

SA Unions RTW Project

Aims:

The pilot project will examine how best to return injured workers to meaningful employment through the provision of relevant training within an overarching rehabilitation program. It will work with fifty workers in the *Health and Community Services* and *Manufacturing* industries over an 15 month period (in metropolitan Adelaide and a regional centre, possibly Whyalla). Consideration will extend to how an ongoing system can be established that embeds retraining as part of the rehabilitation and return to work processes in all industries.

Project learning will assist agents, workers, employers and rehabilitation providers to be better at using training as an effective part of the return to work process. Parties will be brought together to build goodwill and a sense of common endeavor.

- i. increase skills in a group of **injured workers** (a pilot cohort of 50 individuals) enabling them to be employed in suitable duties with existing or new employers
- ii. improve information and support for **employers** to better meet section 58B obligations through the provision of retraining (and hence retain valuable workers)
- iii. increase understanding by **case managers** of, and coordination with, the training system, with improved embedding of training activities as part of the rehabilitation and return to work process
- iv. improve understanding within the **rehabilitation industry** of, and coordination with, the training system, and the subsequent incorporation of more effective training opportunities within the rehabilitation process
- v. improve understanding within the **training industry** of the workers compensation and rehabilitation and return to work systems, and improve access for those in these systems to opportunities and information in the training sector.

SA Unions RTW Project

Renewed or improved systems will enhance outcomes for all parties if they:

- are based on the identified and potential skills of an injured worker
- are linked to real vacancies and jobs in viable industries
- enable access to high quality training and
- allow an injured worker to have a range of immediate and future options.

Goals:

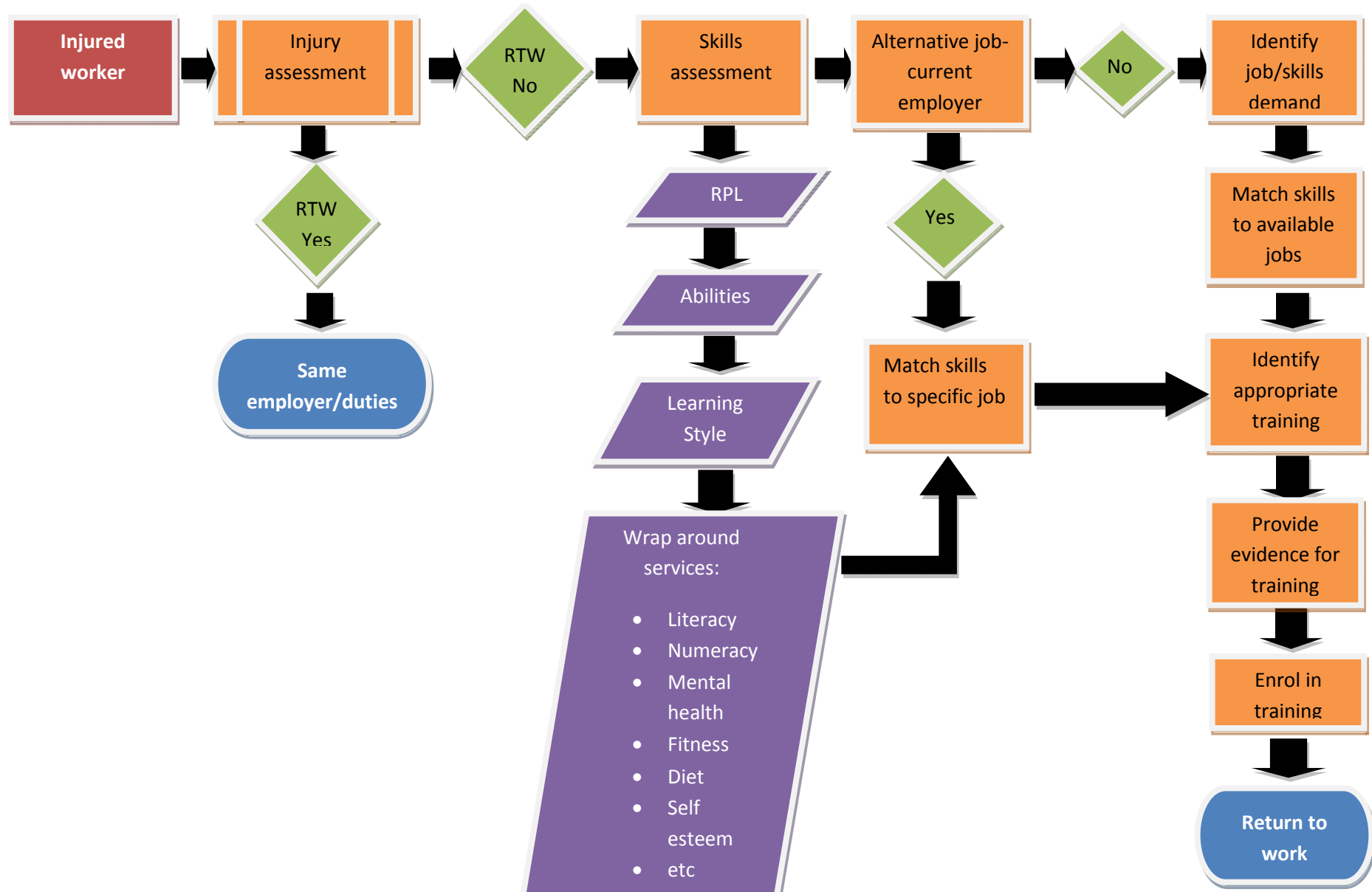
An important goal is to change the way training and employment opportunities for injured workers are perceived. Project staging will enable consideration of changes to culture and practice that will lead to sustainable systems, while:

- identifying and assessing the skills of the individual workers
- linking injured workers to appropriate training and employment, along with any necessary personal support arrangements
- brokering/securing suitable employment opportunities for the participating workers.

Objectives:

- To test how both training and rehabilitation systems can be better integrated to ensure effective return to work outcomes for injured workers
- A fostering of innovation to find solutions to known barriers to return to work or enhance the effect of factors that support return to work
- The expansion of retraining options for injured workers

Returning injured workers to meaningful work – proposed model



RTW project – proposed process with participants

