

# The Stavne Compact Model

”Better Living, Better Life”

Prague Congress Center 2009

[www.stavne.no](http://www.stavne.no)

Kurt Reitan  
Trine Richter Jonsen  
Kjetil Røttereng



[www.euseconference2009.org](http://www.euseconference2009.org)

# Generally about Stavne

Stavne Gård KF is a municipal enterprise with its own political board and articles of association. The board has seven representatives, whereof five are appointed by the City Council, and two by the employees at Stavne.

Stavne runs work-related programmes on behalf of the public Employment Office (NAV), and social follow-up on behalf of the Municipality of Trondheim. We also run several projects on assignment from the Directorate of Health and Social Affairs.

Our Target group is mainly young people who face obstacles due to drugs, crime and mental health problems, and are experiencing difficulties due to their financial, housing and social network situation.

Our aim is to enable our participants to obtain and keep a regular job, attend studies and/or get proper treatment. We use a variety of methods and tools in which work training is the most important.

The staff at Stavne consists of people with different backgrounds, both according to educational and professional experience. This refers to e.g. social work, pedagogics and handcraft.

# Two-Door-Illustration

An Introduction to  
the Individual Approach



# Expectations

We would like to introduce you to the Stavne Compact Model.

We want to share some of the methods which have been successful for us.

We will briefly present supported employment at Stavne, and then look further into two of our main tools.

These are Profrådbasert Career Guidance and Take Action!

At the end we'll give a brief summary.

# Target Group

## Stavnes Target Group; Job Seekers

**Not** physical or mentally disabled

## Adults with psychosocial challenges

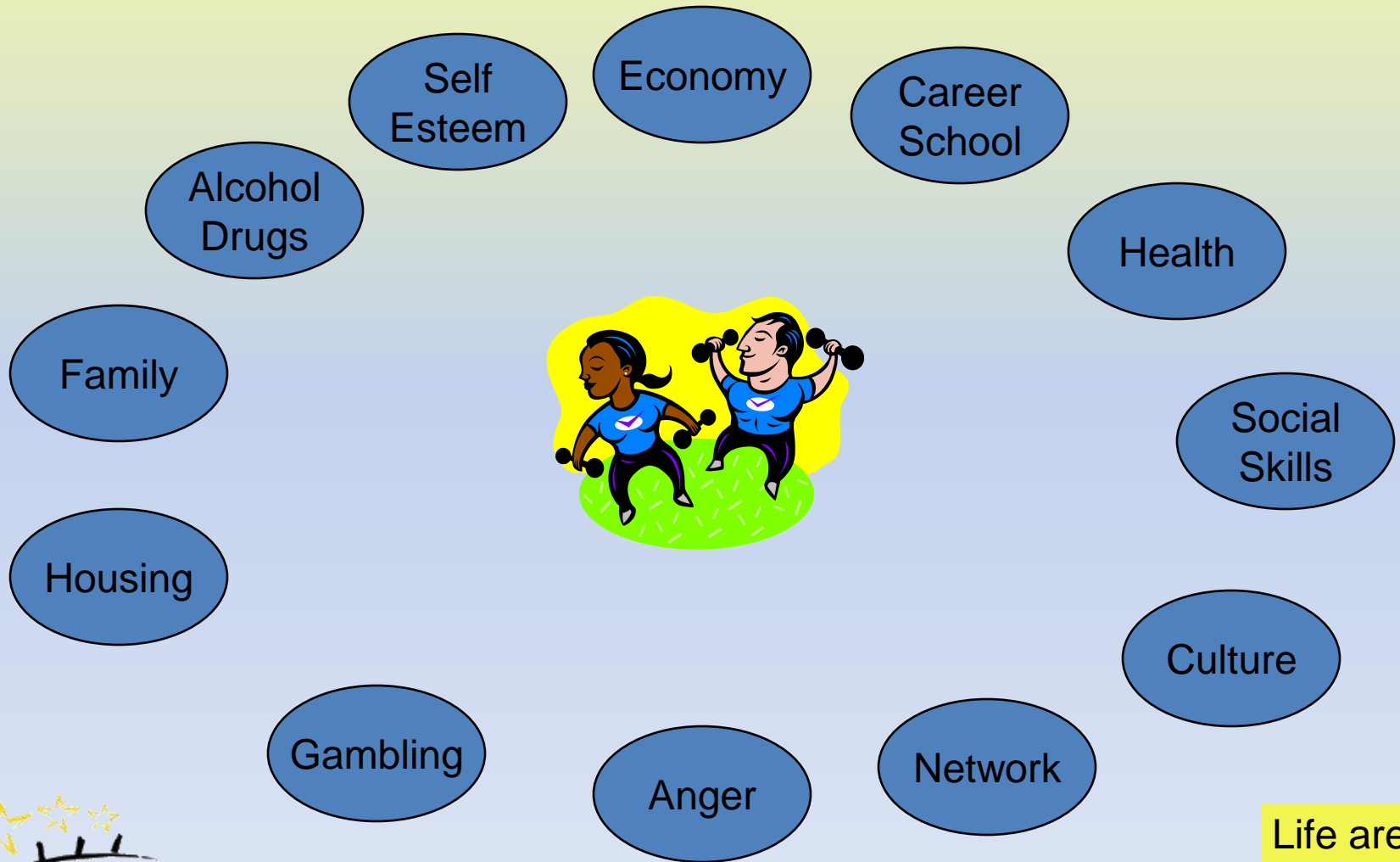
- Socially disabilities
- Psychological diagnosis (anxiety, depressions, diagnosis as bi polar, adhd, add, etc)
- Problems with reading and writing (and numbers) (dyscalculia and dyslexia)
- Little or no education after public school
- Little or no work experience
- Social challenges
- Crime
- Addictions (drug, gambling)
- Financial problems (debt)
- Housing

Agees between 17 and 59. Average age: 29

1/3 female, 2/3 male



# The Stavne Compact Model



Life areas



# Tools

## **Solution Focused Approach (LØFT)**

**Solution focused brief therapy (SFBT)**, is often referred to as simply 'solution focused therapy' or 'brief therapy', is a type of talking therapy that is based upon social constructionist philosophy. It focuses on what clients want to achieve through therapy rather than on the problem(s) that made them to seek help. The approach does not focus on the past, but instead, focuses on the present and future.

## **Coaching**

**Coaching** is a method of directing, instructing and training a person or group of people, with the aim to achieve some goal or develop specific skills. There are many ways to coach, types of coaching and methods to coaching. It includes motivational speaking. Training may include seminars, workshops, and supervised practice.

## **Involvement pedagogics (build good relations)**

### **Career counseling/guidance SCI-A, Profrådbasert Career Guidance**

Focus on resources/empowerment

Focus on the entire individual – **The Compact model**

Public Services (National Employment office, psychologists, doctors, nurses and so on)

Courses and so on

Flexibility – individual action plan

Follow up, also after getting paid jobs

Good relations



# Take Action!

Health, Lifestyle, Diet, Exercise



9th Conference of the  
European Union of Supported  
Employment 2009

[www.euseconference2009.org](http://www.euseconference2009.org)

# Take Action!

The aim of Take Action! is to give the participants a greater chance to succeed in worklife through physical activity, and a better diet.

It is also used to clarify and improve the participants physical and mental health, and their social skills.

Individual trainingplan for everyone.

Physical activity and its positive influence on mental health.

Dietary advice ("eat right, feel right")

Everything with focus on work/work training.

# Career Guidance

## ”The Test”



# Profrådbasert Career Guidance

- We have 12 certified employees that are trained to offer the test and especially the guidance after taking the test.
- It is a concrete and systematic tool which aim is to minimize the chance of incorrect choices in terms of job/placement.
- It consists of Solbergs test of interest together with several other minor tests, and most importantly; face to face guidance after taking the test.
- Very good even to confirm right choices.



# Summary

Why?

Why not?

Model most suitable for whom?

”Better Living, Better Life”



# Contact Details

**Kjetil Røttereng**

**kjetil.rottereng@trondheim.kommune.no**

**Trine Richter Jonsen**

**trine-richter.jonsen@trondheim.kommune.no**

**Kurt Reitan**

**kurt.reitan@trondheim.kommune.no**



**[www.stavne.no](http://www.stavne.no)**

Stavne Gård KF  
Osloveien 155  
N-7019 Trondheim  
Norway

T: +47 72 54 32 50

F: +47 72 54 32 51



9th Conference of the  
European Union of Supported  
Employment 2009

[www.euseconference2009.org](http://www.euseconference2009.org)