



www.reintegrate.eu

Design: EWORX S.A.

Partners



Work Research Centre  
Dr. Richard Wynne  
r.wynne@wrc-research.ie  
www.wrc-research.ie



Irish Business and Employers  
Confederation (IBEC)  
Frank Cunneen  
frankcun@esatclear.ie  
www.ibec.ie



European Platform for  
Vocational Rehabilitation  
(EPR)  
Jan Spooren  
jan.spooren@epr.eu  
www.epr.eu



EWORX S.A.  
Tilia Bousios  
tb@eworx.gr  
www.eworx.gr



NIDMAR – National Institute  
for Disability Management  
and Research  
Wolfgang Zimmerman  
wolfgang@nidmar.ca  
www.nidmar.ca



www.reintegrate.eu

reintegrate



Return to Work –  
An Integrated  
e-Learning  
Environment



## Background

An emerging labour market trend with serious repercussions for social protection systems is the major shift in workforce demographics towards older workers. One consequence of an ageing workforce is the increase in the likelihood of illness or injury and consequent absence and in many cases the loss of a job on the part of the worker. More responsive approaches on the part of employers and worker representatives could significantly impact on the workability and employment of ill and injured workers.

This project sets out to transfer knowledge, skills and resources, which were developed in a wide range of European and national initiatives aimed at retaining and reintegrating vulnerable employees into work and promoting healthier working lives.

## Aims

- To develop a set of tools to improve employer practice in return to work (assessment tool, face to face training course and an e-learning environment).
- To transfer research and policy based knowledge to improve the practice of employers in return to work (by awareness raising, training provision and tool based support).
- To transfer the knowledge and skills developed within the project across national boundaries.
- To implement the training and assessment tool in field trials - the results will be used for updating the main outputs of the project.
- To establish long-term plans and activities to support the sustainability of the project outputs.

## Outcomes

- A Self-Assessment Tool that provides the user with a profile of their own knowledge and skills and an organisational profile
- A training course for employers, workers representatives and HR Professionals
- An e-learning environment, which includes:
  - general information
  - the Self-Assessment Tool
  - the training course
  - links to key websites
  - resource materials

## Target Groups

### Main target group:

People who are responsible for making decisions about retention or recruitment. These may include HR staff, owner managers, welfare staff and others.

### Other target groups:

- Trade unionists or staff representatives attitudes
- Employers and labour representative organisations
- Service providers

## Beneficiaries

### Direct beneficiaries:

- Employees who have become ill or disabled and whose chances of continued employment can be positively affected by the proposed measures.

### Indirect beneficiaries include:

- Service Providers - increased awareness of types of actions which employers need to take and can supplement their own service offers.
- Health and Safety Professionals - will benefit from the knowledge and tools to be developed within the project.
- Policy Makers - increased awareness of the best ways to support retention and recruitment.

*Back to work!*

