

## Welcome to the newsletter of the TRAVORS project

Throughout Europe, the employment of people with disabilities is not what it should be, in terms of quality as well as quantity. This is despite efforts in all member states to provide specialist support.

The project TRAVORS has been developing skills training for Employment Advisors, based on evidence of effectiveness. We have also created tools for skills training that can be applied to other skills.

The methods are valid in differing VET settings, and deliver training that works. Using self-efficacy-based training materials, and a novel approach to inter-country transfer, has enabled training content to be adjusted to specific learning situations while maintaining teaching standards.

We hope these will be interesting to all EU policy makers, VET trainers and others, and invite you to contact us to learn more, and to benefit from our experiences and products

## The Rationale

Across the EU there are many services which support the employment of disabled people. But differences in legislative and welfare provisions, and in programmes of support, are not mirrored in differences in employment levels.

Previous experience in the UK Jobcentre network, has shown that the skills of Employment Advisors are critical to their success. Experience of insurance-funded rehabilitation extends this to cover job retention, support for employers and return to employment.

There is strong evidence that

- the self-efficacy (confidence) of disabled clients contributes positively to effective job search and retention. It can be enhanced by skilled interview and support techniques
- training of advisors needs to focus on skills they can use with disabled clients and employers.

We therefore set out to design and evaluate training programmes used that evidence. Funds were from the Lifelong Learning Programme Leonardo da Vinci programme and project partners.

## Project products

We resolved to transfer our UK training in a way that would make it effective in the host country. We built a 'kit of parts' that could be adapted according to need.

The team from the Department for Work and Pensions in the UK looked at the evidence for effective skills training.

Their Design Guidelines manual covers

- Application of the concepts of Self Efficacy and Learning Modes

- Training Techniques: Learning Needs Analysis, Skills Acquisition, Blended and Pre-requisite Learning, the Number of Delegates and using them as a Resource, Consolidation after Training, and Evaluation.
- Technology: Accessibility, Usability and E-Learning

RNL Ltd designed a Learning Needs Analysis procedure, and an LNA evaluation tool. They covered Research Tools, Organisational Information, Task and Skill Analysis, and Skills Outcomes.

The Skills were divided into about 600 micro-skills suitable for direct teaching, arranged in modules covering

- Trainer Skills
- Generic Skills
- Job seeking Skills
- Maintaining the Job skills
- Case Management Skills
- Work-focussed interviewing skills
- Skills for engaging with employers

and finally, with a detailed guide, we delivered around 200 exercises, checklists, handouts, workbooks and case studies for use by the training partners. They developed and tested their own training from these materials.

## Results

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Trials are now complete and preliminary results from the evaluation are very encouraging. In Estonia the training will become part of the recognised preparation for professionals. In the UK commercial enquiries have been received; in Greece there has been a successful trial of distance learning, suitable for a nation of islands; in Austria the training is expected to be offered by one of the largest training institutes. Spain will adopt it in a commercial portfolio of courses.

Our next work is to develop the process: streamlining it in the LdV DESEPA project for non-specialist Advisor Training, and, we hope, developing qualifications in the TRAVORS II project.

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**Contact us for more information or to join in our work. We are here to share expertise and develop these products for wider use!**

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For more details on TRAVORS please see our web page: <http://www.travors.eu>

The Project is led by RNL Ltd and VRC Ltd in the UK, with partners

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