

Transformative skills

Supporting individuals' personal and social skills in a context
of increasing uncertainty

SIVA College Scientific Conference - EDUCATION. SUPPORT. COOPERATION
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CRPG

29 years always by your side



29

anos

a re/construir
futuros



What drives us

The inclusive society, which values the contribution and dignity of people with functional diversity.



Our commitment

Provide reference services to promote inclusive work contexts, mobilizing the contribution of people with functional diversity.



CRPG's

Intervention axels

Active inclusion of people with functional diversity

- Initial qualification
- Access, job retention and return to work

Professional rehabilitation and reintegration

- Rehabilitation and reintegration program of persons with acquired disabilities as a consequence of accidents and diseases
- Rehabilitation program of persons with acquired brain injury
- Rehabilitation program of persons living with cancer

Lifelong qualification

- Continuous training
- Competences certification





Qualification... upskilling and reskilling

Vocational Training Services

Aims and objectives

The aims and objectives of vocational education and training services are:

- Qualify for the labour market and employment;
- Implement professional integration projects through qualification;
- Enhance lifelong learning competences;
- Enhance opportunities to participate in professional and active life;
- Support vocational retraining and resuming work.

Vocational training

- Initial training
- Continuous training
- Reconversion training



CRPG's training pathways

Vocational Training Services

Training offered by CRPG is spread across several pathways:

Initial training

- RAC B - Development of basic skills
- CDT - Digital citizenship and work

Personalized learning pathways

- Support professional in the administrative area
- Support professional in the maintenance area
- Support professional in the personal care assistive area
- Support professional in the production area
- Training for active and professional life - non-specialized support professional
- **FORTE - Development of personal and social skills**



CRPG's training pathways

Vocational Training Services

Dual training

- Gardening operator
- Housekeeping
- Administrative assistant
- Health auxiliary technician

Continuous training/ reskilling and upskilling:

- digital skills;
- multimedia and design;
- financial literacy;
- foreign languages (English, Spanish);
- well-being;
- marketing;
- DIY;
- floral arts;
- logistics;
- accounting...



Transformative skills: Personal and social skills

Vocational Training Services



Personal and social skills program

Why do we invest in personal and social skills?

By consensus, labor markets and societies demand greater levels of adaptability and responsibility from individuals.

Never before have individuals been so technically prepared to perform specific functions and the mismatch between these qualifications and the ability to anticipate and adapt to the future was so evident (OECD, 2019; OECD, 2018; UNESCO, 2016).

Considering the unpredictability of the future of work and the fact that routines associated with the activation of cognitive skills are increasingly being replaced by automation systems, there is a growing need to identify **transformative skills** that respond to the needs of innovation and responsibility that the job market requires.

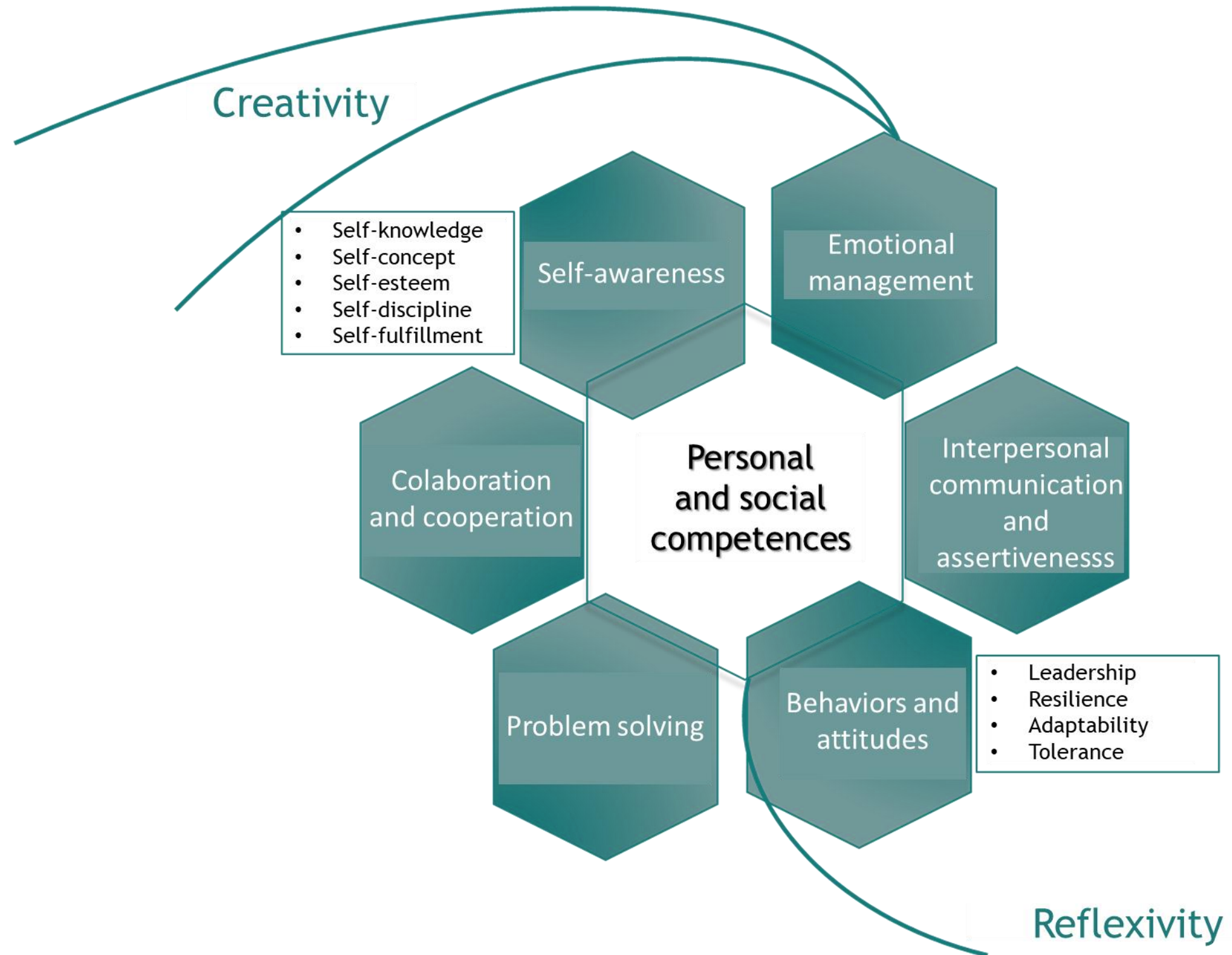


Personal and social skills program

Why do we invest in personal and social skills?



Personal and social skills program



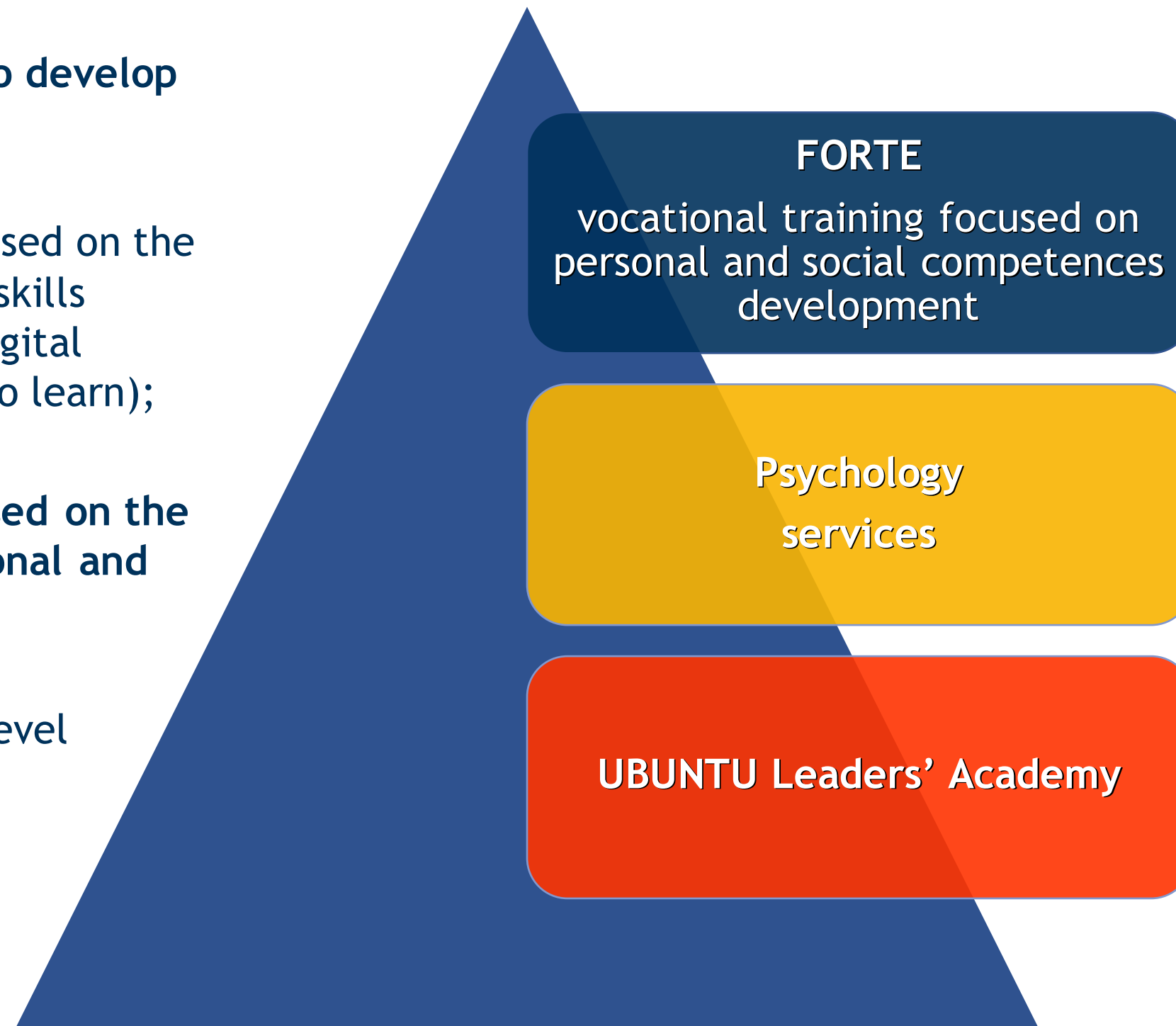
Vocational Training Services

Personal and social skills program

In 2018 CRPG started to develop two parallel programs:

- RACB - a program focused on the development of basic skills (literacy, numeracy, digital literacy and learning to learn);
- CPS - a program focused on the development of personal and social competences.

CPS is based on a multilevel strategy.



Service intensity



Assessment instruments/
strategies:

- Career management
- CPS Multimodal

Service transversality



Vocational Training Services

FORTE | A vocational training pathway focused on personal and social skills development

FORTE - Formaçoão, trabalho e emprego

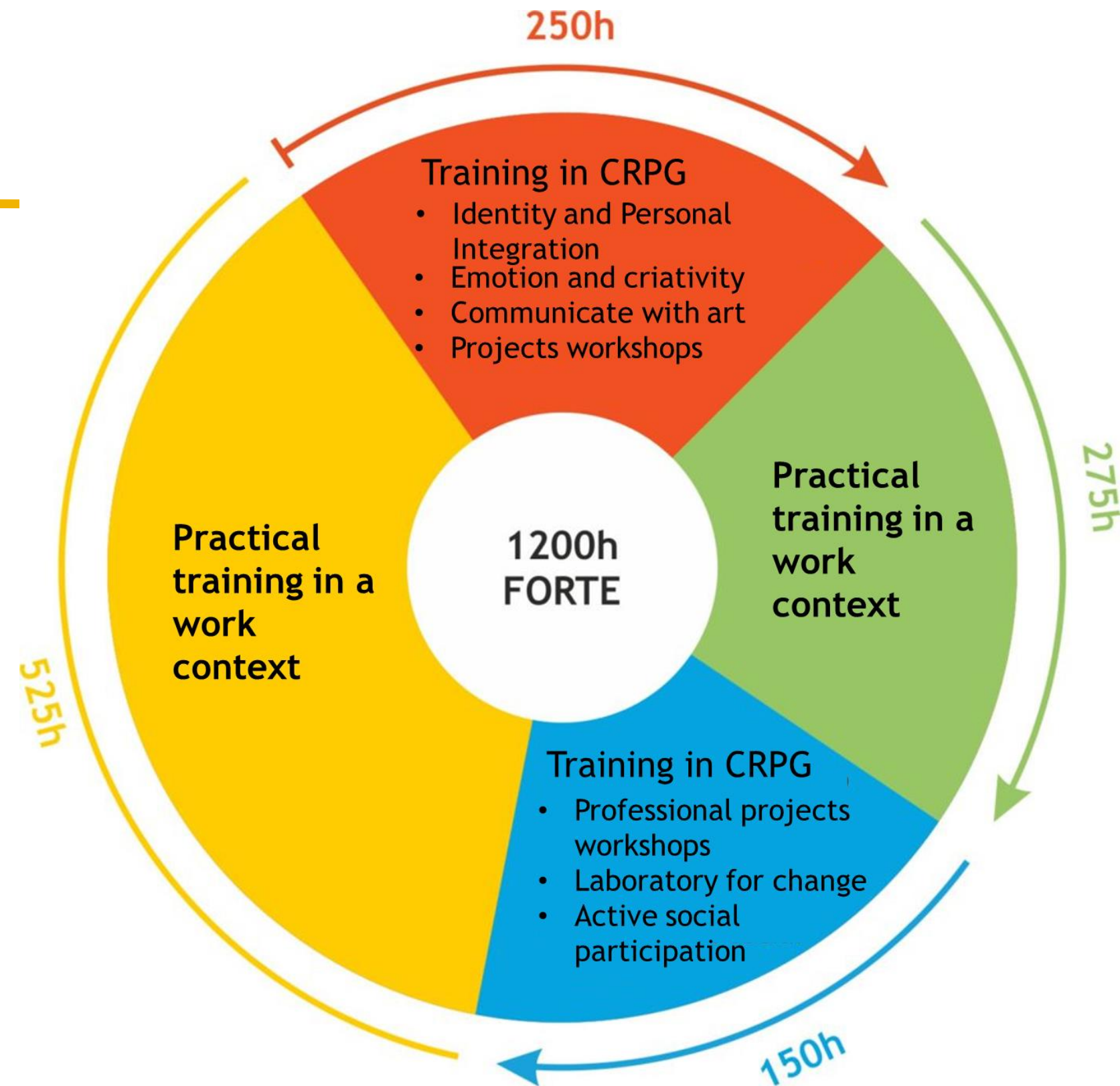
(=Strength - Training, work and employment)

As a result of:

- Demands of the employment market regarding personal and social competences;
- Soft skills are widely considered transversal skills that enable to perform professional functions in support of other professionals, who do not require specialized technical knowledge;

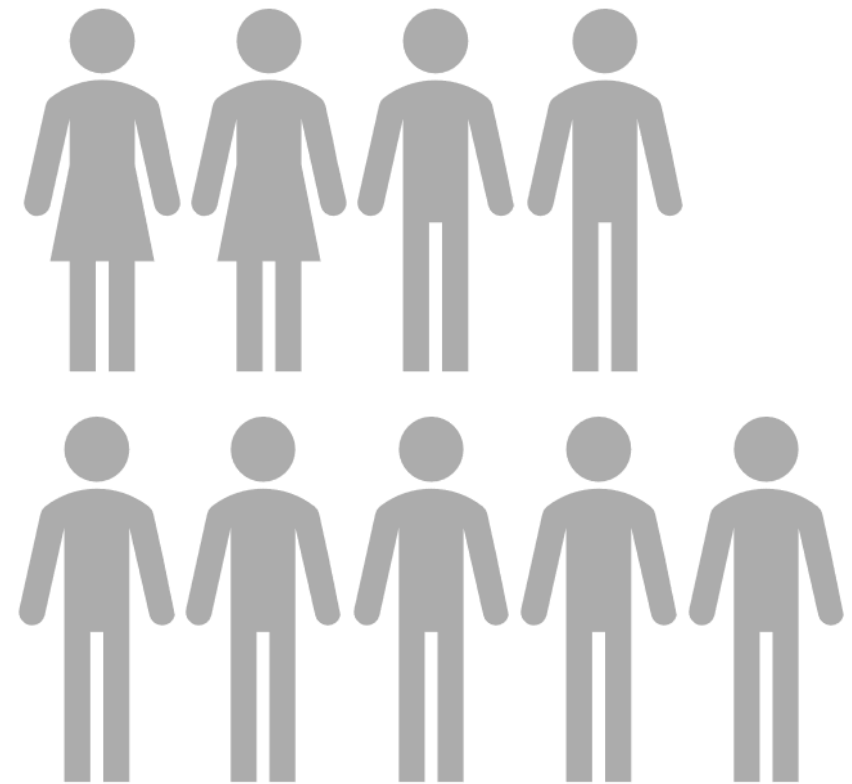
CRPG developed FORTE training framework, a trial experiment curricula that aims to promote personal and social skills, including digital skills;

FORTE is an individualized training course, started in November 2020, aimed at people with functional diversity associated with disabilities who, due to their functional profile, see access to qualifying training being restricted.



Transversal curricular programs

FORTE | A vocational training pathway focused on personal and social skills development



FORTE - Pilot training group

- Total of supported clients: 9
- Gender: 78% male
- Medium age: 26 years old
- 100% - 21-30 years old

Type of disability

- 78% intellectual and other mental functions disorders
- 22% neuromusculoskeletal functions alterations

Employment situation:

- 67% searching for first job
- 11% Long term unemployed
- 100% attended previously Vocational Training Programs

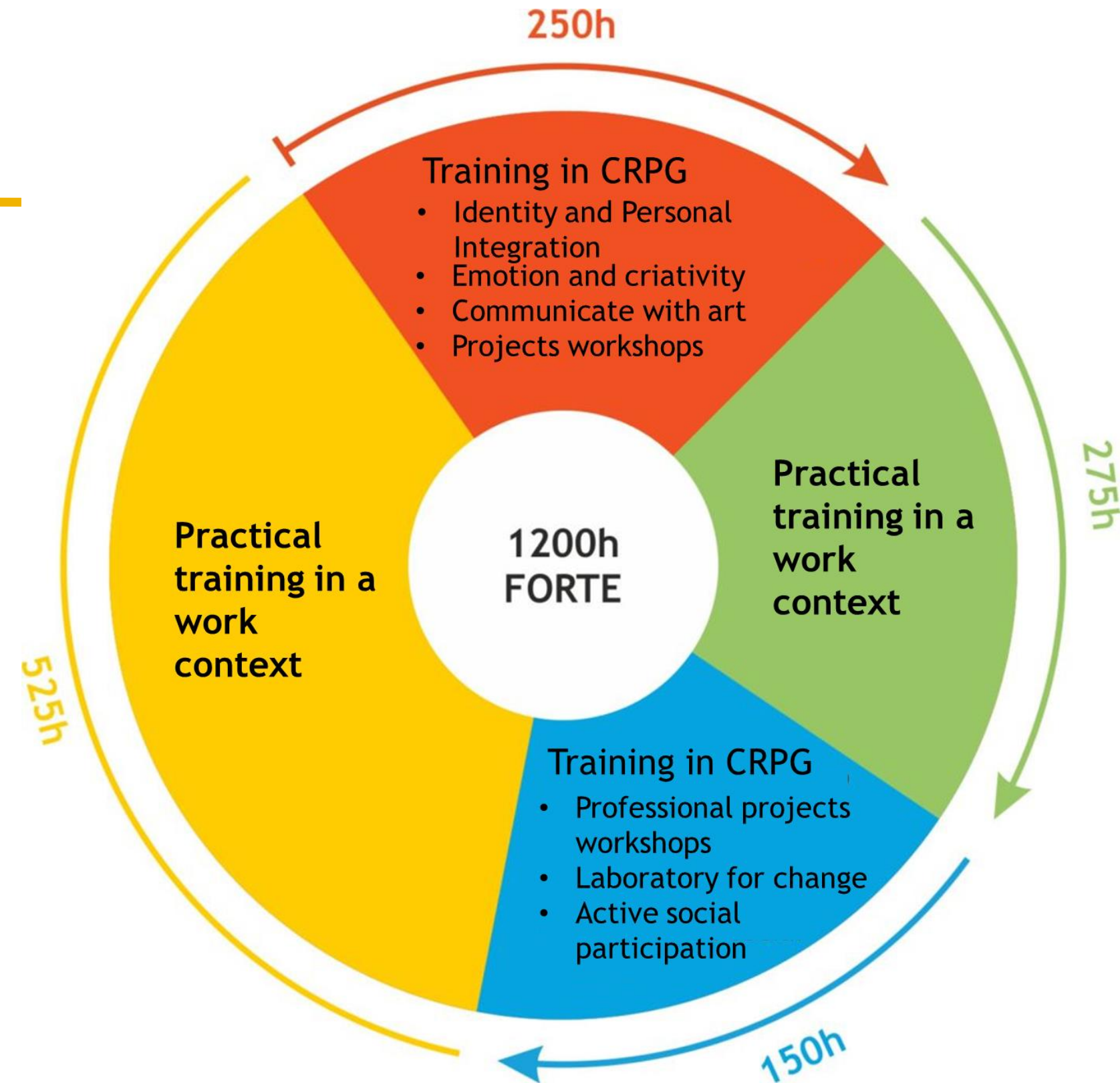


Transversal curricular programs

FORTE | A vocational training pathway focused on personal and social skills development

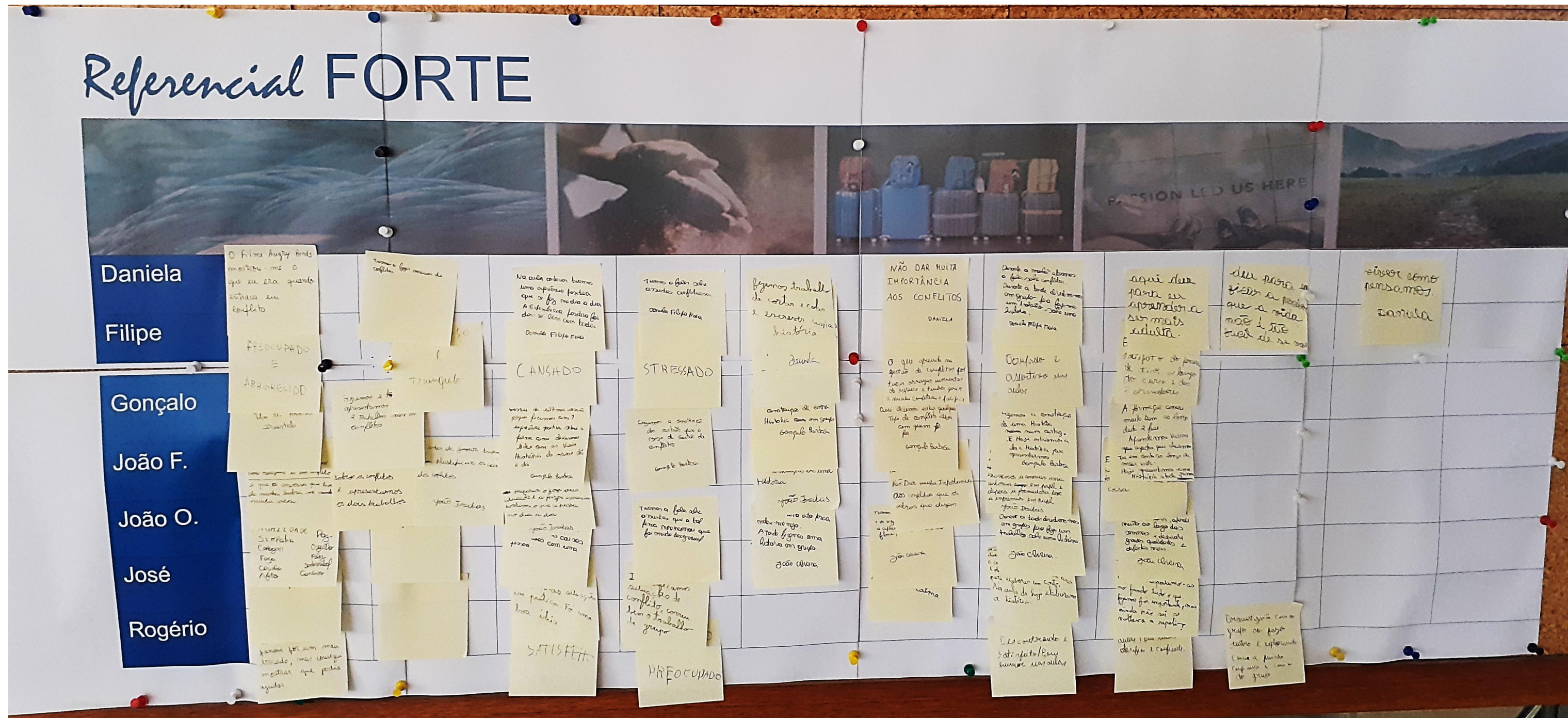
Examples of FORTE's training units

- **Identity and Personal Integration | Main objectives:**
 - Develop self-knowledge, self-esteem and self-fulfillment.
 - Identify skills acquired throughout life and recognize personal needs, interests and expectations.
 - Make lifestyle decisions autonomously.



Transversal curricular programs

FORTE | A vocational training course focused on personal and social competences development

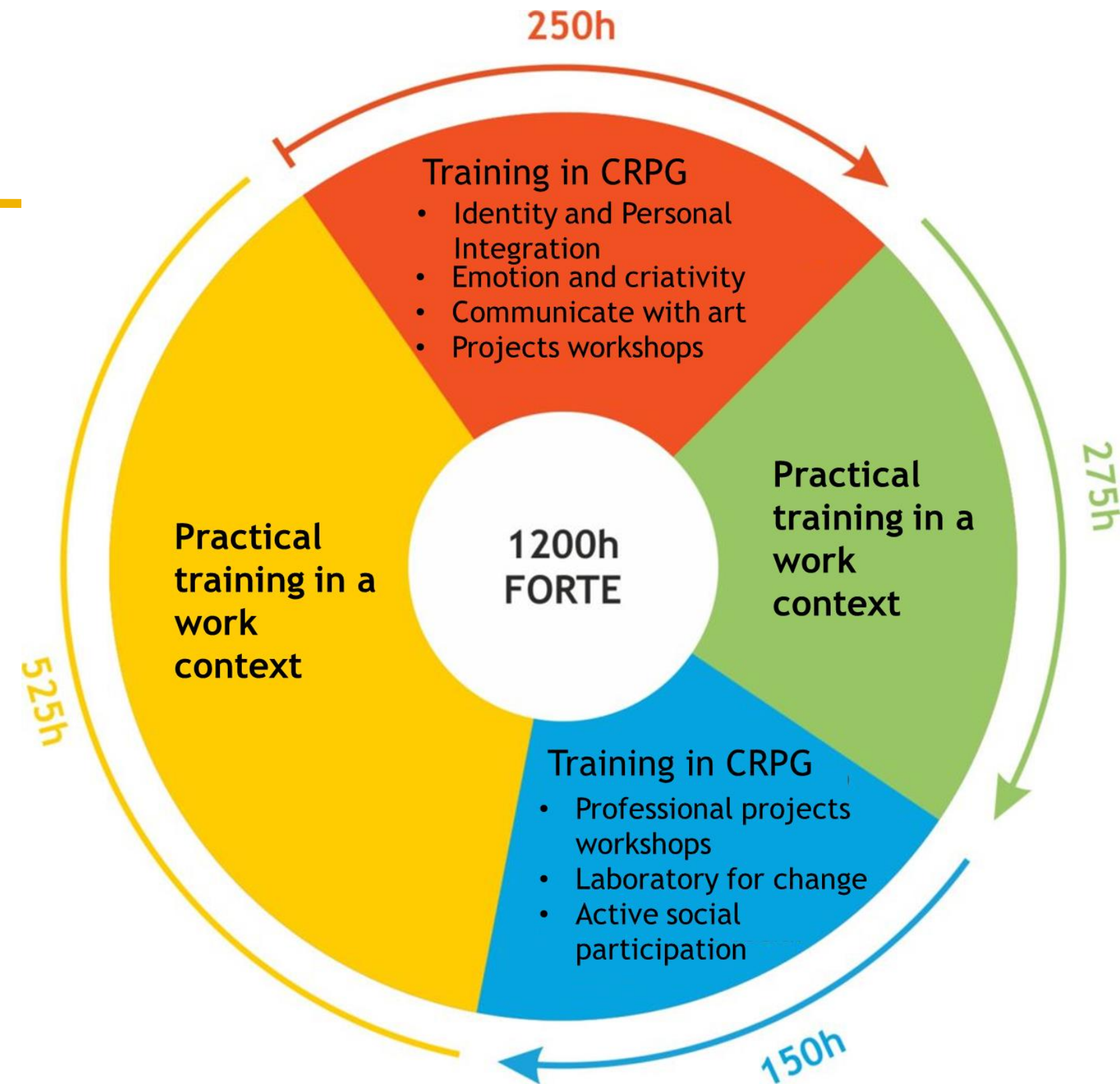


Transversal curricular programs

FORTE | A vocational training pathway focused on personal and social skills development

Examples of FORTE's training units

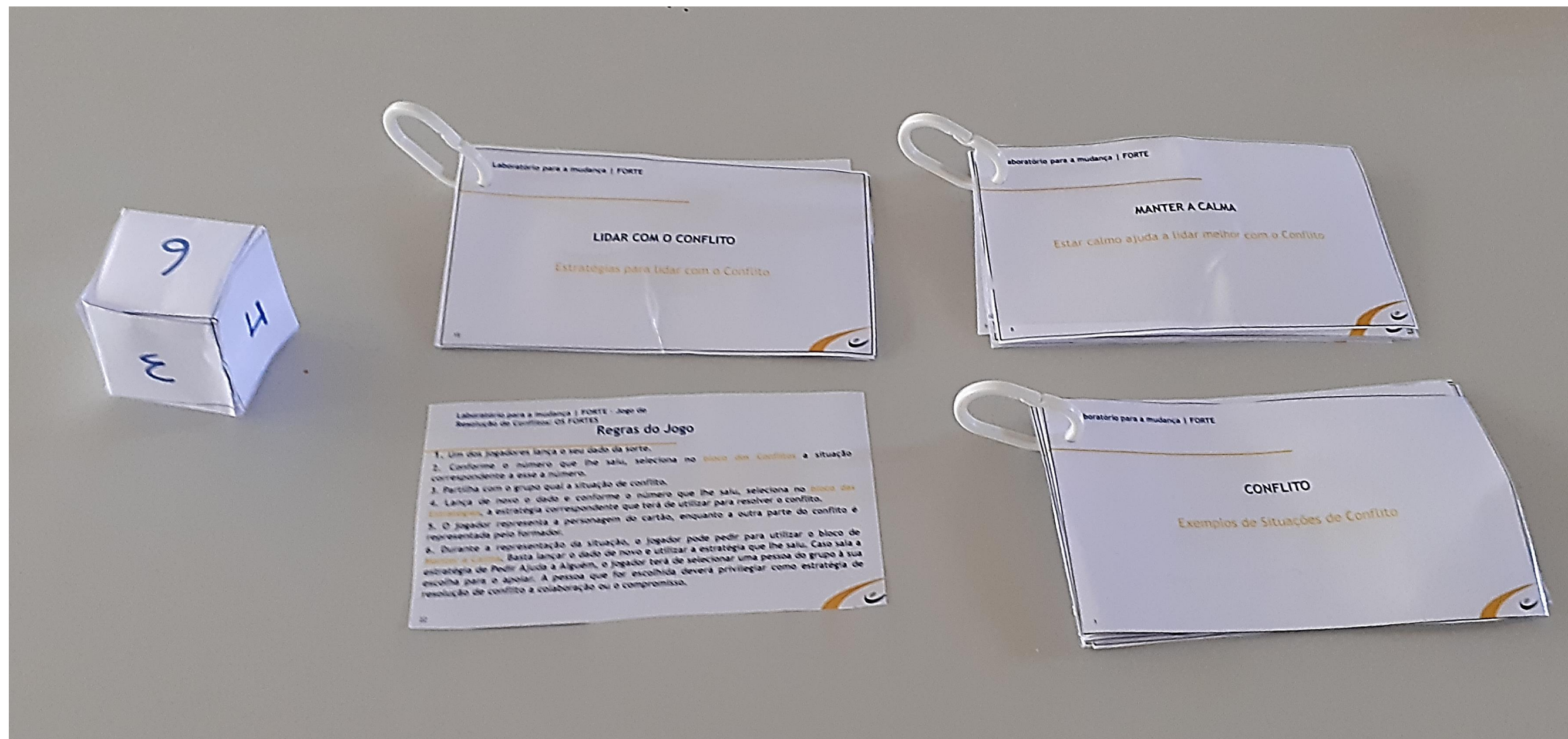
- **Laboratory for Change | Main objectives:**
 - Develop mechanisms to identify potential causes of stress in the workplace.
 - Identify and assess the degree of vulnerability to stress.
 - Identify tools for better stress management.
 - Develop flexible and creative response mechanisms in difficult situations.
 - Identify means of assertive action in conflict situations, as well as enhance other constructive behaviors.



Transversal curricular programs

FORTE | A vocational training course focused on personal and social competences development

Conflict Management Game

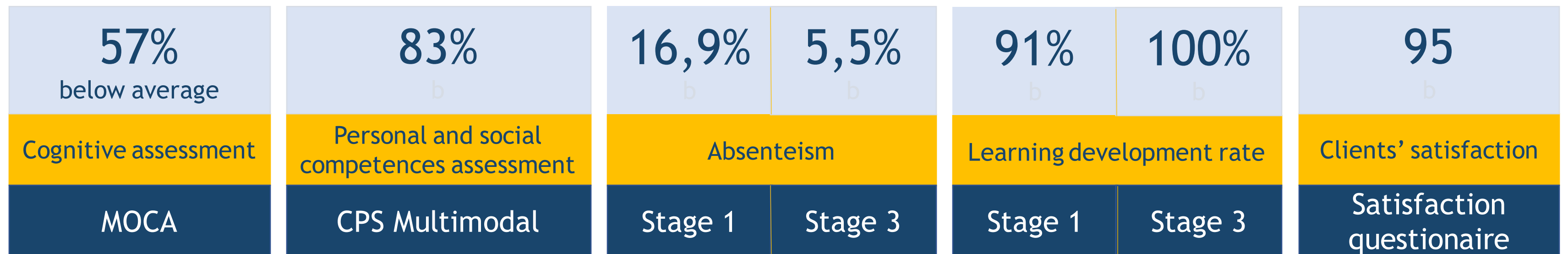


Transversal curricular programs

FORTE | A vocational training course focused on personal and social competences development

FORTE - Pilot training group preliminary results

FORTE pilot training group is in the 4th stage of its training pathway. The results below comprend stages 1-3.



Personal and social skills

Co-constructing futures, shaping flexible and innovative learning trajectories, emergent in their strategies and solutions, committed to our role on social responsibilities expansion and adjustable to the pressures and challenges of increasable more uncertain contexts.

CRPG
Centro de Reabilitação
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Sempre ao seu lado



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