



# Online Solutions

## *...for Career Services*



Training Innovations has online solutions available for integration into your career services.

Our scalable options offer innovative solutions for private practitioners through to large enterprises. And if our pre-packed options don't fit, we will customize a solution to meet your needs!

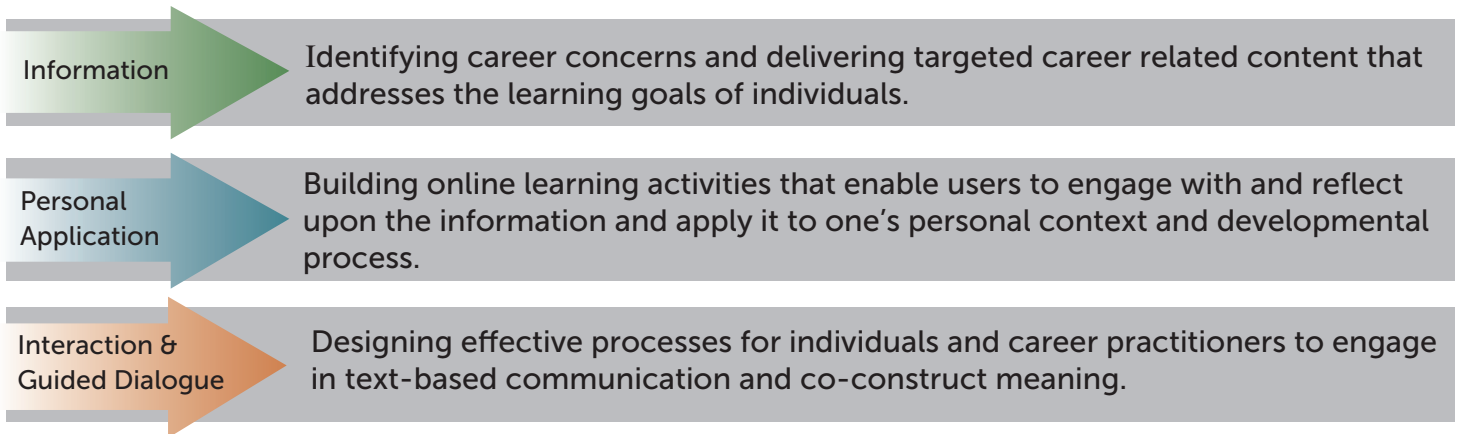
With a decade of experience researching, developing and delivering successful online career services, we support organizations from initial design through to successful deployment and ongoing staff training.

**eVolve your practice...take it online!**

# Effective Online Services

Delivering interactive and ethical online career services requires careful consideration to ensure that the principles of career practising are maintained when we are at a physical distance from our clients and communicating in text.

Online services can offer unique benefits to the career development process and counselling relationship when a purposeful design approach is utilized. Our pedagogical approach considers three main design components:



## Relevancy for Clients

Clients can engage in career services from their preferred locations at optimal times without needing to schedule office visits allowing students, parents, and employees space to focus on their career learning.

## Social-Reflective Learning

A-synchronous text-based communication enables engagement with practitioners and peers to dialogue, question, and reflect upon the career learning processes to support self-understanding. Delivery over distributed time and space supports thoughtful consideration, reflection and honest communication.

## Transparent Supervision

With the counselling and learning relationship contained and visible in an online space, the opportunity to provide clinical supervision and support can happen in both real time (when counsellors are analyzing client's responses or drafting their own) and through critical analysis after the completion of a career intervention.

## What's Being Said About our Pioneering Approach?

- The Tii approach emphasizes the career support as a learning intervention and draws on wider pedagogic thinking, particularly the pedagogy related to e-learning.
- While the approach requires the development of high-quality information and learning materials, a human interaction between counsellor and clients remain at its heart
- Delivering online guidance in this kind of mode has the potential to increase the efficiency of one-to-one interactions by enabling the user to move seamlessly between pre-prepared generic content and advice and tailored one-to-one guidance

Excerpted from *Enhancing choice? The role of technology in the career support market* (2010) by Tristram Hooley, Jo Hutchison, and A.G. Watts. This report, prepared for the UK Commission for Employment and Skills, is available at [www.ukces.org.uk](http://www.ukces.org.uk)

### **Everything you need to successfully deliver online career services:**

- Secure hosting of your online service on our eVolve technology
- Selection of fully designed Career Development Units
- Base authoring rights – enabling the development of customized narrative introduction, building of group discussions and adding supplemental resources
- e-counselling and facilitation training

With fully hosted services and support, organizations can concentrate on quality delivery to clients.

**Career Development Units** include all the necessary materials and components you need to deliver an online career intervention. Built with consideration to our pedagogical approach, the units form the base for learning and counselling and facilitators can customize the learning experience with supplemental resources, conversations, and guided reflections.

Career Development Units include a minimum of:

- 8 targeted career related concepts focused on one development area
- 2 personal application activities
- 2 dialogue exchanges with a practitioner
- 2 group discussion topics – if delivered as a group experience
- 2-4 hours of client engagement

Each Development Unit is estimated to require 30 minutes of staff engagement per client.



Training Innovations Inc. (Tii) is a career consulting company that has specialized in designing and delivering a full spectrum of career management services for 18 years. Tii has built a vast repertoire of innovative techniques, approaches, programs and curriculum that form the base of our practical and academic knowledge.

Tii operates 4 full service Employment Resource Centres in the Vancouver area; delivers customized programming for immigrants, older workers and small businesses; provides consulting on the design and implementation of online guidance and learning; and offers ready-to-deploy online career services to organizations.

Tii is owned by Tannis Goddard. Tannis has won the Career Management of BC Award of Excellence (2007) and is completing her Doctorate with a focus on pedagogical design for effective online career services.

## eVolve Learning Technology



eVolve is a private and interactive web-based learning environment designed by Training Innovations. Features support the career learning process and the reflective dialogue that is necessary between a practitioner and client. Following an intake and selection process, clients log into eVolve and navigate through prepared materials and interact with peers and practitioners. Practitioners log in to eVolve to guide and interact with clients using a variety of communication tools.



### KEY FEATURES INCLUDE:

- Employment Content Slides and Activities
- Private Messaging
- Bookmarking
- Client-Client Discussion Tools
- Client –Counsellor Discussion Tools
- Chat
- Unique User IDs for login
- Workshop Case Notes
- Content Guides for Your Facilitators
- Flexible Content Management
- Customization Tools
- VeriSign® SSL Certificate – 256 bit encryption
- Group or Individual Delivery



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