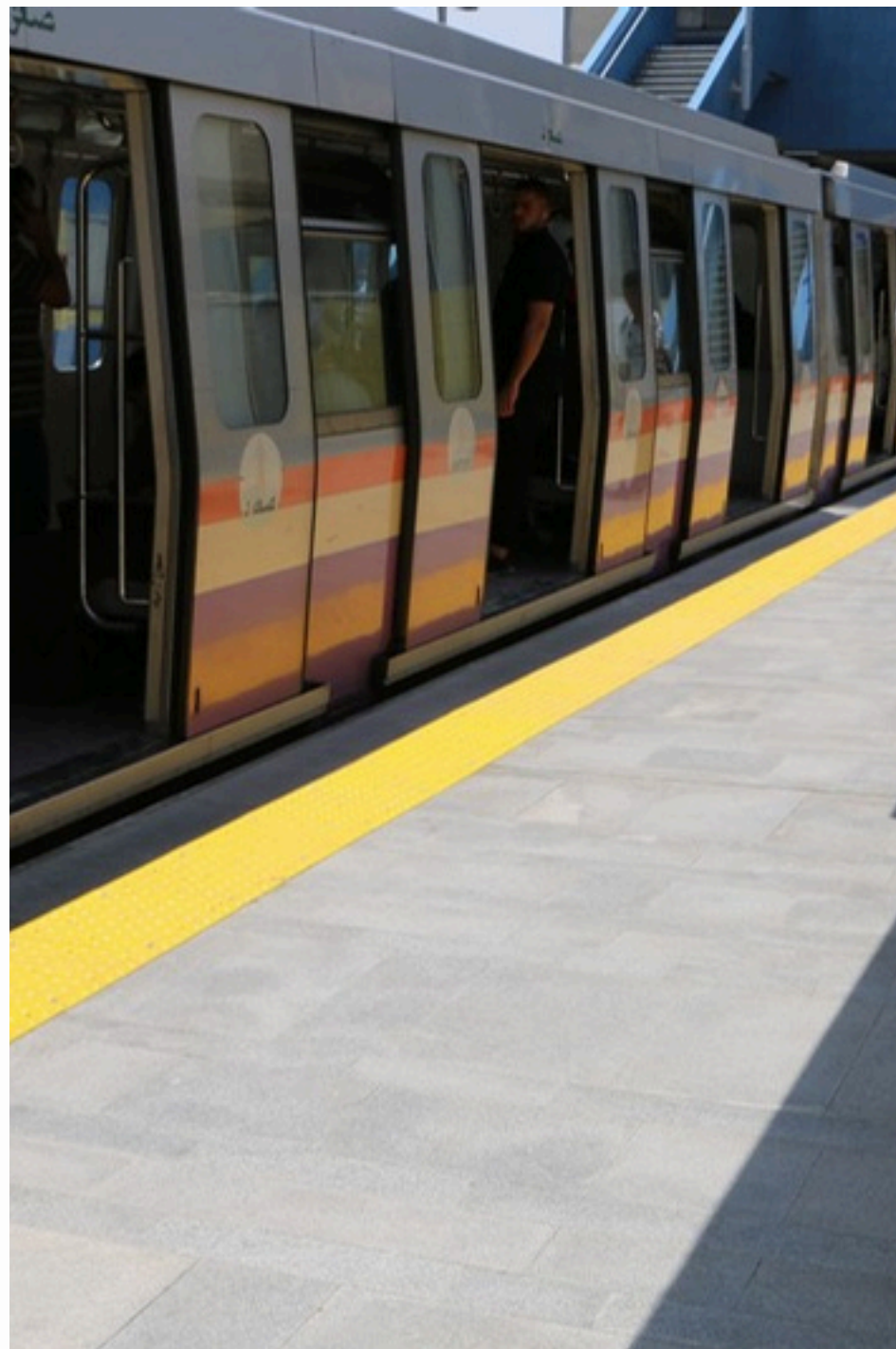


Helm consulted for UNFPA to transform its headquarters into an accessible and inclusive environment by assessing infrastructure, recommending improvements, and guiding inclusive practices.



Accessibility of 1500+ Main Attractions across Egypt

Helm





Grand Egyptian Museum

Conducted **physical accessibility assessment** and provided actionable recommendations for **enhanced inclusive tourist experience** in the Grand Egyptian Museum.

Setting new **accessibility benchmarks** for world-class museums.

The background image shows a portion of a university building. On the left, there is a large, fluted stone column. To its right, a concrete ramp with a metal handrail leads up to a second-story entrance. In the foreground, a silver metal walker is parked on the paved ground. The building's facade is made of light-colored bricks and plaster.

University Disability Service Centers

Conducted **physical accessibility assessment** and provided consultation and Braille Signages production for disability service centers **UDSCs in 27 public universities** in Egypt.

[Click here to watch UDSC project](#)



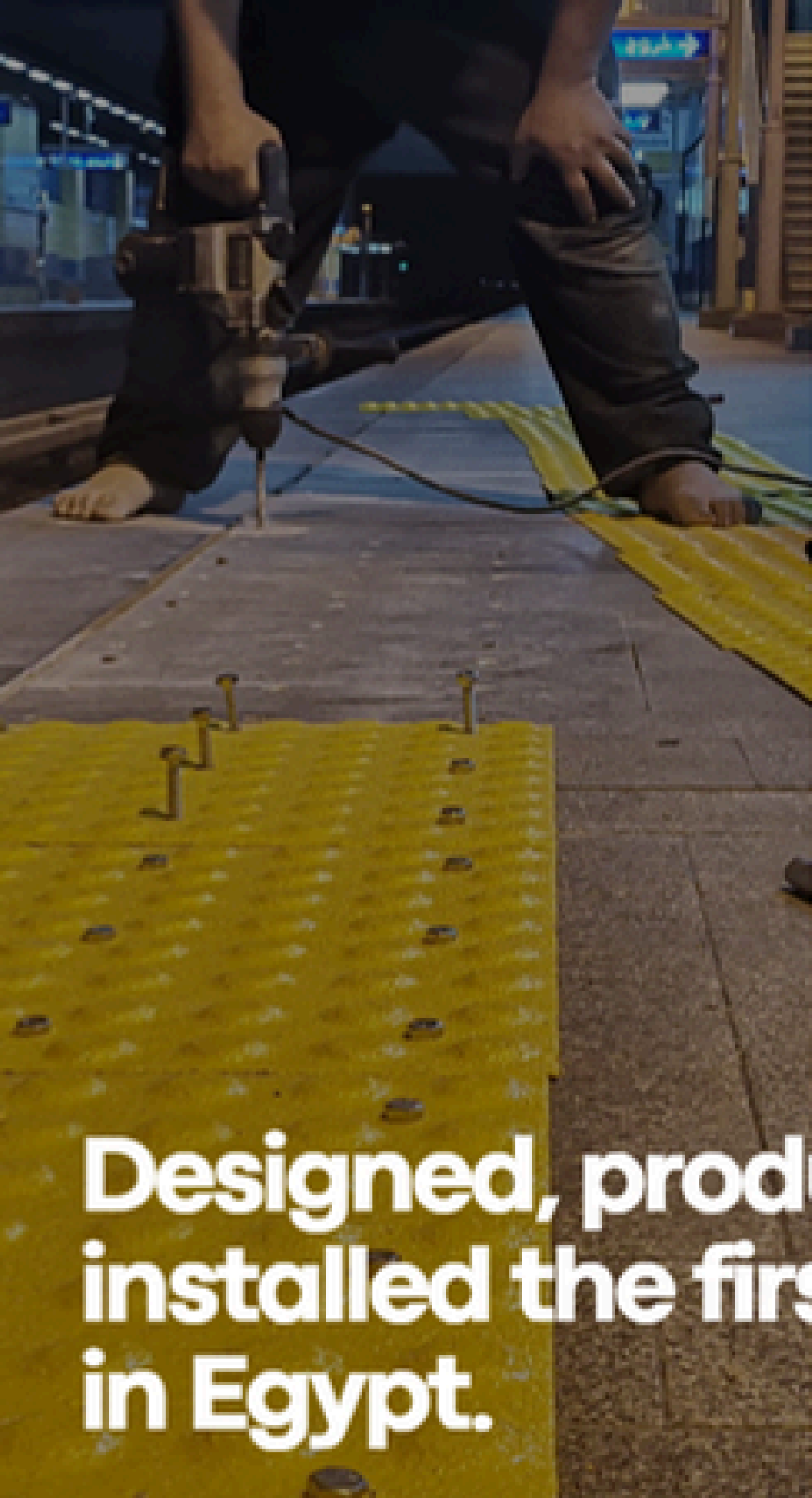
Accessibility Models | Accessible Tourism

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](#)

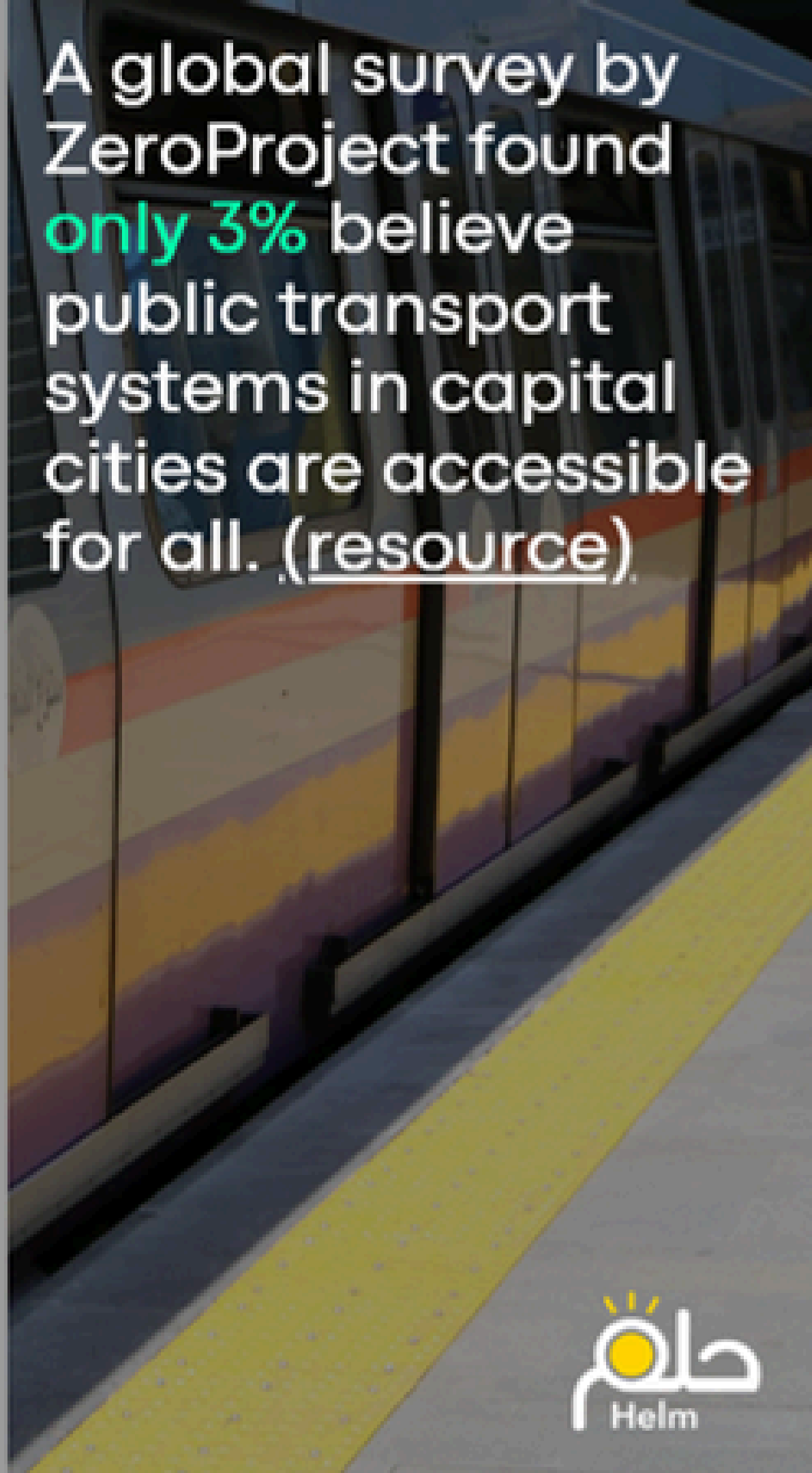




Designed, produced & installed the first **tactile blocks** in Egypt.



[Click here to watch Tactile In Cairo's metro](#)



A global survey by ZeroProject found **only 3%** believe public transport systems in capital cities are accessible for all. ([resource](#)).

UNESCWA DET training in 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.



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



Helm Overview

Helm Global Network

+500

Corporates

+100

International
Organizations

+50

Governmental
Partners

+30

NGOs &
DPOs

27

Governorates
in Egypt

6

Countries | UAE,
Morocco, Jordan,
Lebanon, KSA &
Rwanda



Helm | Global Advisory Board



Ilene Zeitzer

CEO of Disability Policy
Solutions, GAATES
Board Member, Brazil



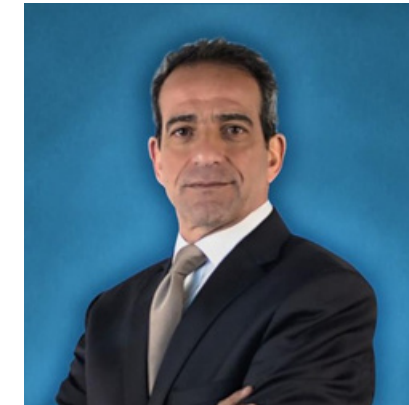
Jay Cardinali

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



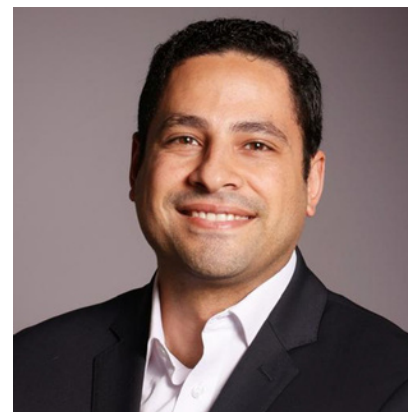
Lamise Negm

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+





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.



APCO

Helm signed a contract and entered into a strategic partnership with APCO Worldwide, a global advisory and communications firm, to support Helm's expansion across the MENA region and international markets. Through this partnership, APCO will help strengthen Helm's global positioning, strategic communications, stakeholder engagement, and access to new regional and international opportunities.



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.



THANK YOU

Building 5, St. 204, Maadi, Cairo, Egypt

+20101 339 9423 | +2 02 27041471

info@helvegypt.org | www.helvegypt.org

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