

# TRAVORS – The Austrian Way of Trials

BAR 2010

Tallinn

17. & 18. September 2010

# *karriere club*

- Founded in 1994
- international projects since 2003
- Working with risk groups (PwD, youngsters, elderly people, ..)
- Programmes
- Labour market

# *Our main activities are:*

- trainings – workshops - courses
- consultation – mentoring
- psycho-social support
- personnel consultation
- personnel and organisational development
- test development
- project management
- research and development
- international projects

# Content

- **Train the Trainer Module**
  - How can I use the design principles in the training?
  - Innovative methods
- **Generic Skills**
  - Which behaviour is needed by a trainer or advisor?
  - What is important in the work with PwD?
  - What are the principles by interacting with clients?

# Content

- Work Focussed Interviewing
  - What do my client want to achieve?
  - How to gather information? -> techniques, checklists, etc.
  - How can the client reach his aim? (influences)
    - > action plan -> right order
  - How to make a decision - techniques
  - How do I handle obstacles

# Content

- Working with employers
  - What to do have to keep in mind if you interact with employers or companies?
  - Funds for employers
- Job Seeking
  - Identification of own personality, abilities, and interests
  - Research for a job (investigation in the internet, labour market office, ..)
  - How to create an innovative application file
  - Telephone as a technique
  - The job interview

# Content

- Handbooks for advisors and trainers
- Handouts for advisors
- Interesting Links in every Module
- Many Exercises for every Module
- Checklists
- forms

# 1<sup>st</sup> TRAVORS Trial: Trainee Trainers Trial



# Trainee Trainers Trial

- Number of Person: 5
- Background:
  - 1 independent – training background
  - 1 Viennese Education Centre – training background
  - 3 KC staff – 1 trainer working in projects, 1 rehab background, 1 trainer / rehab background
- Period: 17<sup>th</sup> – 23<sup>rd</sup> December 2009

# Trainee Trainers Trial

- Location: Vienna
- Methodology: present training  
Master Trainer taught one session to all,  
then one Trainee trainer taught another session to all, etc.

# Trainee Trainers Trial

- Content: Train the Trainer Module,  
Generic Skills,  
Working with employers,  
Work Focussed Interview.,  
Job Seeking

# Evaluation - Answers

- **Was anything different to other training you have received in this area?**
- Yes, we did our brainstorming in a nonverbal way, everybody just write his/her thought without comment on the flipchart and this was a new experience to me

# Evaluation - Answers

- **Could any part of the session have been better for you?**
- **Good session – good challenge – very interesting**

# Evaluation - Answers

- **How will you apply it?**
- I will try to work on this basis (nonverbal – verbal) concerning clients self experience with their own skills – so that they know what skills do they already have and which one do they need to get job ready
- By each of my clients

# 2<sup>nd</sup> TRAVORS Trial: Personal Advisors Trial

# Target Group

- Rehabilitation specialist
- career counselors
- Coaches
- Trainers
- Organizations working already with PWD
- or want to work in the future
- Social workers
- Health workers



# Personal Advisors

- Number of Person: 20
- Background:  
consultants, trainers, people working on projects involving PwD, rehab consultants
- Period: 2.2.2010 - 14.3.2010
- e-learning between the present trainings and afterwards
- Duration: 24 units present training  
around 40 units e-learning

# Personal Advisors

- Location: Vienna
- Methodology: Introduction Event  
Individual Consulting  
blended-learning starting  
with present trainings

# Personal Advisors

- Content:           Generic Skills,  
Working with Employers,  
Work Focussed Interview.,  
Job Seeking Skills

# Personal Advisors

- Methodological Focus:
  - Generic Skills: focus present training
  - Working with Employers: ½ e / ½ p
  - Work focused Interviewing: focus present t.
  - Job Seeking Skills: focus e-learning

travors : Startseite - Windows Internet Explorer  
<http://idec.static.otenet.gr/travors/training/index.php>

Windows Live Bing | Neuigkeiten Profil E-Mail Fotos Kalender MSN Freigeben | Anmelden

Favoriten | eBay WOW! Angebote | My Library | New Issues | Web Slice-Katalog

travors : Startseite

travors | Meine Startseite | Springen | Zurück zum Adminbereich | Posteingang Suchen Hilfe

## Training für BeraterInnen

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  - Generic Skills
  - Work focussed Interviewing
  - Jobseeking
  - Working with employers
    - Umgang mit Unternehmen
  - Informationen über F...
  - Abschluss




**Datenspeicherung**




**Foren**




**Chat**




**Häufig gestellte Fragen ( FAQ )**




**Links**




**Meine Tests**




**Inhalte exportieren**



**Gruppen**



**Leseliste**



**Blogs**

**Verbundene Themen**  
Keine gefunden

**Benutzer Online**  
Lehrer Account  
Gäste werden nicht aufgeführt

**Ankündigungen**

**Glossar**  
Keine Anbe...

**Herzlich Willkommen**

<http://idec.static.otenet.gr/travors/training/groups.php> | Internet | Geschützter Modus: Aktiv | 100%

# Evaluation - Answers

- **Was anything different to other training you have received in this area?**
- Very useful - more than I had anything else – because our trainer knows what he is talking about he has a great personal experience
- The mix of e-learning and the face to face sessions

# Evaluation - Answers

- **What learning will you take back to your work place?**
- More respect of clients' wishes and experiences because it is really important for the working process.
- That nearly each of us has “problems” to accept that it is human to suffer from prejudgements – and in a short way. I am normal!

# Evaluation - Answers

- **How will you apply it?**
- I will take the lists to work and try to find decisions .....
- To reflect about eventually coming up prejudices about clients



# Actual and further Activities

- Offering it:
  - within the services of karriere club
  - Together with other organisations (educator)
  - Together with other organisations (adapted to their reality)

# Positive Aspects

- New accessible method (Atutor)
- principles
- Good mix of methodology with focus in the specific modules regarding the content
- Really great feedback
- Much changes
- Getting to know the reality of other countries
- Create an adaptable system
- Usable methods

# Interested?

- Go in contact to:
  - [travors@karriere-club.at](mailto:travors@karriere-club.at)
  - + 43 / 1 / 718 49 42