



SOHO Training Course

29 September - 3 October, 2010
Santander, Spain

Maria Luisa Pagano (Contact trainer)
Gabriella Zs. Nagy (Report trainer)
Myriam Sánchez Fontán (Host NA representative)

Final Report

This report is based on the following sources:

- Pre-questionnaires and post-questionnaires filled in by participants at the beginning and the end of the training course
- Feedback from participants during the training course
- Feedback from the staff of the National Agency and the trainers given during the team meetings
- The evaluation session organised at the end of the course

1. GENERAL INFORMATION

Participating countries	Number of participants	Expected number of pax	Participating NA
Spain	2	4	Represented by: Myriam Sánchez Fontán Assisted by: José Antonio Prada (Cantabria Region)
Italy	3	4	
Bosnia and Herzegovina	1	1	
Czech Republic	3	3	
Georgia	1	1	
Moldavia	1	1	
Netherlands	3	3	
Poland	1	2	
Romania	2	2	
Sweden	2	2	
Slovenia	1	1	
Belgium-FL	0	3	
Kosovo	0	1	
United Kingdom	0	1	
Total number of participants	20	29	

Most cancellations were due to non-operated flights because of the general strike in Spain.

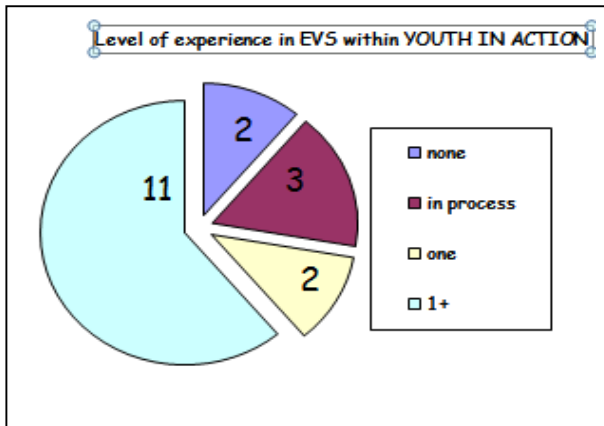
Total number of filled in Pre-questionnaires	19
Total number of filled in Post-questionnaires	19
Total number of received questionnaires	38

2. AIMS AND OBJECTIVES: ARE THEY MET?

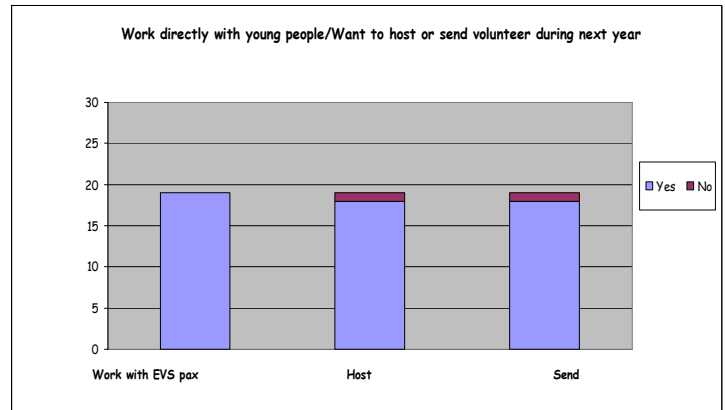
YES	NO
18	0

3. TARGET GROUP

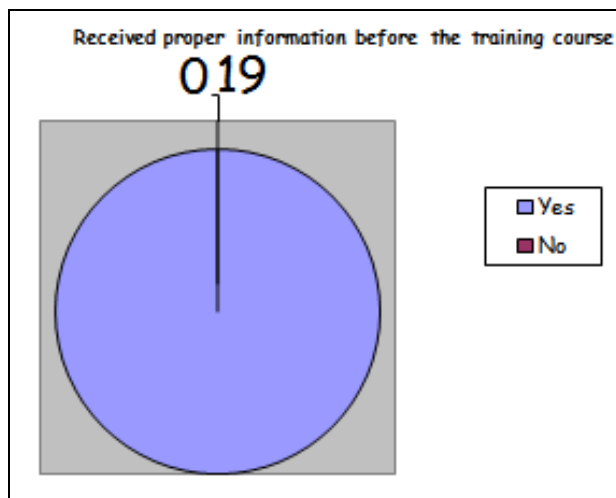
➔ *The experience of the participants*



➔ *Participants working with young people*



➔ *Preparation of participants*



➔ **General conclusion**

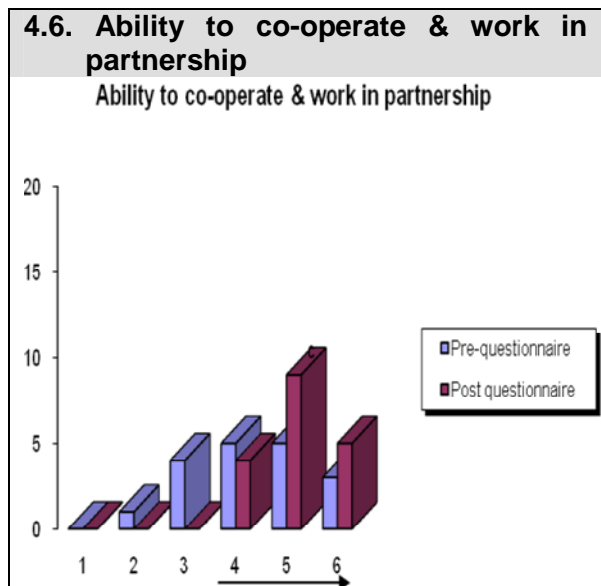
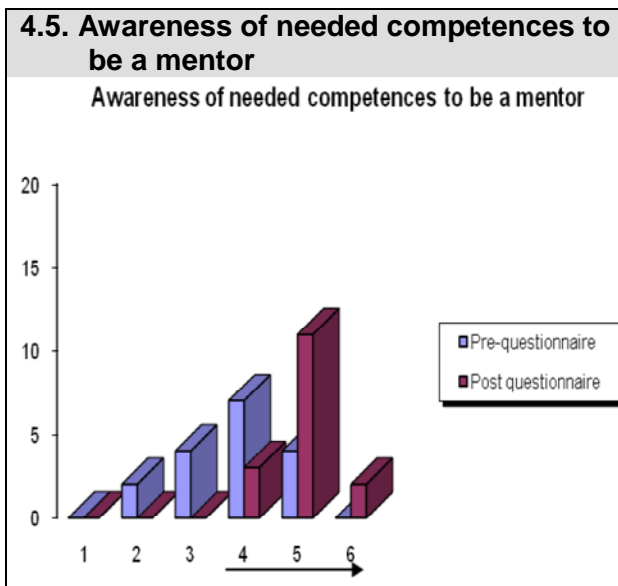
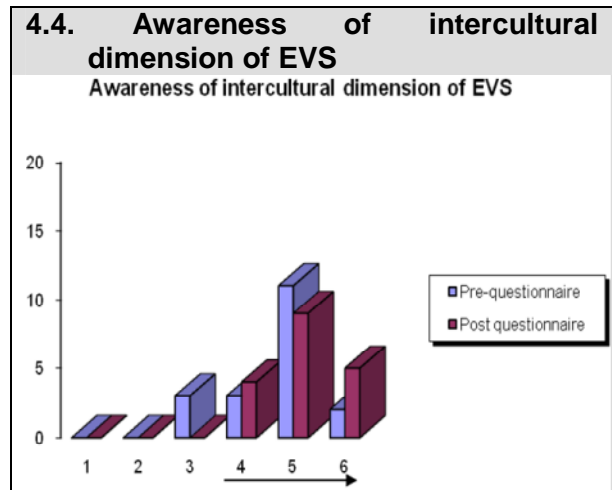
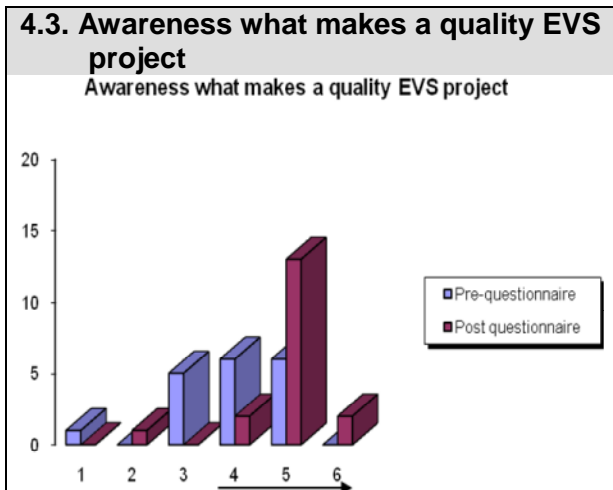
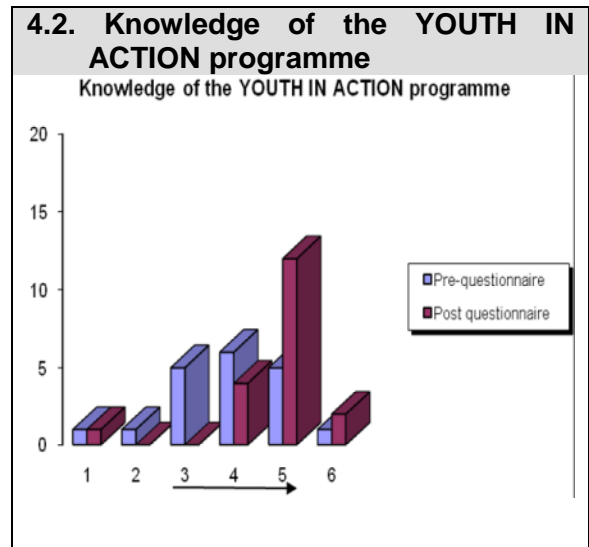
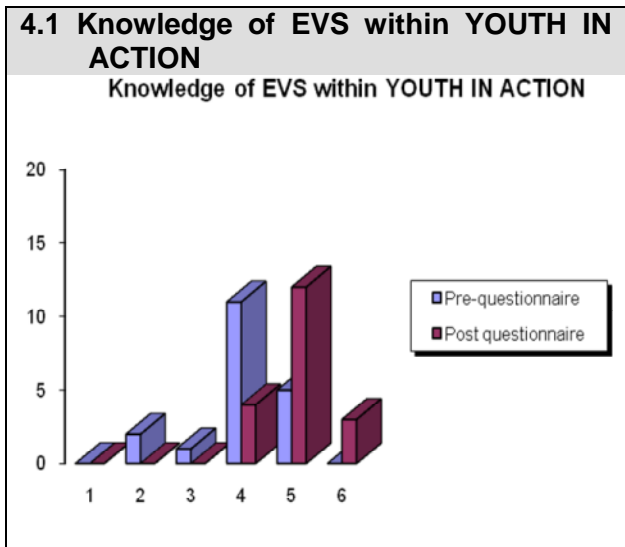
Generally, the profiles of the actual participants were meeting the pre-identified profile of the target group of SOHO. There was a smooth variety of the level of experience, what had an added value to the outcome of the learning and to the individual personal development process of most participants.

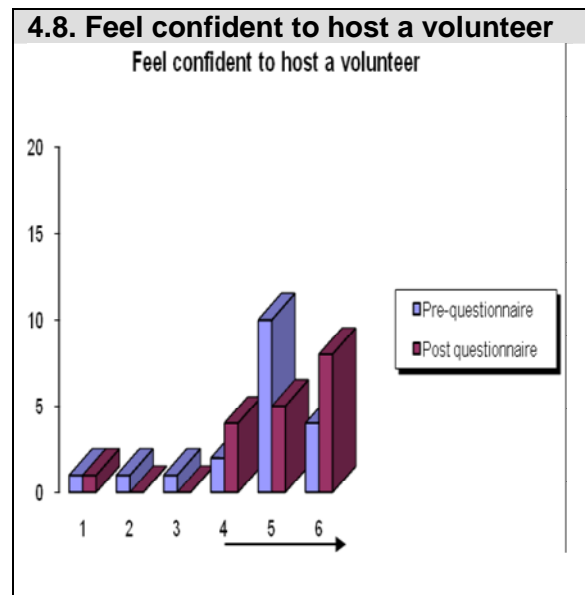
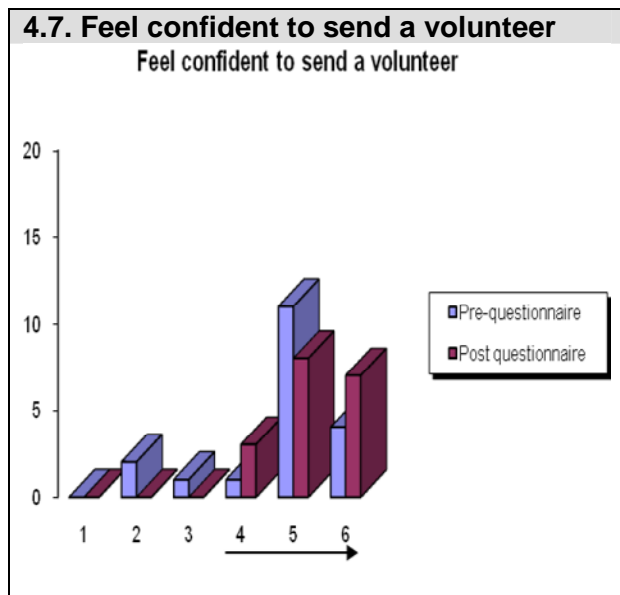
The represented organizations had a strong interest in both sending and hosting and were represented by strongly committed individuals. There were experiences presenting group and short term EVS as well.

All participants found the previous preparation more than satisfying and very timely. The following adjectives were used during the oral evaluation: *'convenient', 'fast', 'full support', 'extraordinary'*.

Due to the general strike that took place on 29 September in Spain, we faced last minute cancellation of flights, therefore last minute cancellation of participation. Still, most participants managed to arrive – the participants from Belgium (3), 1 of the 3 Italian participants and the only participant from UK had no possibility to change their flights and join the training despite of all the assistance given by Myriam.

4. GROUP LEARNING PROCESSES



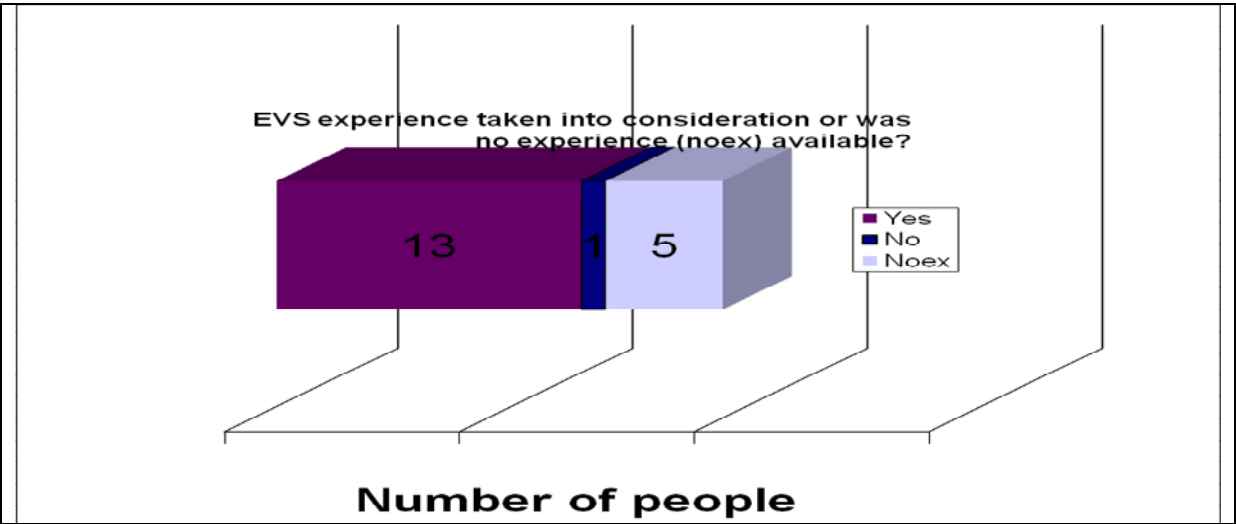
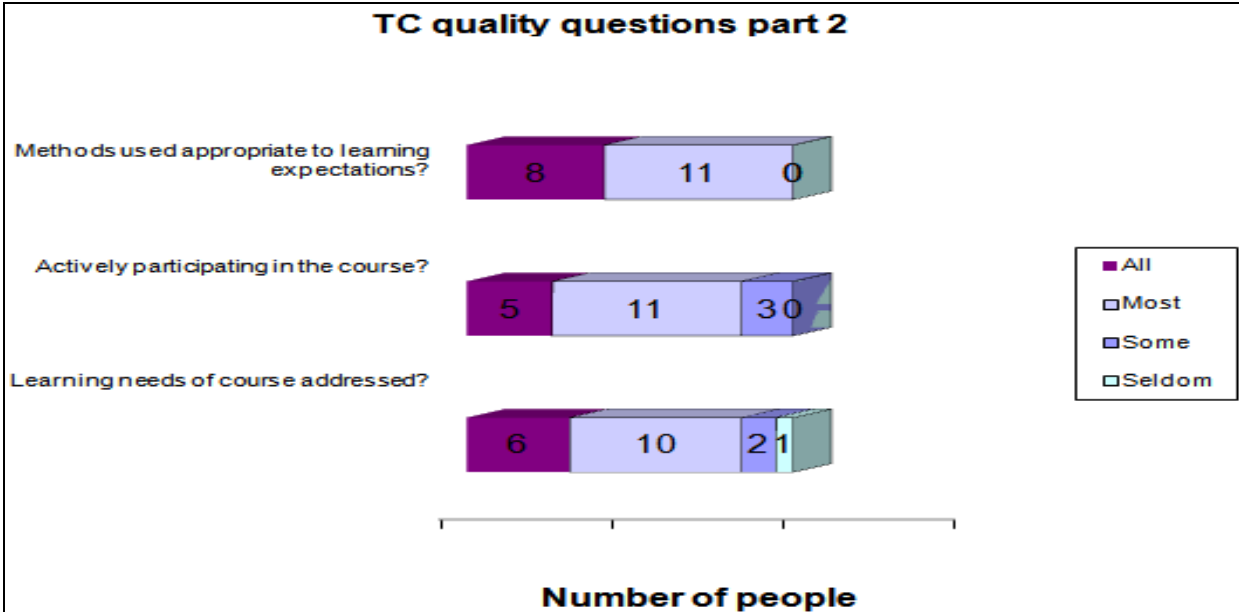
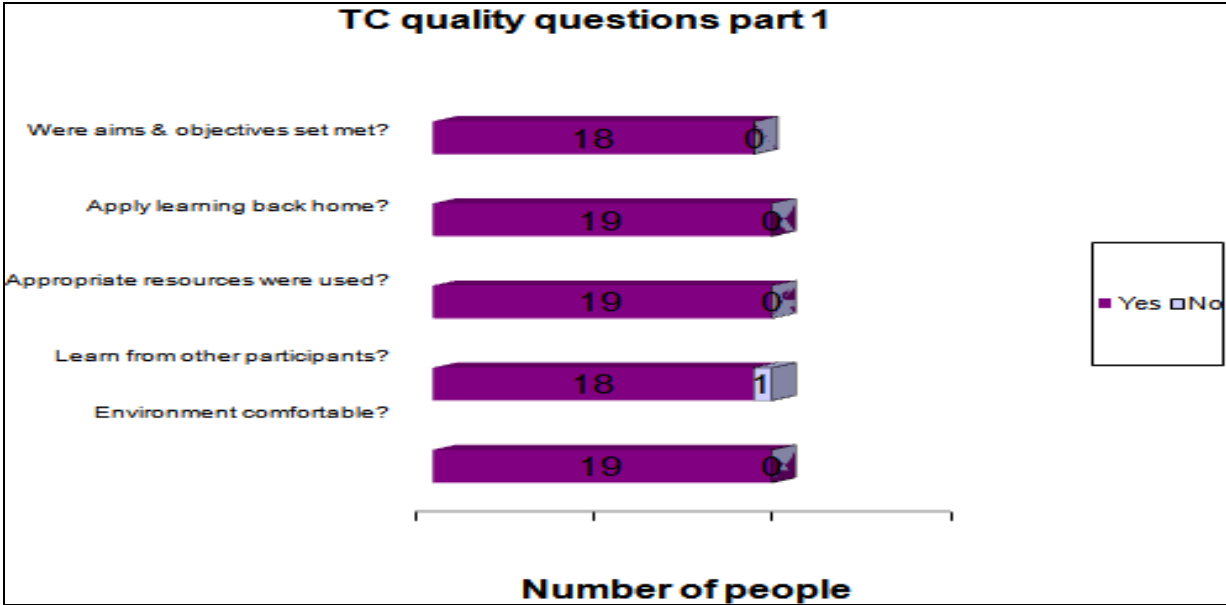


➔ **General conclusion**

According to the above charts, a strong learning progress took place during the training. On the 0 to 6 scale, number 5 was the most commonly marked number whenever participants were asked to identify their learning achievements, which in general, states a strong learning progress and refers to a great awareness being raised about the further learning needs. This last statement has been proven by the comments explaining the scores: *“I have to improve my knowledge on Youthpass”*, *“Needs to improve in administration and project writing”*, *“Needs improvement in how to do a good project (project management)”*, *“Needs to improve my knowledge about the role of the Hosting Organization”*. The further comments received on the Post Questionnaire form have proven that the group learning had a strong effect on many of the individuals. This can be well explained by one of the several statements: *“Sometimes I learned even more than expected”*.

Summarizing: the course had a strong input to the future plans of most participants, with a great level of awareness raised in terms of the quality in EVS.

5. QUALITY OF TRAINING ENVIRONMENT



The TC quality charts above are proving the general feeling of satisfaction regarding the training environment and the outcomes. The training took place in a uniquely high standard hotel, with a great flexibility and openness. The work of the representative of the Hosting NA, Myriam – with the support of the representative of the region, José Antonio – guaranteed that everything went smooth and easy.

The size of the group was unusually convenient, with the participation of 20 participants. This size provided a very family-like environment, in what all individuals could equally participate and voice their feelings, doubts and questions. This special environment offered space for real open-ups regarding cultural shock lived through during the first intercultural experience (offered by this training course) that had a great input to the outcomes for many of the participants as it was mentioned during the evaluations.

The charts above show that most of the methods were appropriate to the learning needs. In general almost all comments confirmed that there was a great balance between practice and theory. Further comments were emphasizing the need of more time for reflections and discussions about experiences.

Open comments explained, that there was a great exchange going on between the members of the group within the different working groups, in the reflection groups and in the in-formal times offered during the training.

The general outcome was satisfying. Here find included some of the feedbacks received:

“Was inspired”, “I am much more prepared for my role of EVS coordinator: recruiting, find a project, inform volunteer and partner”, “I now have a better understanding”, “Have many good ideas”, “I have many contacts/partners and practical ideas to develop”, “I got a better overview of the process and the different roles of the actors in EVS”.

6. FUTURE DEVELOPMENTS

Content wise:

The flow seemed to be successful regarding the introduction of the issues and questions that are aimed to be introduced within the available 3 days of the SOHO training. According to some of the opinion the training is more introductory than practical due to the limited time – that limits the possibility to reflect. The smaller number of participants – and the lucky combination of the personalities of the participating individuals – allowed more exchange than can be done in a SOHO TC in general. Yet there were many emerging issues raised, requiring time for a deeper understanding.

Summarizing: the available time-frame again has been acknowledged by participants as the great disadvantage and deficit of this TC, and it was suggested to add additional days for the benefit of further participants.

The change we recommend for further SOHOs is the re-introduction of the letters of the volunteers (Susan, Ismael, Petrov) at the last day of the TC. The letters were used to better understand what way to identify learning within a long-term learning process – and due to feedbacks, seemed to be a useful method assisting the introduction of the Youthpass process.

Practical issues:

The distribution of the CDs and all available materials was very much appreciated.

7. TEAM

The acting full time team was made up of Maria Luisa Pagano, Gabriella Zs. Nagy and Myriam Sánchez Fontán. Myriam contributed to the success with her full time presence and assistance, being very committed and offered an unique support.

All together, there was a great cooperation between the trainers and the NA from the very beginning – including the preparatory work that was constant and on time.

Regarding the trainers team we had a complementary team, providing an easy going and smooth process.

Jose Antonio Prada as a representative of the NA at Cantabria Region was time to time assisting the process.

8. OTHER (from the Oral/Visual evaluation of the course)

Bellow there is the summary of the comments – based on the oral evaluation - of participants regarding the different sessions of the course:

My learning in SOHO: participants in general found it to be very inspiring and useful. Some stated that it was offering even more than it was expected and besides being very informative it has added to their confidence.

YiA and EVS presentations: the comments stated that the sessions were both interesting and efficient. The method of the Quiz was dividing. Besides that every comment agreed upon that it was useful and an interesting method to be introduced, some felt it to be quite long, while others thought it was even a dynamic way to introduce YIA.

In any case it has been in fact acknowledged as great tool to emphasize the repetition of the freshly gained, important knowledge, transferring information in a clear way and including explanations.

Finding the right match: the introduction of the topic through hypothetic cases is still appreciated as a useful approach. The exercise has been acknowledged as a good learning opportunity through practicing the creation of an objective selection process according to the general feedback of participants

There was a strong need expressed for more space to share the different views after the exercise with the purpose of deepening the understanding of the motives behind all the represented aspects.

Checkpoint exercise: the general opinion is that the exercise is good, well planned and offers just the right amount of time the way it has been introduced. Besides the general comments that it is the most informative session of all, offering a proper overview of the EVS Cycle and the surrounding processes, initiating a guided and effective exchange on practices, with some space to new ideas, some felt it to be far too intense.

Guiding exercise: the exercise has been mentioned as a well thought one providing a great analogy with a new perspective to the roles we take in the reality, offering a great chance to experience the own attitudes. The trust was also mentioned as an important aspect and a factor of the success for both EVS and the exercise. The need for more time to debrief was again mentioned.

Learning to learn: according the feedbacks this session offered a great space to reflect upon the own practices and evaluate it. The initial call for being creative at the beginning of the session was acknowledged as inspiring. Besides raising interests it contained new challenges. It has also been phrased in the feedbacks that the process supported an

awareness raising process regarding the impact of learning and learning styles to personal relationships.

Youthpass and key competences: apparently there were some participants with great experience on issuing Youthpasses in the past. Yet, the comments suggests that the deep understanding is still in process – some felt that the sessions offered a better systematization of the process, others stated that it will support the work regarding their next EVSes. The introduction of the Key competences was addressed as useful, clear and effective assistance to see potential learning through different experiences within a voluntary service - offered by the introduction of the theoretical cases for analysis. (The team re-introduced the volunteer profiles - known from the “Finding the right match” - through the letters of the volunteers).

9. ANNEX – Participants list

	First name	Last name	Organisation	Country	Contacts of Organization
1	Aliona	Sarbu	The Centre of Public Integrity NGO	Moldavia	sarbu.aliona@gmail.com
2	Azra	Kujundzic	Kosmos	Bosnia	kosmoskljuc@yahoo.com; azrakujundzic@gmail.com
3	Carmen	Tufagiu	European Platform for Youth development	RO	karmen.ungureanu@gmail.com, office@epyd.eu
4	Cristiana-Florela	Rosoiu	AIESEC	RO	rrcristiana@yahoo.com
5	Cristina	Juan Carrión		ES	infolibertasinternacional@gmail.com
6	Darja	Trgo	KID Pina	SI	darja.trgo@pina.si
7	Elisa	Briga	CISV Italia	IT	evs@it.cisv.org, e.briga@it.cisv.org
8	Gennaro	Conte	Legambiente geofilos	IT	contegennaro82@hotmail.com
9	Jitka	Bartosova	OKO centrum	CZ	bartosova.jitka@tiscali.cz , info@oko-centrum.cz
10	Karin	Nejdmo	Youth Center, Labour Market department, Municipality of Vänersborg	SE	karin.nejdmo@vanersborg.se
11	Kateřina	Hiebschová	SVČ Děčko Náchod	CZ	hiebschova@seznam.cz
12	Laura	Colldeforns Torras	Consell Comarcal del Bages	ES	info@babaluc.com lcolldeforns@gmail.com
13	Laura	Benetello	PROGETTO ZATTERA BLU - SOCIETA' COOPERATIVA SOCIALE ONLUS	IT	evs@progettozatterablu.it
14	Liene	Bekere	Organisation "Georgian Youth for Europe"	Georgia	georgianyouth@gmail.com , liene.bekere@gmail.com
15	Monique	Verburgt	St. Don Bosco Youthnet nl	NL	www.donboscoyouth.net - mcmverburgt6@hotmail.com
16	Monique	Hendrick	Don Bosco Rijswijk	NL	moyoky@hotmail.com
17	Silvia	Tačárová	Bunkr,o.s.	CZ	sis@bunkr.cz
18	Simone	de Zeeuw	Young at Art	NL	dezeeuwsimone@hotmail.com
19	Therese	Larsson	Municipality of Kristinehamn	SE	therese.larsson@kristinehamn.se
20	Wojciech	Mrozowski	The Polish Robert Schuman Foundation	PL	www.schuman.org.pl wojciech_mrozowski@o2.pl
Tr1	Luisa	Pagano	SALTO	IT	europa@uniterzosettore.it
Tr2	Gabriella	Nagy	SALTO	HG	gabriella.zs.nagy@gmail.com
NA	Sánchez	Myriam	STANE	ES	formajea2@injuve.es
21	Prada	José Antonio	ANE-Cantabria	ES	prada_ja@gobcantabria.es