

## Podcast: Curriculum piloting

Today I will talk about the INCLUDE<sup>3</sup> project under the Erasmus+ programme. This is a project that helps people find a job. It is especially intended for people who need additional support in employment, such as people with intellectual disabilities. In the project, we conducted a test of the learning content in the project. The organization OZARA d.o.o. also participated in this, which helped prepare the curriculum and didactic aids.

We tested the learning materials in several countries – Belgium, Cyprus and Slovenia. Experts in the field of training and career guidance participated in the testing. Some of the materials were also tested by people with disabilities. It was important for us to get feedback so that we could improve the materials.

We organized the training in three phases. First, we prepared the learning materials. We then tested them through workshops and independent learning. Finally, we received feedback that helped us improve the program.

An important part of the training was role-playing. Participants practiced job interviews. This taught them how to present themselves well and show their skills. We also helped them connect with employers and the community.

In Slovenia, we focused specifically on preparing for a job interview. Participants first practiced self-presentation and then played the role of an employer. This gave them an insight into what companies expect from their employees.

Of course, we also encountered challenges. Some employers are still not willing to hire people with disabilities. In addition, there are fewer job opportunities in smaller towns. Nevertheless, we encouraged the participation of all stakeholders through the project and showed how important networking is.

The final impact of the project was very positive. Participants gained self-confidence and new skills that will help them find a job. Instead of thinking about their limitations, they were able to emphasize their skills.

We also gained important advice for other organizations from the project:

1. The training programme must be flexible to meet the different needs of the participants.
2. It is important to build trust between individuals, organisations and employers.
3. It is necessary to monitor successes and challenges.
4. Collaboration is key – together we can create a more open environment and more job opportunities.

Thank you for listening! I hope you will gain useful information about the INCLUDE<sup>3</sup> project and its impact.

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