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TRAINING CURRICULUM

Project Title

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

Project Acronym: **ERGOART**

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All ErgoArt partners



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TRAINING CURRICULUM

Course Name: Inclusive Ergonomic Workplace Design and Disability Awareness

Credit points: 3 ECTS

Division of work:

Lectures: 15 Seminars: 15 Tutorials: 15 Other: 0 Individual: 30*

* the number hours of individual work will vary between countries.

Prerequisites: none

Course Aim/objective: The aim of this course is to equip students with the knowledge, skills, and attitudes necessary to design inclusive ergonomic workplaces and to promote the long-term employment of workers with disabilities. The course will provide a comprehensive understanding of disability concepts, dismantle common myths and misconceptions, and emphasise the importance of accessibility and workplace adjustments. Through a blend of theoretical knowledge and practical applications, students will learn to create supportive and inclusive work environments that accommodate the diverse needs of all employees.

Description: This introductory course provides a comprehensive overview of the principles and practices necessary to create inclusive ergonomic workplaces that support the long-term employment of workers with disabilities. Students will explore key topics, including the International Classification of Functioning, Disability, and Health (ICF), ergonomic principles and work demands analysis, accessibility, workplace adjustments, work aids and assistive technologies, and strategies for integrating disabled workers into teams.

Teaching methods: Lectures and Guest Speakers, Analysis of Real-World Scenarios, Group discussions, Hands-on workshops and demonstrations of assistive technologies, Role-playing, Simulations, Teams projects, E-learning, Augmented reality, Field visits

Learning outcomes:

Content Area	Attitudes	Knowledge	Skills
Disability in the Workplace	Commitment to fostering an inclusive workplace culture.	Recognize the common barriers that disabled workers face.	Develop and apply inclusive policies and practices in the workplace.
The International Classification of Functioning, Disability, and Health (ICF)	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.
Ergonomics principles & work demands analysis	Commitment to creating inclusive work environments.	Knowledge of ergonomic principles and work demand factors.	Conduct ergonomic assessments and work demands analysis.
Accessibility	Value the importance of accessibility in promoting inclusion	Understanding accessibility standards, laws, and best practices	Assess and improve accessibility in various workplace settings



Workplace adjustments	Supportive attitude towards making necessary adjustments for inclusivity.	Knowledge of workplace adjustment strategies and legal obligations.	Implement and evaluate effective workplace adjustments.
Work Aids & Assistive Technologies	Openness to integrating assistive technologies.	Understanding of various assistive technologies and their applications.	Assess needs, select appropriate aids, and integrate technologies into the workplace.
Introduction of disabled worker to the team	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.

Assessment methods: Assessment will be conducted in accordance with the rules and regulations of each university.

Readings/Bibliography

Barnes, C. (2019). Understanding the social model of disability: Past, present and future. In Routledge handbook of disability studies (pp. 14-31). Routledge.

Kroemer, K. H. (2005). 'Extra-Ordinary' Ergonomics: How to Accommodate Small and Big Persons, The Disabled and Elderly, Expectant Mothers, and Children. CRC Press.

Maisel, J. L., Steinfeld, E., Basnak, M., Smith, K., & Tauke, M. B. (2017). Inclusive design: Implementation and evaluation. Routledge.

Schur, L., Nishii, L., Adya, M., Kruse, D., Bruyère, S. M., & Blanck, P. (2014). Accommodating employees with and without disabilities. *Human Resource Management*, 53(4), 593-621.

Vujica Herzog, N., & Harih, G. (2020). Decision support system for designing and assigning ergonomic workplaces to workers with disabilities. *Ergonomics*, 63(2), 225–236. <https://doi.org/10.1080/00140139.2019.1686658>

Królak, P., & Butlewski, M. (2016). Application of the TRIZ method in the design oriented to the various needs of people with disabilities. *Occupational Safety and Hygiene*, London.

National Standards:

https://www.ciop.pl/CIOPPortalWAR/appmanager/ciop/pl?nfpb=true&pageLabel=P31200123251443541514096&html_tresc_root_id=11518&html_tresc_id=11519&html_klucz=11518&html_klucz_s_pis=