Preparing Human Resources: The Role of Universities, Technical Schools & NGO's

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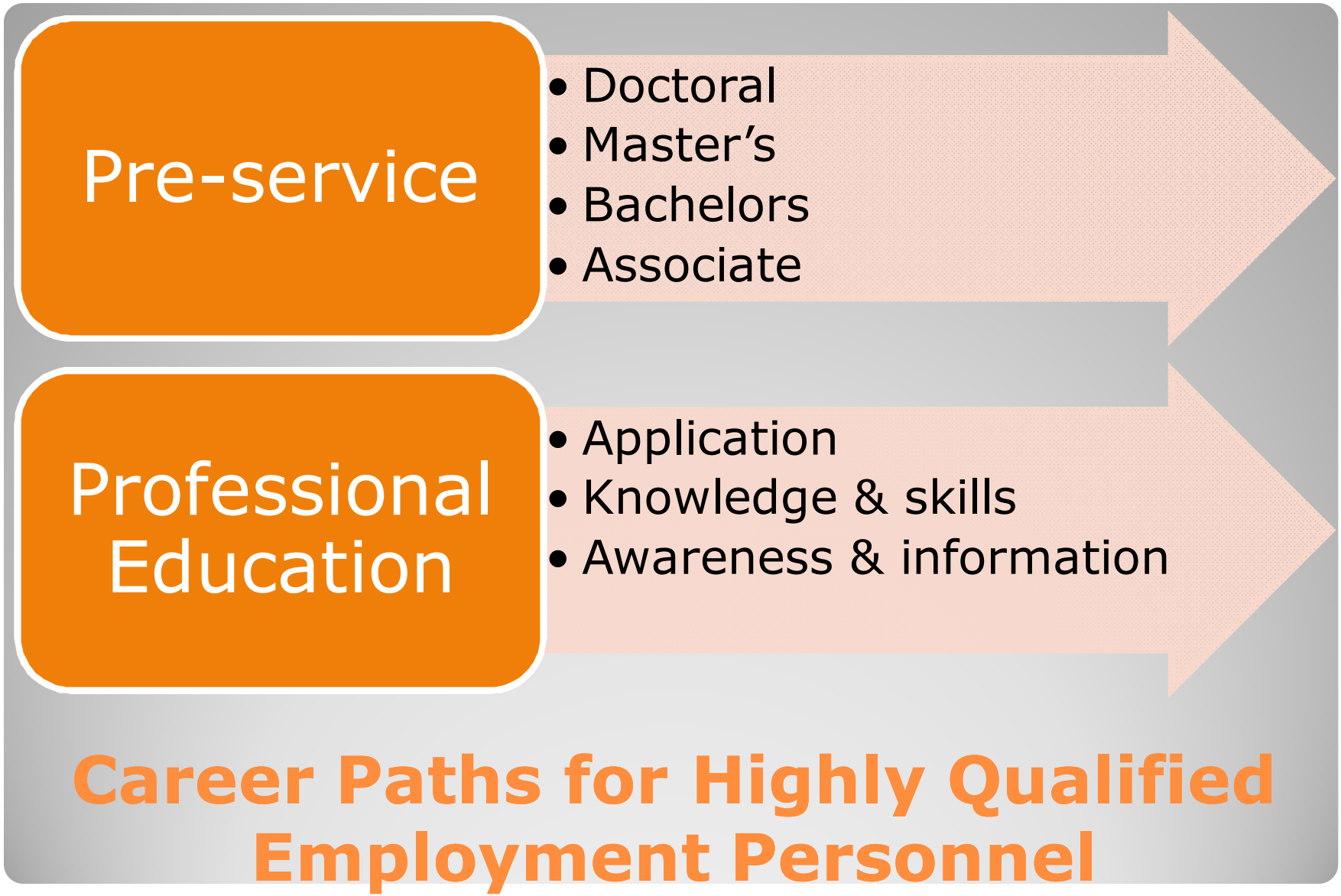

Delivering Quality
Practice in Adult
Education

4 Key Adult Learning Principles

- **Readiness** "What's in it for me?"
- **Experience** "Come with their own experience"
- **Autonomy** "Actively contribute to their learning"
- **Action** "Immediate need for on-the-job application"

*Stolovitch, H.D. & Keeps, E.J. (2002). *Telling Ain't Training.* ASTD Press

Approach	Main Uses	Instruction Application
Receptive "telling"	Building awareness, informing, motivating	Orientation
Directive "follow me"	Prescriptive learning path	Knowledge & skills development
Guided Discovery "hands on"	Build wider transfer of learned knowledge & skills	Field-based coaching
Exploratory "self-paced"	Self-initiated learning, highly individualized, personalized	Reflection Community of practice Self-study Action research



Career Paths for Highly Qualified Employment Personnel

Pre-service

- Prepare professionals in disciplines (Rehabilitation, Special Education, Psychology)

Professional Education (for working practitioners)

- Prepare new hires, acquisition of competencies for new job

Research & Development

- Evidence-based competencies & practices, Model development & demonstration, action research

A partnership: Universities, Technical Schools, & NGO's

- Consumerism
- Realizing the "Promise" of Legislation
- Outcomes & Accountability
- Professionalizing Employment Personnel
- Learning While Working

21st Century: A Call for Change

- **Federal Agencies –**
  Cross Functional Focus on Employment and School-to-Work Transition

- **Federal Resources to Universities**
  - Evidence-based Practices
  - Model Demonstrations based on Evidence-based Practices
  - National Standards for Curriculum Development

21st Century: Response

The Problem

- Poor Employment Outcomes
- Poor School to Work Transition Outcomes
- Limited Capacity of employment personnel & NGO's to assist youth & adults achieve gainful employment of "choice"
- No Standards for Training Employment Personnel

A Case Study:
Universities & TransCen Partner

Strategic Direction

- National Associations develop standards or competencies for personnel
- Training groups receive approval from national associations for training curriculum
- Standardized certificates of training made available across the nation by training groups
- State government agencies and NGO's require training certificates of employment personnel
- Trainees recognized as "Qualified Employment Personnel"

A Case Study:
Universities & TransCen Partner

How Does TransCen Build its Knowledge Capitol?

Grounded in Values

- *Individualized Gainful Employment Of Personal Choice is Available to Everyone Who Wants to Work*
  - Opportunity to Explore Careers
  - Control of the Process
  - Quality Supports are Available

A Case Study:
Universities & TransCen Partner

How Does TransCen Build its Knowledge Capitol?

TransCen Learns From:

- National Research-based Model Demonstrations
- Direct Services with Youth and Adults
- Nationally Recognized, Highly Qualified Staff

A Case Study

And As a Result *TransCen is Called On to Partner* with…….

- Universities
- National Associations
- Federal & State Agencies

To Assist
Job Seekers, NGO's, Employers, Families Reach Employment Outcomes & Satisfaction

A Case Study



What our customers say?

- Job Development & Job Placement
- Career Planning & Placement for Youth in Transition

A Case Study: TransCen Takes Action

University of Maryland Partners with TransCen to offer Academic Certificates

Features:

- Based on National Standards
- Academic Credit (12 hours)
- Online at Learner's Convenience
- Tuition & Stipend Awards
- Peer to Peer Learning
- Tools & Application
- Transferrable Credits

University of Maryland Partners with TransCen to Offer Academic Certificates

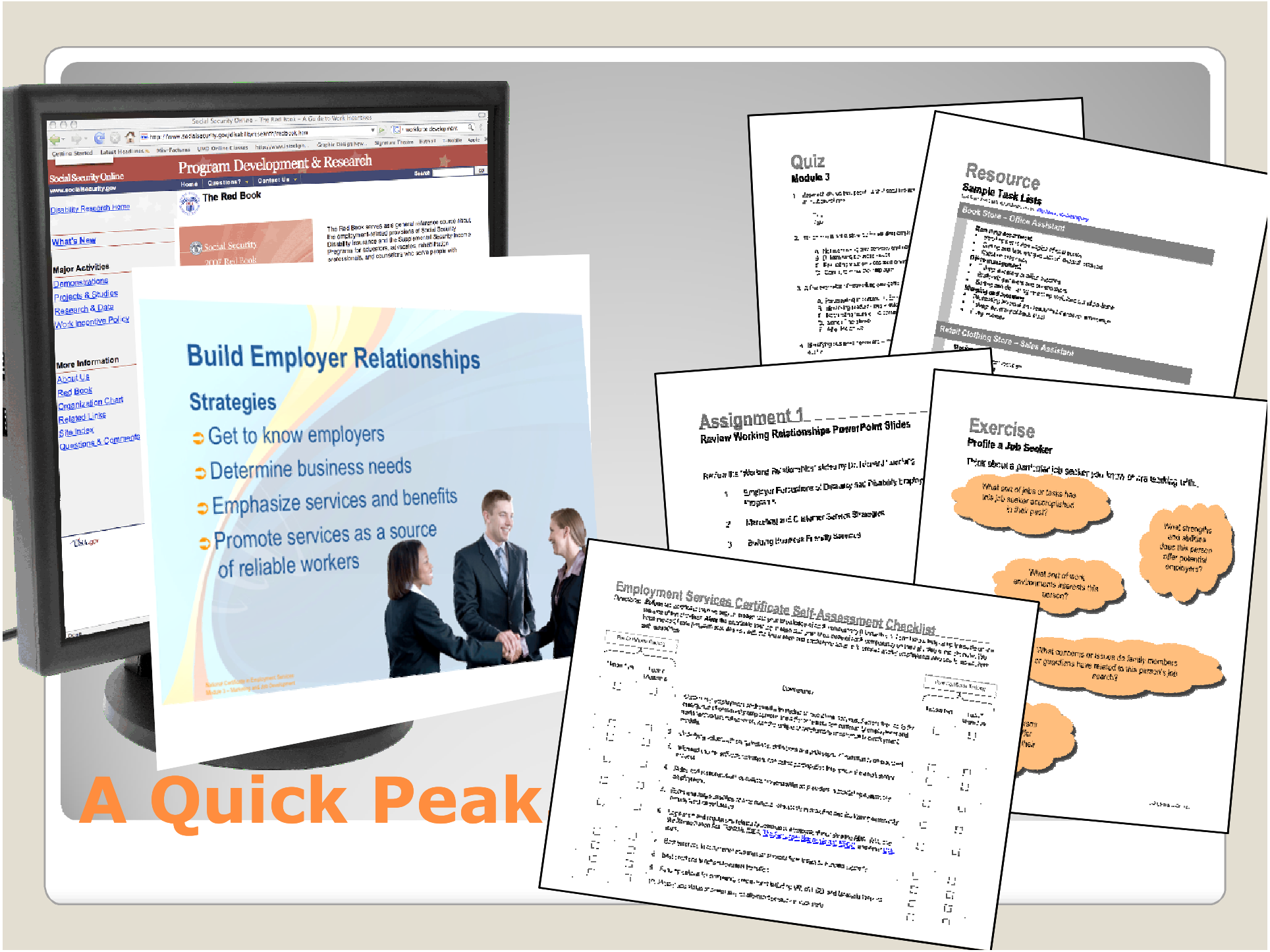
George Washington University Partners with TransCen to offer National Professional Certificate in Employment Services

- Participants receive Certificate and are recognized as completers on a National Web Site
- State Rehabilitation Agencies begin to Require Certificate

A Case Study: TransCen Takes Action

Employment Services Features

- ✓ Based on APSE competencies
- ✓ High quality Best Practice content
- ✓ Applied content with employment tools
- ✓ Highly qualified “in the field” instructors
- ✓ Instructor-led format (classroom and online)
- ✓ One-to-one interaction with instructors
- ✓ Framework flexible –multiple delivery options


Program Development & Research
Social Security Online
The Red Book
Disability Research Home
What's New
Major Activities
Demonstrations
Projects & Studies
Research & Data
Work Incentive Policy
More Information
About Us
Red Book
Organization Chart
Related Links
Site Index
Questions & Comments
Build Employer Relationships
Strategies
Get to know employers
Determine business needs
Emphasize services and benefits
Promote services as a source of reliable workers
Quiz
Module 3
Resource
Sample Task Lists
Book Store – Office Assistant
Retail Clothing Store – Sales Assistant
Assignment 1
Review Working Relationships PowerPoint Slides
Exercise
Profile a Job Seeker
Employment Services Certificate Self-Assessment Checklist
A Quick Peak

TransCen Offers " Working Professionals":

- Webinars
- In-person workshops
- Field based coaching
- Site based organizational change coaching
- Community of Practice
- Knowledge Repositories

Based on National "Evidence-Based Practices"

A Case Study: TransCen Takes Action


What Could Be?

WHAT COULD BE?

THE IDEAL: "Creating Learning Opportunities Through Partnerships"

NGO----------University, Technical Schools

Lead to

"Qualified Employment Personnel"

Which Result in…..

- More Job Seekers Employed in Jobs of Choice
- Employers Skilled in Supporting Job Seekers in the Workplace

? NEXT STEPS ?





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