



c e s i e
the world is only one creature



Moving People in Volunteering

Moving People in Volunteering
Training Course on volunteerism and social inclusion

Public Report

Erasmus+ Programme
KA2 – Cooperation for innovation and the exchange of good practices
Capacity Building in the field of Youth



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MPV project

Moving People in Volunteering is a 20 months capacity building project¹, co-founded by the Erasmus+ programme, KA2, based on transnational cooperation between organisations active in the field of youth in Programme (EU countries) and Partner Countries (no EU countries). Generally, capacity building projects promote the cooperation and mobility activities that have a positive impact on the qualitative development of youth work, youth policies and youth system and on the recognition of non-formal education in Partner Countries.

The MVP project aims at building on the exchange of experience and best practices regards the volunteers' handling at each organization, creating a firm structure for their project preparation, learning path, empowerment, motivation, growing and entry into the labour market. The MPV project foresees 2 mobility experiences:

- 1 training course in Palermo (Italy)
- 1 EVS mobility for 12 volunteers in total in Kenya, Nepal, Hungary, France, Vietnam and Italy for 6 months from January 2017.

During the EVS mobility, each partner together with hosted EVS volunteers will organize 3 local workshops attracting for each at least 15 youngsters with fewer opportunities. Around 300 youngsters (50 per partner) will be actively involved in the activities.

At the end, local staff and EVS volunteers will report and harmonise inputs and outcomes from the workshops that will be used for the creation of the OER-Volunteers' Management Open Platform.

This experience of mobility will offer innovative tools and methods for youth work focusing on the development of knowledge and competence on how to involve and empower youngsters with fewer opportunities through volunteering.

All partner organisations will gain competences on volunteers' management, while participants will acquire a various soft skills which will render them more employable and will offer them a useful experience in different situations, both personal and professional.

The disadvantaged young people directly involved in the local workshops will foster the values about diversity, volunteering, participation in civil society in their local communities, local organisations, educational institutions and authorities.

¹ http://eacea.ec.europa.eu/erasmus-plus/actions/key-action-2-cooperation-for-innovation-and-exchange-good-practices/capacity_en

Project Organisations

Coordinator: CESIE www.cesie.org	Italy
Pistes Solidaires www.pistes-solidaires.fr	France
Fekete Sereg Ifjúsági Egyesület www.fekete-sereg.hu	Hungary
Volunteer Action for Change Kenya www.vakjitolee.org	Kenya
Campaign for Change-Nepal www.ccn.org.np	Nepal
Solidarités Jeunesses Vietnam www.sjvietnam.org	Vietnam

MPV training course

In September 2016, the project foresaw a 8-days international training course (TC) addressed to youth workers, mentor (of volunteers) and in general people that wanted to be engaged in the NGO or local organisation.

This was achieved by increasing quality and recognition of youth work, giving the participants new competences in mentoring and volunteer management skills. It was important also to improve cognitive and communicative skills for the involvement of youngsters with fewer opportunities in the future career.

The final goal of the TC was to give new personal and professional skills to be used after the TC by participating and supporting EVS volunteers in the activities in the local communities.

The working methods were based on the active participation and learning of participants, promoted through non-formal and informal activities. Theoretical sessions were also integrated in an interactive way, as a basis for future self-mastery.

The main methodological approaches were based on:

- Creative thinking methods;
- Experiential learning;
- Cooperative learning;

- Peer learning;
- Outdoor activities & experimental learning.

All participants were actively involved in the preparatory activities before the implementation of the training course by creating interactive presentations about volunteering in each country together with the project organisations and gathering information on the topics, as well as in everyday activities of the training in Palermo, bringing along their experience and vigorously participating in the learning process.

Participants and countries:

youth workers, youth leaders, youth advisors and project managers from France, Italy, Hungary, Kenya, Nepal and Vietnam.



Duration of the TC:

05/09/2016 - 13/09/2016

Place:

- Marina di Cinisi (Palermo)
- Palermo (Italy)

Training course

programme

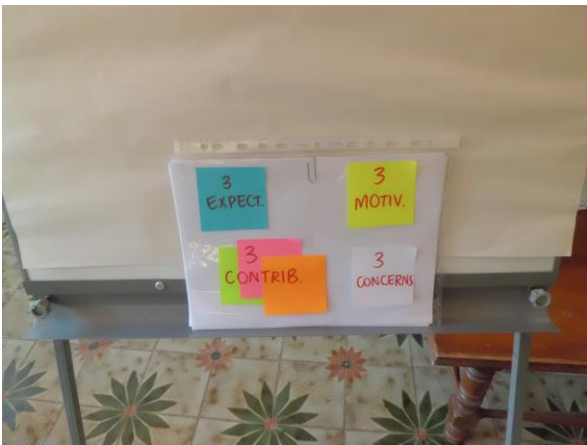
	05 th September	06 th September	07 th September	08 ^h September	09 th September	10 th September	11 th September	12 th September	13 st September
Morning 9.30-13h	Arrival of participants Welcome and accommodation	Ice-breaking Presentation of the TC Team building activity Expectations, motivations, contributions and concerns	Ice-breaking EVS programme overview & EVS actors EVS steps	Ice-breaking Problem solving & conflict resolution role play Financial aspects	Ice-breaking Selection process: criteria Soft and hard skills Youth pass & tools-practical exercise	Ice-breaking Erasmus+ programme focused on EVS proposal	Transfer to Palermo Guidelines for future steps: deadline & involvement of the participants	Ice-breaking Visit to a local centre Sharing experiences with EVS volunteers	Departure of participants
Afternoon 15-18:30h	Ice-breaking and team building activities	What is volunteering for me? Volunteering in my country- presentations Daily Evaluation	Organisation of the 3 local workshops: ideas, tools and activities Daily Evaluation	OER Visibility strategy Daily evaluation	Mentoring process: the ideal mentor Roles of the mentor Daily Evaluation	Project writing exercise Visit to a local centre that work with volunteers Daily Evaluation	Final Evaluation Meeting with project partners and next steps		
Evening 20h-22h	Welcoming dinner and other team building activities	Dinner	Intercultural evening	Dinner	Organizations' Bazaar	Dinner	Dinner	Dinner	



Main activities

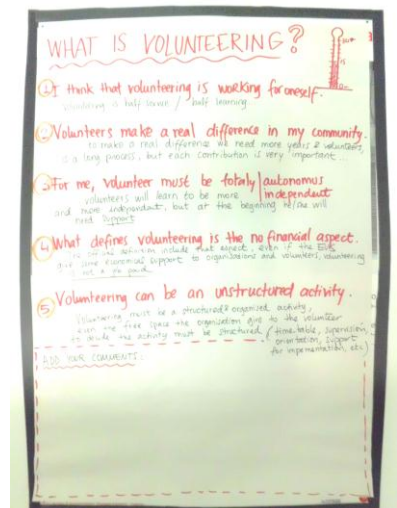
Expectations, motivations, contributions and concerns

Using four different post-it of different colours, participants wrote their expectations, motivations, concerns and contributions regarding the TC. After that they had to hang them in the working room, so everyone had a chance to look during all the week. Moreover, this was an opportunity for the trainers to have an overview on the initial situation of the participants, thus allowing them to plan better the following learning path.



What is volunteering for me?

After creating a line from + (agree) to – (disagree), the group started the activities standing in the middle of this line. Reading some sentences about volunteering they had to move and stop in a new position. We asked them to explain their position, creating in that way a debate. The groups built in this way a definition of volunteering then each group presented their opinion. Then the group voted the best definition selecting the best points of each one by moving around and putting a dot.



Volunteering in my country

During the preparation of the training course each participant with the project partner were involved in creating a presentation about the volunteers' situation in each country. During the session, the participants and the other partner countries were informed about the volunteers' involvement and structures for volunteering in France, Vietnam, Italy, Kenya, Hungary and Nepal. The participants understood the meaning of volunteering and the benefits for young people involved in this field.

In all the countries there are many opportunities for doing a volunteering experience both at local and at international level.


Volunteering, in general, includes all the activities that a person carry out with no aim for direct or indirect profit but only for solidarity reasons.



During this experience the volunteer can:

- Practice and develop the social skills;
- Be an example for other people
- Connect to the community

All the project partners presented also the local and international activities that they carry out in their organisation. These activities allow young people to become active citizenship and aware of intercultural identities.



In France there are two different words to say volunteering
 “volontariat” (EVS, Civil Service)
 &
 “bénévolat” (no age limit and more seniors involved in the local activities)

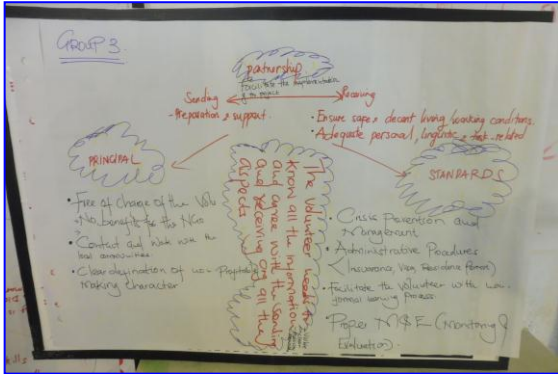
EVS programme overview & EVS actors

This session was divided into 2 parts:

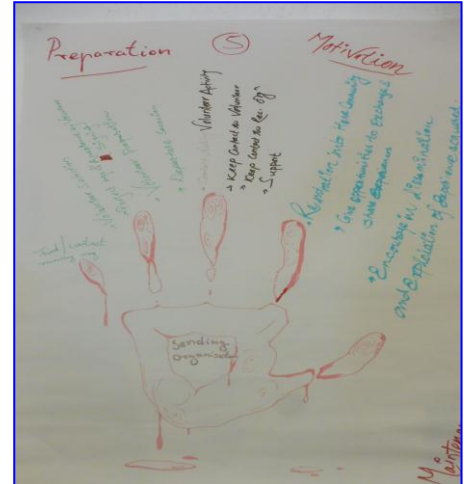
- ✚ The first session focused on the main factors that characterize the EVS programme, a mobility experience that gives young people the opportunity to volunteer abroad. So, the trainer presented the EVS history, the funding programmes and the key actions giving also attention on the 20 years celebration of the EVS programme.



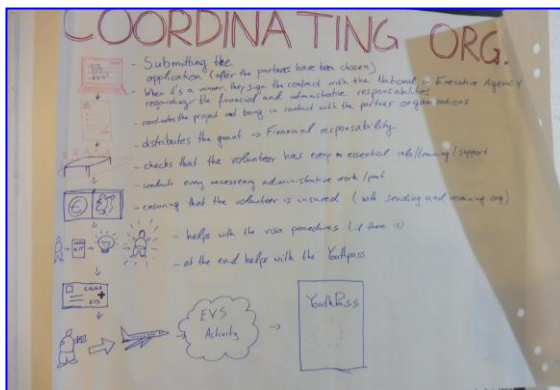
In the second part the participants divided in groups gained knowledge on finding responsibilities and rights of the different EVS actors organising groups in which each group was an actor able to read the docs with the support of the Guide, the EVS Charter with the responsibilities and the rights of each actor. They discussed about the role of each actor and presented to the others in a flipchart to share ideas and comments between the participants.



The partnership, represented by the sending and the receiving organisations, facilitates the implementation of all the project.



The role of the sending organisation can be divided into preparation (selection process, departure session..) and motivation (encourage volunteer, dissemination process, supporting etc.).



Main tasks of the coordinating organisation: submitting the application, signing of the contract, financial responsibility, helping with VISA procedure, Youthpass.

EVS steps

Each group received words that represented the phases of the EVS mobility: in group the participants discussed and organized them through a chronological order.



Highlights

Pre-mobility: the organisations involved in the EVS project organise all the financial aspects and the departure of the volunteer
 During: monitoring and helping for the implementation of the local activities of the volunteer
 Post mobility: evaluation, Youthpass



After that, the participant discussed about the steps writing them in flipchart to share ideas and to receive feedback.



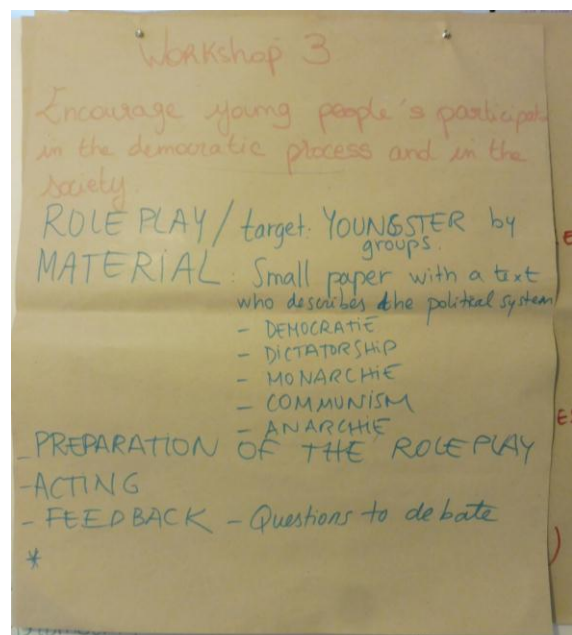
Organisation of the 3 local workshops: ideas, tools and activities

During the EVS mobility, the volunteers will implement 3 local workshops in every hosting country. So, the idea was that the participants received tools and methods to help the future EVS volunteers for the implementation of the workshops.

The 3 topics discussed were:

- Volunteering as a mean of empowerment and social inclusion
- Understanding diversity and promoting intercultural dialogue
- Encourage young people participation in the democratic process and in society

After that, every group presented their ideas to the other participants sharing method and tools.



Intercultural Evening

During the TC an intercultural evening was organised in order to share cultures through food and music.

Every group had the opportunity to present their typical food and showed the typical dance of own country. This event enhanced the intercultural dialogue and the curiosity to discover other countries.



Problem Solving & conflict resolution

Different conflict situations were showed to the participants and they had 20 minutes to discuss and to find a solution creating a role play finding solutions. For example, some of the participants showed one conflict situation in which the volunteer don't finalize any of the tasks that the mentor assigned to him and the actors have to find a solution.

During the EVS project, in the event of a conflict situation, the volunteer should be supported and must cooperate actively with the Coordinating, Sending and Receiving Organizations to avoid communication problems. In this situation, the figure of a mentor is essential to facilitate communication.

The mentor should be able to provide an independent and objective evaluation of the situation. If conflict arises between the volunteer and the mentor, the volunteer can ask to get another person appointed as her/his mentor.²



² http://ec.europa.eu/programmes/erasmus-plus/sites/erasmusplus/files/library//evs-expect_en.pdf

Financial aspects

During this session a series of financial aspects of the EVS programme were presented. What are the funding rules?

- travel
- organisational support
- individual support
- linguistic support
- exceptional costs
- special need support.

All essential costs related to the volunteering project are covered. The volunteer receives financial support regarding accommodation, board and local transport related to the implementation of the EVS activities. She/he also receives an amount of 'pocket money' (individual support).

All volunteers are covered by insurance during their time abroad. More information about the content of these rules can be found in the Programme Guide³.



OER - Visibility strategy

The open educational resources (OER) will be one of the product of the MPV project. For this reason an expert in this field presented the tools that could be used during the EVS mobility by partner organisation and future EVS volunteers.

OER

freely accessible, openly licensed documents and media that are useful for teaching, learning, and assessing as well as for research purposes



The lesson was divided into a frontal lesson addressed to explain how to use social media within the existing framework of intellectual property rights. The other part was a practical part in which the participants divided in groups had the opportunity to organise “a call for participants” in order to find the right profile of EVS volunteer. Relevant information had been shared in order to create online content.

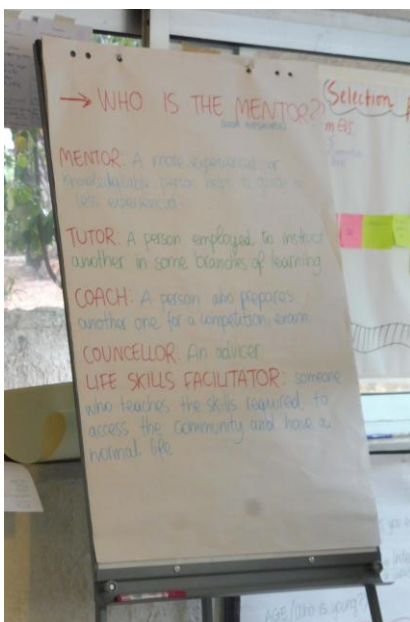
³ https://ec.europa.eu/programmes/erasmus-plus/sites/erasmusplus/files/files/resources/erasmus-plus-programme-guide_en.pdf

Soft and hard skills

After a brainstorming on the skills acquired during the TC, the participants pointed out the differences/main features of a EVS mobility experience in terms of learning opportunities. Participants discussed in groups about the benefits of an EVS experience from different perspectives and each group prepared a flipchart about that. After that, there was an assessment grid about the social and formal recognition of youth work and then specific opportunities of EVS in each country. It was also dedicated an analysis on Youthpass and the opportunities that can arise from the proper use of this tool.



Mentoring process: the ideal mentor and roles of the mentor



This session was dedicated to the roles of the mentor and the perspective of every participants about the challenge to face in each country. The participants thought in group about the words mentor/tutor/coach/councillor/life skills facilitator in their own language and then they wrote a definition. They realized that each one interprets the role in a different way. After that, some groups described the ideal mentor and some other groups the worst mentor on flipcharts.



The mentor has an important role essential for the EVS project! She/he has to monitor and to encourage the volunteer as a sort of guide.

A GOOD MENTOR IS:
ASKS OPEN QUESTIONS

NO JUDGEMENT

SHARES HIS/ HER EXPERIENCE INTERESTED IN MENTEE

POSITIVE ROLE MODEL

CREDIBLE

Organisation's Bazaar



The Organizations' Bazaar was organized with the intent to allow all participants to present their organizations the activities implemented on EVS programme, and potential development opportunities. The room was organised as a bazaar in which each organisation had the opportunity to share programmes and projects that they carry out in every country. At the same time the participants could move and visit the different stands to get information about their projects in order also to network and share ideas.

Erasmus+ programme focused on EVS proposal

The session started with an overview about the Erasmus+ programme: general objective, priorities.

After that, the participants divided in groups could discuss about a project in a participatory method for generating new ideas. The participants could propose ideas for future projects. They were free to move and change groups, multiplying their ideas and capacity to contribute to the follow up projects and activities ideas. Each group divided the project idea following the structure of the application form. All of them focused on short/long term EVS mobility from EU to extra EU.



Visit to a local centre



During the morning the participants had the opportunity to visit a Reception Centre for migrants: Centro Astalli. The visit allowed them to understand how the current host systems works, in a special area as Sicily strongly affected by migration flows. It allowed to understand also where the volunteers are deployed during the course of their volunteers experience for the EVS program. This is just one of the many structures in which volunteers implement their activities.

Sharing experiences with EVS volunteers

This session took place at the headquarter of CESIE. During this activity, CESIE invited some of the ex EVS volunteers and EVS volunteers that are doing this experience at CESIE office and in the local centres. At the moment, CESIE hosts 22 volunteers from different countries, as France, Lebanon, Palestine, Jordan, Hungary etc. Furthermore, some of the participants did this type of experience in other countries. So, it represented an opportunity to share and to reflect about this mobility opportunity: positive and negative aspects about EVS and some suggestions to the future mentors.



Final evaluation

Pre, and post-evaluation questionnaires were developed and sent to the participants before and after the TC respectively. Pre-evaluation questionnaire contained questions on participants' expectations, previous experiences, as well as possible contributions to the TC's implementation. Post-evaluation questionnaire aimed at the assessment of all the activities carried out, level of participants satisfaction on the learning and logistic matters as well as extent to which initial expectations have been met. The final evaluation of the TC was carried



out using non formal methods and tools. The participants were asked to give their feedback on the overall training using own word and passing the ball of wool to the other participant that used the same word.

Feedback from the participants:

“The experience was amazing and I could develop my personal skills.” “My feedback is positive in general. I feel lucky to take part in this project because the MPV is a unique.”
“Now, I improve my professional skills and I gain competences on EVS programme and I feel more involved in the project. It was a great opportunity also to know people from all over the world”

Useful links

- **Erasmus+ - Key Action 2 - Capacity Building in the field of youth:**
http://eacea.ec.europa.eu/erasmus-plus/actions/key-action-2-cooperation-for-innovation-and-exchange-good-practices/capacity_en
- **Erasmus+ Programme Guide:** https://ec.europa.eu/programmes/erasmus-plus/sites/erasmusplus/files/files/resources/erasmus-plus-programme-guide_en.pdf
- **Open Education Europa website:** <http://openeducationeuropa.eu/>
- **European Youth Portal Information and opportunities for young people across Europe:**
https://europa.eu/youth/volunteering/evs-organisation_en
- **SALTO-YOUTH-practical online tools for your youth work and training:**
<https://www.salto-youth.net/>
- **European Voluntary Service celebrates 20 years!:** https://europa.eu/youth/evs20_en

Contacts

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CESIE, www.cesie.org

