



## **TSI Training in Systematic Instruction**

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Project Search uses the TSI method of Job Coaching to support the students in the workplace. This is based on the work of Marc Gold in the late 1960's and 1970's, with subsequent updates.

The main principles of TSI are:

- Learning for work is best done in a real work place, surrounded by other working people.
- When individuals are expected to succeed or behave in a certain way, they often live up to that expectation.
- Training/learning the job is best delivered through "natural" supports, such as a workplace mentor (buddy)
- Support needs to be available to both the individual and the natural trainer.
- Responsibility for the learning rests with the trainer.

The Job Coach encourages learning through key instructional elements:

- Facilitating the staff to develop a positive teaching relationship with the individual
- Ensuring that the steps of a task are completed in the same order each time, which is easier to learn.
- Errorless Learning - Not trial and error. The trainer needs to learn the task first.
- "No news is good news", natural praise and reward
- Job Coach fades when the task is learnt, so individual can take responsibility for completion.

- Always taking the lead from the working environment

TSI uses a number of tools to deliver the Job Coaching:

- Discovery and Vocational Profiling - Getting to know the individual and their preferences.
- Employment Planning - Matching the Vocational Profile to employment opportunities / Employers
- Job Analysis - detailed exploration of the job, the tasks, how it is taught, the culture, environment and the critical factors.
- 7 Phase problem solving sequence - Using "natural" solutions first, before making changes or adaptations.
- Data Collection - Records of learning and productivity to demonstrate achievement and support problem solving.

