

proAbility – Feedback from trainers (M)

Dear Trainer,

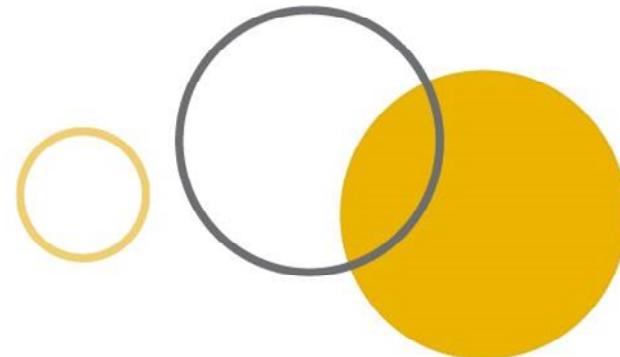
We would like to ask you to reflect on the training that you conducted. Your feedback is very important for us but it may be valuable for you as well. The main points that we would recommend to consider connected to the exercises are as follows (only the ones that you have feedback on):

- **Did the exercise work, did it work out well? Did it manage to activate participants**
- **Did you detect any problem or difficulty? If so, then what? What was missing?**
- **Did the estimated time match reality? Did the auxiliary materials help?**
- **Do you have any suggestions?**

We would also like to have your feedback about the training as a whole:

- **What is it that worked out best and why?**
- **What is it that did not work and why?**
- **Learning points related to the training as a whole and the individual exercises**
- **What are your suggestions related to the materials? Do you have any suggestions as to the activities for the training participants or to any other activities that should be agreed on with the participants?**

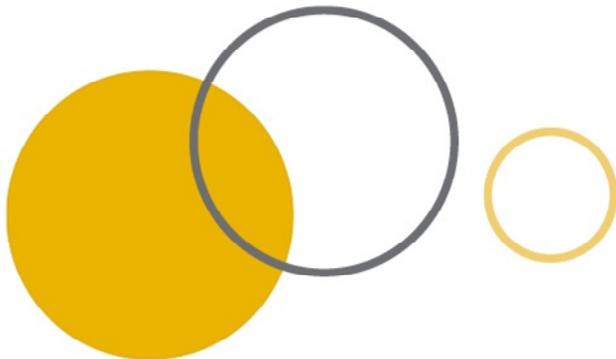
Thank you!



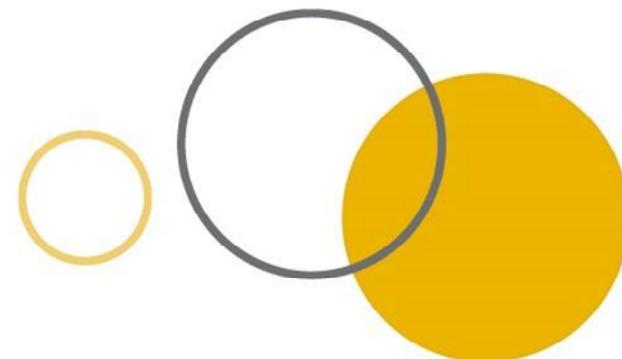
Training location, date:

Trainers:

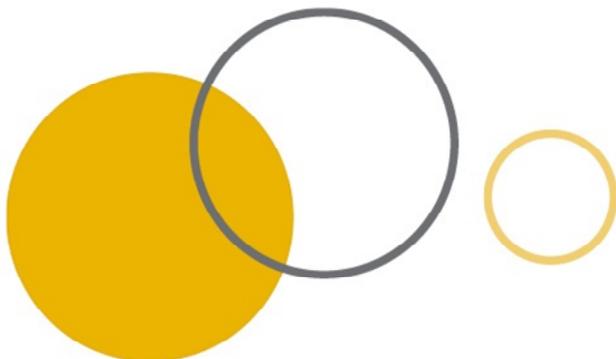
Topics and exercises	Duration	Trainer’s feedback Did the exercise work, did it work out well? Did it manage to activate participants Did you detect any problem or difficulty? If so, then what? What was missing? Did the estimated time match reality? Did the auxiliary materials help? Do you have any suggestions?	Trainer’s reflection How did you feel? What would you do differently?
1. Introduction	60 (+45) minutes		
1.1 Introduction by trainer – the trainer introduces themselves, presents the goals of the training, expected results and the frameworks (topics, time frame, rules) and methodology	15 mins		
1.2 Introductions by participants	15 mins		
1.3 Attuning – discussion in large group based on short films	30 mins		



1.4 (optional) Concluding psychological contract – discussing participants’ expectations, commitments and potential reservations.	(45mins)		
2. Sensitization	80 mins		
2.1 Who are they? – getting to know people with disabilities/altered working capacity	10+10 mins		
2.2 Basic concepts and barriers (Theoretical overview)	30 mins		
2.3 Sensitization with a focus on a specific group of PWD	30 mins		
A – People with hearing impairment: modified Activity, lip reading exercise			
B – People with autism: “Have you got cloth ears?”			
3. Theory and practice	60 (+30) mins		



3.1 Integration of PWD – process I. (a theoretical overview from recruitment to inclusion, with examples)	20 mins		
3.2 Recruitment exercise: Who would you recruit for the specific jobs and why?	20+20 mins		
3.3 (optional) Integration of PWD – process II. (theoretical overview: compensation, PAS and career)	(30 mins)		
4. (optional) CSR theory and practice	(30+60 mins)		
4.1 CSR key concepts and contexts, connection with the employment of PWD (theoretical overview)	(30 mins)		
4.2 (optional) A complex case analysis – the Grundfos case	(60 mins)		
5. Wrap-up	10 mins		
5.1 Concluding remarks			



Overall assessment of the training

- **What is it that worked out best and why?**
- **What is it that did not work and why?**
- **Learning points related to the training as a whole and the individual exercises**
- **What are your suggestions related to the materials? Do you have any suggestions as to the activities for the training participants or to any other activities that should be agreed on with the participants?**

Thank you for your feedback!

