



Learning Report

of the International Training Course

Coach 2 Coach

Coaching for Youth Participation

23-30 June 2009, Budapest, Hungary

Available on www.SALTO-YOUTH.net/toolbox

1. GENERAL INFORMATION ABOUT THE TRAINING COURSE

This document is prepared with the purpose of giving a comprehensive overview of the learning process and the results of the international training course Coach 2 Coach: Coaching for Youth Participation that was hosted by the Hungarian National Agency in cooperation with SALTO - YOUTH Participation and National Agencies of European Youth in Action Programme.

The training course Coach 2 Coach took place on 24th – 29th June 2009 in Budapest (Hungary) and brought together 20 participants from 15 different countries supported by 15 different NAs. The group was composed from people working in National Agencies, (youth) NGOs, working as trainers, youth workers with youth projects. Most of the people already had different experiences with the YOUTH/Youth in Action programme (concerning mostly international youth exchanges and youth initiatives and 3 of them had some experiences on youth democracy projects) and/or supporting young people.

In this document there are outlined the evaluation of the learning process and results based on the data collected from the pre- and post-questionnaires, Evaluation Form filled in by partic

The main aim of the training course is:

- To increase the quality and support of Youth Exchanges, Youth Initiative and Youth Democracy Projects in the frame of the Youth in Action programme by supporting and facilitating experienced workers of projects in improving their 'coaching competences'.

Objectives of the course are:

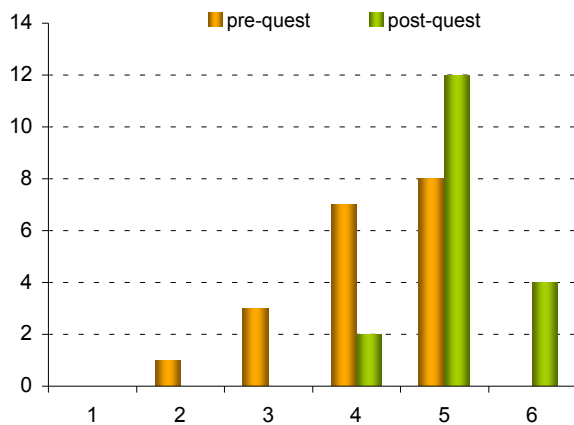
- To reflect and share coaching understanding and experiences;
- To work towards developing a common understanding of the term & actions of coaching;
- To be able to identify and improve knowledge, skills and attitudes of coaching;
- To be able to identify and improve own learning processes as coach;
- To prepare participants to transfer their learning experiences with other coaches in their countries (multiplier effect) and apply in their work with young people;
- To be able to identify available support & resources required for the coaching process;
- To understand the relevance of the coaching process in supporting young peoples active Participation;
- To experience methods, tools, materials, practice and potential for using coaching within Youth Exchanges, Youth Initiatives and Youth Democracy Projects

For more information about the training course, please refer to the Coach 2 Coach Description of the Module available on <http://www.SALTO-YOUTH.net/toolbox>

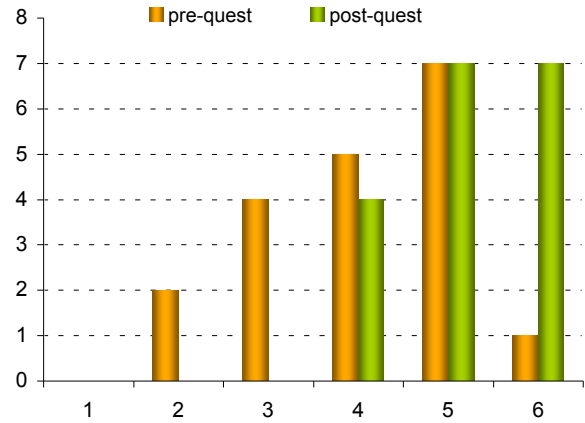
2. GROUP LEARNING PROCESS AND RESULTS

The following graph reflects the data collected from the pre- and post-questionnaires, which were filled in by participants at the beginning and at the end of the course. The questions asked in the questionnaires derive from the objectives of the course and focuses on the learning process and results of the course. The horizontal axis indicates the level in the scale from 1 to 6 and the vertical axis indicates the number of participants.

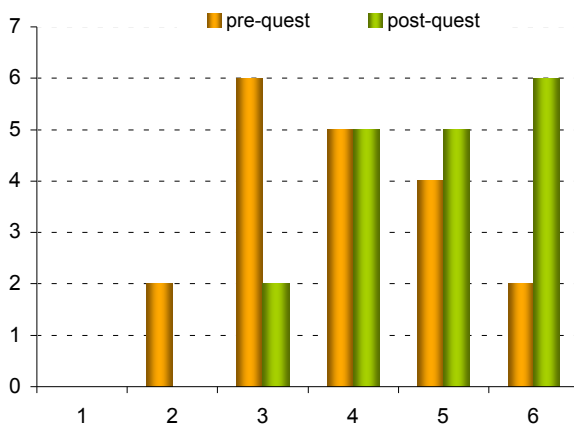
2.1. Knowledge of Youth in Action in general



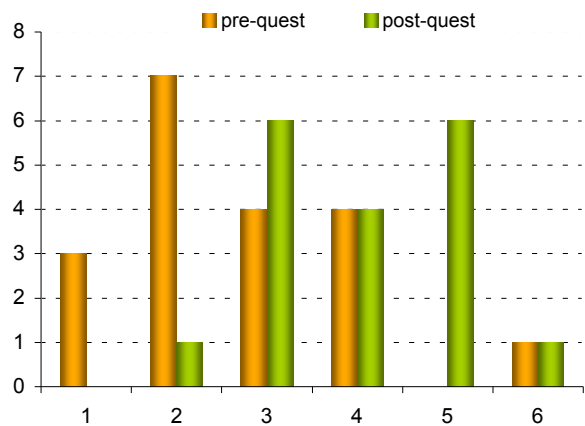
2.2. Knowledge of Youth Exchanges in Youth in Action



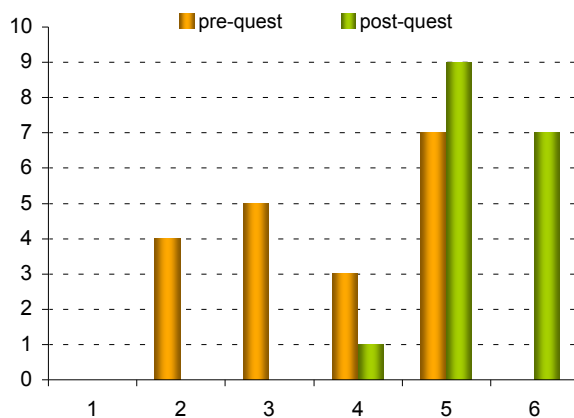
2.3. Knowledge of Youth Initiatives in Youth in Action



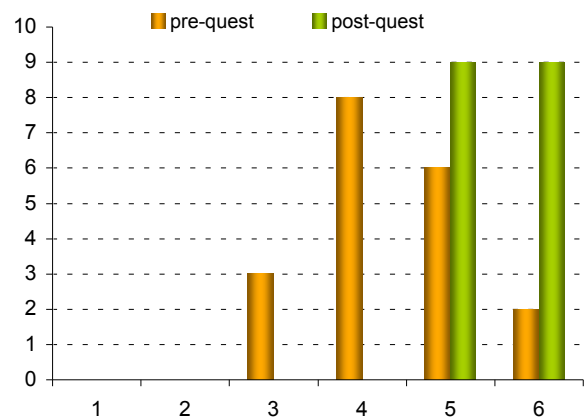
2.4. Knowledge of Youth Democracy Projects in Youth in Action



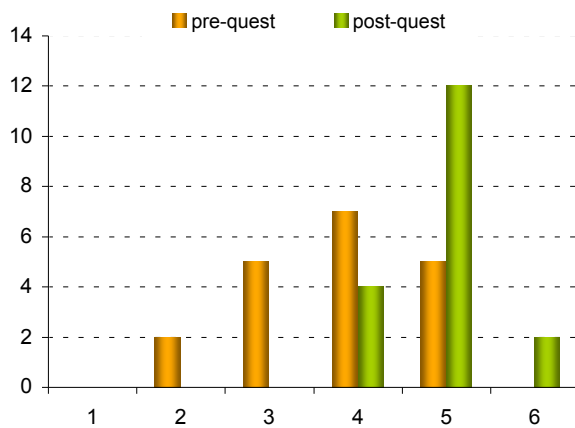
2.5. Awareness on own 'skills' when acting as a coach



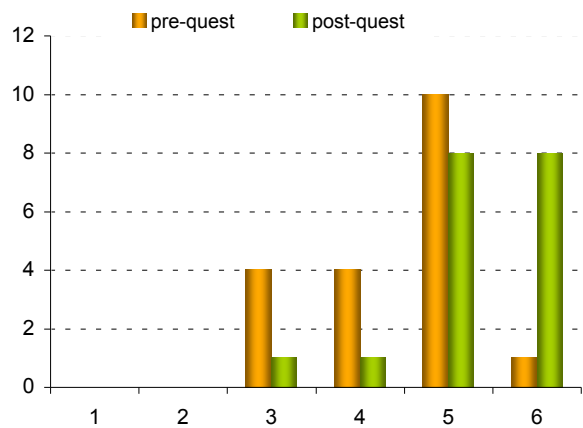
2.6. Understanding how coaching improves youth participation



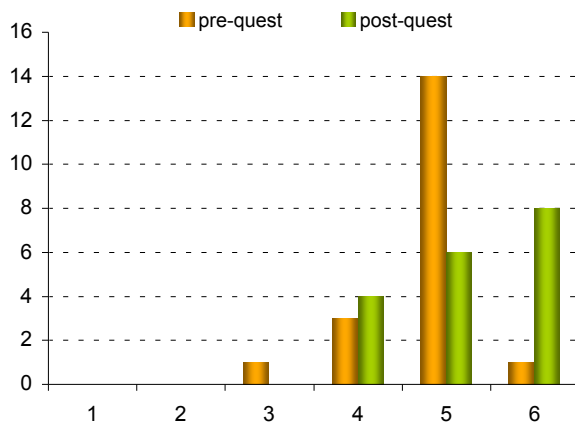
2.7. Ability to identify support and resources needed for coaching



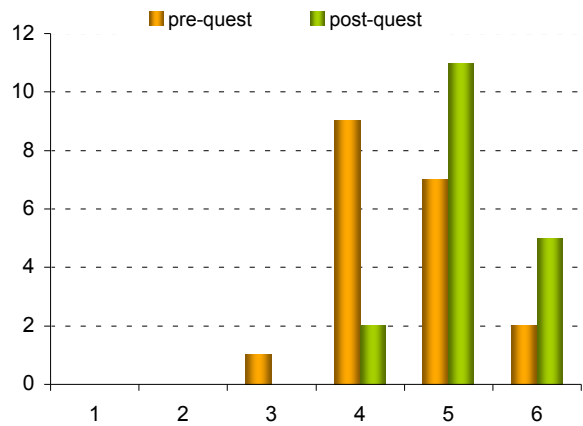
2.8. Ability to apply learning into the working practice



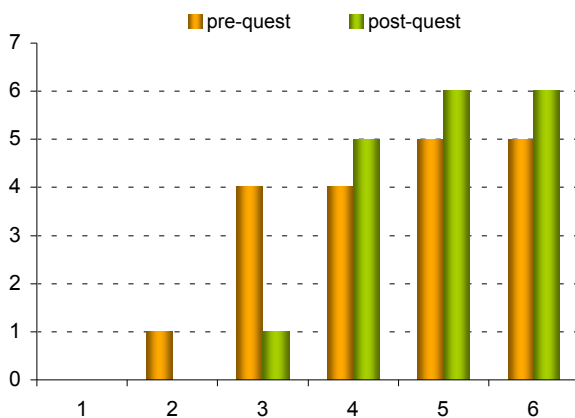
2.9. Confidence in working with people from other cultural backgrounds



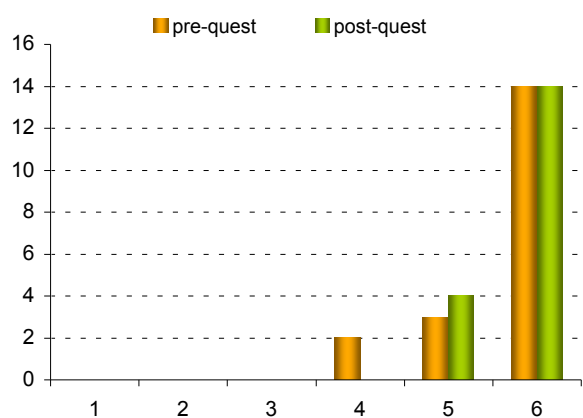
2.10. Feeling of being an "European citizen"



2.11. Confidence in supporting youth inclusion projects



2.12. Interest to continue supporting youth projects in Youth in Action

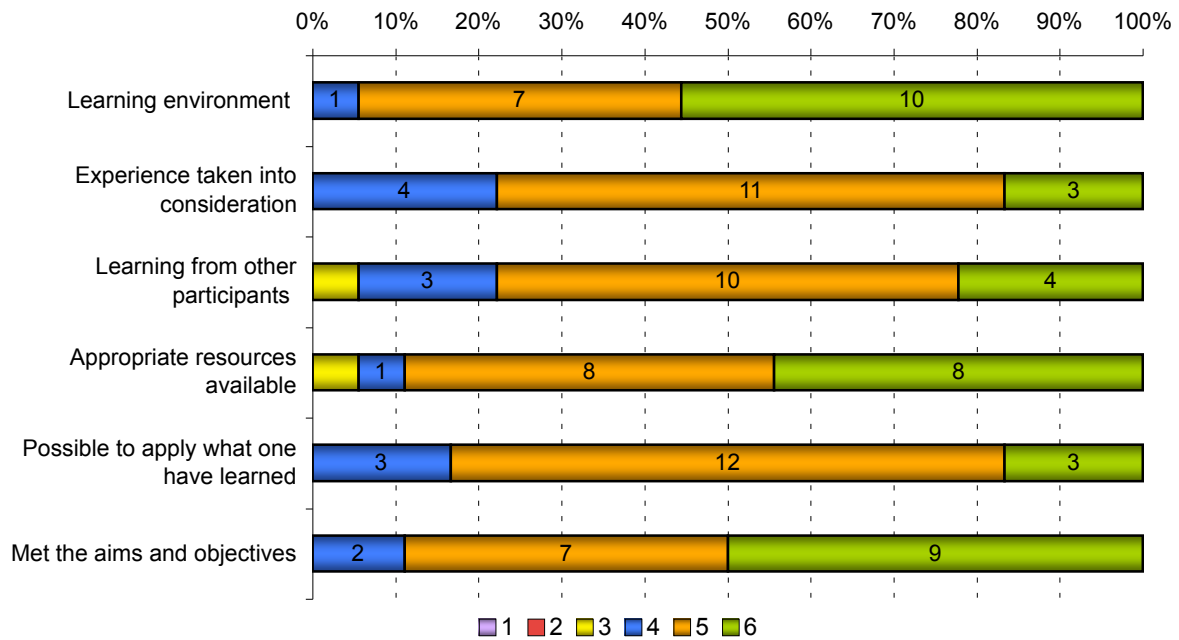


General conclusions

In the pre-questionnaires few people explained that they were experienced in youth work besides the Youth in Action programme and not necessary in coaching. Comments in post-questionnaires reflected the increase in coaching knowledge, growing confidence in supporting projects within the Youth in Action programme. At the end it was expressed a need for more information on Youth Democracy Projects and a need for feedback from training team. Training team concluded that learning happened in the most of the areas of the competences addressed by the course.

3. QUALITY OF THE TRAINING COURSE

The graph below reflects the responses of participants towards the different aspects of the training course. The horizontal axis indicates the value people gave in the scale from "1" - the lowest value to "6" - the highest value.



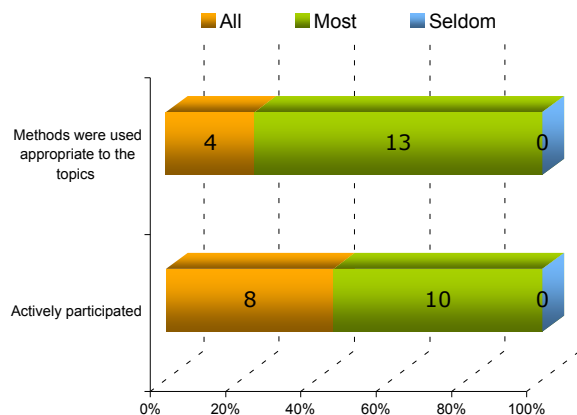
General conclusions

Some of the participants referred to the methodology of course as being fulfilled with big variety of non-formal education/learning methods. The programme was seen as well organised, balanced and implemented in a professional way. It was suggested to extend lunch breaks, balance group work time and consider different learning styles more carefully. The last point was not made explicit.

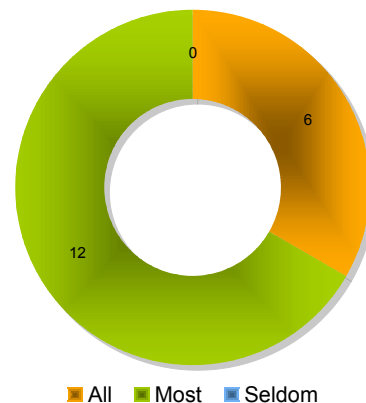
In the final evaluation the team concluded that in general the course is balanced and the flow of the programme is clear. The methodology of the course is diverse but in some of the sessions it could be improved considering the suggestions made by participants. The suggestions were made when presenting the course programme to stress the different ways of learning.

4. METHODS AND INDIVIDUAL LEARNING

4.1. Appropriate methods and participation

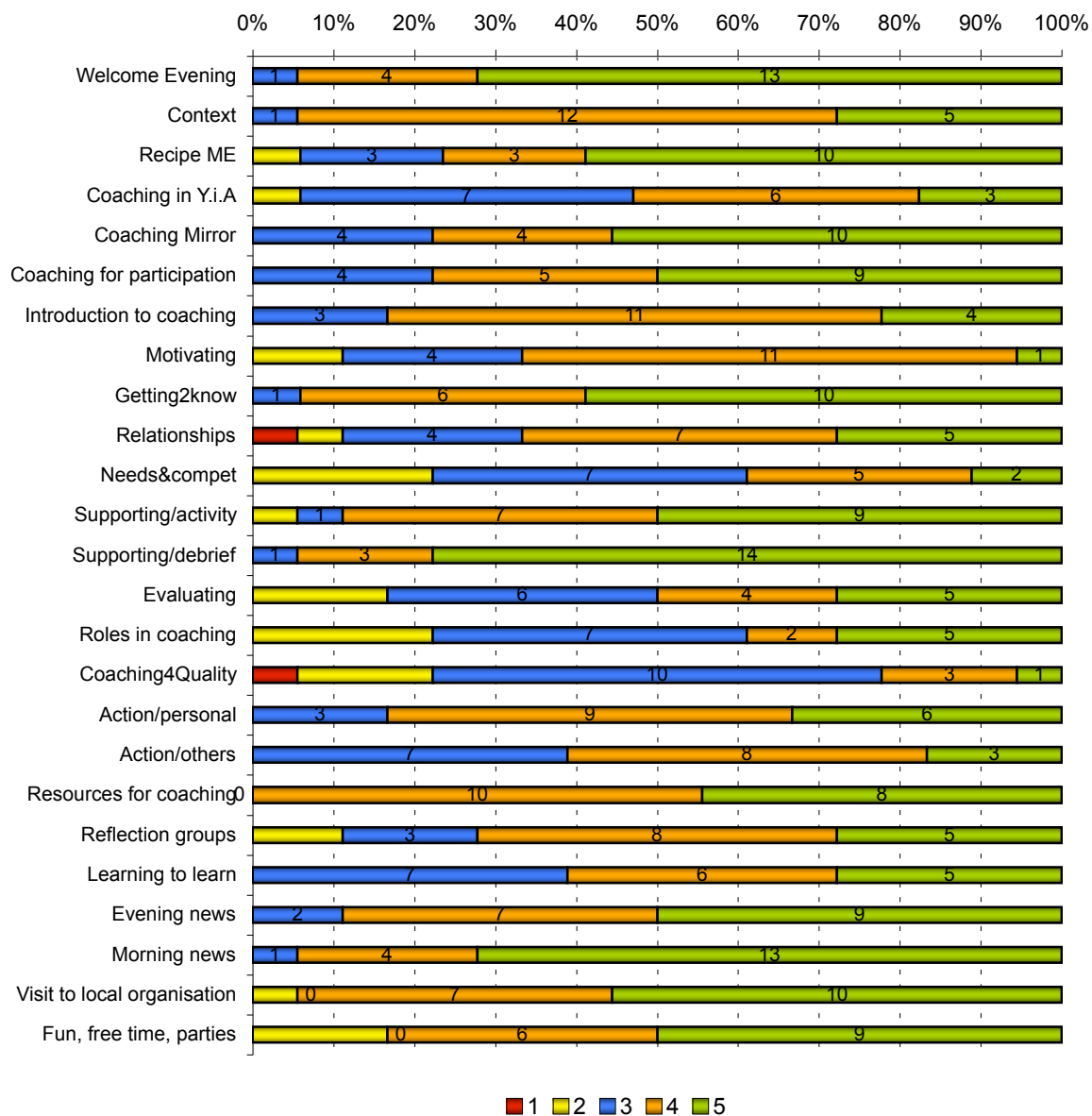


4.2. Personal learning needs addressed



5. EVALUATION OF THE TRAINING SESSIONS IN GENERAL

The following table provides with the participants' evaluation of each of the sessions in the programme. The evaluation scale ranged from "☺!" - the most satisfactory to "N" - the most dissatisfactory. The three sessions that received the highest satisfactory feedback in average were "Supporting (debriefing)" (4,72), "Welcome Evening" (4,67 points) and "Morning News" (4,67). The three sessions that received the lowest satisfactory feedback were "Coaching for Quality" (3,00 points), "Needs and Competences" (3,24) and "Roles in Coaching" (3,44). During the daily evaluation team collected the feedback from participants and considered further improvements of methodology and contents of different sessions.



General conclusions

The most important learning experience as some of the participants mentioned the simulation game (allowed to practice coaching skills), role play "First meeting" (developed understanding of the benefits of having a coach, clarified the difference between the youth leader and a coach), "Action planning" (gave possibility to develop in working with other) self-assessment in the "coaching" topic and realising of having coaching experience and possibility to apply it with coaching youth projects, feedback received, exercises and discussions with other participants.

By single participants it was mentioned that less useful in the programme was to be in pairs walking during the "Building and maintaining the relationships" session, coaching roles (because of being aware already, confusion between the definitions), learning buddies (because of sometimes too much time, but for some people the reflection time was not enough), "Evaluating" session (because it did not give new information), Youthpass and youth policy developments (because knew before).

Also it was stressed that the decision was necessary to make how deep to go with each topics due to the time pressure. Due to diversity in the group, the level of tasks given by trainers was necessary to adjust. Suggestion came to give each morning a short summary of the objectives for the day. Sometimes the repetition of materials was felt, so suggestion was made to take a way the parts which do not move forward.

In the final evaluation team discussed possibilities to include an open space in the programme where participants could share, develop and learn various tools and methods in coaching. The suggestion was made to move the "coaching for Quality" session to the next day to be fresh and focused. Team concluded that learning to learn component should be further developed integrating it more as part of the Youthpass process in the course.

6. TRAINING TEAM

In the evaluation comments some of the people regarded to the team as being flexible, confident in what was delivered, able to adapt in response to the needs of the group, ready to give the feedback and motivated. It was stressed the importance of the personal contact made with NAs and SALTO present in the course which was giving better understanding and knowledge of the Youth in Action programme. The suggestion came for training team to keep the explanations focused and short in this way avoiding the repetitions.

Team evaluated the team work as being very positive and enjoyable. It was stressed the importance of contribution brought by the SALTO presence. The integration of the national trainer into the training team was successful but if keeping this practice further there should be made necessary considerations for the expectations and preparation of extra trainer being aware of the demanding nature of this course. Team recognised that sometimes in the programme the tasks could been shared more equally in this way ensuring that methods delivered by the different trainers would vary in methodology.