

Report of the pre study trip "A visit to TBZ and EBG"

<u>Presents :</u>	<u>Date :</u> 27/03/13
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Reception in Magdeburg

We are welcomed in TBZ Magdeburg by Mr Dirk RADTKE and two of his colleagues, accompanied by two counterparts from EBG (Europäisches Bildungswerk). The translation is carried out by Mareike RADTKE.



Magdeburg is a 200,000 inhabitant city, going through global restructuring. It has a strong industrial past, especially in mechanics. The German machine tool activities were born here. After the fall of the Berlin wall, these industries were knocked down by the restructuring of the German economic system : some parts of the city are still industrial wastelands. The city recovered and high technology firms settled. Unemployment decreased from 25% to 11% now, with the help of demography.

In that background, we visited two training centres in Magdeburg.

TBZ manages four institutions : three specialized in training and one in services to firms and piloting digital machines.

TBZ is in charge of training people all along their life and has a service specialized in people suffering from intellectual deficiency, spotted in pre adolescence. This service is linked to training centres and the local employment agency.

EBG seems more like a traditional technical school. This vast structure is composed of 15 subsidiaries in Germany and 24 settled in Eastern Europe countries.

TBZ works in four different fields :

- AWT in house training : study options, acquisition of new abilities, special programmes required by firms to develop the employees' abilities.
- ZQF : production activity which can be a highly specialized training, about piloting digital machines, manufacturing new material (especially very hard metals).

- REHA : service taking care of handicapped people.
- AIP : service supporting integration into working places. Nous sommes accueillis à TBZ Magdebourg, par Mr Dirk RADTKE et deux de ses collègues, en compagnie de deux homologues de la société EBG (Europäisches Bildungswerk). La traduction des interventions est assurée par Mareike RADTKE.

Pre study trip

The aim of our trip was to spot the points of interest for a future visit of ESAT officials to be aware of other environments and benchmarking, to identify possible improvements in the Different and Competent plan. Our attention is focused on what might be useful to :

- Actions of acknowledgement and support in qualifications.
- Educational methods and approaches which could inspire the development of our teaching organization.
- Supporting the person's plan by training actions all along their life.
- Everything which can inspire us to organize the Different and Competent network and operate an efficient, reliable and sustainable functioning.

Actions in favour of handicapped people: a report of surprise.

A) A "concept of future"

Beyond words, the concept of future is explained by our colleagues by a challenging of the organization of training for handicapped people. The idea is to fit the propositions of training as closely as possible to local needs: to avoid social or family uprooting to follow a training course given in this or that town. Of course, the plan is established with social workers and educationalists.

This action asks us about our supply of activities and jobs in our territories. How can we have more diversified and more fitted offers?

B/ From this work, the training makes sense.

The approach of our German colleagues takes into account all the factors which participate in the success of a training plan (social life, health, accommodation, addiction...) with the help of identified experts.

So, the training is "cleared" of negative effects thanks to a non ambiguous management for the training teacher. Besides, the training offer is diversified and still linked to the job supply. The favourable evolution of unemployment also implies an evolution of the beneficiaries ("more handicapped").

This approach inspires us to lead a reflection-action :

- *First about the clarification and structure of partnerships.*
- *Then, on enlarging our activities and training offers.*

On the notions of employability, the job calling for a training and starting with work, how can we associate the right training actions, like our German colleagues, thinking constantly of the integration into ordinary environment?

C/ Working in a network

This sort of work is anchored in our partners' habits. The terms are ritualized.

- Biannual meetings of the officials of the organizations contributing to the creation of courses towards integration on one or several territories (inter-land Saxony/Thuringia cooperation).
- Thematic meeting of professional teams but, above all, a very interlinked daily cooperation.
Example : the employment agency intervenes on spot to participate in the assessment of levels of handicap and the orientation of young apprentices.
- Working in a network seems to be built on a transverse approach and not on a pyramidal one.
- This functioning seems efficient and harmonious in a constructive spirit.



D/ Various ideas

- Materialize the abstract : *Example in the painting workshop of TBZ where the apprentices are asked to imagine and represent abstract concepts with team photographs and settings up : ex : viscosity, membership, cohesion...*



- “When the workshop is tidied, the mind is tidied.”



- Promotion of technical jobs through art. The access to the machine tool apprenticeship workshop is a gallery of art works.
- Small, convenient tools, simple and concrete to learn measures, volumes (ex: a metre).



- Team daily life instructions, defined by the team themselves through a brainstorming session.



All this inspires us reflections and possible evolution with “Different and Competent”, the abilities are clearly visible through professional acknowledgement. Why not imagine, like the masterpiece of companions, integrate a collective dimension and value the abilities through the achievement of monumental works? The accomplishment of this work could appeal to different techniques and so, lead to specific learning and training measures, assembling techniques but also to art and creativity. It might induce the development of pride and an awareness of the nobility of professional doings...

Leads to carry out such actions :

- *A request for proposal to artists for art plans.*
- *Turn this apprenticeship into a series of training sessions.*
- *Start the achievement/training.*
- *Exhibit the work, donate it to communities for public parks or roundabouts..*

Prospects of future visits

- Going further into methods and teaching skills.
- Understand better some co operations and actions by intermediate questioning.
- Associate the “Different and Competent network to reflexive actions, by joining a network of exchange of practices on a European level “EEVB” (Europäischer Verband Beruflicher Bildungsträger), considering the strong convergences between our approaches.
 - . Learning by imitating the teacher.
 - . Modularization.
 - . Formal and informal acknowledgement of abilities.
 - . A second chance.

Report of the pre study trip A visit to Josefheim

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Reception in Olsberg



The centre we visited is located in Olsberg, an about 15,000 inhabitant city in the high valley of the Rhur in Hochsauerland.

It is a centre dealing nationally with the problems of mobility, visual and sensorial handicaps. Following ordinary courses results in an integration in a common law plan of action for a public who used to be taken in charge in Josefheim.

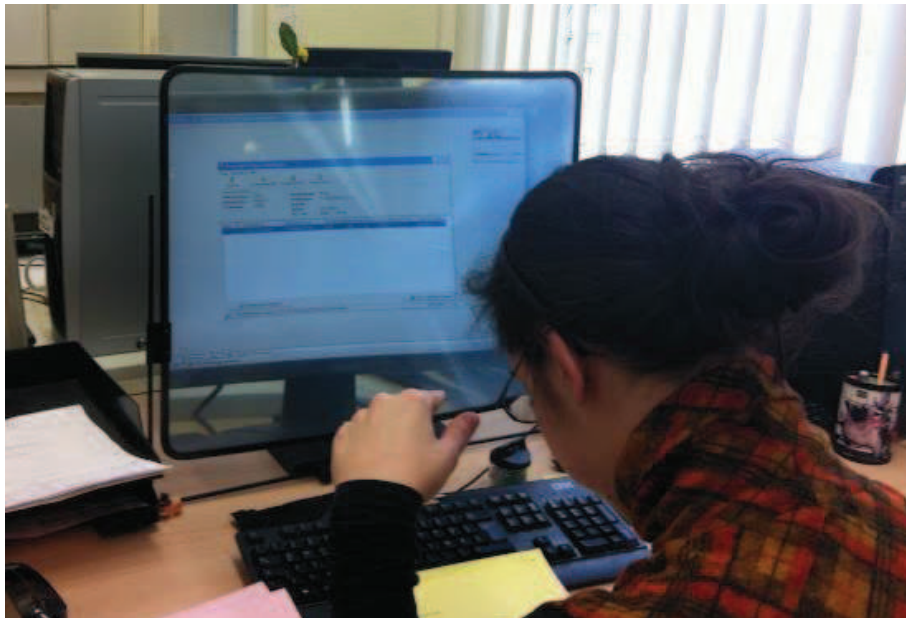
Josefheim welcomes predominantly handicapped people with problems of mobility and associated handicaps. With the evolution of this public, there is an upward trend of social and psychological disorders.

It should be noted that Josefheim is located next to an orthopaedic hospital. The city has an important medical "speciality". It is a very big organization with nearly twenty institutions in former Western Germany and almost 8,000 jobs.

Born a little more than 400 years ago, this association exists thanks to the involvement of a religious brother. 15 years ago the general manager was still a monk. This association belongs to "Caritas", a large non governmental religious organization.

Josefheim offers a set of services:

- A training to integrate a protected workshop (2 years).
- A qualifying training with a preparation to a diploma.
- Occupational and learning activities (SACAT, daytime reception centre), oriented to “work” (candles, birthday or celebrating cards, sold in the town shop or others around).
- Work in a protected workshop, very much like an ESAT.
- Work in an integration firm (50% maximum of valid people), much like our Adapted Company.
- A coverage of accommodation (homes, flats), of learning...
- Social and psychological support....



Background

Nowadays, Josefheim is going through changes. Very centralized before, this institution is turning to a working decentralization. For example, our interlocutor was a “service executive”, he is now an institution manager with the whole responsibility of the institution and services in Olsberg.

We learn a little more about the policies towards handicapped people in Germany. After WWII, with a “national feeling of amends/contrition” towards handicapped people (whom Nazis wished to eliminate), the policies were oriented to care (even over care) of this public, with substantial means. For a good ten years (and following European orientations), the logic has been to allow people to assume the decisions of their life and aim at integration. That’s how handicapped people became clients: they choose the organization which will bring them the services they expect. For Josefheim, its specificity and speciality have changed things but for a large number of structures in Germany, this questioning is difficult.

The heart of action is training

This training centres round other activities, more to bring the best possible service in the fulfilment of their life project than an action in an organizational system (based on company needs, for example).

Most activities are real situations of production, which contribute to develop a sense of work.

Examples :

- A printing industry with layout (DTP), printing of documents and book binding for the association itself but for outside customers as well.
- Learning administrative techniques with, in the upper level, a real practice in the accounting and administrative situation of the association.
- The wood workshop creates the furniture used in the institution.
- The plant nursery has a shop and a selling training.

So the training department can get “benefits” which are reinvested in the organization. The teams are professional and highly qualified. The apprentices can work with quality tolls on adapted posts (*dispatch workshop = adapted keyboards and screens, orthopaedic workshop = machines on different levels*).

The services train to 67 jobs (*nursery gardener, public selling, joinery, catering, logistics, dispatch, administrative jobs: accounting, secretarial work etc...*).

The production activities are in adapted companies: a subcontracting workshop (*conditioning and preparation*) and a “logistics” workshop (*administrative management, product distribution*) and in an integration firm (*a brewery*).

Even with a public in great difficulty, the working value is still the target (*ex: the structure similar to SACAT, the printing training - a quiz along the corridor leading to the workshop*).

Common point

Actually, the manager is concerned with the access to diploma for handicapped people. For, even if Josefheim does its best to acknowledge the abilities and formalize them by giving certificates proving that the person can do this or that (for such or such customer, with the customer’s confirmation), it is impossible to lead to a diploma without taking the exam.