GD Bildung und Kultur
Programm für lebenslanges Lernen

KOMPASS

Training of Competence Councillors for the implementation of „Competence Balance (COB) for Roma“

Participants: trained Competence Councillors

Objectives: Introduction of „Competence Balance (COB) for Roma“ and enabling the participants to implement the procedures

Duration: One day seminar

Structure of contents:

1. Summarising overview on the service COB

a. The consulting system of COB and its influencing factors
Person – labour market – Councillor
Social frame conditions
b. The philosophy of COB

2. The specifics of the target group, the definition of targets and of the competences that should be identified

a. Target group Roma and its specifics
b. Definition of objective for the target group Roma
c. Competences that should be identified in the target group Roma

3. Making the Councillor fit for the implementation of „COB for Roma“

3.1 The course of “COB for Roma”

a. Basic course
b. Possible specialties

5.2 Introducing and testing methodological supporting means of “COB for Roma”

a. Information material for the participants (flyers)
b. Guidelines for the Initial Interview
c. Personal Stock-Taking / Portfolio
d. Test procedures
e. Observation procedures / role games / plan games
f. Assessing and structuring the information
g. Professional researches
h. Synthesis Paper and Action Plan
i. Reflection on the methods

3.3 Using the competences of the Councillors

a. Organising successful conversations
b. Implementing observation procedures in a appropriate quality
c. Drawing conclusions from the professional profile of the person to the potential labour market and from the potential labour market to the options for the person
d. Creating the Synthesis Paper and the Action Plan in an appropriate quality

3.4 Quality assurance

a. Agreement with the person
b. Final questionnaire
b. Follow-up questionnaire