Worker Rehabilitation and Reintegration Training Course

Professional Development Training Course Outline

Category	Trade Unions	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Worker rehabilitation and reintegration is a strategic, human-centered approach aimed at restoring the productivity, dignity, and socio-economic participation of injured, ill, displaced, or long-term unemployed workers. In today's evolving labor markets shaped by automation, workplace hazards, mental health challenges, and economic disruption, organizations must prioritize occupational rehabilitation, workforce reintegration, disability inclusion, return-to-work programs, and sustainable employment pathways. Worker Rehabilitation and Reintegration Training Course equips participants with practical, evidence-based tools to design and implement effective rehabilitation systems that align with ILO standards, workplace wellness frameworks, and inclusive labor policies.

The course emphasizes a multidisciplinary approach integrating vocational rehabilitation, psychosocial support, case management, adaptive workplace design, and skills re-training. Participants will explore how to transition workers from vulnerability to productivity through structured reintegration pathways. With increasing global focus on decent work, ESG compliance, employee wellbeing, and inclusive workforce development, this program builds capacity to support sustainable reintegration strategies that reduce absenteeism, improve retention, and enhance organizational resilience.

Programme Curriculum

Worker Rehabilitation and Reintegration Training Course

Introduction

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Course Duration

5 days

Course Objectives

1. Understand principles of worker rehabilitation and return-to-work systems
2. Apply vocational rehabilitation frameworks in real workplace settings
3. Design effective reintegration and workplace accommodation plans
4. Analyze occupational health and safety (OHS) rehabilitation pathways
5. Implement psychosocial support interventions for injured workers
6. Develop case management and individualized rehabilitation plans
7. Promote disability inclusion and workplace accessibility
8. Strengthen mental health and wellbeing reintegration strategies
9. Coordinate multidisciplinary rehabilitation teams
10. Apply skills reskilling and upskilling for reintegration
11. Evaluate reintegration policy compliance and labor standards
12. Integrate ESG and corporate sustainability in workforce recovery
13. Measure rehabilitation outcomes and workforce productivity indicators

Target Audience

1. HR professionals and HR managers
2. Occupational health and safety officers
3. Social workers and case managers
4. Vocational rehabilitation specialists
5. Labor and employment policy makers
6. Disability inclusion officers
7. Insurance and compensation professionals
8. Organizational development consultants

Course Modules

Module 1: Foundations of Worker Rehabilitation

- Concepts of rehabilitation and reintegration
- Global standards (ILO frameworks)
- Types of workplace injuries and disabilities
- Reintegration lifecycle stages

- Stakeholder roles in rehabilitation
- **Case Study:** Manufacturing worker returning after spinal injury through phased RTW plan.

Module 2: Occupational Health and Safety (OHS) Systems

- Workplace hazard identification
- Injury prevention strategies
- Risk mitigation frameworks
- Safety culture development
- Compliance and reporting systems
- **Case Study:** Construction company reducing injury recurrence through OHS redesign.

Module 3: Vocational Rehabilitation & Skills Recovery

- Skills assessment and gap analysis
- Adaptive training methods
- Reskilling and upskilling pathways
- Job redesign strategies
- Career transition planning
- **Case Study:** IT technician retrained after vision impairment using assistive technology.

Module 4: Psychosocial Support & Mental Health

- Trauma-informed care approaches
- Workplace stress management
- Counseling and peer support systems
- Burnout recovery strategies
- Mental health reintegration planning
- **Case Study:** Call center employee reintegrated after severe burnout episode.

Module 5: Disability Inclusion & Workplace Accommodation

- Universal design principles
- Reasonable accommodation policies
- Accessibility audits
- Inclusive HR policies
- Assistive technologies
- **Case Study:** Retail chain adapting workspace for wheelchair user productivity.

Module 6: Case Management & Reintegration Planning

- Individualized rehabilitation plans (IRP)
- Multidisciplinary coordination
- Progress tracking tools
- Risk assessment models
- Documentation and reporting
- **Case Study:** Road accident survivor successfully reintegrated through structured case management.

Module 7: Policy, Law & Compensation Systems

- Labor laws and worker rights
- Compensation and insurance frameworks

- Return-to-work legal compliance
- Employer obligations
- Ethical considerations in rehabilitation
- **Case Study:** Mining company implementing compliant compensation-based RTW program.

Module 8: Monitoring, Evaluation & Sustainability

- KPI development for reintegration
- Productivity measurement tools
- Data-driven rehabilitation improvement
- ESG reporting integration
- Continuous improvement systems
- **Case Study:** Logistics company improving retention through rehabilitation KPI tracking.

Training Methodology

This course employs a participatory and hands-on approach to ensure practical learning, including:

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

Ready to enroll or request a customized program? Book online or contact us:

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Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com