

NEW TRAININGS IN ERASMUS+ PROJECT. FIRST PILOT SEMINAR

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Abstract. *The article presents the results of the phase of Project K2: Santé Publique - Santé Mentale (SPSM), first Pilot Seminar. The Project SPSM refers to the professional accompaniment at work of adults with psychic disorders. It is an interventional research in Public Health and Socio-professional Integration. The project involved 5 European countries: Luxembourg, Romania, Swiss, Belgium and France. In this autumn, the first SPSM Pilot Seminar took place in Geneva. This aims to put in place a training module intended to improve competences of the socio-professional integration specialists. With duration of 1 week in the end of November 2016, the first Pilot Seminar encourages the return of good practices and exchanges of experiences and work instruments between specialists. All the knowledge of socio-professional integration specialists that was implemented in the pilot training action was produced through practice. The Pilot Seminar aims to find a better adequacy of training between the new realities of employability in companies and administrations and the mental health policies. The aim is to exchange and ameliorate the work instruments and specific skills in order to find the best open training perspective, adapted to the tendencies in European mental health needs.*

Keywords: *Pilot Seminar, socio-professional integration, mental health, specialists, competences ameliorated.*

Introduction

The Project: Santé Publique - Santé Mentale (SPSM), refers to the professional accompanying in work of adults with psychic disorders. It is an interventional research in Public Health and Socio-professional Integration. The project involves the next European countries: Luxembourg, Romania, Swiss, Belgium and France.

The First Pilot Seminar of SPSM Project brings together specialists in health, pedagogy, psychology and sociology from the 5 European countries abovementioned. In this Seminar there were involved 3 specialists from

every country, in total: 15 people. It took place in autumn in Geneva, Switzerland.

It refers to best practices of specialists who accompany, at the workplace, people with psychic disorders.

In the field of Mental Health and Socio-professional integration, this research project constitutes a real social treatment.

The human health has 3 pylons: biological, psychological and social. This is a bio-psycho-social approach of human clinical wellbeing, after Engel (Engel, 1980). The concept was developed by 2 doctors: George Engel and John Romano at Rochester decades (Cohen & Brown, 2010). In the SPSM Project, in training programs of Pilot Seminars, the social education in bio-psycho-social approach emphasizes the role of socio-professional environment for human mental health in its fullest contexts. This system has a complex interaction which is important for a global human health: individual health and public health. The theory is approached in social context by doctors Gavrilă-Ardelean (Gavrilă-Ardelean & Gavrilă-Ardelen, 2016). The next diagram presents the human health pylons (figure 1), after doctor Gavrilă-Ardelean (Gavrilă-Ardelean, 2016).

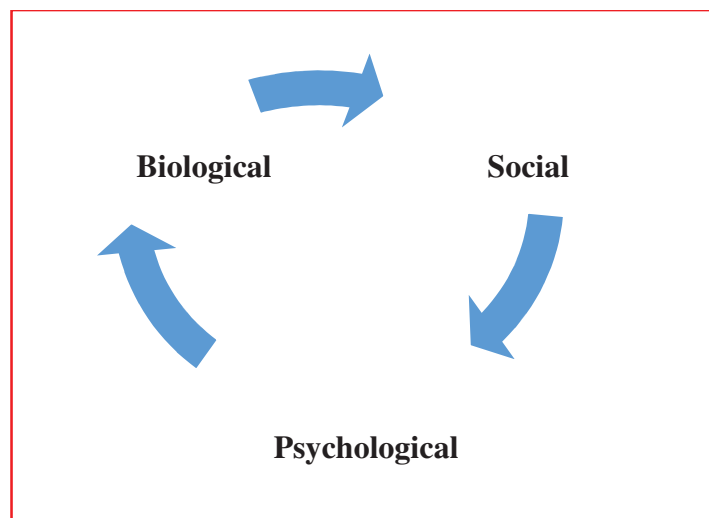


Figure 1. Human Health Pylons' Diagram
(Adapted after Dr. Gavrilă-Ardelean, 2016)

The importance of this system is applied in the field of education for health, which was discussed by Borrell-Carrió & all, elsewhere (Borrell-Carrió & al., 2004). The education is complete if it addresses to all pylons, because the human nature is a complex and integrated system. In this context, the socio-

occupational integration trainings for people with mental disorders in Pilot Seminars of SPSM Project are a real social therapy for mental health rehabilitation. The socio-professional factors are not merely epiphenomena: they can be understood in scientific ways with biological correlations. The bio-psycho-social approach at human mental health level involves applying the scientific method to biological, psychological, and social phenomena, as related to human health, understood like a scientific continuum system, as presented in 2003, elsewhere by Frankel & all (Frankel & al., 2003).

Applying the practice of bio-psycho-social approach in human mental health provides a multidimensional integrated treatment, with economical effects. That is important, because, as shown in World Health Statistics (WHO, 2016), the European morbidity has an ascending trend in mental illness (figure 2).

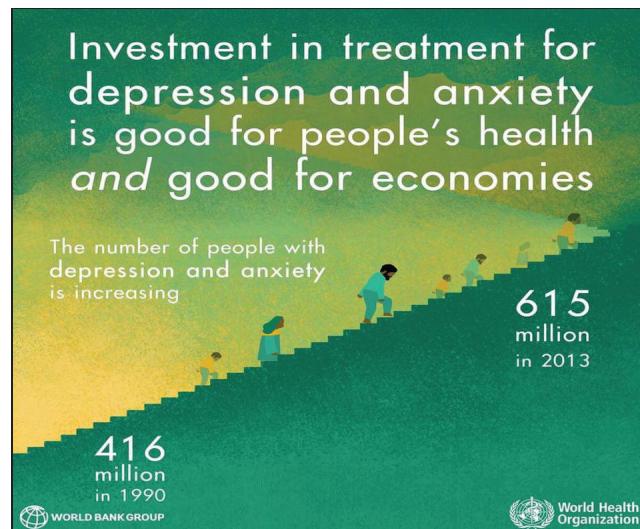


Figure 2. European Mental Morbidity Trend
(After W.H.O, 2016)

The interventional research of SPSM Project aims to put in place a training module, as Pilot Seminars, intended for socio-professional integration specialists. The First Pilot Seminar to train socio-professional integration specialists for people with psychiatric disorders took place in Geneva. The program is intended to perfect the training of 15 specialists in socio-professional integration for people with mental disorders. The specialists come from the 5 European partner countries, and benefit through a Pilot Seminar program of theoretical and practical courses and exchanges with homologues from the other countries involved in project.

Aims of Research

The Pilot Seminar aims to find a better adequacy of training between the new realities of employability in companies and administrations, and the mental health politics. The aim is to exchange and ameliorate work instruments and specific skills, in order to find the best open training perspective, adapted to the tendencies in European mental health needs.

Research Method

The elaboration of Pilot Training Seminars in the Project was made after we identified the local needs in terms of ameliorating the insertion specialists' competences.

The method of the Pilot Seminar was divided into 3 axes of action:

5. Training to ameliorate the competences of socio-professional integration specialists;
6. Exchanging the work tools, and improving good practice and skills related to socio-professional integration for people with mental handicap;
7. Establishing a link between specialists and researchers in Europe, through professional and cultural exchanges.

The level of specialists' competences was appreciated with an *Evaluation Grid*. This is an anonymous questionnaire that was applied before and after training the specialists, in order to assess the impact of our Pilot Seminar. The grid has a scale for assessing the level of knowledge from 1 (no knowledge) to 4 (very good knowledge).

Results

The Pilot Seminar at Geneva has the following program (table no. 1).

Table no.1. Training Plan of Seminar Pilot

Monday	Tuesday	Wednesday	Thursday	Friday
10.00-12.30 h	8.30-12.30 h	10.00-12.30 h	8.30-12.30 h	8.30-14.30 h
Welcome & Organization Presentation of SPSM Project	Psychical diseases	Network approach	Factors of inclusions	Utilizes
14.00-17.30 h	14.00-16.00 h	14.00-17.30 h	14.00-16.00 h	15.00 h
Local context: social, economic and legislative	Marketing of enterprise	Professional posture	Training uses	Evaluation, assessment
Local intervention	Local cultural evening	Free	Visiting in social enterprise	Fin

The Training Plan of our Pilot Seminar aims to establish which is the best method for specialists to solve problem situations. Problem situations are obstacles in the process of socio-professional integration. Our training

program has modules designed to ameliorate the competences of professional integration specialists. The modules have practical exercises based on using competences in specific life contexts. The threats and their solutions were analyzed. The social, economic and local legislative contexts were analyzed (Maeder & Nadai, 2009; OFAS & OFS, 2013).

The psychical pathology was presented in terms of practical cases, in role play. To reduce the visible signs of mental disease, we developed a method based on next 7 principles:

- The Evaluation Grid;
- Decisional Balance;
- Commitment Charter;
- Emergency Measures;
- Psycho-education;
- Information;
- Prevention.

These principles need to be applied for the users.

The conclusion is: the knowledge about network and local resources is vital for employment.

This training delimited the perimeter of professional integration specialists' competences, as studied by Gavrilă-Ardelean & all elsewhere (Gavrilă-Ardelean & all, 2016).

At the end of the seminar, the tools were collected in drop-box in order to improve the insertion specialists' work.

We collected our points of view, based on our knowledge and experience.

The Program of Pilot Seminars will be realized in the first semester of 2017.

Conclusion

The results of First Pilot Seminar of SPSM Project show that: the 'expected functions' of professional insertion specialists' competences, after Mintzberg (1984, 1995), were covered in terms of improvement, in 3 main types of roles:

4. Interpersonal Roles;
5. Information;
6. Decision roles.

The functions of professional integration specialists were trained in modules in all areas of interest. The goal to improve socio-occupational integration competences of specialists was achieved in the next fields:

7. Local context: social, economic and legislative;
8. Managing the mental diseases;
9. Marketing of enterprise;
10. Network approach;
11. The professional posture;

12. The factors of inclusions;
13. Methods and tools.

On the issue of accompanying people with psychical diseases to employment is important to know how to efficiently shorten the way from *Exclusion* to *Inclusion*. The trend of the new concept of work integration for people with special mental needs is illustrated in the image of road from *Exclusion* to *Inclusion* (figure 3).

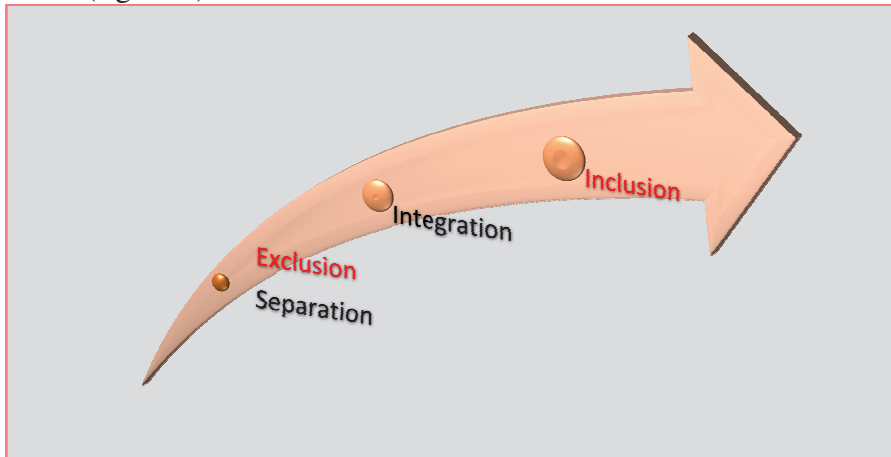


Figure 3. The way through education, from Exclusion to Inclusion

This aspect is better illustrated in next picture (<https://www.diagram+exclusion-separation-integrationinclusion>).

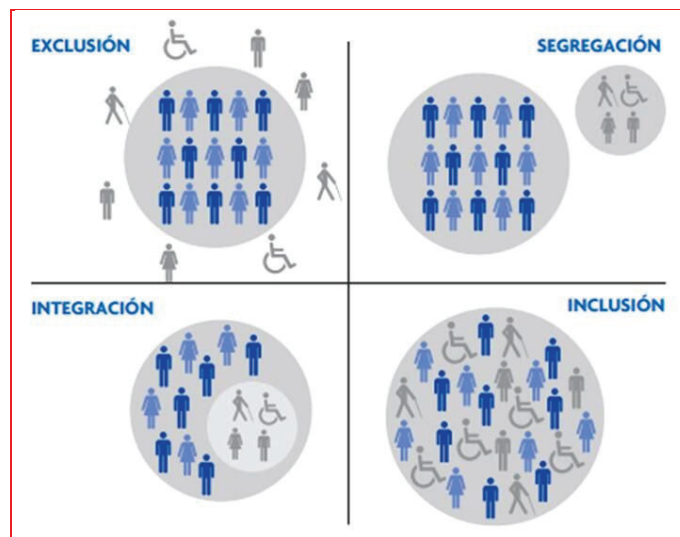


Figure 4. The Diagram of Exclusion-Segregation-Integration-Inclusion

(<https://www.diagram+exclusion-separation-integrationinclusion>).

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