

Abstract – TRAVORS Technical evaluation

This report fulfils the requirement for a technical evaluation of TRAVORS training products developed and trialled in four partner countries in 2009/10 as part of a European Leonardo da Vinci Transfer of Innovation funded project.

The initial aims of the evaluation were to assess the extent to which TRAVORS partners were able (i) to incorporate key learning design principles provided by the UK Department for Work and Pensions (DWP) in their trainer-training and vocational rehabilitation adviser-training programmes and (ii) to measure the effectiveness of the adviser training in assisting disabled people into work.

The second evaluation goal had to be revised as the project timescales precluded the collection of meaningful employment outcome measures. In their place, measures of trainer self-efficacy and adviser confidence were used to provide indirect measures of the likely effectiveness of the training. A combination of quantitative and qualitative techniques were used in the data analysis: bespoke self-rating scales completed by trainers and advisers before, immediately after and three months on from the training; delegate feedback provided at the end of discrete training modules; and oral and written evidence of training design

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fidelity submitted by the training partners to the DWP evaluation team.

The key finding of the study was that the TRAVORS training products showed wide variation in the extent to which they conformed to the DWP design principles, yet all demonstrated a positive effect on the trainers' self-efficacy to deliver the new training and also the confidence of advisers to apply their learning in their work with people with disabilities.

The implications for future research into the application of the DWP learning design principles is discussed, along with consideration of mitigating action that could be taken to reduce the effect of a range of methodological issues that constrained the project in achieving some of its original study objectives.

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