



**Training of Trainers**  
**for European YOUTH IN ACTION Projects**  
**2008/09**

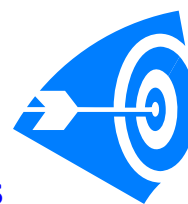


*Foto by Hanne Kleinmas*

**Evaluation summary of the**  
**Training of Trainers 2008/09**



## Realisation of Course Objectives



(On the scale 1: poor, 6:fully)

Objectives		Average pax evaluation	Average team evaluation
1	The competence to design and implement training activities for youth workers and other actors involved in the development and implementation of projects within the European Youth in Action Programme;	5,1	4,3
2	The competence to co-operate in international teams of trainers/facilitators;	4,8	5
3	The competence to deal with ambiguity and change;	4,3	4
4	Intercultural competence;	4,8	3
5	The competence to understand and facilitate learning of others;	4,8	4
6	The competence to direct ones own learning;	5,2	5
7	Increasing the understanding of the educational context (i.e. Non-Formal Education, Life-Long Learning) in which this training course is placed;	5,1	5
8	Participants further develop and make explicit their personal training approach.	4,7	3,6

### Quotes from the participants' evaluation

*I think the SDL approach contributed much to the extent to which the objectives were met. Also the continuous self-assessment helped a lot to recognise this.*

*I scored very high all of the objectives because I feel I understand much better the different aspects. Also I gained a wider perspective in European training level. Still I need to keep investigating about some topics and make them clear, to develop some ideas and keep learning.*

*I feel fully competent in designing and implementing an international training course: I feel the practice project contributed significantly to this: It was probably the most powerful training tool within the ToT training: I feel competent in my role as a trainer, this also comes from training I received before ToT, this mainly came from my training to be a youth and community drama facilitator and my training to be a youth and community worker: I think it is very important to have the solid foundation and knowledge of community development principals.*

### Quotes from the team evaluation

*How much do we support them in the actual design process?? The program offers a lot to analyze the training projects. But we do not capitalize well yet on learning from the training projects when it comes to review the design process – meaning reviewing the choices they made in relation to their methodology and educational approach chosen.*

*We dedicate a lot of time and attention to team work – collectively the competence development is remarkable. Still weak when it comes to dealing with ambiguity in team situations – it is more happening on a case-to-case basis.*

*Dealing with ambiguity appeared a lot in mentor talks around team work situations and in dealing with NAs. At seminar 2, when there was a session, the group culture was not developed in a way to be able to deal with ambiguity*

*issues in depth. The big question is “What to do already in seminar 1 with it?” – perhaps we need to introduce it as a transversal aspect of the course and explain why we consider this topic to be of such an importance.*



## Fulfilment of needs and expectations



### Quotes from the participants' evaluation

*Hello... I completely changed to new ones, and I preferred those new ones after 1st seminar, because I realised they were more important for me. Anyway, I feel really happy about this learning experience, because it will help me to develop my professional and personal career. I've realised, talking to my friends about TOT, that they somehow don't understand and also they are thinking that I am in a sect, but then I realised that this TC is going directly to you and you can not really share it... you need to live it. I also think that this TC is like a good wine... it needs time to get better and better and it is very difficult to understand without time perspective.*

*Before applying for this training course; I was expected much more focus on how to create methods and sharing our experiences. I wasn't expected we won't be at the same level. Of course it's the richness coming from different backgrounds and levels but if the all participants were more experienced, it would have made me more motivated. However I can say it was the chance for analyse the way I work. I wish I could have participated much more than I did. Honestly, I was learning new things from each of you but it would be better if all national agencies use the same method for choosing their potential trainers.*

*My expectations were more related to the learning of new methodologies and I was quite surprised by the first seminar in Graz like it was totally different from my expectations, I never worked on my self directed learning, reflecting on my style as a learner, so at the beginning I couldn't catch the meaning of that, but in my own long learning process now I have a clear idea of what was going on and I'm totally satisfied with the goals reached.*

*I was looking for answers to many questions, to learning to learn and patterns for implementing my ideas on learning, training etc. into trainings I would do. In this respect, this training course has exceeded my expectation. I have gained a clearer understanding of my own ideas, where I stand, what I believe in, what the context of my beliefs is. I have changed my perception on the importance of answers and learned to appreciate questions and to ask more of them both to myself and to others. But, more importantly, I have gained an understanding that it is possible to base ideas on questions, not only on clear answers. I was expecting this course to contribute to my understanding of self-directed learning, to give me confidence as a trainer, deepen my understanding of developing a training course and concepts. All of these needs and expectations were met.*

*I think I started off more with a need for "contents". To learn how to structure a programme, to get inputs on classic topics (like intercultural learning, European citizenship, etc). This need was not so much met – but I discovered, that what was offered to me at ToT was worth more than that. So instead of the fish I got the rod to catch my own fish – not very new metaphor, but fitting for me in this context.*



## Training Practice Projects *(final status)*



PROJECT Title	Pax involved	Theme	Date and venue	Funding	Comment
Creativity: unlocked	Deirdre QUINLAN (IRL) / Michael STROWIK (GER) / Barbara SIEBERTH (AT) / Sylvie CREMER (FR)	Creativity – Approaches and Methodologies	28 April – 3 May 2009; Ireland	Action 4.3. in Ireland	One comment of a pax: "I have not enjoyed myself so much since I was a child."
009: License to create	Ariadna NAVARRA (ESP) / Taghi KHANIYEV (TR) / Eleni STAMOULI (GR) / Maria MARINOVA (BG)	Creativity	22-28 May, Bulgaria	Action 4.3 in Bulgaria + TCP Spain for prep meeting	Participants appreciated the range of creative methods and approaches offered by the team.
See Yia	Eimear McNALLY (IRL) / Liga RUDZEITE (LAT) / Cloé SABATIER (FR)	Accessibility of Youth in Action programme in rural communities	19-25 May 2009, France	TCP France, Ireland	A training course for rural communities in rural place – an ecological farm.
PeercingInclusion	Anja KOHNEN (GER) / Brecht SOENEN (BEL) / Miki AMBROZY (GR) / Zeynep CAKIR (TR)	Promoting the involvement of young people with fewer opportunities in European-level activities (esp;EVS) through the creation of a sustainable network of PEER EDUCATORS	1-6 June, Germany	TCP Germany + 4 other NAs ++ <i>Note: This is a training project which was already planned before in the German TCP and then "provided" by the German NA to the ToT course</i>	<b>NOTE:</b> this TC could not take place due to lack of participants – the team plans to organise it through a 4.3. application in Greece
Democracy in Action	Pedro MUNEZ (ES) / Nataliya NIKOLOVA (BG) / Hanne KLEINMAS (GER) / Aysen CEVIK (TR)	Exploring tools for democracy – Promoting Action 1.3	1-7 June 2009, Spain	TCP Spain, Germany, Turkey	Involvement of local politicians in youth policy discussion
Finding Demo	Antti KORHONEN (FIN) / Francesca MARALDI (IT) / Glorianne GRIMALDI (MAL)	Exploring tools for democracy – Promoting Action 1.3	15 – 21 April in Malta	TCP Malta and Finland	Great interest – 36 participants!

## Quotes from the participants' evaluation

*How do you evaluate the element "training practice projects" in relation to your own learning process and the objectives of the course?*

*I feel that the training project was the major experience that I had during this training of trainers. Of course, my learning derived from the practise and from self reflection and from evaluation in seminar 3.*

*The TP was a very good learning opportunity for me. Especially thanks to the things that did not go well. Within the team, we openly discussed and evaluated everything and this was what helped me a lot. I gained practical competence in delivering training, competence in working with people that are not my close friends (now are :) and from other countries, and new information contributing to my personal knowledge.*

*No doubt that the training project was a big learning source on the training side and on the personal level. It helped me to understand what it means to work in an international environment, me as a trainer and part of a team in this context, what's quality, my needs and expectations, how to deal with some challenging situations in the process and lot more that I still need to digest.*

*Fantastic! This was a true learning experience from the creation of the group to learning to evaluate the teamwork. I enjoyed how I learned to communicate MUCH during the preparation phase. Also, the trainer's support was very efficient.*

*The biggest learning experience for me was the Training Project because it was the stage where we could put the theory into practice. It helped my future plans in the sense that it gave me the chance to plan a project and follow it through, work with National Agencies, be part of a training team and test myself under pressure.*



## Virtual Platform – e-learning



### Quotes from the participants' evaluation

*I think that the library part etc is excellent but somehow I lacked the motivation to comment a lot on the topics of the month. I think that maybe participants (suggestion for next time) should take responsibility and direct involvement from an earlier stage to feel more involved and they really own it*

*I did not really use the platform. I did not help me much in my learning, as I had no need for it at that time. Before it closes, I will take the time to see the library and read some of the conversations, but until now, I only looked it up for practical information on the ToT courses themselves. I think it's great to have it as a central information base, not really more.*

*I did not use the virtual platform a lot. I cannot estimate how far e-learning will be an important aspect in the future, but maybe there are ways to do this part and the importance of it. To me it was not so relevant during the year although I had some ambitious moments. When I work, I am sitting in front of the computer almost all day long and I really don't like to continue with that work afterwards at home. If I was a freelance trainer this might have been different. Maybe there are also more attractive ways to communicate, share and learn online than community zero (WIKIs, more pictures, something that most of the people use/check anyway...)*

*The virtual platform and the involvement on a special task within it gave me a new perspective to explore further in future.*

*I didn't use the platform or other e-learning platforms as I wanted. Since I'm more and more going back to social resources and people instead of the digital world. The platform was for me not the best tool. Although I'm very experienced in e-learning tools. On the interest there are other social tools, skype, co-creation tools, creative applications, youtube/garageTV, mindmapping software, opensource technologies, etc... In the future I'm deepening myself more into social e-learning and other electronic methods of the future.*

*Well done, I would like in the content for the future platform more pedagogical tools, more information about job, calls and projects of the participants.*

### Quotes from the team evaluation

#### Some statistics:

- Average page views per month: 1.500
- Number of discussions started: 20
- Average contributions/posts to discussions: 4 per topic
- Active participation: 50% of the group participated regularly (visits at least once a week) and actively (posts to discussions, polls, messages on the noteboard).
- ToT blogs (team, project teams, tot-course): altogether around 600 visits

#### Comment:

*The fact that after seminar 2 groups of participants were responsible for a theme per month on the platform helped to raise the active participation especially when it comes to content discussions. The blogs as second new introduction were less used than expected – only project team really used it to inform, discuss and share with the others.*

*In the evaluation we realized that the "community zero" has some deficits when it comes to userfriendliness – we will propose a different free programme for the next edition.*





## Future Plans of participants



### Concrete activities

*Outside my job where I make effort to implement quality YIA projects (but not necessarily TCs), I'll be open for training opportunities with colleagues from this ToT as well as calls from my actual NA and my future NA.*

*Now: make it known to my NA and networks that I am open for training opportunities. In July: organise quality 1.1. in my organisation; summer: send EVSs; September: prepare properly host EVS in my organisation; October: quit my job, move to a new country, so that I will have more time and need and motivation to be a free-lance trainer.*

*With colleagues from this course: Internet platform and participation from some participants in our futures projects. In my organization : Youth workcamp this summer, Youth Exchange 3.1 in summer 2010, Project 3.2 in 2010 with African countries (10 partners) . As a trainer: work like trainer in Youth in Action projects, organize training in peace education, working with teenagers in school and Youth camps, if possible work like trainer for my NA.*

*We are thinking of doing our Training Project again and we will apply in Turkey this time. I have plans to do a 4.3 action on development education in Ireland in the fall that could lead to a 3.2 action (youth in the world)*

*Gathering and organising my competences, resources in network. Developing my work as a trainer, and taking own actions in developing them together with different partners and friends all over Europe. Improve the contact with NA's. Working out 4 TCP-proposals and a long-term visionary multi-measure project. (evs, network, TC's and exchanges on different topics heading for a same future vision)*

*To continue working with international trainings on the topics we work with / preparing a TC with one of the ToT-ies / networking activities with other ToT-ies / writing an article for a training magazine on policy papers (the vision, actually) / implementing several national-level trainings with colleagues back home*

*I really hope that we can realise with some other pax of this course a project in connection to 3.2 – a completely new but field of interest. And I am sure that I can use all sorts of knowledge, skills and attitudes that I have learned during the past months in my daily and training work.*

### Longer term plans

*Working as an EVS mentor – and, I realised here – supporting the learning process as a trainer!*

*Continue freelancing and entering the field more seriously / continue working with the NA / working on quality assessment questions in trainings / discovering new opportunities within YiA and the training landscape*

*I work for an organisation, which is active in the field of civic education – a field that I would like to explore more and combine it with a European dimension in terms of cooperation and projects. We also have some vague ideas (at least my ideas are vague, probably my team members' ideas are more concrete) how to do our training project again in Bulgaria or Turkey.*

*It's not really decided yet, but I plan to change my professional life towards free lance work. I want to set up a "training & project" office, and I see many opportunities coming up through this. I have to take it step by step, but it seems like a good path for me to take!*

*A bed and breakfast or a training house? Or a pedagogical farm? Or agroturism? It all involves training anyway.*

*To become a freelance trainer / policy worker at national level promoting non-formal education / develop a "democracy tool" to combine resources on the topic of democracy / a book in my own language of tools for youth workers (including energisers etc.)*

*To continue working in the field of international training and non-formal education & to grow as a person while doing so.*

*To start something more structured in the town I live with a colleague, a training place in the countryside, exploring new horizons and to do projects that I'm interested in, stop working for others... make sense? Entrepreneurship!!!! To have a family, to be happy, to be surprised by life, to keep learning.*