

Key elements in the training process

Liina Teesalu

Astangu Vocational Rehabilitation Centre



KEY ELEMENTS

The most important goal: to support the development of every trainee according to his needs and abilities

- **Individual approche, client centeredness** – we accept and consider the wishes, needs, potential and goals of the trainee by choosing the training course and also in the training process.
- Assessment and counseling for all applicants
- Personal folders for all trainees
- Development discussions
- Individual plans
- Continuous assessment
- Small groups



KEY ELEMENTS

- **Accessibility and flexibility** – we try to meet the needs of every trainee
- Accessible environment and technical aids
- Flexible curriculars, individual plans depending on real life, goals and possibilities of the trainee.
- Different assessment systems (marks and other feedback)
- Qualified and supportive team for every trainee
- Looking for cooperation outside of the centre to support the achievement of trainees goals.



KEY ELEMENTS

- **Involvement** – all trainees are involved in decision making processes. We support them to be as independent as possible.
- Development discussions
- Meetings for all trainees (once a month)
- Satisfaction questionnaires
- The role of the group adviser and all specialists



KEY ELEMENTS

- **Sharing responsibility-** everybody has his own responsibilities and they have been agreed.
- Rights and obligations (signed by all trainees)
- Curriculas
- Development discussions
- Individual plans



KEY ELEMENTS

- **Functionality** – our goal is to achieve the best possible result for the further self-realization of each trainee (working, continuing studies, be active in day care centres etc) considering the needs and abilities of the trainee.
- Networking (cooperation) with employers, local governments etc
- Transition plans
- Feedback questionnaires 6 months and 1 year after graduation
- Employment support during the studies and after graduation



RESULTS

- Employment in the open labor market (2010/2011 - **43%**)
- Continuing studies (voc.schools; universities) (2010/2011 - **7%**)
- Sheltered employment (2010/2011 - **10%**)
- Voluntary work (2010/2011 - **13%**)
- Activities in day care centres (2010/2011 - **10%**)
- Independent living (as much as possible) and motivation to be an active member of society. (2010/2011 - **17%**)

** We had 30 graduates in vocational training in 2010/2011.*



THANK YOU!

Contact:

liina.teesalu@astangu.ee

