



Integrated e-learning environment for managing job retention and return to work

Training of Trainers, 11-12 November 2008, Porto

Draft Programme

Introduction

The EU is facing a substantial challenge in achieving the targets set by the Council of Ministers in relation to reducing the numbers of older people leaving work through early retirement and extending the working life of older workers (Barcelona & Stockholm European Councils). The targets are set to be achieved by 2010. To achieve these targets the proportion of workers in the 45-60 age range taking early retirement as a result of ill-health and disability must be radically reduced.

As an effort to reach these targets, the *Reintegrate* Project sets out to build on existing projects outputs in the field of disability and employment in order to address the skills and knowledge gaps of employers. In order to do so, the project intends to design ICT-based delivery mechanisms aimed at transferring innovative approaches from the realm of research to employers practice. The central spine of the project is a web-based self-assessment tool to allow work-based professionals to explore their own levels of knowledge and organisational strategies in relation to good practice and e-learning and face to face training modules derived from the accumulated results of previous projects and current good practice internationally.

Objectives

The Training of Trainers aims to introduce participants to the first version of the main outputs of the project for purposes of evaluating, amending and valorising them on the basis of national experience. In this way, the conditions for the implementation of the project tools will be created in the participants' jurisdictions.

Location

The training will be hosted by *Centro de Reabilitação Profissional de Gaia* (CRPG), a leading rehabilitation organisation and EPR member based in Porto.

CRPG

Avenida João Paulo II
4410-406 Arcozelo vng
Portugal

Programme

Tuesday 11 November 2008

Session 1 : The context of reintegrate

- Disability Management and Return to Work practices in the national centres
- Introduction to the Reintegrate project
Jan Spooren, Nadège Jibassia
 - Objectives
 - Overall work plan
 - Partners and role/tasks of National centres
- Results of the training needs analysis of employers
Richard Wynne, Leonie Lynch
 - Presentation of results and analysis of needs assessment
 - Group discussion and validation

Session 2: Presentation of training tools for employers

Tilia Boussios, Chris Condos and Donal McAnaney

- Self-assessment questionnaire
- E-learning environment
- Feedback from the participants

Session 3: Contact training

Richard Wynne /Leonie Lynch and Frank Cunen

- Facilitation techniques and pedagogical approach for the Face-to-Face training
- Presentation of PowerPoint and training materials
- Profile of participants and modalities for Face-to-Face training
- Practical exercise

Wednesday 12 November

Session 4: Adaptation of training (materials) to national context

Donal McAnaney and Leonie Lynch

- Guidelines for translation and discussion on materials adaptation
- Grid for information on national context
- Translation and use of self-assessment questionnaire

Session 5: Evaluation of testing/piloting

Richard Wynne and Jan Spooren

- Scenario for focus groups (incl. profile of participants)
- Template for deliverables and reporting
- Planning, next steps, summary of tasks
- Discussion on sustainable deployment/dissemination of project results in the 6 countries

Facilitators and trainers

- **Work Research Centre (WRC), Ireland**

Richard Wynne is a director of WRC since 1988 and is responsible for projects in the areas of workplace health and wellbeing, workplace related disability issues and diversity management. His work in the health field reflects his interest in structural features of the workplace as they affect health and wellbeing. Richard Wynne has already been involved in various EPR activities, the last one being the training seminar on Ageing Workforce (14 February, Brussels).

Until recently Director of Innovation and Research at REHAB, *Donal McAnaney* has joined WRC as a Disability Research Consultant. He has worked at national and international level in relation to the employment of people with disabilities for more than 20 years. D. McAnaney is one of the main EPR consultants involved in a large number of EPR studies, trainings and meetings every year and is currently leading a learning group on the implementation of ICF in rehabilitation centres.

Leonie Lynch is a senior consultant with the Work Research Centre. She has a background in research and innovation projects in the area of disability and rehabilitation. At present she is mainly involved in project managing European projects in the area of employment and health.

- **Works Safety Group (WSG), Ireland**

Frank Cunneen had a long career with I.C.I. Ireland Ltd. and subsequently Zeneca Ireland Ltd. of which he was Chairman and Managing Director up to 31st December 1998, when he retired from the board of the company.

- **European Platform for Rehabilitation (EPR)**

Jan Spooren is a specialist in disability legislation in particular and has advised on many occasions different governments in Europe in this field. With 10 years experience with the management of large EU funded international projects and as General Secretary of EPR, J. Spooren has the expertise and capacity to translate in a coherent way trans-national objectives into concrete actions within a specific national context.

In her capacity of project coordinator, *Nadège Jibassia* is in charge of EPR's involvement in European projects. Her tasks and responsibilities include project management and project development activities and relations with experts.

- **Eworx, Athens**

Tilia Boussios is an experienced Senior Consultant and Project Manager in Internet related projects for Eworx. Tilia has had extensive experience with European Institutions, having undertaken projects for EUROSTAT, EUR-OP and IDA.

Chris Condos is an experienced E-Learning Consultant who has successfully developed a number of online learning environments for academic and private institutions.