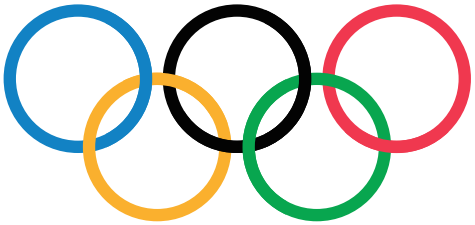
GRADE UP 2WORK



OLYMPIC TOOL

ESF INVESTEERT IN JOUW TOEKOMST
Europese Unie
Vlaanderen is werk
stebo ondernemend voor de samenleving
AGENTSCHAP INTEGRATIE & INBURGERING
SOLENTRA uz brussel
KU LEUVEN HIVA ONDERZOEKSINSTITUUT VOOR ARBEID EN SAMENLEVING

OLYMPIC TOOL:

FRAMEWORK FOR THE COACH

1. Four element action framework

The Olympic tool contains 5 exercises, which provide input for the creation of a CV-narrative. With the tool we also provide a four-element action framework.

The application of this framework promotes successful coaching with the Olympic tool.

The framework is the result of the pooling of expertise in the Flemish partnership of 'Upgrade2work'.

1.1. Culture-sensitive coaching 2.0 towards work (Integration and Civic Integration Agency)

When you coach job-seekers with a migration background, you are implicitly also working with other cultures: various insights and convictions, norms and values that may be different from your own.

Many other factors make the cultural differences even bigger: gender, income, family situation, ...
Dealing with this properly requires culturally sensitive action 2.0.

The Integration and Inclusion Agency combines its expertise in a training course 'Culture Sensitive Coaching 2.0' tailored to job coaches. Crossroads thinking and dealing with prejudices are central to this course. Make maximum use of the insights when using the Olympic tool.

The Agency also screened the material for the coachee in each exercise for cultural sensitivity.

1.2. Turning migration pains into work opportunities (Solentra).

When coaching jobseekers with a migration background towards work, it is important to be aware of the impact of migration.

Several migration pains affect the psychosocial well-being of your coachee in the workplace.

Nevertheless, these jobseekers often want to move on quickly and regain meaning in this new society. As a job coach, you can make a huge contribution to this.

Solentra goes through the psychological mechanisms associated with migration, which you, as a coach, need to take into account in order to provide proper guidance. In addition, you will get inspiring insights on how you as a coach can stimulate the resilience of your coachee, strengthen the professional identity again, mobilize the community and reconnect your coachee.

1.3. Appreciative Inquiry (Stebo)

You work with the (professional) identity of the coachee. Your coaching is aimed at building up the coachee's resilience and connection. This requires an appreciative inquiry approach that focuses on what is already strong and puts the coachee in a growth mindset.

This approach implies that you take on the role of the coachee's ally.

The appreciative approach lets the coachee think about what he can do himself and what he needs from others to create change. In this case: to increase his chances of employment on the Flemish work floor.

Stebo brings these insights into every exercise. Use this appreciative inquiry approach and tips as much as possible when working with the Olympic tool.

1.4. Use simple language (Integration and Civic Integration Agency)

The Olympic tool is a language tool. You can use it successfully with a coachee with language level B1 or higher.

Seek support from an interpreter if your coachee has a lower language level.

In order to make the tool as accessible as possible, we use a lot of visual material: signs, cards, ... We add pictograms where possible.

Also use the language and communication tips of the Integration and Integration Agency in the coaching. You can find them on the website of the Agency.

https://www.integratie-inburgering.be/10tips

https://www.integratie-inburgering.be/communicatiewaaier

2. Opleiding en intervisie voor de coach

Om te waarborgen dat jobcoaches die gebruik maken van de Olympic tool zich bekwamen in de elementen van het handelingskader organiseren we opleiding en intervisiemomenten.

De opleiding bestaat uit volgende onderdelen:

Module 1: Cultuursensitief coachen 2.0. (3 uur)

Module 2: Migratiepijnen ombuigen tot werkkansen (2,5 uur)

Module 3: Een CV-narrative opbouwen met de Olympic-tool (3 uur)

Module 4: Intervisie (2 uur)

In module 4, de intervisie, kan je terecht met vragen en ervaringen over:

1. Cultuursensitief coachen 2.0. richting werk

2. Migratiepijnen ombuigen tot werkkansen

3. Een CV-narrative opbouwen met de Olympic-tool.