

COMBINING DISTANCE TRAINING AND “ALTERNANCE” (SE QUALIFIER HORS LES MURS)

Se Qualifier Hors Les Murs (SQHM) combined open and distance training and “alternance” (linked theoretical and work-based) training for disabled people and it united three actors in responding to the trainee’s needs: the training centre, the local tutor and the company.

SQHM brought together 12 vocational rehabilitation centres, two national companies (ADIA and SUEZ) that had their own networks and two networks of local tutors (GIHP Aquitaine that specialised in working with blind people and Retravailler). The project created personal and individualised responses to training needs that were delivered locally, so that the trainee did not have to give up his/her social or family environment or system of health care if he/she decided to enter training. The purpose was to build local networks that responded to vocational training demands. Their mission was to provide all the measures and support necessary to facilitate the social and professional reintegration of people with disabilities and to ensure that the training took place as close as possible to where the trainees lived. The networks had to take account of the psychological and social dimensions as well as the potential and the constraints of each trainee.

The methods used had four key components:

- The development of common cultures around the project: network culture, open culture to new groups of disabled people, experimental culture;
- The development of a common strategy to produce resources for distance training;
- The involvement of funding institutions as advisors on the development of the project;
- The development of new competences for trainers, senior trainers, managers, tutors in enterprise and local tutors both in distance training and in providing accompanying support.

The benefits of this new cooperative approach were quickly apparent. People with disabilities had better access to training and the chance to gain a qualification. They also had individualised training courses adapted to their constraints and requirements. The cooperation between different actors improved the matching of individual needs and services and the mutual understanding of each other’s measures and services.

By the end of the project, the number of people who had completed the courses was approximately the same as those who are trained each year in a traditional vocational (re) - education centre. The cooperation between different actors improved the matching of individual needs and services and the mutual understanding of each other’s measures and services.

In order to promote these outcomes, the project trained members of staff who worked in vocational training centres, and also those who were exclusively dedicated to people with disabilities, to develop training “outside their walls”.

At national level, the project also held a series of meetings with Ministerial representatives to inform them about the results and to promote the integration of these good practices into guidelines for further funding incentives.

Contact

Se Qualifier Hors Les Murs

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