

## Addressing barriers to employment

Disabled people represent a major component of economic inactivity in Europe. Employment is beneficial to health and is the best protection against social exclusion, but national policies face many practical obstacles in Europe, and the unemployment rate among disabled people is still much higher than the average in all countries. There is an urgent need to increase the effectiveness of public, private and NGO employment support services. Experience in all countries shows personal advisors and rehabilitation practitioners need to be provided with skills and confidence to work effectively.

The **TR**Aining for **VO**ccational **R**ehabilitation **S**ervices project will develop a new approach to vocational rehabilitation education that can be applied across Europe.

We aim to enhance the professional effectiveness of vocational rehabilitation practitioners using innovative ICT-based distance learning combined with direct learning modes and incorporating a self-efficacy model of training for skills.

For more details please see next page.

## Issue 1/1, July 2009

### Welcome to TRAVORS!

If you are working in a public, private or third sector organization supporting disabled people into work and looking for

- access to cutting-edge vocational rehabilitation training
- opportunities for career development
- flexible and innovative skills training

then you may find TRAVORS project helpful.

In the current issue you will find brief information about our project. Please visit our website for more information <http://www.travors.eu>

## Partnership with complementary skills and international reach

TRAVORS was developed by a partnership that involves both rehabilitation and education organisations in different regions of Europe: Austria, Greece, Estonia, Spain and the UK.

The partners have complementary skills in education, rehabilitation, research, consultation, ICT, training and management and represent Government, Education, NGOs and the Private sectors.

The Partnership consists of seven organizations led by Rehabilitation Network Ltd from United Kingdom. Other partners are:

- The Department for Work and Pensions (DWP) from United Kingdom
- Information Society Open To Impairments (e-ISOTIS) from Greece
- IDEC from Greece
- Karriere Club from Austria
- Valter Fissamber and Associates Ltd from Greece
- Integral Training Institute from Spain
- Pärnu College of Tartu University from Estonia.

Further information on the partners at our website:

[http://www.travors.eu/en/partnership\\_en.html](http://www.travors.eu/en/partnership_en.html)

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## TRAVORS approach - blended learning and blended experiences

Issue 1/2, July 2009

In the TRAVORS project, we are revising and transferring a vocational rehabilitation training programme from the United Kingdom to Estonia, Greece, Spain and Austria. The key concepts that will drive the training are **skills and self-efficacy**. The training will focus on advisor skills more than on knowledge or procedures. It will provide employer- and client-support skills that can be used alongside the countries' medically-based welfare systems without demanding additional



At the same time, the training will be designed to enhance the self-efficacy of trainers, and of advisors and so to enable their clients, disabled people, to enter work. The teaching methods will be on a through careful Learning Needs Analysis, followed by structured practical experience of the skills.

Supporting these principles will be a **Quality Assurance Framework**, and a strong ICT component, to reach people where it is most suitable for them to learn, but to do so without loss of quality.


In the project we will **trial** the training with approximately 100 individuals in the partner countries. They will apply the skills and be mentored during a six month period of placing disabled people in work.

After evaluation, the training programme will then be adapted to its final form. At the end of the project, each of the partners will have acquired training materials that directly address the urgent problem of unemployment among disabled people.

So far the project has produced:

- Reports summarising national policies and employment circumstances
- A Consultation procedure & and policy
- The Trainer-training Research Principles and Design Specification
- Nearly 200 documents that support the training that is to be developed.
- A guide to Learning Needs Analysis

Our next jobs are to identify groups to participate in the training trials, to carry out the Learning Needs Analysis in each country, and design country-specific courses. Then we will trial and assess the results.

 If you are interested in participating in the TRAVORS trainings or in the project in general please contact: [local contact here](#).

 Next TRAVORS news coming in September 2009

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