
TAMIL INFORMATION CENTRE

EVALUATION REPORT

COURSE TITLE: Career Planning for Tamil Women (Refugees)

Course Tutor: Ms Sushila Rajah, Syndicate (UK)
Venue: 720 Romford Road, London E12 6BT

Sponsored By

Community Education Service
North East Area Office
C/O. Little Ilford School
Browning Road
Manor Park
London
E12 6ET

August 1993

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COURSE TITLE: Career Planning for Tamil Women (Refugees)

Background to the course

People flee their native lands for a variety of reasons. The Tamils from Sri Lanka fled their homeland because they were persecuted and were denied of opportunities for social, cultural and economic development.

Tamil refugees arriving in Britain are from all walks of life. Some of them are educated, some have wide-ranging work experience and the others have good skills.

Employment is a crucial element in refugee settlement. It helps to improve language skills and to learn and understand the culture of the host country. Finding employment also assists refugees to rebuild their confidence and dignity. There was a high level of unemployment and underemployment among the Tamil refugee community in Britain. Once in Britain they found that their qualifications and work experience were not recognised and they were unable to find suitable employment. This barrier was often insurmountable resulting in a deepening feeling of insecurity and frustration. In most cases, it was found, that they needed only a little specified training, work experience and encouragement to overcome this barrier.

Career planning for Tamil women

Unlike men, the Tamil women were faced with specific problems, needs and demands. They continued to carry the main responsibility for bringing up children, caring for families, attending to work at home and looking after people who were ill or disabled.

There was a significant number of single parents among Tamil refugee women who were forced to take up some sort of work, often part-time, to finance their living. There was also a large number of young women among Tamil refugees who were mostly unemployed and actively seeking work. There were other irregular earners involved in caring for the home or community by voluntary work.

Following the assessment of needs, the Tamil Information Centre organised a four day intensive career planning training course for Tamil women under its Community Development Programme. The training course was held on 7/8 August and 14/15 August 1993.

Aims and objectives of the course

The course was aimed at those who wished to seek a new career or those who wanted to improve their personal effectiveness or those who might be returning to seek employment after a career break. The course was also aimed at the refugees to enable them to seek economic independence.

Aims:

The aims of the training were three-fold: (i) encourage participants to examine their skills, knowledge and experiences so as to determine the direction of their career (ii) to develop a wide range of interpersonal skills on which an employee depends to improve effectiveness and (iii) to empower participants so that they may work assertively to achieve their goals.

Objectives:

The course was planned in a such a way to enable participants to (i) understand issues surrounding good communication and interaction, (ii) identify factors relating to work culture and learn ways of moving forward, (iii) recognise ways of managing work, stress and time more effectively, (iv) learn ways of seeking the right jobs, dealing with applications, interviews etc. and (v) devise strategies to overcome institutional and personal problems and improve personal effectiveness.

The facilitator for the training course

The facilitator of the training course was Ms Sushila Rajah, who is a professional trainer and also a Tamil. She was very actively involved in the Tamil community and had a good knowledge of refugee issues. She was fluent both in Tamil and English languages.

Ms Rajah had several years of experience in conducting a variety of training courses for a wide range of organisations. See Annexure (1) for copy of her curriculum vitae.

A series of discussions were held with her on problems faced by Tamil refugee women and she made three proposals, namely, career planning for Tamil women (refugees), career planning for Tamil refugees and business start up course for Tamil women.

Assistance from Community Education Service

These proposals were submitted to Ms Barbara Holden, Area Officer, Community Education Service, North East Area Office of the London Borough of Newham. The Community Education Service accepted our proposals request and agreed to employ Ms Sushila Raja as the tutor to conduct a four day course in "Career Planning for Tamil Women". The TIC was responsible for publicity and venue.

Overview of the training course

A leaflet detailing the training course and application form was printed in Tamil and circulated widely among the Tamil community living in the Borough of Newham with assistance from the local Tamil community organisations, Shri Murugan Hindu temple and Sunday Tamil Christian Service. See annexure (2).

Twenty eight people registered to attend the four day course on 7, 8, 14 and 15 August 1993. See annexure (3) for the course programme and annexure (4) for list of people registered. Thirteen people attended the course on a regular basis. See annexure (5) for regular attendance. The course was conducted free of charge.

Course evaluation

Evaluation forms were given to the participants at the end of the fourth day and they were asked to complete and return by post. See annexure (6) for evaluation form.

The topics covered in the course included managing confidence, time, stress, work, change and understanding job market, interviews, presentation skills etc. According to the tutor, the participants were very enthusiastic and supportive of each other. Group dynamics was excellent.

Nine participants returned the evaluation forms and two participants jointly wrote a review of the course in Tamil. See annexure (7) for the Tamil review. On the whole the participants enjoyed the course and felt it was very useful. They had suggested that similar courses shll be conducted regularly.

CURRICULUM VITAE

Name: Ms Sushila Raja

Address: 33 Bridgetown Road,
Stratford- On- Avon, Warwickshire CV37 7JH.

Educational

Qualifications: B A in Sociology

Post Grad Diploma in Sociology of Labour

MA in Sociology of Gender

Professional

Qualifications: Certificate in Training and Development

Membership of

Professional Organisations: Associate of the Institute of
Training and Development

Member of the British Institute of
Management

Employment

Experience:

Several years experience as a senior manager in the public sector dealing with policy analysis, staff management and development, initiating and managing projects, dealing with personnel issues, managing change in promoting Equal Opportunities policies. Worked in private and voluntary sector organisations dealing with finance, income tax, marketing etc.

Training

Experience:

Seven years freelance training experience in devising and conducting training courses for the private, public and voluntary sector organisations. Experience in organisational developmental work, devising and conducting senior management training programmes, organising and conducting staff developmental courses. Drawn up strategies and conducted courses to influence delivery of services to meet needs of the communities. Experience in devising courses encouraging women into business. Devised and conducted several courses promoting equalities issues.

WOMEN INTO BUSINESS

WHAT PARTICIPANTS THINK OF THE PROGRAMME.....

"I AM SURPRISED AND PLEASED AT HOW MUCH I GAINED FROM THE COURSE!"

Peju Fabunmi, Haringey.

"EXCELLENT COURSE. I LEARNT HOW BUSINESSES SHOULD BE STARTED AND CONDUCTED"

Nasreen Ali, Bounds Green.

"EXCELLENT STARTER COURSE"

Lindewe Tsele, Archway.

"THE COURSE GAVE ME KNOWLEDGE OF ISSUES SURROUNDING STARTING A BUSINESS AND ENTHUSIASM TO PUT MY BUSINESS IDEAS INTO PRACTICE"

Shelagh Nowaz, Woodgreen.

"I ACHIEVED A LOT. LOOKING FORWARD TO FOLLOW UP SESSIONS"

Rosemary Donga, Archway.

"I FOUND THE COURSE VERY USEFUL"

Yvonne Williams, Tottenham.

CAREER PLANNING WORKSHOP

WHAT PARTICIPANTS THINK OF THE COURSE.....

"HELPED ME TO ADDRESS EXTERNAL AND INTERNAL BARRIERS.
VERY GOOD COURSE."

Mary Gomez, Turnpike Lane.

"I FOUND THE COURSE VERY USEFUL, TO GO AND GET WHAT I
WANT OUT OF LIFE!"

Joyce Horton, Enfield.

"THE COURSE HAS REALLY MADE ME BELIEVE 'WHERE THERE
IS A WILL THERE IS A WAY'"

Elizabeth Ennin, Tottenham.

"VERY INTERESTING, VERY VALUABLE COURSE. I ACHIEVED FAR
BEYOND I EXPECTED."

Verny Mageswaran, Arnos Grove.

"WE SHOULD HAVE THESE TYPE OF COURSES MORE OFTEN. I CAN
GO BACK TO WORK FEELING MORE ASSERTIVE"

Norma Vincent, Haringey.

"THANKS FOR THE OPPORTUNITY"

Annie Royal, Southgate.

"THE COURSE MADE ME SEE MYSELF IN A POSITIVE LIGHT"

Ruma Nowaz, Boundsgreen.

PREVIOUS CLIENTS INCLUDE

MANCHESTER CITY COUNCIL

COVENTRY CITY COUNCIL

ROYAL INSTITUTE OF PUBLIC ADMINISTRATION

WORKERS EDUCATION ASSOCIATION

COVENTRY WORKSHOP

CROYDON EDUCATION BUSINESS PARTNERSHIP

LONDON BOROUGH OF NEWHAM

COVENTRY TRADES COUNCIL

LONDON BOROUGH OF BRENT

LONDON BOROUGH OF LAMBETH

COVENTRY RESOURCE AND INFORMATION SERVICE

NM FINANCE MANAGEMENT

LONDON BOROUGH OF HARINGEY

TAMIL REFUGEE ACTION GROUP

இந்நாட்டில் தொழில்
வாய்ப்புக்களைப் பெறுவதில்
சிரமங்களை எதிர்நோக்குகிறீர்களா?

தமிழ்ப் பெண்களுக்கான
குறுங்கால இலவசக்
கல்விப் பயிற்சிநெறி



பயிற்சி ஏற்பாட்டாளர்கள்:
இலண்டன் தமிழ் தகவல் நடுவம்

ஒரு இலவசப் பயிற்சி நெறி

தமிழ் தகவல் நடுவத்தின் 1993 ஆம் ஆண்டிற்கான குறுங்கால சமூக அபிவிருத்தித் திட்டத்தின் கீழ் இவ் இலவசப் பயிற்சி நெறியை நடுவம் ஒழுங்கு செய்துள்ளது. சிறப்புத் தகவையும் அனுபவம் மிக்க ஒரு பெண்மணி இப்பயிற்சி நெறியை நடத்துவார்.

நீங்கள் பயிலப் போவது என்ன?

- * மேலோங்கிய கருத்துப் பரிமாறல், சேர்ந்து பழகுதல் போன்றவற்றுடன் சம்பந்தப்பட்ட விடயங்களைப் புரிந்து கொள்ளல்.
- * தொழிற் கலாச்சாரத்தை ஒட்டிய விடயங்களை இனங்காணுதலும், முன்னேற்றப்பாத்தைகளும்.
- * உழைப்பு, காலம், நெருக்கடிகள் என்பவற்றை இப் பயிற்சித் தரும்வகையில் கையாளும் வழிமுறைகள்.
- * சரியான தொழிலைத் தேர்ந்தெடுத்தல், விண்ணப்பங்கள் பற்றிய செயற்பாடு, நேர்முகப் பரீட்சை பற்றிய வழிமுறைகள்.
- * நிறுவன உறவு, தனிநபர் உறவு என்பவற்றில் ஏற்படும் பிரச்சினைகளைக் கையாளும் தந்திரோபாயங்களும், தனிநபர் ஆளுமையும்.

இப்பயிற்சி நெறி யாருக்காக?

- * புதிய தொழில் வாய்ப்பினை நாடுவோர்
- * தனிநபர் ஆளுமை விருத்தியை நாடுவோர்
- * வேலையற்று இருந்து மீண்டும் தொழில் வாய்ப்பினைத் தேடுவோர்
- * பொருள் வரவு தேடும் பள்ளிப்படிப்பை முடித்த அசுதிகள் சமூகத்தினர்.

பயிற்சி நெறி நடைபெற இருக்கும்

நேரம்: காலை 9.30 மணிமுதல் மாலை 4.30 மணிவரை
காலம்: 7-8-93 சனிக்கிழமை

8-8-93 ஞாயிற்றுக்கிழமை
14-8-93 சனிக்கிழமை
15-8-93 ஞாயிற்றுக்கிழமை

பயிற்சி நெறி நடைபெறும் இடம்:

THAMIL HOUSE
720 ROMFORD ROAD
MANOR PARK
LONDON E12

எவ்வாறு விண்ணப்பிக்கலாம்?

இத்துடன் உள்ள விண்ணப்பப் படிவத்தைப் பூர்த்திசெய்து அனுப்பிவைத்தால் நீங்கள் பயிற்சி நெறியில் பதிவு செய்து கொள்ளப்படுவீர்கள்.

கவனத்திற்கு: நிர்வாகப் பிரிவு சேவைகள்

மேற்படி பயிற்சி நெறியில் எனது பெயரையும் பதிவு செய்யும்படி வேண்டிக் கொள்கிறேன்.

பெயர்:

முகவரி:

தொ. பேசி:

அனுப்பவேண்டிய முகவரி:

Tamil Information Centre (TIC)
720 Romford Road
Manor Park
London E12 6BT
Tel: 081 514 6390

SYNDICATE

PROGRAMME

DAY 1

09.30 Introduction
 10.45 Coffee
 11.00 Communication
 12.30 Lunch
 1.30 Interaction
 2.45 Tea
 3.00 Culteral Understanding
 4.30 Finish

DAY 3

09.30 Presentation
 10.45 Coffee
 11.00 Presentation
 12.30 Lunch
 1.30 Advertisements
 2.45 Tea
 3.00 Applications
 4.30 Finish

DAY 2

09.30 Assertiveness
 10.45 Coffee
 11.00 Stress management
 12.30 Lunch
 1.30 Understanding job market
 2.45 Tea
 3.00 Planning career
 4.30 Finish

DAY 4

09.30 Interviews
 10.45 Coffee
 11.00 Interviews
 12.30 Lunch
 1.30 Managing job
 2.45 Tea
 3.00 Action plan
 4.30 Finish

**CAREER PLANNING FOR TAMIL WOMEN
REGISTERED PARTICIPANTS**

1. Mrs N Ranjith
2. Miss Panjali
3. Mrs Jeya Vivekananthan
4. Miss Nanthini Tambiah
5. Mrs P Nadarajah
6. Mrs P Gopal
7. Mrs Nalini Ravi
8. Mrs N Balendran
9. Ms Rajah Sarojadevi
10. Ms Muthuvel Yogamalini
11. Ms T Jesintha
12. Mrs V Mahadevan
13. Ms Suntharm pillai Kanakeswari
14. Ms Subrananiyam Shanthanayaki
15. Miss V Pathmanaba Iyer
16. Miss Nasamalar
17. Mrs M Kukarani
18. Mrs J Sagai Mary
19. Mrs.L Jude
20. Mrs E Nalina
21. Miss Nirmala Selvanayagam
22. Miss Kandiah Vijitha
23. Mrs V Kamalagogini
24. Ms T Kosaladevi
25. Ms Bamini
26. Mrs V Shyla
27. Mrs R Sritharan
28. Mrs Tirunilakandan

CAREER PLANNING FOR TAMIL WOMEN

REGULAR ATTENDANCE

1. Miss Panjali
2. Miss Nanthini Tambiah
3. Mrs P Nadarajah
4. Mrs N Balendran
5. Ms Rajah Sarojadevi
6. Ms T Jesintha
7. Mrs V Mahadevan
8. Miss V Pathmanaba Iyer
9. Mrs J Sagai Mary
10. Mrs V Kamalalogini
11. Ms T Kosaladevi
12. Mrs V Shyla
13. Mrs R Sritharan

SYNDICATE

QUESTIONNAIRE

Could you please complete and return the form to enable me to evaluate the effectiveness of the course ?

Thank You

Sushila Raja

QUESTIONS

1. Did you find the course useful ?
not useful 1. 2. 3. 4. 5. 6. useful
2. Was the course content to your expectation ?
no 1. 2. 3. 4. 5. 6. yes
3. What did you think of the course presentation?
poor 1. 2. 3. 4. 5. 6. good
4. Any other comments ?.....
.....
.....

