

## REINTEGRATE

LLP/LdV/TOI/2007/IRL-505

<http://www.adam-europe.eu/adam/project/view.htm?prj=5599>

## Projektinformationen

Titel: REINTEGRATE

Projektnummer: LLP/LdV/TOI/2007/IRL-505

Jahr: 2007

Projekttyp: Innovationstransfer

Status: bewilligt

Land: IE-Irland

Marketing Text: AS ENGLISH

**Zusammenfassung:** This project aimed to equip employers with the skills necessary to manage and reduce absenteeism by introducing a return to work strategy within the workplace. The e-learning package includes 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 and representatives and HP professionals; and an e-learning environment which includes general information; the self-assessment tool, the training course, links to key website and resources materials. There is also a cost calculator available on the website which enables employers to evaluate exactly how much absenteeism is costing his/her business.

**Beschreibung:** The project objectives included:

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

Themen:

Sektoren:

Produkt Typen: Programme/Curricula  
 Lehrmaterial  
 Homepage  
 Module  
 Unterlagen für offenen Unterricht

**Produktinformation:** Many people can benefit from this project. These include employees who have become ill or disabled and whose chances of continued employment can be positively affected by the proposed measures. Employers can also benefit through increased availability of staff in the workplace.

- Indirect beneficiaries include:
- Service providers
- Health and Safety Professionals
- Policy Makers

The project aims to retain and reintegrate vulnerable employees into work and promote healthier working lives. The website resources enable employers to understand return to work processes and advises on the most effective means for dealing with long-term illness and how best to manage absenteeism, returning employees to work in a safe and timely manner.

Projektwebseite: [www.re-integrate.eu](http://www.re-integrate.eu)

## Vertragnehmer

Name: Work Research Centre Ltd.  
Stadt: Dublin  
Land/Region: Dublin  
Land: IE-Irland  
Organisationstyp: National Agency  
Homepage: <http://www.re-integrate.eu>

## Kontaktperson

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## Partner

### Partner 1

Name: EWORX S.A.  
Stadt: Athens  
Land/Region: Attiki  
Land: EL-Griechenland  
Organisationstyp: National Agency  
Homepage: <http://www.eworx.gr>

### Partner 2

Name: European Platform for Vocational Rehabilitation (EPR)  
Stadt: Brussels  
Land/Region: Bruxelles Cap, Brussel Hof  
Land: BE-Belgien  
Organisationstyp: National Agency  
Homepage: <http://www.epr.eu>

### Partner 3

Name: Irish Business and Employers Confederation (IBEC)  
Stadt: Dublin  
Land/Region: Dublin  
Land: IE-Irland  
Organisationstyp: National Agency  
Homepage: <http://www.ibec.ie>

## Projektdateien

re-integrate-brochure-final.pdf

<http://www.adam-europe.eu/prj/5599/prj/re-integrate-brochure-final.pdf>

Re-Integrate Project Brochure

## Produkte

- 1 Re-Integrate website

## Produkt 'Re-Integrate website'

Titel: Re-Integrate website

Produkttyp: Homepage

**Marketing Text:** Long-term absence from work due to ill health is on the increase across Europe. This project was designed to identify effective methods and approaches which could be used by professionals to improve their Return to Work records. Reintegrate aims to support the safe and timely return of people to work, who have become ill or injured. Reintegrate helps employers to develop good practice in organisations where absenteeism has become an issue. Individuals who use this website are provided with the appropriate guidelines and resources necessary to reduce absenteeism and improve the organisations overall approach to Return-to-Work. The website incorporates a number of features which are vital for improving your organisation's Return to Work performance. Once registered, you may avail of all the resources the website has to offer.

**Beschreibung:** The site provides links to sources of specific and general information about Return to Work. Here you will find useful website links; a bibliography containing a multitude of useful documents, all concerning Return to Work practice; Information and examples of projects carried out on Absenteeism and RTW issues; Key policy documents and the Reintegrate library.  
One of the main resources provided by the Reintegrate website is the e-learning environment, which incorporates some invaluable functions. There are three main themes in the e-learning environment:

1. An E-learning Course, which Contains 21 Modules Organised into Five Main Areas  
Four of these areas are concerned with building a Return-to-Work system in your organisation. The following section is concerned with what you need to do when an employee goes absent so that they return to work in a safe, efficient and healthy manner. Finally, the National Context section provides you with useful information relevant to your own country, which indicates how Return-to-Work systems operate and the benefits of incorporating these systems in the workplace.

The course does not necessarily have to be completed in one sitting, the individual may return to the course modules when convenient. The areas you have covered previously will be marked for you upon your return.

2. The Individual Training Needs Analysis Questionnaire

This is a self-assessment inventory which is designed to allow you to explore your own knowledge and skills in the area of return to work. The questionnaire is aimed at work based professionals or managers who wish to introduce more proactive and effective strategies into the organisation. The individual is asked twenty questions, each of which is concerned with Return-to-Work. The individual is asked to rate his/her level of knowledge for each of the questions. When you complete this questionnaire, you will obtain a personal profile. This profile indicates to you areas where your knowledge is relatively strong or weak. It also points to areas of the e-learning material which will help you address your weaknesses.

3. The Organisational Practice Questionnaire

The Organisational questionnaire asks you to assess your organisation with regard to the quality of its current Return-to-Work systems and practices. In this questionnaire, detailed questions are incorporated into twelve key areas concerned with Return-to-Work issues. Upon completion of the questionnaire, you obtain an organisational profile. This profile indicates to you areas where policy or practice could be improved. It also points to useful sources of information for improving return to work practices and policies. Additionally, you may save your responses to the questions and use these as a guide for your own personal E-learning programme.

4. The Cost-Benefit Calculator

This useful tool enables you to estimate the costs of absenteeism in your organisation. These particular costs are on the increase and preventative approaches

## Produkt 'Re-Integrate website'

**Beschreibung:** can only be introduced following an investigation of your own organisation's absence figures and costs. This tool will identify what the costs are, and once a problem is identified, you can avail of all the resources on the website which will help you deal effectively with absenteeism and identify new approaches to Return-to-Work issues.

### 5. The Quizzes – Test your knowledge of RTW

The e-learning section also allows you to test your knowledge of RTW policy and practice following completion of the e-learning material

### 6. Corporate Profiles

You can register with the Re-integrate site as a corporate user, i.e. you can allow access and track progress of groups of staff in your organisation as they progress through the e-learning material. Corporate profiles are available for the training needs analysis questionnaire, the organisational practice questionnaire and in relation to the quizzes on individual knowledge of RTW.

**Zielgruppe:** 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; Employers and labour representative organisations; Service providers.

**Resultat:** The Re-Integrate Website

**Anwendungsbereich:** The website consists of an e-learning environment which helps organisations to become more efficient in managing absenteeism and describes good return work practices. The training courses included in this website are targeted at business professionals such as HR managers and employers.

**Homepage:** [www.re-integrate.eu](http://www.re-integrate.eu)

**Produktsprachen:** Englisch  
Slowenisch  
Italienisch