



Diversity Workshops and Mentor Training within the Project

The main objectives of the DIMENSAAI project are the improvement of training activities and competences of the trainers i.e. by developing new mentors in the field of social and health care, to support older people, and those with mild disabilities, who would like to integrate and re-integrate with the workplace and to gain social acceptance.

The DIMENSAAI project plans to achieve these objectives by organizing a series of workshops on Mentoring and Diversity, to be held in all the partner countries, with a particular emphasis on the healthcare services. The intention is that this approach will enable people to acquire the required knowledge, skills and competence and to discuss practical ways of applying them, especially for the benefit of older people and those with mild disabilities. In this way, it may be possible to begin to address the skills shortages in the healthcare services reported across Europe

The structure of the workshops will be guided by the Catalogue of Competences required of a Mentor and Diversity Counsellor (DC), and the accompanying handbook of the mentoring process, previously developed by the DIMENSAAI project partners. This guide is designed to support people who are interested in mentoring or diversity counseling with the necessary background knowledge and skills and competence. We expect that this guide will underpin future teaching and learning plans, help the reader to be a DC or a mentor, and to develop and implement a successful Diversity and Mentoring approach.

The primary objectives of the short, initial mentor training days are to confirm the engagement of the mentor, to establish the basic program parameters, and to begin to prepare mentors by giving them the information and tools necessary to be efficient in their work.

The catalogue and handbook were developed initially in the English language and were later adapted and translated in all partner countries languages. They are available in digital and printed form. Workshops supported by these two manuals have already taken place in Ireland and Germany. News of future events will be announced soon.



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Diversity and Mentoring approaches to Support Active Ageing and Integration

In Ireland...

The provision of training in Mentoring and Diversity in a single day, 9th December 2013, although ambitious, was accomplished to a very high standard nevertheless. There was a definite accent on the principles and methods of mentoring, with a very smooth transition into the topic of diversity. This approach had the effect of highlighting that diversity was not distinct from, but closely related to mentoring and was a crucial element of relationship-building that was often subtle and somewhat below the surface. It goes beyond colour of skin, ethnicity and visible physical/intellectual impairments. It often includes socio-economic, cultural influences, and may give rise to judgments made on the basis of accent or prejudice. There was a very powerful message that being open to changing one's mind was key resource in the recognition of diversity and ultimately embracing it. The 21 students who took part in the training, reported high levels of satisfaction with the training experience and that their knowledge of the subject matter had been improved at least three-fold, although there was some sense that allowing more time, perhaps over several days would have been positively received. A more complete report, taking account of structure, design, student recruitment and evaluation will follow.



In Germany...

the Diversity workshop and the short mentor training have been organized on the 25th of November in Gelsenkirchen together with the APD (Ambulante Pflegedienste Gelsenkirchen GmbH), which would also like to implement a mentoring approach in the organisation and take into consideration diversity aspects. In the workshop participated 15 APD employees, 2 APD managers, 2 persons from IAT who work in the project DIMENSAAI and the manager of the German partner BPC. The participants presented their work in the APD and their interests for diversity and mentoring and a short explanation on the approach of diversity and mentoring and other concepts, which are intended to be applied within DIMENSAAI has been done. The presentation "Demographischer Wandel und die Zukunft der Beschäftigung in der Pflege" was followed by discussion about the situation of the health and care sector of Europe and abroad and ways to apply diversity in the health and care sector in Germany have been proposed. In the afternoon a short training for mentors was followed by best practices and solutions to be implemented within APD in cooperation with the two German partners IAT and BPC. The guidelines for mentor training developed within DIMENSAAI have been distributed to all training participants and used. Some best practices from projects IBB2 and VOCA have also been presented. A structure has been discussed how APD can improve their daily work and shortage skills due to mentoring and diversity.



For details about the project please visit our web-site: <http://www.dimensaai.eu>