

ICONET

Transfer Requirement Profile Anforderungsprofil für den Transfer

Austrian Partner



Chance B GmbH,
Gleisdorf/Steiermark, AT

Chance B / AT

1. Describe the current situation

- What is the main reason for using the tool? What is the special occasion? Which problem should be solved by the use of the tool? Which special circumstances make the use of the tool necessary?

Chance B provides many services, where practical training or internships are a part of the education or orientation for targeting a job in the first labour market. Getting aware of the learning-results within this periods would be an important aspect for the customers and the participants of measures.

The target group, where the tool should be accommodated at first is a group of young people within the "basic qualification", which is situated in the farm and the bakery.

Within this time on the farm and in the bakery a lot of learning experiences are made and many competences are acquired in formal and informal ways. Reflecting about the learning process, reporting about acquired competences has no special tradition within practical training in general. But would be a good way of realising progress of learning. Reporting the progress is even harder with people whose language is very poor and reduced.

Nevertheless getting aware of ones competences would be a crucial part of the objectives aimed within the project which is : success in searching and remaining within a work-place. The tools, which have been used until now are not really satisfying for both sides, the participants and the pedagogic staff. Filling in forms or questionnaires is no appropriate way of getting consciousness and face to face-talking with the staff would effort too much time.

Nevertheless the reflection has to take place in form of conversation. This is why the Iconet-tool is perfectly fitting within this setting.

2. Description of the field of application

- In which field and for which target group should ICOVET be adapted? The target group, for which the tool is adapted are (consists of) young people with learning disabilities who are trained within a basic qualification.

- In which field of the educational or support system should ICOVET be applied? E.g. School, vocational training, rehabilitation?

This measure is a part of supportsystems for people with disabilities, which offers rehabilitation for disadvantaged young people who would not be able to enter the labour market because of their personal reasons.

- How is this special field positioned within the system of educational or support system?

Some students are not mature enough to perform a job, even after having finished their compulsory education. They need a period of stabilisation and maturation in a sheltered environment. At the end of the basic-qualification,

which is rather a training than a formal education or qualification, they should be able to find a job in the first labour market.

3. Description of the target group

The target group are young people at the age of 15 to 20. They are supposed to enter the labour market but are not really qualified enough to succeed in this field. The youngsters spend a variable period (max three years) within the farm or the bakery, where they are trained in practical things and in basic education like reading, writing maths and social skills. Additionally most of the youngsters have problems in terms of behaviour or emotional stability.

For which target group the ICOVET approach should be adapted?

Description of

- the level of education

Young people in the basic qualification have normally finished their compulsory education. Nevertheless some of them are nearly illiterate.

- characteristic circumstances

- social situation

The social situation of the young people differ considerably. Some of them come from social situations characterized by difficult familiar situations, others are concerned with learning disabilities and have great support by their relatives.

- characteristics of the member of target group in details

Because of many disappointments and many frustrating situations in school the tool should provide a way of recognizing the competences in an attractive way. Writing and reading have mostly negative connotations because of numerous frustrating situations in school

How are the young people integrated in the social support network?

How do the different social workers, educational consultants communicate?

During this period other helping systems are not involved. Only on the occasion of individual cases and because of special situations helping conferences with social workers take place. Apart from this single conferences the staff-members of the "basic qualification" are the only responsible ones for the progress of learning and the following integration in the labour market.

4. Description of the users

Who exactly is supposed to use the tool?

The users of the tool are the staff of the "basic-qualification" . As the Iconet-tool is applied as a monitoring instrument for the progress of learning, the participants should use it regularly at least once a week. As this would be a challenge in terms of time resources Chance B tries to adapt the tool as a peer instrument in guiding them in mutual interviews.

- Who could profit from the use of the tool as a support in guiding young people?

Staff-members get an appropriate practical tool of self-evaluation about the learning progress within their measure. Additionally the young people learn to lead interviews and to talk with one another about their competences.

- How are the users educated?
Which experiences have they already in the field of psychosocial guidance?

The staff-members are specialist in the field of people with disabilities and have a lot of experience in the field of treatment and guiding young people with learning disabilities.

The young persons have no education concerning guidance-tools.

- Are the users volunteers or are they professionals?

The staff is professional, the young people are participants, who are trained to use the tool as a peer-guide.

- What are the typical objectives of their work with young people?

The objective is to train and support young people in order to enable them to succeed in the first labour market.

- How often do they have contact with the young people and in which setting (groups or single)?

Staff and young people spend the whole day together. Within a week several situations require face-to-face talking with the personal guide.

- Reachability of the user by the staff of the project?

- Which institution is responsible, who is the boss?

Basic qualification is part of many services provided by the company. There is a leader of the project and two bosses, who are responsible for the whole company.

As a consequence of this approach two sort of users have to be guided. On the one hand: the staff, which are pedagogic specialists in terms of treating disabled people and on the other hand the participants themselves, who are taught in leading mutual interviews focused on learning experiences and acquired competences.

Two different offers are provided to realise the approach.

a) Workshop for the staff :

Basic information and training of the collaborative interview. Introduction in the field of reflexion and report of informal acquired competences.

b) Workshop for the participants :

Introduction in "Leading a partner interview"

Getting aware of learning success

Taking photos, storing them and make a presentation

5. Objectives of ICOVET

- Which aims should be reached by the ICOVET approach?
- How are the objectives of the tool going to be evaluated?

The aims of the Iconet-tool within the "basic-qualification" is to realise and report the competences gained within the training. The tool is used as a kind of self-evaluation for the participants.

For most of members of the target group talking about themselves and expressing experiences means an enormous challenge. The workshop and the introduction for using the Iconet-tool should support the participants to get awareness through speaking about it.

Every other month the participants are invited to present the results of the interviews within the group of all participants and staff.

These presentations are illustrated with pictures they made during work.

All these presentations are collected and stored.

The quality the presentation is a criteria of having reached the aim.

The report about this represents the success of the tool.

6. Deskription of the tool in detail

- Which areas of activities of the young people are regarded?
- Are there any particular competences looked at with high priority?
- Should the tool be adapted for the target group? (Pictures, simple language, role play etc.)
- Is there an outline and a schedule for the realisation of the procedure (preparation, processing, follow-up)?
- Number of staff needed
- Describe the necessary setting, spaces and materials
- What is the concrete result of the approach?
- Documentation: Whom does the documentation create? In which way (handwritten, printed file etc...) and how will it be processed?
- How are discretion and confidence assured?
- How will the results be used for the further activities? How will the result be used by other supporters or at the interface between different support system?
- Could the ICOVET tool be used additional to a procedure of guiding young people, which is already performed? Is there an optimal point of time when the tool should be used?

The issue of the Iconet- interviews are learning experiences and competences of the participants. The field defined as relevant competences is not limited but should refer to the work-place on the farm or the bakery. Both practical skills and social skills or even experiences of encouragement and good feelings can be an issue of the interview. Pictures and graphics should support the process as an alternative to written materials.

Photos or graphics illustrate how the tool could be used by the participants. The participants illustrate the acquired competences per photos taken during their work.

Schedule :

Workshop with the participants : 10 Units a 2 hours

Parallel:

Workshop with the staff : One day for 8 hours

After this the tool should be applied and become a part of the training.

All the members of the staff should attend the workshop for the staff, which means that 7 persons have to spend a day for the introduction in the tool.

The participants must afford about 20 hours for training.

Holding the interviews and reporting their own competences should be integrated in the daily routine. No additional time is required. It means only a change in the methodology of reporting.

The presentation which takes place every other months is supposed to long about 2 hours. This mainly depends on the way this presentation is performed.

Materials setting, Circumstances :

- Room for two workshops
- Computers for the participants to prepare the presentation and to administrate the photos taken within the work.
- Photo-cameras if handy-cameras are not available
- USB-Sticks for the participants (could be a donation of a company)
- software on the computer which enables the participants to create a presentation (must be very simple)

The results of the appliance are

- Weekly reports as results from the interviews for each participant, written by the interviewer (formula provided)
- Collection of photos, made by the participants during the week as the basis for the interviews (saved and classified on a USB stick)
- Presentation and summary of the interviews
- Interview-guidelines for
 - a) participants
 - b) pedagogic staff

The results belong to the participants. It is possible that the weekly reports are completed by additional materials and form a kind of portfolio.

The tool is supposed to be a part of the basic-qualification and can be seen as a continual self-evaluation. It can start with the entrance to the training ending up with a summary made at the end.

It is to recommend to use the results of the weekly reports and the presentation for the CV. How this happens and to which extend depends on the trainers and the participants.

7. Transfer

- Which requirements for the dissemination in similar fields of work can be seen according to this analyses?
- Which conclusions can be drawn?

Good working materials should be produced, which can be used by other trainers and participants working in similar fields.

A detailed description of the workshop held with the participants grant the permanent implementation of the tool within the training on the one hand, and a possibility for dissemination of the tool on the other hand.

A detailed description of the practical implementation makes clear which approach is required and which steps should be undertaken.