



Accredited Africa Training Institute for Capacity Development

Unit FO409, Hatfield Plaza · 1122 Burnett St, Hatfield 0028 · Pretoria, Gauteng · South Africa

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COURSE BROCHURE

Disability Inclusion Coaching for Employers

Education, Training and Development / Adult Learning

Unit Standard 244587 · NQF Level 5 · 10 Credits · 7 Days

COURSE OVERVIEW

This course equips employers and managers with the skills to coach colleagues on creating an inclusive, enabling work environment for employees with disabilities. Participants will learn to identify barriers, implement reasonable accommodations, and foster a culture of accessibility and respect. The focus is on practical strategies aligned with South African labour law and SAQA unit standard 244587.

Category	Education, Training and Development
Subfield	Adult Learning
Unit Standard	244587
Accreditation	SAQA Accredited · NQF Level 5 · 10 Credits
Duration	7 days
Training Method	Online, On-Campus, In-House
Certificate	Issued via AATICD LMS – verifiable online

LEARNING OUTCOMES

- Apply principles of disability inclusion to assess and modify workplace policies and practices.
- Analyze barriers faced by employees with disabilities and design reasonable accommodations.
- Evaluate the effectiveness of enabling work environments using feedback and performance metrics.
- Implement coaching strategies to support managers in creating inclusive teams.
- Demonstrate knowledge of relevant South African legislation, including the Employment Equity Act and the Code of Good Practice on Disability.

WHO SHOULD ATTEND

- Employers, HR professionals, line managers, and team leaders responsible for fostering inclusive workplaces in South Africa.

COURSE OUTLINE

Day 1: Understanding Disability and the South African Context

- What is disability? Models of disability (medical vs. social).
- Prevalence of disability in South Africa.
- Barriers to employment: attitudinal, environmental, organisational.
- Benefits of an inclusive workforce.
- Overview of relevant legislation: Employment Equity Act, Labour Relations Act, Code of Good Practice on Disability.
- The role of the employer in promoting inclusion.
- Introduction to reasonable accommodation.

Day 2: The Coaching Framework for Inclusion

- Coaching vs. other interventions.
- The GROW model (Goal, Reality, Options, Will).
- Core coaching skills: active listening, powerful questioning, goal setting.
- Building trust and rapport with coachees with disabilities.
- Ethical considerations and boundaries in coaching.
- Introduction to coaching session structure.

Day 3: Communication and Accessibility in Coaching

- Inclusive language: person-first vs. identity-first.
- Communication strategies for visual, hearing, cognitive, and physical disabilities.
- Assistive technology and tools for coaching.
- Creating accessible coaching spaces (physical and virtual).
- Sign language interpreting and captioning.
- Plain language and easy-read formats.
- Confidentiality and consent in accessible formats.

Day 4: Reasonable Accommodation and Workplace Adjustments

- Legal framework for reasonable accommodation.
- Types of accommodations: physical, technological, procedural, flexible work.
- The interactive process: engaging the employee.
- Cost and funding of accommodations.
- Documentation and confidentiality.
- Case studies: accommodation scenarios.
- Role of the coach in supporting accommodation implementation.

Day 5: Coaching for Career Development and Retention

- Career development theories and disability.
- Disclosure decisions: when, how, and to whom.
- Building self-advocacy skills.
- Mentoring and sponsorship programs.
- Addressing unconscious bias in performance reviews.
- Creating career pathways for employees with disabilities.
- Coaching for resilience and overcoming imposter syndrome.

Day 6: Leading Inclusive Teams and Organisational Change

- Inclusive leadership competencies.

- Coaching managers on disability inclusion.
- Team dynamics and disability disclosure.
- Measuring inclusion: metrics and feedback.
- Change management models for inclusion.
- Building a business case for inclusion initiatives.
- Role of the coach as a change agent.

Day 7: Integration, Evaluation, and Certification

- Review of key concepts and skills.
- Mock coaching sessions with feedback.
- Evaluation tools: self-assessment, coachee feedback, supervisor input.
- Ethical dilemmas and solutions.
- Creating a coaching portfolio.
- Resources and networks for ongoing support.
- Written assessment and certification requirements.

ASSESSMENT & CERTIFICATION

Delegates are assessed through exercises and a final test. A mark of **50% or above** earns an **AATICD Certificate of Completion**, issued digitally with a unique verification code. This course carries **10 NQF credits** at **NQF Level 5**.

PRICING (PER DELEGATE, EX-VAT)

Delegates	Training Method	Price per Delegate	Total
1	Online	R 29,600.00	R 29,600.00
1	In-House	R 38,500.00	R 38,500.00
1	On-Campus (Pretoria)	R 44,400.00	R 44,400.00

UPCOMING SESSIONS

Start	End	Method	Venue
07 Aug 2026	17 Aug 2026	On-Campus	Mauritius
10 Aug 2026	18 Aug 2026	On-Campus	Dubai, UAE
11 Aug 2026	19 Aug 2026	On-Campus	Pretoria, South Africa
12 Aug 2026	20 Aug 2026	On-Campus	Abu Dhabi, UAE
13 Aug 2026	21 Aug 2026	On-Campus	Durban, South Africa
13 Aug 2026	21 Aug 2026	On-Campus	Mauritius
14 Aug 2026	24 Aug 2026	On-Campus	Cape Town, South Africa
17 Aug 2026	25 Aug 2026	On-Campus	Pretoria, South Africa

Contact us if no suitable date is listed — on-demand sessions can be arranged for groups.

HOW TO GET A QUOTE OR APPLY

1. **Get an instant quotation online:** visit www.aaticd.co.za, open the page for this course (Unit Standard 244587) and click **Get A Quote / Apply**. Select your training method and number of delegates – your quotation is generated immediately and emailed to you with the course brochure attached.
2. **Apply by email:** send the course title, your preferred training method (Online, In-House or On-Campus Pretoria), the number of delegates and your preferred dates to apply@aaticd.co.za – our team will reply with a formal quotation.
3. **Apply by phone or WhatsApp:** call **+27 12 004 8389** or WhatsApp **+27 65 077 6310** and we will prepare your quotation and reserve your seats.
4. **Confirm your booking:** accept the quotation and settle the invoice. As soon as payment is confirmed your delegates are enrolled and receive their AATICD LMS login details by email, along with joining instructions for their chosen training method.

Group discounts apply automatically – the more delegates you enrol, the lower the price per delegate. No payment is required to request a quotation.

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