

Development and use of a set of structured services to support employers with return-to-work activities

Disability Management Working Group Online Meeting

23 March 2022

14:00 – 16:00 CET

Zoom

Background

The last meeting of the Working Group “Disability Management” on 22 November 2021 served to relaunch a mutual exchange about the scope of the activities and services offered (or planned) by EPR members in the field of disability management, the development needs they identify and the results the joint work should deliver and to build on thematic meetings in 2019 and 2020. Back then, the participating EPR members had shown their interest in exploring the Disability Management model of supporting employers and PwD and to exchange on the tools to support employers with effectively rolling out and implementing disability management in their companies/organisations.

In 2021 it was agreed to set up a Working Group in 2022 to go into more depth on mutual learning and developing resources together within the Disability Management Framework. This year it will focus on working with employers aiming to support their staff facing the impacts of an accident or chronic disease and their return to work. It will discuss the barriers, success factors and good practices for return-to-work programmes, job retention and reasonable accommodation. External experts and regulators from the relevant fields will be invited. A practice-oriented report with promising (integrated) models and approaches of disability management, indicating their contribution to policies and regulatory frameworks will be elaborated.

The meeting organised on Zoom on 23 March will serve the aim to mutually exchange about the development and use of a set of structured services to support employers with return-to-work activities in the context of a disability management approach. It will also look into the possibilities and best ways to gather assessment, diagnostic and evaluation tools for the work capacity of persons willing to return to work used by EPR members. It will also allow EPR members to prepare the second meeting in 2022 and to agree about the next steps.

Participants are encouraged to prepare the six questions listed below.

They are also asked to fill in the registration form by 21 March 12h00 at the latest.

Agenda

14:00 – 14:05 **Welcome and introduction** (Mathias Maucher, EPR)

14:05 – 14:15 **Recalling of main outcomes of last meeting on 22 November 2021 & Exchange on Work Programme 2022** (Mathias Maucher, EPR)

14.15 – 14:25 **Update on the development of joint project proposals in the field of disability management: State of play and future plans** (José Oliveira, CRPG)

14:25 – 15:45 **Development and use of a set of structured services to support employers with return-to-work activities in the context of a disability management approach** (all participants; moderation: Mathias Maucher, EPR)

Q1: Which services is your organisation already offering? Are there other services which you consider adding? If yes, which services and why?

Q2: To which extent is this decision influenced by the institutional and/or regulatory framework (e.g., the existence of a quota system for the employment of people with disabilities or a big share of small and medium-sized enterprises in your country)?

Q3: What are the experiences with the services and tools (e.g., to support the evaluation of the work capacity of those persons to return to work) you are offering, both as a service provider, but also based on the feedback from the employers? How to best realise the gathering of assessment, diagnostic and evaluation tools between EPR members?

Q4: Which needs articulated by your colleagues, by employers or by persons asking for support for vocational rehabilitation are already (rather) well dealt with? Which needs are less well (or not yet) covered? Is service innovation triggered by an assessment of needs of on another basis? How do you realise such innovations (e.g., when it comes to the service design, the use of new tools, the training/qualification/skills of your own staff) in your organisation?

15:10 – 15:15 *Short comfort and reflection break*

Q5: Information material: What does already exist to be used for/with employers? Which material do you already have for those needing work reintegration services? How to best organise the mutual exchange and learning with other EPR members?

Q6: Campaigns to promote the use of disability management: What are the elements to make a convincing business for employers? What are the experiences when reaching out to them to get them committed to rolling out a disability management approach?

15:45 – 15:50 **Summing up the main insights and agreements regarding the facilitation of the mutual exchange and learning** (led by Mathias Maucher, EPR)

15:50 – 16.00 **Discussion and confirmation of the next steps and of key topics for meeting 2/2022** (led by Mathias Maucher, EPR)

Registrations

To attend this meeting, please register [here](#) at the latest on the 21st March, 12:00 CET. The link to join the WG and further instructions will be sent to all registered participants a few days prior to the event.

If you become unable to attend, please let EPR know in advance.

Contact

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