

IMPROVING THEIR SOCIAL SKILLS AND THEIR KNOWLEDGE OF THE WORKPLACE (ISTMO1)

The ISTMO DP in Portugal developed its Vocational and Social Training in two main phases – one in the training centre and then the second, in the open labour market

The programmes in the training centre focused on technological and social and cultural areas, in addition to therapeutic or functional rehabilitation. The technological areas covered woodwork, housekeeping, cooking, cleaning, bookbinding, metalwork and gardening. The activities were essentially based on contact with tools, materials, equipment and safety rules. The social/cultural domain had a set of topics that could be used to support any life project, such as language and maths, computers, physical education, personal and social development and the organisation of the world of work. This was mainly about attitudes and behaviour in work: how to be; how to adapt to new situations; notions of punctuality; relationships. Based on individualised plans, the project offered training related to:

- Vocational integration;
- Citizenship;
- Workplace (re)adaptation.

This system was approved by the local employers who preferred people to first understand “how to be and act” and then to learn how perform the tasks, through “on-the-job” training.

In the second phase of “on-the-job” training, the person with a disability began to learn how to operate in a real work context. This phase was always followed up by a mediator from the training centre who offered support to the person and the company (employer and workers). If the individual’s performance was positive during this phase, there was usually a good chance of employment.

If a person is employed, the follow-up was continued by the DP’s mediators who also helped employers to obtain any financial or other forms of support to which they were entitled. If the person ended his or her training period without an offer of employment, mediators then looked for other work experience opportunities in a different company or job context.

The DP recognised the problems in the integration process and believed that more should be done to increase the opportunities for individualised sheltered employment in companies and public services and to reduce the bureaucracy and delays in the support available to employers.

Contact

ISTMO

toze.correia@cercipeniche.pt

ECDB Number: [PT - 2001 - 020](#)