Inclusion of Persons with Disabilities in Employment Training Course

Professional Development Training Course Outline

Category	Trade Unions	**Duration**	10 Days
Base Fee	$3,000 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In today’s evolving inclusive workforce ecosystem, organizations are increasingly recognizing the importance of diversity, equity, accessibility, and inclusion (DEAI) as a strategic driver of productivity, innovation, and sustainable growth. The Inclusion of Persons with Disabilities (PWDs) in Employment Training Course is designed to equip professionals with practical competencies to build barrier-free workplaces, implement reasonable accommodation strategies, and comply with disability-inclusive labor standards. The course aligns with global frameworks such as the UN Convention on the Rights of Persons with Disabilities (UNCRPD) and the Sustainable Development Goals (SDG 8: Decent Work and Economic Growth), ensuring that participants understand both legal obligations and business benefits of inclusive hiring.

Despite growing awareness, many organizations still face challenges in implementing accessible recruitment systems, workplace adjustments, and inclusive HR policies. This training bridges that gap by providing actionable tools for inclusive talent acquisition, assistive technology integration, workplace accessibility audits, and disability-sensitive leadership practices. Participants will learn how to transform workplaces into inclusive employment hubs that unlock the potential of persons with disabilities while improving organizational performance, employee engagement, and brand reputation in the global ESG (Environmental, Social, Governance) landscape.

Programme Curriculum

Inclusion of Persons with Disabilities (PWDs) in Employment Training Course

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Course Duration

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Course Objectives

1. Understand disability inclusion frameworks and global standards (UNCRPD, SDGs).
2. Develop skills in inclusive recruitment and talent acquisition strategies.
3. Apply reasonable accommodation and workplace adaptation techniques.
4. Promote accessible workplace design and universal design principles.
5. Strengthen knowledge of disability rights and employment law compliance.
6. Build capacity in inclusive HR policy development and implementation.
7. Integrate assistive technologies and digital accessibility tools.
8. Enhance diversity, equity, inclusion (DEI) workplace culture transformation.
9. Improve bias-free hiring and inclusive interview techniques.
10. Support employee engagement and retention of persons with disabilities.
11. Conduct accessibility audits and workplace inclusion assessments.
12. Promote inclusive leadership and disability-sensitive management practices.
13. Align organizational strategies with ESG and corporate social responsibility (CSR) goals.

Target Audience

1. Human Resource Managers & Recruiters
2. Government Labor & Social Protection Officers
3. NGO & Disability Inclusion Practitioners
4. Corporate Diversity & Inclusion (D&I) Officers
5. Organizational Leaders & Executives
6. Vocational Training & Education Providers
7. Policy Makers & Social Development Experts
8. CSR & ESG Sustainability Managers

Course Modules

Module 1: Foundations of Disability Inclusion

- Understanding disability models (medical vs social model)

- Global inclusion frameworks (UNCRPD, SDGs)
- Myths and misconceptions about disability
- Language and respectful communication
- Case Study: Microsoft’s global accessibility transformation

Module 2: Disability Rights & Legal Frameworks

- Employment rights of PWDs
- Anti-discrimination laws
- Workplace compliance requirements
- Policy enforcement mechanisms
- Case Study: ADA implementation in U.S. organizations

Module 3: Inclusive Recruitment Strategies

- Accessible job postings
- Bias-free screening processes
- Inclusive job descriptions
- Talent sourcing for PWDs
- Case Study: SAP Autism at Work program

Module 4: Reasonable Accommodation in the Workplace

- Types of workplace accommodations
- Cost-effective adjustments
- Employer responsibilities
- Accommodation request processes
- Case Study: Barclays inclusive workplace adjustments

Module 5: Accessible Workplace Design

- Universal design principles
- Physical accessibility audits
- Digital accessibility standards
- Assistive infrastructure planning
- Case Study: Google accessible office environments

Module 6: Assistive Technologies

- Screen readers and speech-to-text tools
- Adaptive hardware and software
- Digital inclusion platforms
- Workplace tech integration
- Case Study: Apple accessibility innovations

Module 7: Inclusive HR Policies

- Disability-inclusive HR frameworks
- Workplace equality policies
- Anti-discrimination procedures
- Employee support systems
- Case Study: Accenture inclusive HR transformation

Module 8: Disability Sensitization & Awareness

- Workplace stigma reduction
- Disability awareness training
- Inclusive communication practices
- Culture transformation strategies
- Case Study: UN disability awareness campaigns

Module 9: Inclusive Leadership

- Leadership for diversity and inclusion
- Emotional intelligence in management
- Inclusive decision-making
- Team integration strategies
- Case Study: Unilever inclusive leadership model

Module 10: Workplace Accessibility Audits

- Accessibility assessment tools
- Compliance evaluation
- Risk identification
- Improvement planning
- Case Study: IKEA store accessibility redesign

Module 11: Employee Engagement & Retention

- Inclusive performance management
- Career development pathways
- Mentorship programs
- Retention strategies
- Case Study: Deloitte disability inclusion initiatives

Module 12: Digital Inclusion & Remote Work

- Remote work accessibility
- Hybrid work models
- Digital collaboration tools
- Online accessibility compliance
- Case Study: IBM remote accessibility programs

Module 13: Inclusive Education to Employment Transition

- School-to-work transition programs
- Skills development pathways
- Internship inclusion models
- Youth empowerment strategies
- Case Study: Kenya youth disability employment programs

Module 14: Entrepreneurship & Economic Empowerment

- Disability entrepreneurship support
- Access to finance and markets

- Business incubation programs
- Inclusive economic participation
- Case Study: Grameen disability empowerment model

Module 15: Monitoring, Evaluation & Impact Measurement

- Inclusion KPIs and metrics
- Data collection tools
- Impact reporting frameworks
- ESG reporting integration
- Case Study: UNDP disability inclusion tracking systems

Training Methodology

- 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	04 Dec 2026	Online	$2,000
23 Nov 2026	04 Dec 2026	Physical	$3,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$9,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$12,000

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

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