

TRAVORS choices and lessons: reflections on training experiences in Estonia



- Training target groups
- Trials composition and training choices
- Lessons learnt



Target groups: rehabilitation advisors
case-managers from employment offices



Training partner organisations:

- Unemployment Insurance Fund
- Astangu Vocational Rehabilitation Centre
- Tallinn Mental Health Centre
- Pärnu Rehabilitation Centre for People with Special Needs
- Rehabilitation division of Pärnu Psychiatric Clinic
- LLC Corrigo rehabilitation and social services

Advisors selected: 30, started trials: 27; completed: 25

1st group: rehabilitation advisors

2nd group: case managers from regional employment offices

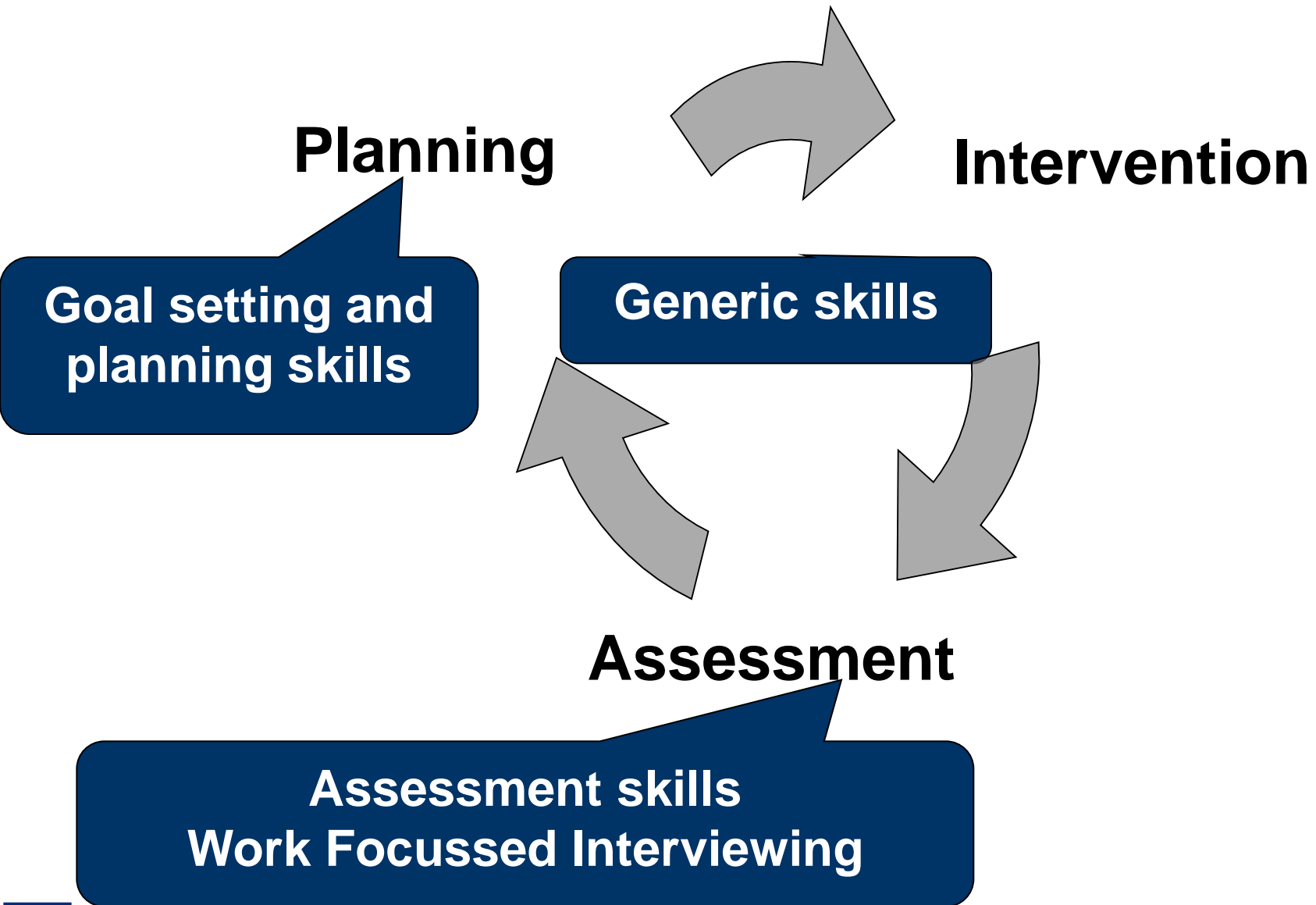
Recruitment via direct approach (except LLC Corrigo)

Interviews before entering the course:

- job tasks and organisational setting;
- work relevant outcome behaviours; work related objectives
- perceived learning needs
- previous trainings

Different settings and different clients.
Same goal and same working process
with client.

Choice 2: Selecting advisor skills



Choice 3: selecting trainers

Adult trainers and rehabilitation advisors.

Emphasis on skills teaching, not expertise on rehabilitation.

Selected for tutor trials: 10 trainers. Completed trials: 6 trainers. Involved in advisor trials: 3 trainers.



Training topics:

- Teaching model in TRAVORS. Introduction to training design principles.
- Teaching practice: principles of self-efficacy; working with skills, reflection and building on existing experiences.
- Generic skills and self-management in client-work.
- Work focussed interviewing. Assessment in vocational rehabilitation. Goal setting and action planning.

Methods:

- 5 contact training days
- Written and translated training materials
- Meetings: discussions, reviewing materials, rehearsing exercises

Two basic learning modules:

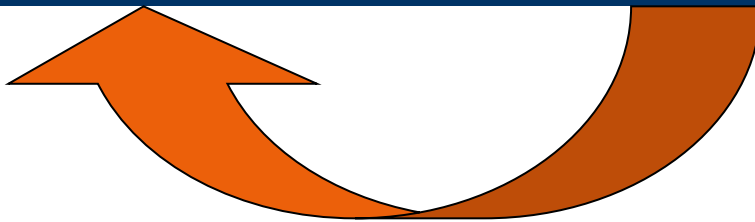
- 1) Generic skills in working with disabled job seekers (creating working client-specialist relationship, active listening and empowering skills, self-management skills)
- 2) Assessment and planning in vocational rehabilitation (work focussed interviewing skills, goal setting and action planning skills)

5 contact training days (5x8 hours) per group (=80 hours altogether) containing:

- theory lessons,
- role plays,
- group and individual exercises

1) Web-based learning environment as support system for contact learning in group 1:

- information
- materials
- communication



Build

Teach

Student View

Pärnu Kolledž - (Töötukassa)

Course Tools

- Course Content
- Announcements
- Calendar
- Chat
- Discussions
- Mail
- Roster
- Who's Online

My Tools

- My Files
- Notes

Your location: **Home Page**

TERE TULEMAST TRAVORS KOOLITUSELE!

[Koolitusmaterjalid](#)[Grupitööd](#)[Iseseisvad tööd](#)[Koolituse korraldus \(ajakavad, juhendid\)](#)

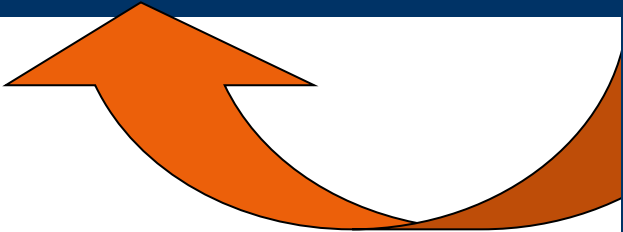
Main content frame

1) Web-based learning environment as support system for contact learning in group 1:


- information
- materials
- communication



2) Online small-scale course:

- Compiled after the pilot trial based on feedback from group 2
 - Concentrated on 2 skills (assessment and planning)
 - Can be run as independent course or combined with contact-learning.
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Kuva vastused pesastatud kujul 

Tere tulemast TRAVORS koolitusele!



Hea kursuslane, oled otsustanud läbida TRAVORS koolituse veebimooduli "Erivajadustega töötaja hindamine tööalase rehabilitatsiooni protsessis". Antud materjalid põhinevad TRAVORS projekti pilootkoolituse materjalidel. Kontaktõppes kasutatud materjalid sisaldavad väliseid tekstid ja harjutused, mis meie meelest on kõige sobilikumad veebiõppes.

Palun tutvuge kõigepealt sissejuhatusega, mis annab sulle ülevaate kursuse eesmärkidest, sisust ja kursuse tingimustest.

Kursuse juhendajaks on Karin Kiis, kelle poole võid pöörduda nii koolituse sisu kui tehnilist poolt puudutavates küsimustes (e-post: karin.kiis@ut.ee).

Jõudu tööle!

TRAVORS projekti rahastab Leonardo da Vinci Elukestva Õppe programm.



- **Increase time spent on LNA**
- **Try to increase managers involvement in LNA and during training period.**
- **Introduce short work analysis task in the first training session in order to help trainees link more skills they use at the workplace and training topics.**
- **Introduce 2 trainers in all the training sessions.**
- **Introduce selection of home assignment in the training program (offer choices for trainees)**
- **Supervision! Supervision! Supervision!**

Any questions?

More information at: www.travors.eu

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I'VE LEARNED SO MUCH
FROM MY MISTAKES...

I'M THINKING OF MAKING
A FEW MORE.