

# Course : Implementing a company-wide disability policy

*Practical course - 1d - 7h00 - Ref. HAD*

**Price : 930 CHF E.T.**

★★★★☆ 4,4 / 5

An optimized disability policy requires precise organization. This training course will show you how to implement a sustainable, effective and diversified disability policy, identify potential external and internal partners and the conditional aid to be obtained in compliance with the 2018 law.

## Teaching objectives

**At the end of the training, the participant will be able to:**

- ✓ Understand the legislation governing disability in the workplace
- ✓ Diagnose, design and deploy your disability policy
- ✓ Collaborate with potential external and internal partners and obtain conditional support
- ✓ Managing and coordinating the employment of disabled employees

## Intended audience

This training course is designed for human resources professionals and anyone wishing to implement an active disability policy within their company.

## Prerequisites

No special knowledge required.

## Practical details

### Hands-on work

The course is highly participative, with plenty of discussion and practical exercises to get participants started.

### Teaching methods

Practical training with a highly operational approach. Discussions, videos and joint exercises.

## Course schedule

### PARTICIPANTS

This training course is designed for human resources professionals and anyone wishing to implement an active disability policy within their company.

### PREREQUISITES

No special knowledge required.

### TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

### ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more. Participants also complete a placement test before and after the course to measure the skills they've developed.

## 1 Definition of disability, its typologies and historical rationale

- Changing perceptions and recognition of disability in the social environment.
- Reminder of major typologies and benchmark statistics.
- Understand the challenges of the historic disability laws and those of 2018 and 2020: trends, developments, impacts.
- Optimize and comply with your mandatory Declaration of Employment of Disabled Workers (D.O.E.T.H).

### Hands-on work

In small groups, identify the different types of disability and the specific adaptations that may be required.

## 2 Developing an active disability policy

- Diagnose your company's disability policy.
- Identify the main obstacles and pitfalls to avoid.
- Define a budget and the means to allocate to it.
- Build your internal network.
- Control and monitor actions.
- Set up and optimize dashboards using relevant indicators.
- Distinguishing between an agreement and a convention: interests and implementation.

### Hands-on work

Discussions based on participants' own company situations. Case studies: participants share the tools they can mobilize.

## 3 Mobilizing stakeholders to implement action plans

- Maintain and develop direct employment without discrimination.
- Discover the new roles of AGEFIPH and Cap Emploi.
- Communicate the company's disability employment policy both internally and externally.
- Integrate disabled interns and work-study students and make ourselves visible to schools.
- Integrate the protected and adapted sector and understand its particularities.
- Successful partnerships with ESAT and EA (Etablissement et service d'aide par le travail and entreprises adaptées).
- Work with the purchasing department to implement a responsible purchasing policy based on the company's disability policy.
- Deploy an effective, sustainable system.

### Hands-on work

Drafting of job offers "disability-friendly". In pairs, identification of purchases that can be entrusted to the disability sector and implementation in the context of their company.

### TEACHING AIDS AND TECHNICAL RESOURCES

- The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
- At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
- A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

### TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

### ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at [psh-accueil@orsys.fr](mailto:psh-accueil@orsys.fr) to review your request and its feasibility.

## Dates and locations

### REMOTE CLASS

2026 : 22 June, 4 Nov.