Ref. No:2024-1-ES01-KA220-ADU-000245715

XXIAdults

Adaptation of the adult educational system to the XXI Century

The Good Practices Template

Co-funded by the European Union

Name of the Good Practice
"TUECHTIG – Inclusive Learning and Coworking for Adults with Disabilities and Diverse Needs"

Summary of the Practice Brief, easy-to-understand summary: What is the practice, for whom, and for what purpose?
TUECHTIG is an **inclusive coworking and learning space in Berlin**, designed specifically to empower adults with disabilities and diverse learning needs. The practice combines barrier-free infrastructure, peer-led workshops, and assistive technology to enable professional development, personal growth, and social participation. The hub provides training in digital tools, entrepreneurship, and inclusive design while also serving as a platform for community building and social innovation. TUECHTIG offers an accessible, welcoming environment where everyone—regardless of ability—can learn, collaborate, and thrive**.**

Description of the Practice – min. 2000 characters
1) Context / Background What was the initial need or problem? Who was the target group? Was it part of a larger programme or project?
Initial Need or Problem: Adults with physical disabilities, neurodivergence, or chronic illnesses face persistent barriers to participation in formal education, vocational training, and professional life. These include inaccessible physical environments, a lack of inclusive pedagogical tools, limited peer networks, and few spaces that combine productivity with personal empowerment. Many learning and coworking environments fail to accommodate assistive technologies, provide sensory-friendly infrastructure, or offer customized learning paths. **Target Group:** • Adults with disabilities and neurodivergent individuals • Social entrepreneurs, caregivers, and community educators • People seeking inclusive professional development and co-learning environments **Part of a larger program or project?** Yes. TUECHTIG is supported by the non-profit association my ability e.V. and funded by a combination of Aktion Mensch, public innovation grants, and social investment. It is part of Berlin's broader push for accessibility and social innovation in education and employment.
2) **Objectives**

What were the goals of the practice?
What did it aim to improve or change?

- To provide an inclusive, fully accessible learning and coworking space where people with and without disabilities can develop skills, connect, and co-create.
- To offer peer learning and skill-building workshops tailored to the needs and interests of disabled adults and their allies.
- To empower participants through exposure to entrepreneurship, digital tools, and community leadership.
- To raise awareness and transform social perceptions about work, productivity, and inclusion.

3) Implementation / Methodology

How was the practice carried out step by step?
What activities or methods were used?
How long did it take?

Step-by-StepImplementation:

1. **Design Phase:** A universally accessible space was co-designed with users, featuring adjustable-height desks, barrier-free navigation, low-stimulation areas, tactile signage, and accessible kitchen/toilet facilities.
2. **Community Building:** The space began with targeted outreach to networks of disabled adults, caregivers, and inclusive educators to co-create the first programming modules.
3. **Programming Launch:** Workshops on digital skills, storytelling, accessible design, and social entrepreneurship were introduced. Peer mentors with lived experience were employed to lead and co-facilitate.
4. **Ongoing Operation:** TUECHTIG offers coworking memberships, accessible meeting rooms, and a rolling calendar of training, including:
    - “StartYour Project” entrepreneurship coaching
    - “Digital Tools for Inclusion” tech training
    - Art and expression sessions, inclusive coding groups, and community breakfasts
5. **Impact Monitoring:** Feedback loops, accessibility audits, and participant testimonials guide constant improvement.

4) Results / Outcomes

What were the concrete results?
How did the practice impact the participants?

Concrete Results:

- Over 200 individuals used TUECHTIG for learning, collaboration, or project incubation in the first 18 months.
- At least 15 community-led initiatives were launched from within the space (e.g., a neurodivergent tech collective, accessible podcasting group).

Co-funded by the European Union

- Participants reported significant increases in confidence, autonomy, and perceived professional agency.
- The model became a reference point for other inclusion-oriented hubs in Germany and Austria.

ImpactonParticipants:

- Empowerment through autonomy and choice in learning
- Increased visibility and leadership of disabled people in civic and professional spheres
- Strengthened social networks and cross-disability solidarity

5) Participants' Stories – optional

Short quotes, personal reflections or experiences shared by participant

6) Success Factors

What made the practice effective or innovative?

Were there any unique or creative elements?

What Made the Practice Effective or Innovative:

- Designed by and for people with disabilities using universal design and co-creation.
- Combined learning, working, and social empowerment under one roof.
- Peer-led approach ensured relevance, accessibility, and trust.

UniqueorCreativeElements:

- Inclusion of neurodivergent and sensory-sensitive design principles (e.g., quiet pods, lighting options)
- Creative use of assistive technologies (speech-to-text tools, tactile aids)
- Non-hierarchical programming: everyone can be a learner and a teacher

7) Transferability / Recommendations

Can the practice be used elsewhere?

What conditions are needed for successful implementation?

Can the Practice Be Used Elsewhere?
Yes. This model is highly transferable to urban areas with a strong adult learning sector or social innovation ecosystem.

ConditionsforSuccessfulImplementation:

- An accessible and centrally located space
- Collaboration with disabled people's organizations and community educators
- Mixed funding streams (public grants, CSR, social entrepreneurship)
- Investment in peer facilitator training and universal design expertise

8) Tips / Implementation Advice – optional

Checklists, lessons, or advice for those wishing to implement the practice.

- Don’t retrofit—design for inclusion from the start
- Involve potential users in every stage of planning and delivery
- Offer flexible engagement formats (drop-in, hybrid, 1:1 coaching)
- Embed peer learning and mentorship into all training modules

9) LessonsLearned - optional

Biggest surprises, obstacles or key takeaways during implementation.

10) Photos illustrating the described practice

Please attach at least 3 photos related to the described good practice - optional

Co-funded by the European Union

☒	Cultural / creative approaches
☒	Collaborative / partner-based
☐	Other (specify):
TARGET GROUP	
☒	Adults with low qualifications
☐	NEETs (Not in Education, Employment, or Training)
☒	Migrants / Refugees
☒	Older adults
☒	Women
☒	People with disabilities
☒	Other vulnerable groups
☒	General adult population
LEARNING ENVIRONMENT	
☐	Formal
☒	Non-formal
☒	Informal
SKILLS / COMPETENCES DEVELOPED	
☒	Literacy (reading, writing, comprehension)
☒	Numeracy (maths, logical thinking)
☒	Digital skills
☐	STEM (science, technology, engineering, mathematics)
☒	Personal, social and learning to learn
☒	Civic competences
☒	Entrepreneurship
☒	Cultural awareness and expression
☒	Language skills
☒	Job-related / vocational skills
☐	Green competences
☐	Other (specify):
POTENTIAL USERS	
☐	Teachers / Educators
☐	Administrative staff
☐	School / Centre management
☐	Policy makers / Public administration
☐	NGOs / Community organizations
☐	Other (specify):

Co-funded by
the European Union

XXIAdults

Co-funded by
the European Union

This document was created under the Creative Commons license:

Attribution-Non-Commercial-Share Alike (CC BY-NC-SA).

All or part of this document may be used, copied, and disclosed provided that the origin is mentioned, it is not used commercially, and its license is not modified.

All rights reserved.

© Copyright 2024 XXI Adults

Co-funded by the European Union