

Do's

- Pay attention to motivation.
- Creativity is not just a talent, but mainly a skill you need to develop: Develop those creative skills.
- Have a support system for people in the organisation; a creative centre of expertise.
- Involve all layers (students, teachers, management, CEO) in the organisation.
- Start simple.
- Give room for experimentation and trial & error.
- Involve stakeholders; world of business, government, social organisations.

Don'ts

- Don't forget the leaders in an organisation (teachers, management, and board). They play a crucial role; practice what you preach.
- Don't expect a recipe for implementation. Every organisation, every situation is different.
- Don't expect there are quick fixes; changes in culture take time.
- Don't "invent your own wheel"; collaborate (inter)nationally

Further Information

Koning Willem College | www.kw1c.nl | Den Bosch, The Netherlands

Traject Op Maat (T.O.M.)

Kind of good practice

Method/ Approach/ Intervention

Target group

Participants, most of the time, who live in the region of 's-Hertogenbosch, do not attend school, are in the age between 18 and 23 years old, don't have a "start-qualification" (no proper education, under Vocational Education level 2 or no secondary-school qualification of HAVO/VWO) and don't have a job or social allowance.

Description

The T.O.M.-coach, together with the participant, finds out what he or she would like to do. Because of the fact that the participant didn't finish school, it is important to calculate the possibilities in finishing school as second chance. So going to school again or finding a job or going back to school in combination with a (part-time) job. Sometimes a realistic goal is just finding daytime activities.

Everyone has his or her own background, profile and capabilities. To take this into account all participants follow an individual programme, that's why the project is called T.O.M. (Traject Op Maat, in English: Tailor-Made Programme).

Part of T.O.M. is also: sports, art, training in social skills and expression. Also they go camping. All youngster tries to find out what they are good at and where their boundaries lie. Some youngsters are helped by making the right career choice or the choice for the right further education. Some youngsters are trained how to apply for a (new) job. Others get extra lessons in arithmetic or Dutch language. Youngsters are

Aims

- To find out what the youngsters are able to do.
- To find out what the youngsters want to do.
- To help them finding a school or a job; or finding a combination of school and a job.
- To find help when needed.
- To train social skills.