

TEMPLATE N°1: IDENTIFICATION OF GOOD PRACTICES BY HOST ORGANISATION

Template N°1 facilitates the description and identification of the good practices that will be presented by the host organizations during the TRIADÉ project. These good practices should endorse the main aim of the project, i.e. the good practice(s) focus on the enhancement of knowledge, skills, competences or attitudes of formal and informal caregivers for a more inclusive and community based care system.

Template N°1 should be completed for each good practice that will be presented and/or shown by the host organizations. PLEASE, SEND THESE TEMPLATES TO ALL PARTNERS AT LEAST 2 MONTHS BEFORE THE ACUAL VISITS!

NAME OF HOST ORGANISATION/INSTITUTION	CONSEIL DEPARTEMENTAL DU VAL-DE-MARNE
TITLE OF THE GOOD PRACTICE	Training with internship for future professionals in the field of elderly and disability
GENERAL OBJECTIVE OF THE GOOD PRACTICE	<ul style="list-style-type: none"> - Create a quality support of elderly and disabled; - Meet the needs of home support services to have qualified staff; - Meet the needs of training and socio-professional integration of a foreign public.
MOTIVATION FOR CHOOSING THIS GOOD PRACTICE	<p>This training with tutoring internship is an example of training of future professionals supporting elderly, disabled and ageing disabled people in their homes or in institutions. Future professionals are persons of foreign origin, with a small qualification or no qualified at all, wishing to support elderly and disabled people. This kind of practices is not yet presented in the frame of TRIADÉ.</p>
SHORT DESCRIPTION OF THE GOOD PRACTICE (+/- 500 WORDS)	<p>In order to resolve difficulties in recruiting of qualified professionals at home support services, departmental Council of Val-de-Marne has implemented the training with tutoring internship to enable persons with foreign origin, with a small qualification or no qualified at all, but willing to support elderly or disabled people, to integrate a training with an internship for 3 months to learn skills and attitudes.</p> <p>This action is based on three objectives:</p> <ol style="list-style-type: none"> 1. Create a quality support of elderly and disabled; to the user 2. Meet the needs of home support service to have qualified staff; 3. Meet the needs of training and socio-professional integration of a foreign public. <p>Future trainees have previously achieved the professional language training (French professional language for 60 trainees per year), also implemented by the Departmental Council of the Val-de-Marne, allowing them to develop and to improve language skills considered as a real barrier to socio-professional integration. In the end of language training, trainees have the opportunity to go on training with internship taking place in home support services or in institutional accommodation for dependent elderly (nursing homes), in institutions for disabled people.</p> <p>From 2013 to 2015, 65 trainees could benefit of this training with internship (35 per year).</p> <p>In 2015, 34 trainees have achieved the training with internship and 21 among them have found work immediately in the different structures for elderly and disabled.</p> <p>The training with internship is financially supported by the Departmental</p>

Council of Val-de-Marne (internship salaries of trainees, cost of coaching, cost of training of tutors).

The aim of tutoring internship is that the organization (home support services or in institutional accommodation for dependent elderly-nursing homes, in institutions for disabled people) hosts a trainee allowing him to observe the work and to participate and perform tasks. For two months, the trainee is always surrounded by one of the staff, and on 3rd month of internship, the trainee could accomplish the tasks by himself. The trainee is evaluated not only by his mentor but also by other stakeholders.

Duration of training with internship:

3 months of internship with one day training per week (housing maintenance, kitchen, gestures and postures, Alzheimer, death of elderly or disabled and how to deal with, professional posture, intercultural relations, professional writing, etc.). An additional day of training is programmed during the first and the last week, a total of 105 hours of training. The intern working hours depend on the applications and availability of trainees and practices of the host organization.

In 2016, the duration of the training and internship has been modified putting accent on training in order to allow trainees to obtain qualifications and to sustain their employment (3 weeks of training and 5 weeks of internship).

L with	Future professionals supporting elderly, disabled and ageing disabled people in their homes or in institutions. Future professionals are persons of foreign origin, with a small qualification or no qualified wishing to support elderly and disabled people Elderly, disabled people and ageing disabled people
MEANS/MEHODES OR TOOLS USED	This action cannot be able without a good networking of all actors in social, elderly and disabled field.
SKILLS INVOLVED FOR THE CAREGIVERS	Skills needed to support elderly and disabled; Communication skills
ATTITUDES INVOLVED FOR THE CAREGIVERS	To love human being, to be patient, to have capacity to understand and to listen, to be open minded.
RESOURCES NEEDED	Training is realized by training organization Brigitte Croff Conseil et Associés, and internships take place at home support services or in institutional accommodation for dependent elderly (nursing homes) and in institutions for disabled people.

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