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## SKILLS COMPETENCE MATRIX

Project Title

**Ergonomic workplace design for workers with disabilities and their long-term employment**

Project Acronym: **ERGOART**

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Maert Reinvee

All ErgoArt partners



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# Content areas and skills matrix

## 1. The International Classification of Functioning, Disability, and Health (ICF)

Description: This module introduces the ICF framework, developed by the World Health Organization (WHO). It covers the ICF's holistic approach to understanding and categorizing functioning and disability. Students will learn how to apply the ICF model to assess the interaction between individuals and their environment, and how these interactions affect their ability to perform tasks and participate in activities. The module will also explore the ICF's role in shaping policies and practices in disability and health.

## 2. Ergonomics Principles & Work Demands Analysis

Description: This module focuses on the fundamental principles of ergonomics and human factors. Students will learn how to design workstations, tools, and tasks to fit the capabilities and limitations of workers with disabilities. The module includes techniques for analysing work demands, assessing physical, cognitive, and organizational aspects of jobs, and identifying potential ergonomic risks. Students will develop skills in conducting ergonomic assessments and making evidence-based recommendations to improve workplace design.

## 3. Accessibility

Description: This module provides an in-depth understanding of accessibility principles and standards. It covers physical, digital, and communication accessibility, emphasizing the importance of creating inclusive environments. Students will learn about accessibility laws and regulations, architectural design considerations, and best practices for ensuring that workplaces are accessible to all employees. The module also includes practical exercises in assessing and improving the accessibility of various workplace settings.

## 4. Workplace Adjustments

Description: This module explores strategies for making workplace adjustments to accommodate workers with disabilities. Topics include job redesign, flexible work arrangements, and environmental modifications. Students will learn how to identify necessary adjustments, collaborate with stakeholders to implement changes, and evaluate the effectiveness of these adjustments. The module also covers the legal obligations of employers to provide reasonable accommodations and the process for requesting and negotiating accommodations.

## 5. Work Aids & Assistive Technologies

Description: This module introduces students to a range of work aids and assistive technologies that can support workers with disabilities. It covers the latest advancements in assistive devices, software, and adaptive equipment. Students will learn how to assess the needs of workers, select appropriate aids and technologies, and integrate these tools into the workplace. The module includes case studies and demonstrations of various assistive technologies, highlighting their impact on productivity and job satisfaction.



## 6. Introduction of Disabled Worker to the Team

Description: This module focuses on best practices for integrating disabled workers into the team. It covers strategies for creating an inclusive culture, fostering positive attitudes, and promoting teamwork. Students will learn about the importance of orientation and training programs, mentorship, and ongoing support. The module also addresses common challenges and misconceptions, providing practical tips for overcoming barriers and ensuring that all team members feel valued and included. Role-playing and scenario-based exercises will help students develop effective communication and problem-solving skills.

Content Area	Attitudes	Knowledge	Skills
<b>The International Classification of Functioning, Disability, and Health (ICF)</b>	Appreciation for a holistic approach to disability and health.	Understanding the ICF framework and its components.	Ability to apply the ICF model to assess individual and environmental interactions.
<b>Ergonomics principles &amp; work demands analysis</b>	Commitment to creating inclusive work environments.	Knowledge of ergonomic principles and work demand factors.	Conduct ergonomic assessments and work demands analysis.
<b>Accessibility</b>	Value the importance of accessibility in promoting inclusion	Understanding accessibility standards, laws, and best practices	Assess and improve accessibility in various workplace settings
<b>Workplace adjustments</b>	Supportive attitude towards making necessary adjustments for inclusivity.	Knowledge of workplace adjustment strategies and legal obligations.	Implement and evaluate effective workplace adjustments.
<b>Work Aids &amp; Assistive Technologies</b>	Openness to integrating assistive technologies.	Understanding of various assistive technologies and their applications.	Assess needs, select appropriate aids, and integrate technologies into the workplace.
<b>Introduction of disabled worker to the team</b>	Respect for diversity and commitment to inclusion.	Knowledge of best practices for team integration and support.	Develop communication and problem-solving skills to facilitate team integration.