



Impact Report

2026

myAbility Social Enterprise GmbH

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1. Introduction

myAbility is an Austrian social enterprise with the vision of a society based on equal opportunity and accessibility. For about 12 years, we have been working to systematically strengthen and sustainably embed the inclusion of people with disabilities in the business world.

People with disabilities make up around one third of the population in German-speaking countries ([Eurostat, 2026](#)). Nevertheless, they continue to face significant disadvantages in the labor market. Structural barriers, a lack of accessibility and the limited strategic embedding of inclusion within companies lead to higher unemployment, lower income opportunities and an increased risk of poverty ([Statistik Austria, 2026](#)). At the same time, this represents untapped potential for businesses.

With this impact report, we demonstrate the contribution of myAbility in promoting disability inclusion and accessibility in the business world. We outline the societal problem we address, what our approach to solving it looks like and what impact we achieve through our services. The report follows the Social Reporting Standard and aims to present impact in a transparent and comprehensible way.

The following people contributed to this report: Antonia Cichocki, Anna Herzog-Lauks, Bettina Hillebrand, Sophia Neuwirth, Tania Pilz and Verena Aistleitner. Special thanks also go to the Center for Nonprofit Organizations and Social Impact at the Vienna University of Economics and Business (WU Vienna), with whom we worked in 2023, as part of the Innovation Voucher program of the Austrian Research Promotion Agency (FFG), on developing the myAbility impact model.

1.1. About myAbility

myAbility was founded in 2014 as myAbility Social Enterprise GmbH. The company's roots date back to 2009. A central pillar of our organization is active disability inclusion – about half of myAbility's employees are people with disabilities. Their perspectives directly shape the development of our products, services and consulting approaches.

myAbility views disability through the lens of the social model. The problem lies not in individual impairments, but in societal, organizational and structural barriers. For us, disability inclusion therefore means designing systems, processes and cultures in such a way that diversity is considered the norm. Our approach combines social impact with economic logic. We primarily collaborate with companies in the primary labor market and demonstrate that disability inclusion and accessibility are not only necessary for society but also economically beneficial.

2. Societal problem and solution approach

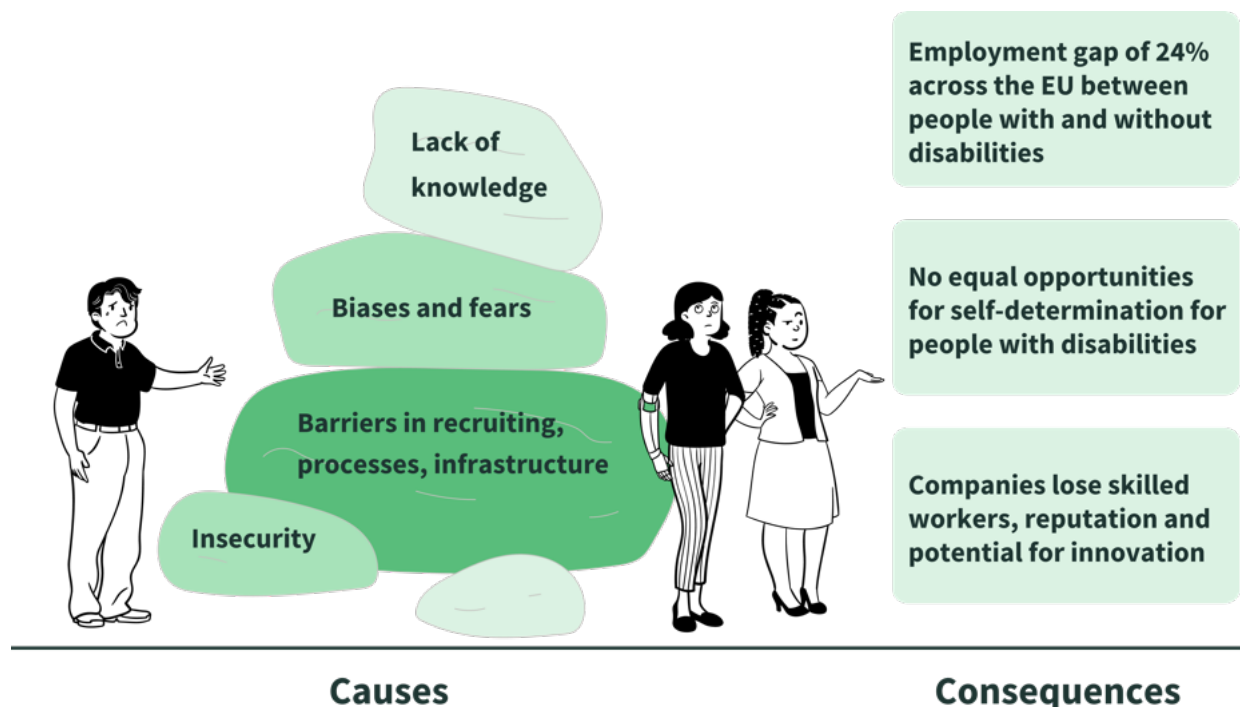
2.1. The societal problem

People with disabilities continue to face systematic disadvantages in the labor market. Barriers in recruiting, work processes, digital and physical infrastructure but especially also a lack of knowledge, unconscious bias and uncertainty, e.g. about regulatory requirements, make access, retention and career advancement more difficult.

Disability is also less frequently integrated into governance processes than other dimensions of diversity. We attribute this, among other things, to the lack of reliable, action-guiding data on the inclusion of people with disabilities in companies. As a result, disability inclusion often remains selective, project-based or communicative in nature rather than structurally embedded.

The consequences are significant:

- The employment gap between people with and without disabilities remains at around 24 percent across the EU ([Eurostat, 2024](#)).
- People with disabilities do not receive fair opportunities for self-determination in the secondary labor market, and are disproportionately affected by unemployment and the risk of poverty ([Statistik Austria, 2026](#)).





2.2. Previous solution approaches

Approaches to greater disability inclusion in the labor market can be found in both the nonprofit and for-profit sectors. Nonprofit organizations primarily focus on supporting people with disabilities, for example, through counselling, training or career entry support. This work is crucial, but it is insufficient on its own if structural barriers within companies persist.

In the for-profit sector, many consulting firms offer services related to Diversity, Equity and Inclusion (DEI). These services are usually broad in scope and cover several dimensions of diversity. However, the focus on disability is often lost or given lower priority.

2.3. Our solution approach

Our goal is to establish the inclusion of people with disabilities in companies in the long term. This is based on an understanding of impact grounded in the social model of disability. According to this model, disability arises from barriers in the environment, structures and attitudes. Inclusion therefore means systematically identifying and dismantling these barriers.

Our services are divided into three interconnected areas. In all three, we directly address companies and people with disabilities.

1. **Employment and career:**

Through our job platform **myAbility.jobs** and the **myAbility Talent® program**, we create direct access to high-quality job and career opportunities. myAbility.jobs is the largest job platform for people with disabilities in the German-speaking region (DACH). Job seekers can find positions at companies that are consciously and consistently committed to disability inclusion. At the same time, companies strengthen their inclusive employer branding and gain access to qualified talents. The myAbility Talent® programs bring people with disabilities and companies together purposefully. They include job coaching, job shadowing and networking events.

2. **Consulting and training:**

We support companies in implementing disability inclusion and accessibility in both internal and external processes. This includes **awareness training**, in-depth training on specific topics, **audits**, and the further development of **digital and physical accessibility**. In addition, we conduct status quo analyses of processes and provide **strategic consulting**. The goal is to structurally embed disability inclusion within organizations long term.

3. **Business Forum:**

The **myAbility Business Forum** is a business network with over 100 members in the DACH region. We promote exchange and peer learning through various formats and support the collaborative development of disability inclusion practices. Sharing experiences strengthens the impact beyond individual organizations. In



addition, we contribute key topics related to disability inclusion and accessibility to political and social discussions.

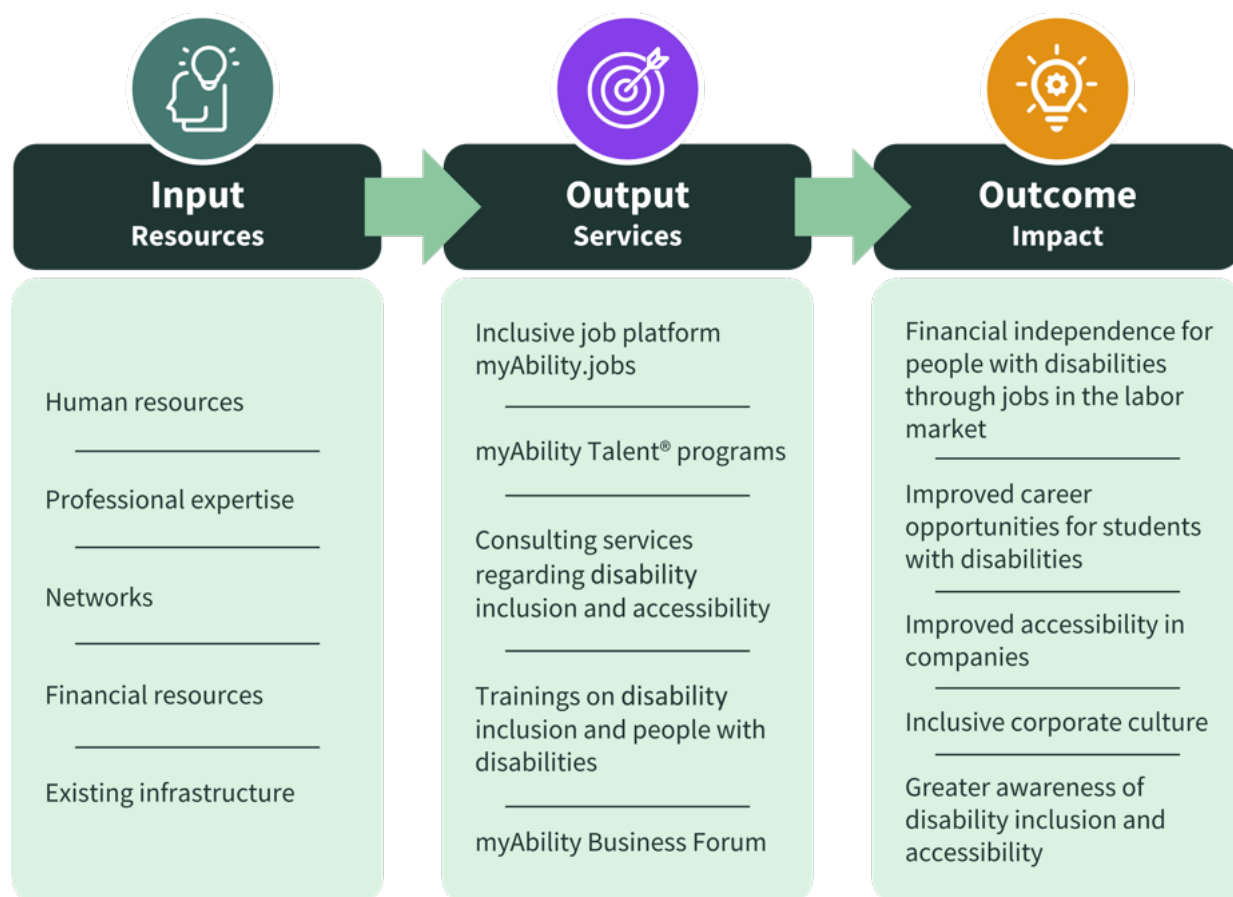
This creates effects on several levels: in individuals, organizations, and long term in the economic system.

3. Resources, services and impact

The impact of myAbility is based on a clear logic of impact. For this purpose, a well-founded, cross-product impact model was developed in 2023 in cooperation with the Center for Nonprofit Organizations and Social Impact at WU Vienna. Starting with the invested resources (input), myAbility delivers concrete services (output), as described above. These lead to measurable changes among the target groups (outcome), such as increased knowledge about disability inclusion, concrete measures within companies, or improved career opportunities for people with disabilities. Long term, these changes contribute to a more inclusive business world and society (impact).

For myAbility, this specifically means the following:

- **Input:** Personnel, professional expertise, networks, financial resources, and the existing infrastructure
- **Output:** Inclusive job platform, myAbility Talent® Program, consulting services on disability inclusion and accessibility, training sessions on the inclusion of people with disabilities and the Business Forum as a networking platform; Measurable outputs: Number of inclusive job postings on the job platform, number of participants in programs, number of completed consulting projects and trainings, number of events
- **Outcome:** Financial independence for people with disabilities through jobs in the primary labor market, increased career opportunities for students with disabilities, improved accessibility in companies and an inclusive corporate culture; Impact: The labor market becomes inclusive, social participation for all, increased public awareness through talented role models and a changed view of people with disabilities in society



3.1. Invested resources (Input)

The delivery of myAbility's services relies heavily on the expertise and dedication of our interdisciplinary team. In 2024 and 2025, myAbility employed an average of 50 staff members, which corresponds to 38.15 full-time equivalents (FTE). About half of the employees indicated in a voluntary self-assessment that they live with a disability or chronic illness – regardless of any officially determined degree of disability.

The perspectives of people with disabilities are thus a central component of our organization and are directly incorporated into the development and implementation of our services.

3.2. Provided services (Output)

To track our output on a regular basis, we use dashboards across all teams to monitor the number of projects and events completed, products sold and the number of participants or people reached.



During the reporting period of **2024 and 2025**, the following services, among others, were provided:

Overview of the input and output in 2024 and 2025

Table 1: Overview input resources

Input: Resources	Numbers
Employees	50
Full-time equivalents (FTE)	38,15
Employees with disabilities	50 %

Table 2: Overview output services

Output: Services	Numbers
Trainings	409
Trainings participants	7.512
Consulting projects	100
Reached people via consulting projects	1.506
Members of the Business Forum in Austria and Switzerland	110
Events	34
Event participants	3.440
Talent® programs	8
Talents	215
Partner companies Talent® programs	76
Job postings on myAbility.jobs	78.130

These services form the basis for the changes among our target groups described in the following chapters.

3.3. Achieved outcome

We use various evaluation methods to measure the impact of our services. These include pre- and post-surveys, which measure changes before and after interventions, one-time surveys on specific services and qualitative feedback questions that provide in-depth insights into experiences and perceived changes.

In summary, we have identified overarching impacts for two target groups: people with disabilities as well as companies and employees.



The results regarding the overarching impact show a high level of agreement that the goals have been achieved in key areas. Among people with disabilities, the agreement to **increased self-confidence** is at **70 %**, and the agreement to **improved career opportunities** is at **64 %**.

There is also a clear impact on companies and employees: the agreement that there is **greater awareness of disability inclusion and accessibility** is at **80 %**, and the agreement that there is **greater knowledge of these topics** is at **82 %**. **Clarity regarding necessary measures** is also rated very positively, at **77 %**.

3.4. Achieved outcome by product category

This section shows the results achieved by our services, broken down by product category.

Trainings

Our training programs are specifically designed to strengthen knowledge, confidence and professional competence in dealing with disability inclusion. The results clearly show positive changes:



Voices of training participants:

I found both the presentation and the Sensing Journey really fascinating. We learned a lot of new things that will help us in our work.



A very good training session and a real eye-opener. It became clear once again that language creates worlds. Thank you for the reminder to pay special attention to this. The three experts speaking on their own behalf were also great. Very valuable. I'm happy to share what I've learned with my colleagues so that awareness can be raised here as well.

I think what myAbility does is great, and that training was the first time I truly understood the practical needs of people with disabilities in the workplace.



Solutions (strategy consulting)

The strategic consulting projects help companies systematically analyze disability inclusion, identify specific measures and prioritize them. The surveys reveal the following largely positive changes:



Voice of a project manager on the company side:



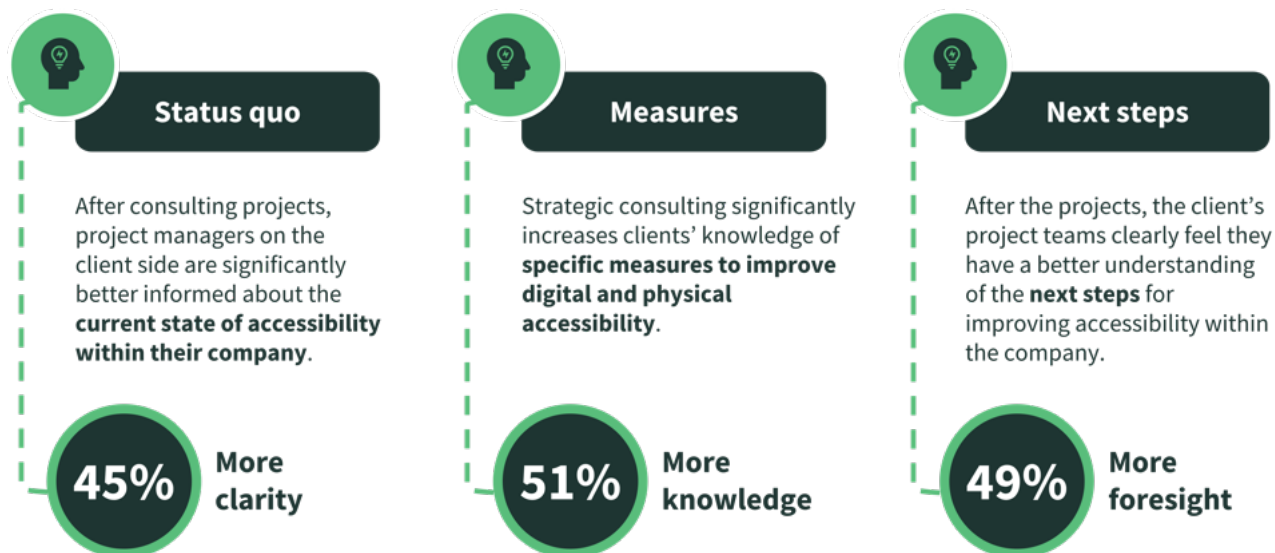
Through our collaboration with myAbility and the use of the DisAbility Compass, we were able to further develop inclusion in our field in a structured and strategic manner. The in-depth analysis helped us identify specific areas for action and define realistic, effective goals. This resulted in a clear action plan that is already showing initial success in implementation and is having an impact beyond our field as well.

Bernd Schramm

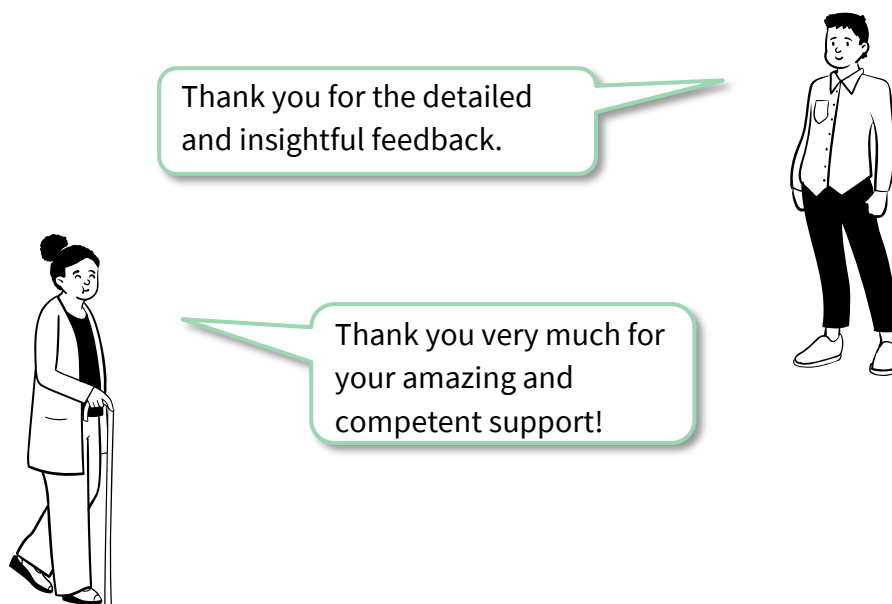
Program manager for the inclusion of people with disabilities
German Society for International Cooperation (GIZ) GmbH

Accessibility (digital and structural accessibility)

Accessibility consulting involves identifying requirements related to digital and structural accessibility, assessing the status of efforts and identifying and implementing potential for optimization. The surveys show significant improvements:



Voices of project managers on the company side:



Business Forum

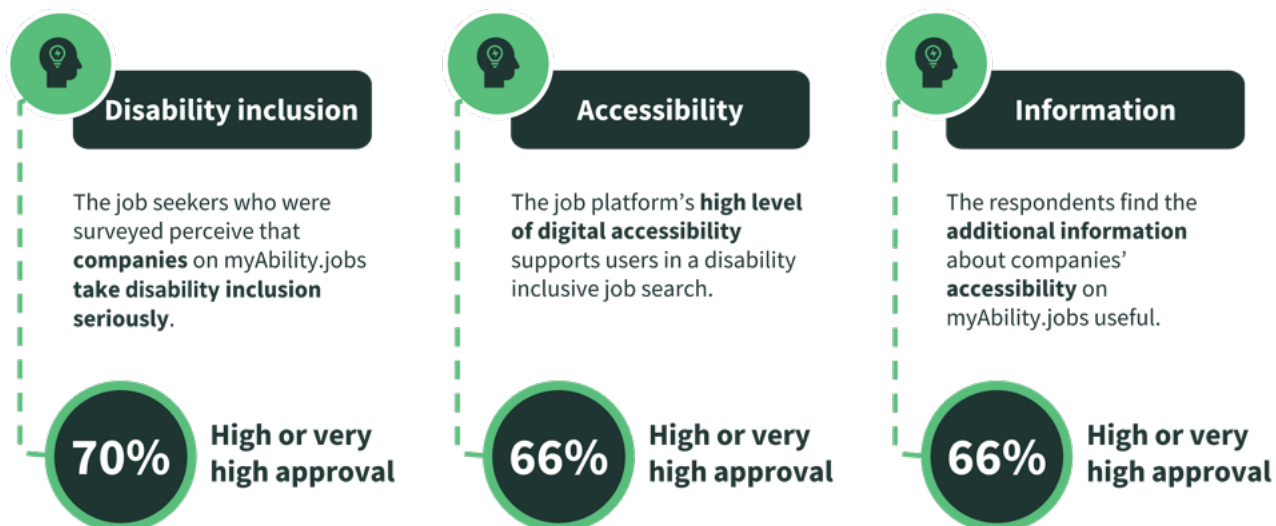
The myAbility Business Forum connects companies that are actively engaging with the inclusion of people with disabilities and promotes knowledge sharing through various formats. The surveys show:



Image: 10th anniversary of the Disability Confidence Day 2024

Job platform myAbility.jobs

myAbility.jobs aims to help people with disabilities find inclusive employers. At the same time, high standards are set for the job platform's accessibility. The surveys highlight the positive effects:



Voices of job platform users:



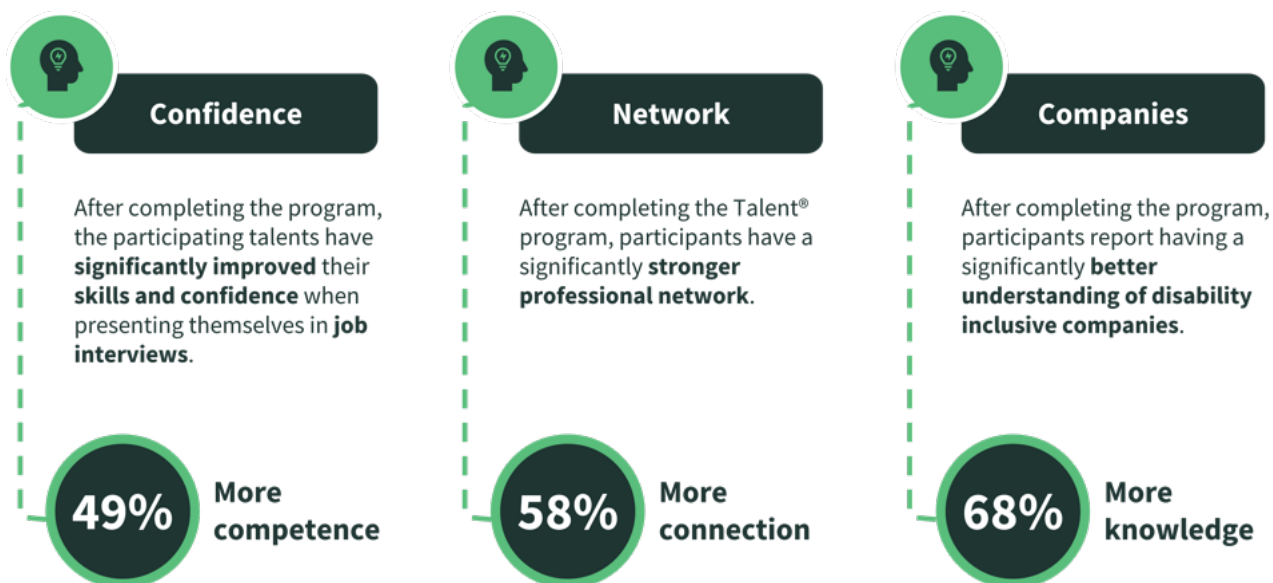
This is a great initiative. I'm curious to see if I can find a job through it that's suitable for my health situation. In any case, thank you very much for the platform, and keep up the good work!

I'm so glad that myAbility exists and is working to raise awareness.



Talent® program

The myAbility Talent® programs strengthen the career skills of people with disabilities and foster their connections with companies. The results show significant positive changes:



Voices of talents:



I am very grateful for this project, especially because it has given me more confidence in myself.

All in all, I just want to thank you once again for letting me share this experience and journey with you. It has been an enrichment, and I am excitedly curious to see what happens next.





3.5. Measures for ongoing evaluation and quality assurance

During the reporting period of 2024 and 2025, data on the impact of our services was continuously collected. Impact analysis is an integral part of all projects and is conducted on an ongoing basis. The collected data is regularly evaluated and reported back to the respective team leaders and product owners in a structured manner every six months.

Based on this, the teams identify specific measures for quality assurance and the further development of our services. In doing so, we ensure that our services are continuously optimized and adapted to the needs of our target groups.

4. Planning and outlook

4.1. Planning and goals

“Our inclusive team offers solutions to understand, measure and live disability inclusion. By 2027, we will support 1,000 companies in this effort and reach 1 million people. Together, we are shaping a business world that offers equal opportunities and is accessible to everyone.”

Since its founding in 2014, myAbility has grown steadily in terms of its reach, service portfolio and social impact. At the same time, the core social problem persists: Structural disadvantages for people with disabilities remain a reality. This presents a clear call to action for the coming years.

1. Strategic development and scaling

We are continuing to develop our consulting services to make disability inclusion and accessibility easier to implement in companies, and to make it more measurable and comparable on an international level. Our goal is to scale our services, partially automate processes and make targeted use of digital solutions without compromising on quality.

2. Internationalization and strengthening of knowledge exchange

Following our expansion in the DACH region, the opening of an office in Germany in 2026 marked an important milestone in our development. In addition, our international networking efforts focus on the exchange of knowledge and best practices.

3. Sustained focus on impact

We view the focus on impact as a management tool and as the foundation for transparent communication with clients, partners and funders. We maintain this system so that we can measure the progress of our work accurately.

In addition to these strategic goals, we incorporate environmental sustainability into our organizational development. Digital formats, resource-efficient work practices and sustainable IT infrastructures are key guiding principles for our continued development.



4.2. Influencing factors, chances and risks

Particularly the past year, 2025, has shown that the development of DEI depends heavily on political and economic conditions. International political developments and economic uncertainties are coupled with growing regulatory and societal pressure around social sustainability. The implementation of the EU Directive on Sustainability Reporting (CSRD, ESRS) as well as requirements for the accessibility of products and services significantly increase the strategic relevance of the inclusion of people with disabilities.

This presents both risks and opportunities. Risks arise primarily from tightening budgets and political counter-movements that can delay or roll back disability inclusion measures. At the same time, the need for robust metrics for social sustainability is growing, which anchors the inclusion of people with disabilities more firmly in strategy and management. The shortage of skilled workers also serves as a clear driver: More companies are seeking new ways to expand their talent pools and retain employees long term. This makes the economic potential for disability inclusion more visible, for example, through lower employee turnover, financial savings and the tapping of qualified talent.

5. Organization and networks

5.1. Organizational structure

myAbility has its roots in the job platform myAbility.jobs (formerly Career Moves), founded in 2009 by Gregor Demblin and Wolfgang Kowatsch. In 2014, Demblin, Kowatsch, Sandra Edelman and Michael Aumann formally established myAbility Social Enterprise GmbH. Today, the company is jointly led by Michael Aumann and Wolfgang Kowatsch. A three-person leadership team is responsible for strategic development and consists of Sebastian Brettel (Head of Business Development), Bettina Hillebrand (Head of Recruiting Products) and Fides Raffel (Head of Solutions, Accessibility, Forum and Training until February 2026).



Image: myAbility team picture 2026



5.2. Partners and networks

The impact of myAbility is not only based on our own achievements, but also on strong partnerships and active engagement with national and international networks. Through this collaboration, we promote knowledge transfer, shared standards and the further development of the inclusion of people with disabilities in business and society.

Special thanks go to our partners who provide strategic guidance and support our work. These include, in particular, the Network Council in Austria, consisting of experts from UniCredit Bank Austria, IKEA, PwC, REWE and Verbund, as well as the myAbility advisory council in Germany, featuring Prof. Dr. Stephan Alexander Böhm (HSG), Dr. Karen Hadem (Hanns R. Neumann Foundation), Michaela Jaap (Hays), Susann Klebig-Noesch (Die Techniker), Janis McDavid (speaker and author) and Carsten Volkert (Allianz).

The following is a list of networks and partnerships in which myAbility is active:

Through our Business Forum, we represent the **Global Business and Disability Network** (GBDN) of the International Labor Organization (ILO) in Austria and Switzerland. GBDN connects 34 national business networks worldwide. The UN organization thus facilitates global exchange to promote the inclusion of people with disabilities in the workforce.

TheValuable500 is an international campaign aimed at putting the issue of disability on the agenda of the 500 most influential CEOs. It connects disability inclusion leaders worldwide and supports them in their efforts. myAbility has been working closely with the campaign for many years. Among other things, it contributed to the “Goals and Governance Accelerator” webinar series in 2025 and was represented by Michael Aumann at the international “SYNC25” summit in Tokyo, Japan, with the keynote “Beyond Compliance: How Reporting Drives Strategic Disability Inclusion and Leadership Commitment”.

Disability Hub Europe is a transnational, multi-stakeholder initiative led by Fundación ONCE to raise awareness and promote the intersection between sustainability and the inclusion of people with disabilities. As one of eight leading members, myAbility brings forward the perspective of companies from the DACH region and contributes to the collective positioning of disability inclusion at the EU level, in both economic and institutional contexts.

The international platform **business disability international** (bdi) was founded by Susan Scott-Parker with the goal of building “disability confidence” worldwide – that is, the confident approach to disability. It focuses on solutions for over one billion people with disabilities. The myAbility Business Forum has been in a strategic partnership with bdi since its founding.

The Zero Project is a global, research-based initiative of the Essl Foundation that highlights innovative solutions for implementing the UN Convention on the Rights of Persons with Disabilities and fosters global networking. Every year, the internationally



recognized Zero Project Conference takes place at the United Nations in Vienna. myAbility has been closely associated with the Zero Project since its founding and is actively involved in ongoing joint networking efforts. Currently, we are collaborating with Zero Project Austria and Michael Pichler on the project “100 Voices for an Equitable Economy”, among other initiatives.

Ashoka is a global network for social entrepreneurs that helps them amplify their social impact and drive systemic change. Gregor Demblin’s Ashoka Fellowship and the associated pro bono support from Accenture formed a key foundation for myAbility, and the strong partnership continues to this day.

In Austria, **SENA** serves as the political voice of companies that view the economy as a tool for creating social, environmental and economic value. myAbility is a co-founder of SENA and, together with Wolfgang Kowatsch, served on the board for more than four years to help shape better conditions for meaningful social entrepreneurship.

The **Charta der Vielfalt** (English: diversity charter) is committed to anchoring diversity in the economy and society. Across Europe, there are 27 diversity charter initiatives organized at the national level, which together represent over 17,000 private and public organizations, NGOs, and labor unions. myAbility collaborates with the diversity charter primarily in [Austria](#) and [Germany](#) through events and related activities.

Dialogue Impact is a nonprofit social enterprise in Germany that promotes disability inclusion and empathy through keynote speeches, workshops and educational journeys. myAbility works in strategic partnership with Dialogue Impact to develop joint solutions for companies.

The **UnternehmensForum** is a nationwide, cross-industry employer network in Germany that is committed to the inclusion of people with disabilities in the workforce. For myAbility, the UnternehmensForum has been an important partner network for many years in promoting the inclusion of people with disabilities in the workplace.

BHP Brugger + Partner works with organizations in Switzerland on strategy, transformation and sustainability, with the goal of creating a positive impact. Together with Barbara Rigassi and BHP, myAbility implements key initiatives in Switzerland, such as the myAbility Talent® Program, the myAbility Business Forum and the new “Leaders Circle”.

Since 2004, **EnableMe Switzerland** has promoted self-determination and inclusion for people with disabilities through dialogue, encouragement and helpful information. Together with EnableMe Switzerland, myAbility operates the job platform in Switzerland, thereby supporting access to inclusive career opportunities.

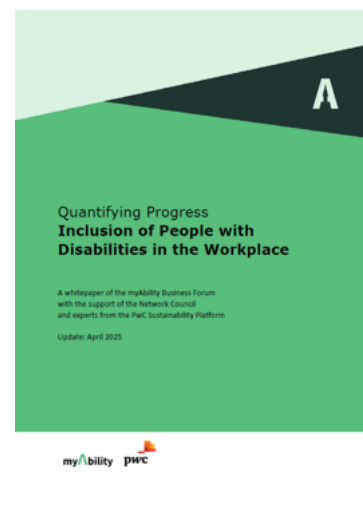
5.3. Publications

Through various publications, myAbility actively contributes to the advancement of knowledge and standards in the areas of disability inclusion and accessibility.

Two white papers were published in 2024 and 2025:

Quantifying Progress – Inclusion of People with Disabilities in the Workplace

The white paper shows that measuring disability inclusion is a key prerequisite for strategically managing and sustainably anchoring it within companies. Driven by regulatory requirements such as the CSRD and ESRS, the systematic collection of metrics is becoming increasingly important. However, the added value goes beyond mere compliance: Companies benefit from greater transparency, better control over initiatives and stronger internal and external positioning as disability inclusive employers. A holistic approach is crucial, covering not only the representation of people with disabilities but also areas such as accessibility, recruiting, awareness and networks, in order to make progress visible and manageable.



What makes inclusive companies successful? Data-based insights into business practice



This white paper identifies key success factors for disability inclusion based on a comprehensive data analysis of projects with companies. The results show that individual metrics, such as the employment rate alone, do not provide insight into the actual degree of disability inclusion. Instead, the strategic embedding of the inclusion of people with disabilities as well as systematic, inclusive recruiting are particularly crucial. Companies achieve a significantly higher level of maturity with clearly defined goals, responsibilities and metrics. At the same time, factors such as leadership competence, corporate culture and structural measures play a central role in effectively implementing disability

inclusion long-term and leveraging it as a competitive advantage.

In addition to the white papers, myAbility contributed the following article to the anthology “SDG 8: Menschenwürdige Arbeit und Wirtschaftswachstum” (English: Humane work and economic growth), published by Springer:

Accessibility in the labor market? How to ensure equal access for people with disabilities

Taking diversity and inclusion into account as aspects of social sustainability is becoming increasingly important for companies. However, when it comes to the inclusion of people with disabilities in the primary labor market, many companies are still in the early stages. This article therefore examines what equality in the labor market must look like for people with disabilities and what specific measures companies can take in this regard. This is structured around the phases of the employee lifecycle, with a focus on the initial phases of attraction, recruiting and onboarding. Recommendations and best practices for these measures are intended to help professionals more effectively advance disability inclusion within their own companies. In addition, the article highlights the relevance of these measures for internal communication and external sustainability reporting.



With the **Inclusion Guides**, we also contributed to the development of a hands-on manual for an inclusive world of work. In 2025, the chapter “Inclusion in Recruiting” was published as part of the guide, outlining concrete approaches for designing accessible and disability inclusive application processes.

5.4. Awards

myAbility’s work is regularly recognized with awards. As of 2024, a total of 15 prizes and awards have been presented, including the Austrian Leading Companies Special Award for Inclusion, the HR Award and the Diversity Accelerator Award 2023.

Since 2024, myAbility received additional prestigious awards:

- 2024 Swiss Diversity Award in the category “Disability” for the myAbility Talent® program
- 2024 and 2025 kununu Top Company
- 2025 Generali SME EnterPRIZE in the category “Sustainable Business Model” and overall Austrian Winner
- 2025 Impact of Diversity Award in the category “Inclusive Workplace” for the Hays & myAbility Talent® program

These awards underscore the relevance and quality of our work, as well as the continuous development of our services.



Image: Swiss Diversity Award /(c) Sandra Blaser



Image: Generali SME EnterPRIZE/ (c) Generali

5.5. Media coverage and stage presence



Images: Screenshots from media articles

In 2024 and 2025, myAbility was mentioned a total of 187 times in the media. Of these, 22 mentions were in German media and 165 in Austrian media, including 13 print articles and 98 online articles. In terms of content, the coverage focused in particular on measuring disability inclusion and ESG reporting. myAbility employees were regularly quoted as experts in these reports.

In addition, experts from myAbility discuss current topics related to disability inclusion in podcasts, such as the [aehre podcast](#) and [KI Mythbusters](#). Their growing recognition as “thought leaders” is also confirmed by their increased presence as speakers at business events. In 2025, myAbility was represented by speakers at 31 events in German-speaking countries, including the F.A.Z. Corporate Diversity Summit in Germany, the Global Disability Summit with our own side event and the HR Inside Summit in Austria.



Images: Global Disability Summit Side Event, HR Inside Summit, DEI Excellence Summit and Zero Conference Side Event

5.6. Campaign work Positively Purple

For the International Day of Persons with Disabilities on December 3, myAbility has been coordinating the international awareness campaign [#PositivelyPurple](#) (known as “Purple Light Up” until 2023) for German-speaking countries since 2019. The Positively Purple campaign was launched in England in 2017 by Kate Nash and PurpleSpace, and uses the color purple to send a visible message of disability inclusion and diversity worldwide and to celebrate the contributions of employees and customers with disabilities. The focus is on economic self-determination, economic participation and the contribution of people with disabilities.

Every year, more than 200 companies and organizations in German-speaking countries take part in the campaign. In 2025, the participating organizations published **829 posts** as part of #PositivelyPurple, generating **65,000 online interactions**. The campaign also features purple building illuminations and informational materials for employees and the public.



Image: #PositivelyPurple banner featuring pictures from initiatives by partner companies

6. Imprint

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This report is guided by the Social Reporting Standard.
For more information, visit www.social-reporting-standard.de

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