

Transition from School to Labour Market, Choice of the Right Profession



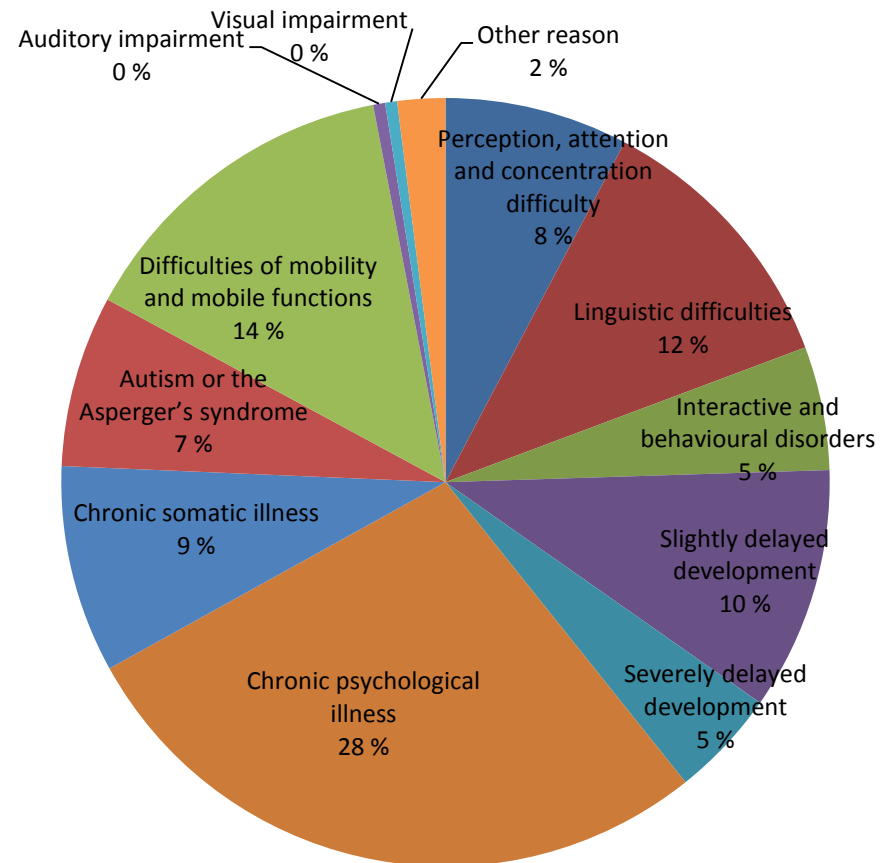
Validia Vocational College – nation wide

- Established by the Finnish Association for People with Physical Disabilities
- We provide an accessible learning environment
 - Vocational Education and Training for students with special educational needs (12 different Vocational Qualification Programmes)
 - Rehabilitative Instruction and Guidance for students with severe disabilities
- 600 students and 280 staff members
- Development and Service Centre of the Vocational Special Needs Education and Training



Järvenpää, Tampere, Kotka, Nurmijärvi

Grounds for Special Needs Education



- Acceptance is based on disability, illness or other needs for special support
- Applicability to the field
- Need for education and training
- Motivation

Student support services

- small study groups
- each study group has a **homeroom teacher**, a study tutor and a class assistant in the group
- **study counsellors**
- student Welfare Services
- **career counsellors**
- dormitories and leisure activities
 - ✓ 120 rooms, of which 48 are for students with physical disabilities
 - ✓ During their studies the students live in the dormitories free of charge



Transition from school to the Labour market; choice of the right profession



Career guidance to support employment

Career guidance is to promote students' independent living, employment and prevent social exclusion.

Career guidance is focused on:

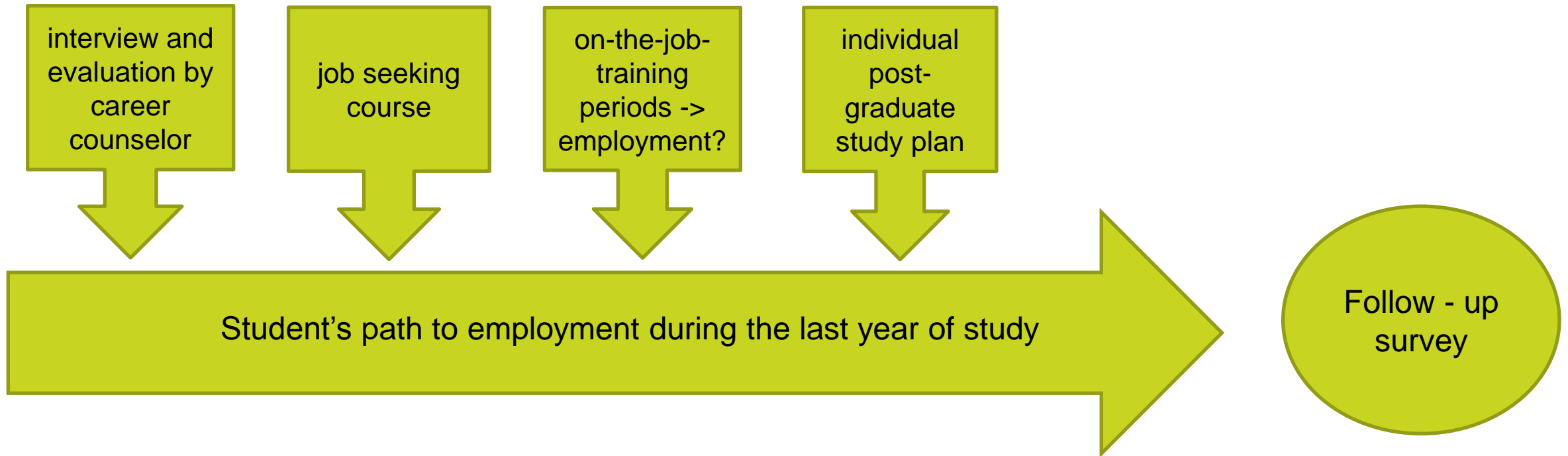
- the student's career plan for his own education/interests, concentrating on students' strengths
- to support employment and post-graduate study plans
- career counselors guides and advises students in groups and/or individually in employment and supported employment during the last year of studies while constantly following the situation in the labor market
- one aim is to influence the attitudes of society through the employment of people with disabilities

SERVICES:

- information and guidance on special employment services for the students as well as the employers (e.g. subsidies)
- guidance and support for job hunting, as well as summer jobs
- training for job interviews
- assistance with bureaucracy and form filling

Before, During and After studies

- Training experiments/try-outs (B, D, A)
- Specifying the support for special needs (B,D)
- Visits to different workplaces and other colleges (especially in Rehabilitative Instruction and Guidance) (D)
- On-the-job-training periods (D)
- Finding the students strenghts (B,D)
- Evaluations (self-evaluation, evaluations from on-the-job-training periods...)



Network co-operation: employers, insurance companies, associations for people with disabilities, employment offices, students hometown's social workers, employment projects....

Our best practices

- Job analysis
- Breakfast of opportunities
- Talent meeting
- Network dates for job coaching
- Job-seeking course
- Spring of opportunities
- Linnanmäki Amusement Park Project



Job analysis

- Explained by using the job analysis
 - what the job involves
 - what is the working environment like
 - what is the culture in the workplace like
- clearing the work task, e.g. what are the responsibilities for the worker and the requirements for performing the job
- to compare the student's skills and strenghts to the tasks
- to specify the support for students special needs in order to complete the tasks

Job analysis:

Job title:	
Background information	
Workplace industry	
Number of employees	
Daily working hours	
Breaks	
Pace of work	
Performing the job requires:	<input type="checkbox"/> good <input type="checkbox"/> moderate <input type="checkbox"/> adequate physical condition <input type="checkbox"/> good <input type="checkbox"/> moderate <input type="checkbox"/> adequate psychological condition <input type="checkbox"/> good <input type="checkbox"/> moderate <input type="checkbox"/> adequate customer service skills <input type="checkbox"/> good <input type="checkbox"/> moderate <input type="checkbox"/> adequate social skills <input type="checkbox"/> good <input type="checkbox"/> moderate <input type="checkbox"/> adequate IT skills Further information:
Occupational safety considerations	
Description of the working environment (such as noise, temperature, physical accessibility)	
The job requires:	<input type="checkbox"/> hygiene certificate <input type="checkbox"/> driving licence <input type="checkbox"/> hot work card <input type="checkbox"/> occupational safety card <input type="checkbox"/> first aid certificate
Machinery, equipment and tools used at work	
Workwear	<input type="checkbox"/> Yes/available at workplace <input type="checkbox"/> No
Meals available	<input type="checkbox"/> Yes <input type="checkbox"/> No
Staff social facilities	<input type="checkbox"/> Yes <input type="checkbox"/> No Further information:
Work involves handling chemicals/detergents, etc.	<input type="checkbox"/> Yes <input type="checkbox"/> No
Workplace job titles and education required for tasks	
Tasks (in case of shift work, list tasks by shift)	
Other tasks in addition to daily routines	
Other points to consider	

Best practices: Breakfast of opportunities 2014

Breakfast meeting with companies, who are working in the area of our College

Participants:

- Companies/employers from the City of Järvenpää or nearby

Structure:

- Networking in a coffee shop environment
- The serving is made by our householder students

Results:

- Brand new company contacts, on-the-job-training places for our students



Best practices: Talent Meeting 2013 & 2014

Arranged with Finnish Cp-association and Orton Pro.
Idea is based on speed dating concept.

Participants:

- 7 companies who wanted a trainee (f.e. Tarjoustalo, IBM, Elkris, DHS audit, Finnish Cp-association)
- 7 students who were seeking for a place for their on-the-job training period

Structure:

- 49 interviews in one hour
- 2 minutes time for companies, 2 minutes for students, 2 minutes for person-to-person debating

Results:

- all the students got an on-the-job-training place from Talent meeting
- companies received a contact with educational institution



Networking through events: Network dates for job coaching

Professional day for networking.
Held annually in cooperation with
Keskuspuisto Vocational College and Orton Pro.

Participants

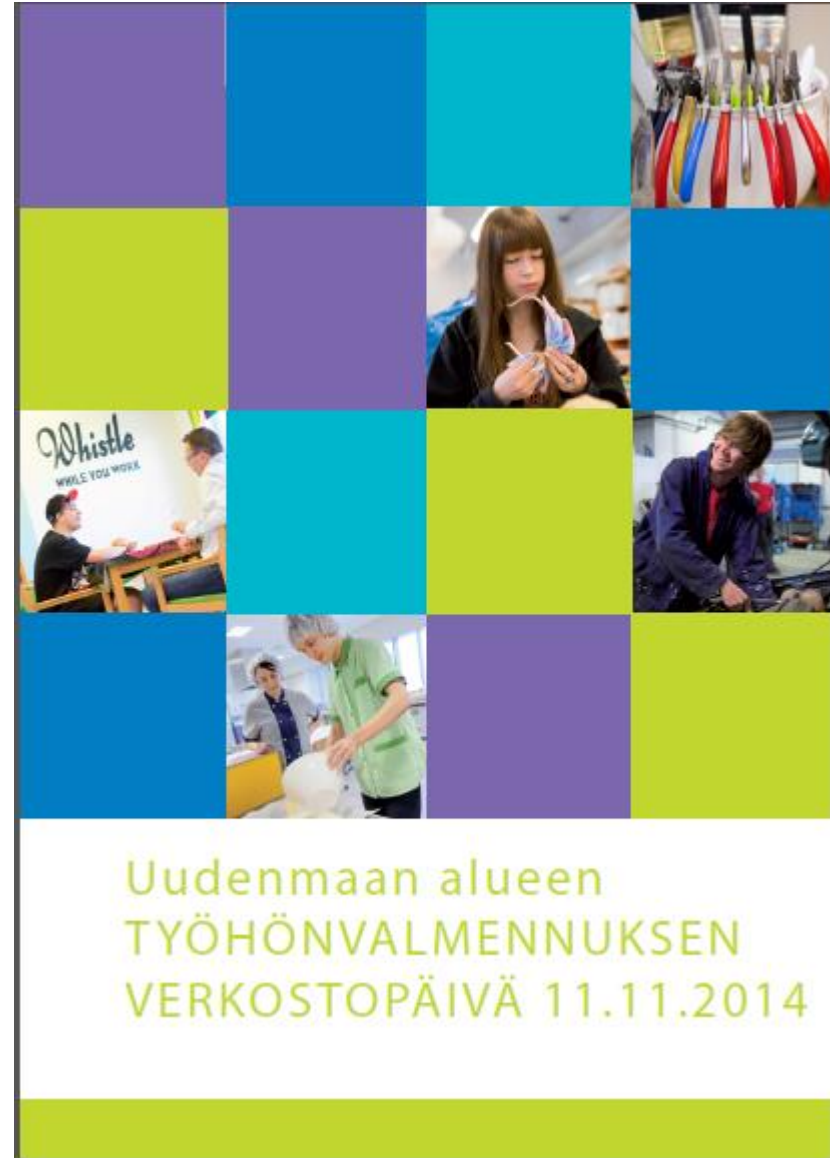
- 130 participants (job coaches, career counsellors, teachers and instructors from Southern Finland)

Structure

- hot topics of job coaching end employment

Results

- development of professional competence, peer support, sharing of best practices



Job-seeking course

Participants:

- last years' students from different fields of study

Structure:

- content: how to apply for a job, how to make a CV/video-CV, where can you find jobs, the rules for the labour market, to strengthen the students strengths.
- One meeting every week over a four week period.

Results:

- Students get more information and courage on applying for a job
- The students prepare their CV's.



Best practices: Spring of Opportunities 2014 & 2015

Participants:

- companies (e.g. private companies from the area, social enterprises - responsibility to hire people who have lower capacity for work, staff recruiting companies..)
- students and teachers from Validia Vocational College
- employment office

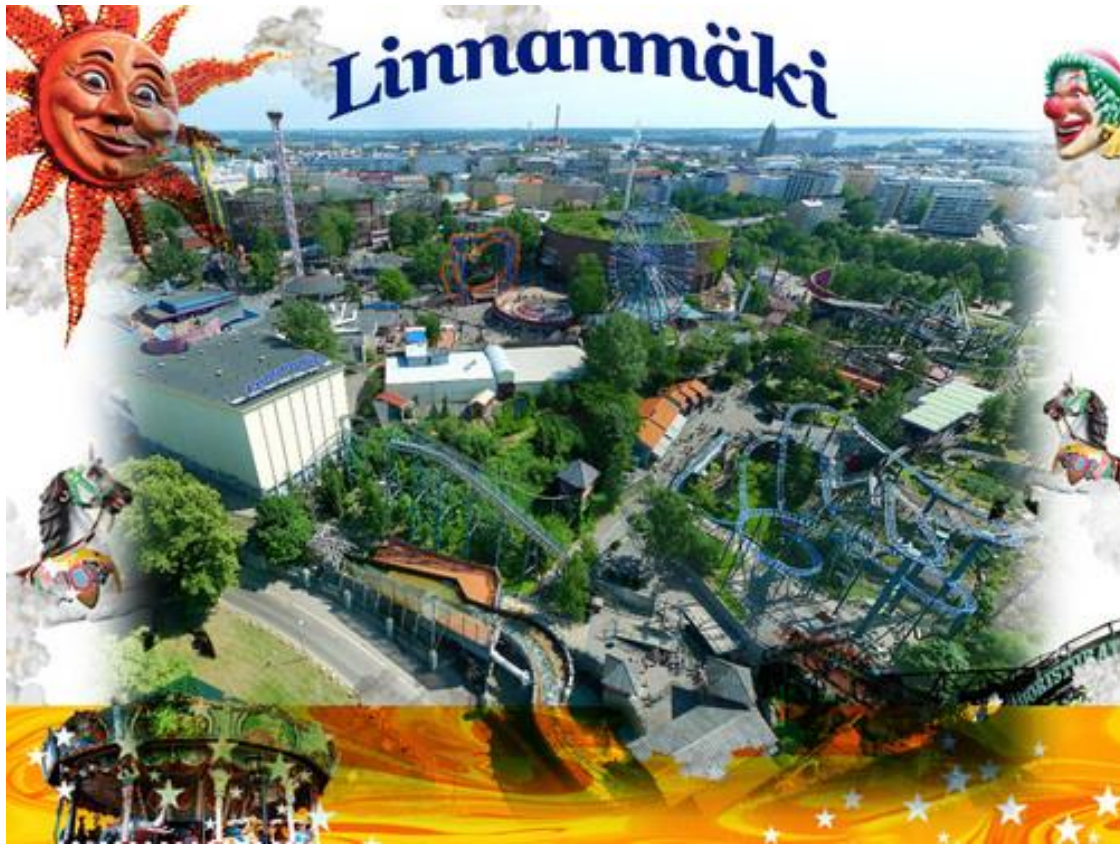
Structure:

- job fair
- the aim was to provide a meeting place for students and companies in our College

Results:

- students got on-the-job-training places through contacts they made during the fair
- our College, students and participating companies gained visibility in the local media





Best practices: Linnanmäki Amusement Park Project 2014-2015

Together with 4 vocational schools and Vamlas Foundation we arranged a recruitment project. The aim was to get summer jobs for students with special needs.

Participants:

- second and third year students who were seeking a summer job

Structure:

- in the recruitment process we used the IMBA/MELBA evaluation method

Results:

- in March we received the message from Linnanmäki: all our students who applied got a summer job!



Thank You !

