



# Welcome to



Education and Culture DG  
Lifelong Learning Programme

## **TRAVORS is a training programme**

TRAVORS teaches the trainers of Employment Advisors how to be effective in helping Disabled People into work

TRAVORS uses Training Design Principles, Learning Needs Analysis, and teaches Skills

## **Why do we need better Employment Advice skills?**

Everywhere in Europe, Disabled People are more often unemployed than other people.

There is no reason for them to be excluded from work.

The quality of employment services can be improved.

## **Key factors in Employment Advice**

### **Suitable work is good for your health**

'Is work good for your health and well-being?' Waddell & Aylward, TSO, 2006

### **The economy has many jobs available**

About 1/3rd of jobs are listed in national employment offices.

### **Unemployment affects some disabled people, not all:**

– **self efficacy is a key factor**

David R. Strauser "Applications of self-efficacy theory in rehabilitation counseling".  
Journal of Rehabilitation. Jan-March 1995

## **Key factors in Employment Advice**

Medical conditions are poor predictors of employment status

Disability welfare payments are a large proportion of national welfare costs

The effectiveness of employment programmes can be improved.

## The development of a new training programme

A non-medical  
approach  
to work

Enhancing the  
self-efficacy of  
advisors and  
clients

Different  
training  
environments

Effective  
training in the  
use of skills

## The development of a new training programme

A non-medical  
approach  
to work

Focus on  
employers  
and work

Enhancing the  
self-efficacy of  
advisors and  
clients

Different  
training  
environments

Effective  
training in the  
use of skills

## The development of a new training programme

A non-medical approach to work

Focus on employers and work

Advisors' inter-personal skills

Enhancing the self-efficacy of advisors and clients

Different training environments

Effective training in the use of skills



## The development of a new training programme

A non-medical approach to work

Focus on employers and work

Advisors' inter-personal skills

Enhancing the self-efficacy of advisors and clients

Different training environments

Training Design Principles

Trained trainers

Effective training in the use of skills

## The development of a new training programme

A non-medical approach to work

Focus on employers and work

Advisors' inter-personal skills

Enhancing the self-efficacy of advisors and clients

Learning Needs Analysis

Training Design Principles

Different training environments

Trained trainers

Effective training in the use of skills

# The development of a new training programme

Focus on  
employers  
and work

Modules on

- Job seeking Skills
- Maintaining-the-job skills
- Case Management Skills
- Work-focussed interviewing
- Working with employers

## The development of a new training programme

Focus on  
employers  
and work

- Module on Generic inter-personal Skills
- Evaluation of the training using self-efficacy scales
- Training methods

Advisors'  
inter-personal  
skills

## The development of a new training programme

Focus on  
employers  
and work

Design Guidelines manual:

- Application of the concepts of Self Efficacy
- Learning Modes
- Using Training Techniques
- Use of Technology

Advisors'  
inter-personal  
skills

Training  
Design  
Principles

## The development of a new training programme

Focus on  
employers  
and work

Module on Trainer Skills

200 exercises, checklists,  
handouts, workbooks  
and case studies

Advisors'  
inter-personal  
skills

Training  
Design  
Principles

Trained  
trainers

## The development of a new training programme

Focus on  
employers  
and work

Advisors'  
inter-personal  
skills

Organisational Information  
Task and Skill Analysis  
Required Skills Outcomes  
Training methods

Training  
Design  
Principles

Learning  
Needs  
Analysis

Trained  
trainers

## The development of a new training programme

Focus on  
employers  
and work

Evaluation:

**“All TRAVORS training  
products have had a positive  
effect in working with people  
with disabilities...”**

Advisors’  
inter-personal  
skills

Training  
Design  
Principles

Learning  
Needs  
Analysis

Trained  
trainers



## The development of a new training programme

