

## Training of Trainers for European Youth Projects

### Impact Survey after 10 years ToT, January 2011

#### All responses to the question: How would you describe the impact of ToT on your further professional development?

*Note for the reader: Altogether 86 ex-participants of ToT have responded to the questionnaire (response rate of 56%!) and gave an insight into the impact the participation in the course meant for them. Every paragraph is the response of one participant. The answers were edited only by correcting spelling and typing mistakes and trying to make them anonymous without changing herewith the content.*

ToT made a difference for me. Having worked in the NFE field, I needed tools, methods and contacts to develop my self as a professional in this field, especially as I wanted to be more active on European level.

Today I'm an EVS trainer for the NA, I do several Compass (HRE) trainings on national level and other trainings as well (upcoming TYE: Tools for Youth Exchanges) with 35 participants from all over Europe. ToT was important for my own personal awareness towards themes like racism, xenophobia and laid my professional background for further work within the NFE field in Iceland and abroad.

For me the impact of ToT was huge on my professional development particularly in the European Youth in Action Programme. As a consequence of ToT I am now on the trainer's panel for the NA and continue to deliver many trainings for them. I have learnt so much about the Programme that I integrate it into my professional life and share my knowledge with many organisations. My partner works in a 2nd chance education centre for young people with fewer opportunities & I have helped him to develop a link with his organisation and YiA. I am part of an informal international network of trainers and are developing plans for two more trainings in 2011. I have also gained confidence to start my own NGO and am accessing funding to run trainings.

It gave me tools, partners, friends and a network. I have been busy with other work the last year but I will/hope to do some more trainings in the future.

I really internalized the nfe-principles and started to feel them. This was very important in the case of delivering them and made my work more holistic. I also gained access to a wonderful and rich network of trainers.

Together with many ex-ToTers we have developed several TCs, some one-off, some repeated. So definitely ToT shaped my professional way for many years after, even though when I look at myself and among ex-ToTers today, many of us need a change, more specialization, need to learn further and mainly study again. There is a huge danger in my opinion (and I observe that among ex-ToTers) to "stuck" for ever in the same training-hub and worry: what are our real competences? What are we worth in a real world?

It gave me confidence as a trainer. Due to time constraints I am not so active as a free lance trainer for youth in action, but youth in action permeates my work in the field of youth, training projects/ seminar projects I have written / coordinated, and my work in a 3rd level institute where I coordinate a programme called Arts participation and development. I learned teamwork skills that have influenced my work style. I have not kept contact with many of the participants from the ToT (mainly my practice project group but for those who I have kept in touch with, they have been valuable friendships and a good professional network.

I gained a strong insight into the required capacity for independent learning and self reflection which a trainer requires and how that can be supported in a network environment. As someone who co-

ordinates many trainings ToT provided me with a basis to develop very strong operational processes for working with other trainers from a variety of backgrounds and strengths

The impact was not only at the professional level, but also the personal level. At the professional level, I started to organize and to be involved in trainings at national level (not as much as I wanted, due to the specific of my work, I can be a trainer only in my free time) and I discover a new side of myself. I also tried to develop a personal style, due to the fact that I understood that this is the beauty in this field. So, ToT experience is a great one and it helps open your eyes and your horizons! :- ) And the ToT trainers can give you the help and the confidence that you can do it! I thank you for that with all my heart (and the part of "mentoring" is really- really useful). So, keep the spirit and I wish you a lot of ToTs from now on! :-)

Most importantly, the ToT experience has helped me establish myself as a "continuous learner" seeking and creating constantly new opportunities to support my professional and personal growth. Secondly, some of the professional contacts and networks made during the ToT period are still close colleagues and we do projects together on more or less regular basis. The impact all in all has been highly positive.

It was a great support for my own learning process. I got ideas, questions, links, working-partners, more information about YIA - all in all I feel more confident and better in supporting others in their learning process.

I started to work as a free-lance trainer with the NA. I used some methods in my class in university. I am working with some sports federations (football, school sports) as a free-lance trainer in their courses. Additionally I am managing volunteers.

ToT, the trainers and the participants gave me a look at international youth work as understood by the Youth Program. It showed me, that the training I had had up to that point of time, was more than adequate to work internationally in the field of youth work and NFE. After ToT I engaged fully in the Youth and then Youth in Action Program, became and still am a trainer for the National Agency, have developed and implemented numerous trainings in my country and internationally. With four other ToT participants I formed an informal training network called 5star. Together we have designed and implemented a number of courses, which were held several times in different countries in Europe. We are still in contact, have become friends and close colleagues, work together in and outside the YIA program, continue to inspire, teach and learn from each other. Through the contacts made during ToT, my international network has grown considerably and has provided me with genuine learning and development on a personal and professional level as well as ongoing professional connections. P.S: I would love to come to a "reunion" event with ToT people, if ever there were one.

ToT provided me with tools which can be used not only in trainings for young people, but for practically anything and I am using them whenever possible. It also encouraged me to conduct trainings in different areas. After ToT I went for EVS myself and consulted people who got interested in doing something similar. Thanks a lot!

I became much more professional in my work and became a national trainer. My knowledge about international youth work increased a lot.

A confusion?

I was a great learning experience and a possibility to meet other youth workers outside my arena which is more church based. It helps me to cooperate more with community workers locally within our municipality. Still today I work very close with the local junior high school around intercultural and multi religious society topics. Thanks again for this opportunity.

It increased my confidence in my own ability as a trainer. It gave me a clear understanding of the politics related to NFE in Europe. It gave me a clear understanding of how difficult it actually is to establish yourself as European trainer, especially when you live off the 'Mainland' of Europe.

However, I would also say that it has stood in my favor as long term ToT trainings are generally recognized by employers as useful.

Only after one year I realized a huge impact of ToT to my professional growth. Reflection, analyses and „flash backs“ came one after one, and still continue. Now, it's quite difficult to recognize what was true, what is „flash back“ or outcomes of personal reflection and conclusions! I got identity of trainer of NFE, since that period I developed a lot of new training concepts and self developed theories of NFE, approaches and combine it by different professional areas as supervisions and coaching. I still gossip with my friends from other ToTs about experiences and outcomes, I have feeling that is never ending story, never ending impact. If I could have a second chance to participate ToT, definitely, I would use it!

Hmm, I have good example what not to do in ToT, :) tnx. (When I run my own ToT for NA). And also understanding that I run deep and hard trainings and it's sometimes don't fit in Europe old NFE training approach (What in my opinion is too soft and surface, without real results and improvement). But I still remember good people and this is good result for me.

It brought me to guide the process of teaching during project in more conscious way.

It had a big impact, just the way I understood the NFE field after TOT, it enriched my point of view, encouraged me to keep learning and growing as a professional and as a person. Thanks for that!!!

I got into international/European co-operation of trainers; got pushed a bit more to professionalize my work; got a broader view on the field I am acting in / also politically; improved my professional English; got more conscious about my trainer's skills; developed new ideas and concepts; got into working on the field of creativity.

Difficult to say, more conscious of training: how to design, and facilitate, and especially the WHY you do things as a trainer, the learning objectives and frameworks/approach.

I applied to be part of ToT after five years of working in a regional structure and short after my 30th birthday. I was ready for some change - and took the opportunity offered to me. The ToT was the perfect match for me in this situation. I could discover my strengths in the training field; develop where I still needed support. The "self directed learning" was an eye-opener for me. So obvious but at the same time it was never so clear for me - until ToT. It changed my sense of responsibility towards being a learner but also supporting others learning. The interaction with many different kind of trainers also widened my horizon in the way that teams work, language barriers are worked on, different point of views in different learning fields - this was very enriching for me. The last meeting was really a good time to reflect all over - and make decisions: I quit my employed job a week after ToT part 3 and the following year I was included in NA EVS- Trainer-Pool - and I enjoy working in this field very, very much. ToT also helped me in my other profession: I started to be politically involved and am now a city counselor. There, without self directed learning, I would be completely lost - so also there I benefited from ToT!

If I would know what will be my professional development it will be easy to answer ;o) On the beginning it (ToT) was very effective short-term snow-ball effect. Since that I develop (master professional and MA) last few years in the field of science (political, cultural, media) and a political actions, it will have less and less impact.

For me it was a real challenge to make a training in English for European participants and I think that I never dare to do it if I had not follow TOT. It also encouraged me to implement a new training to remove the linguistic barriers in International English to help youth workers to participate in European projects. It was a very good opportunity to discover and to practice other methods and other tools compared to those I used usually. The intercultural learning aspect was also very important and it helped me to adapt myself and to be more confident as a trainer in a multicultural context.

The ToT gave me a "change" or THE change talking about training field. I could make a big step ahead in training design, in having the right care for a proper need analysis in a group of participants, and especially the right care for the most important element, the most important from my point of view of course: the care in creating the right environment, the right atmosphere for the group of participant, to let them express and live their feelings, emotions, for a good learning.

It helped me that I learnt more to prepare and do a TCP. I got new competences and I got many experiences on youth field.

This experience opened my mind and put me in a new place as trainer in NFE field.

I use methods I experienced myself in ToT in my work as a trainer. I can refer to European understanding of non formal education.

ToT raised a lot of questions for myself and gave me the ability to look at my personal and professional development from many different angles. I am still often thinking back of things I discussed with my mentor, or other participants at parts of the training course. ToT gave me self directed learning and the ability to live this process and constantly grow. Looking at my strengths and abilities and what I am working with, I think it really deeply influenced my professional development and attitude. It also gave me people to work with, even though we have not been regularly cooperating, I know we will more and more in the future. I am now working also for 2 National Agencies; this would not have happened if I hadn't done ToT. For me, the direct impact on my work took some time and really became apparent when I decided to go free-lance. I am very thankful for this experience. And I know I wouldn't be where I am now if it wasn't for ToT.

Impact of ToT on my professional development was mostly on creating a strong network of trainers with whom I'm cooperating (and hopefully will in the future). On the content level it gave me some push to think outside the box and I've got to know some concepts I wasn't aware of before. It also gave me some confidence that I'm on the right way as a trainer.

A breaking point in my personal and professional life :)

It has helped me learn more about NFE. I got new ideas and met interesting people. I believe I could have benefited more should the group had been more cohesive in terms of participant's background.

It was useful to see how the system works. I also learnt a bit of YiA language in there. My practice training was realized eventually after 4 applications to different NAs, and it turned out quite sad, one team member had to leave because of her father's illness; another one didn't even come, so I was deeply in shit. It was a good learning.

It has been just half a year since I finished ToT so some of the "grains" that were planted during ToT hasn't grown yet, but I'm watering them regularly and already can feel some influence it has had on me. ToT experience helps me to be more active on both national and international level (I'm in the moment putting my profile on TOY). Another thing is that during the last ToT meeting in Calabria at the "future options" sessions I realized that I would like to develop also in the business training area and I was chosen by one of the best national training companies to take part in such a training to become a professional business trainer (to combine it with YiA trainings).

The ToT TC 2009/2010 had a strong and positive impact in my professional and personal development.

I've got new knowledge, skills, self-perception as a trainer, methods that help me by my work. Regarding to an amount of trainings that I do, hasn't changed much yet.

I'd say that ToT is definitely beneficial to anyone working in the youth / NFE field & if I could I'd do it all over again. Personally and work-wise it was a privilege & I do believe if my situation (work-wise) with the NA was better I could definitely bring in a lot of issues in the youth field. I have taken a lot from the course and also feel I passed on a lot from the course to other youth groups and organisations here. Unfortunately due now almost unbearable administrative conditions of the Youth

program of the NA and some external (political & social) changes in my country, my organisation decided that for a while we won't be using YiA in our work - thus currently my only YiA contact is EVS trainings, which have been decreasing severely lately due to changes in EVS.

ToT definitely had a positive impact in my further professional development. It was the little boost I needed to enter the professional market; it was a positive experience on my CV which counted when applying for jobs, even if it had little to do with training. Unfortunately since then I've got one job after the other with no spare time to concentrate in trainings. I still plan to find my way back as a free-lance trainer in the near future. Being a free-lance trainer is still an aim I'll reach, even if I just follow the European Youth Work movements from outside nowadays.

After finishing ToT and my studies almost at the same time I went abroad for half a year. I am starting to look for a job now and there is a lot of professional development in front of me at the moment, in this way it is hard to see the visible impact of ToT in this moment. Invisibly ToT had a lot of impact on my especially in the way of empowering me in my decision to work in the field of non-formal-learning.

I increased a lot in my capacity to design, plan and create a training course as well as to develop pedagogical objectives. It gave me energy to work more on non formal education and its recognition on national level. Now I'll have the chance to go on a long term training course with SALTO and 2 NAs. I'm very happy to have the possibility to go on an EU level training!

Except of networking and visiting nice places it was waste of time and money.

It changed my way of thinking on self directed learning of the participants. I put more attention on giving space to participants to think out their own opinion.

Biggest impact was to increase the competence to cooperate in international teams. Second one was networking among trainers.

ToT, the trainers and pax gave me some great impulses that I work on every now and then. The impulses concern me personally, me as a trainer and my work. Learning to learn and learning in an international team are two great impacts that still influence me in my professional development. Being in contact with some of the pax is great and having done the projects both during and after ToT was a great learning experience. THANKS! :o)

After ToT I discovered what I need for to be a trainer and professional youth worker. I analyzed myself by the SWOT method then I started to collect all skills and took much more responsibilities which I can do on time and best. The best part is that I established a new youth association where the local youngsters need it and they're hungry for youth activities. Of course I work with youngsters who really would like to take part in youth work. So I am much more active then before and working with NA also I support other local associations.

I am more professionally involved in trainings held in European level. For me it is a great leap.

It gave me more confidence to apply as a trainer for trainings within YIA. It did make me to go more often for giving trainings, but it gave me the feeling that the opportunity is there when I really want. All tools, skills, I learned on ToT I can also use in my daily job.

It has meant a lot in terms of a structured framework to enable my professional development. The stock of knowledge and competence has given me the capacity to be able to design a training course, link my current job performance with the field action.

TOT definitely broadened my horizon. And it really contributes to my self-confidence, English speaking level and my knowledge on different issues. When working with groups I am more aware of my strengths and weaknesses after TOT and I can easily venture to work in different teams on different issues now.

It gave me a sound basis to map out my way. I could step into an emerging European network of trainers. It provided reference for getting involved in European training projects and international training cooperation with reliable partners.

It was very important for my personal and professional growth. It opened many doors regarding possible work approaches and also many working possibilities and opportunities.

ToT has deeply impacted my professional development by somehow forcing me to continue delivering trainings, even if at the end of ToT I was not sure I had what it took to be a trainer. I became part of the NA pool of trainers for the YiA program since 2007 and have been working within this framework ever since, gradually gaining more confidence and skills and expanding my training topics. I have obviously been involved in more projects and collaborations with other ToTers, building on our common learning experience and even starting to create a network for training and learning, expanding our expertise and improving our training, using other financial opportunities, such as Grundtvig Learning Partnership. I would say that participating in the ToT has definitely contributed to a more enlarged career path for me, opening up to more opportunities and different levels of learning and challenging myself. I am fortunate and grateful for having had this opportunity and for having found the dedicated people to continue this adventure with, building upon the learning we started in ToT, inspired by our amazing trainers.

I often think back on the reflection on my learning, and I am in connection with a few of the others, but the timing for me was bad as I have got two kids after...so doing international trainings are not realistic.

I always consider the ToT experience, both personal and professional, as one of the most important I took part. Consequently, I believe that ToT impact will still give me more possibilities in my professional development in terms of contents, methodologies and innovative approaches.

TOT for me was the doorway to NFE. Being a teacher in formal education made it difficult to "dare" this step. TOT gave me the opportunity to discover tools, confidence, partners and knowledge in order to be active in Youth Projects.

ToT made a huge impact in my personal and professional development. After ToT I called myself a "trainer" and was aware of the tasks of this status. However, due to moving to another country shortly after ToT, I could not continue my training activities in my NA and did only few international trainings. Nevertheless, I would state that ToT gave me the necessary confidence both as a trainer as well as a person, who is looking for new things outside the training field and wants to be socially active.

Looking back, I can say that TOT had a very positive impact on my professional and also personal development. It was not a life changing experience in the sense that it did not alter the direction of my professional choices or orientations. But without a doubt it was a very important stepping stone in my path. After TOT I continued in the same direction, but I felt that I grew, I felt stronger and with a broader view on things. To be specific, TOT contributed to the following aspects in my life:  
Motivation: especially in the first 1,5 year after, I felt that I was very much in tune with my professional motivations and it had a positive impact on the results of my work and, I believe on the people that work with me. Personal development: it contributed to a process of self-awareness, knowing better my strengths, my challenges, but most important creating more wish to know more. Empowerment and self-confidence: aspects like the long-term structure of the course, the practical part, the support systems created (mentoring from the trainers, peers, etc) gave me structure and time to go deeper, explore conflicts and feel comfortable with the process. I came out of ToT experience more confident to experiment and develop new things. Different more consistent approach not only to training but also to the landscape of youth policies and European youth work, thanks to the research and exchange of knowledge and experience with the rest of the group and also the contacts that we were able to establish with institutional representatives and experts. Networking: found in ToT a reliable pool of partners and contacts, regarding whom I have a good idea of the quality of their work. Stimulated me to develop my professional and educational approach much inspired with the ideas of self-directed learning. Throughout ToT, I changed a bit my approach

and I think I collected good results in terms of engagement from people and groups in their processes. Very briefly, these were some of the aspects that came to my mind regarding the impact. I feel that this was a very enriching experience for me, and certainly recommend it to all those wanting to develop themselves as trainers in the youth field.

ToT for me personally was a good Start in a new world of NFE; it helped me to find myself in this big part work, my place, where I am belonging to. It opened new "doors". It was challenging for me. If people will ask me: „would you recommend it someone else, I will say definitely "yes". TOT is a good push, good motivation to continued or too start if you are beginner. TOT created atmosphere where you can learn things good and not only from people but from yourself too. Beside that I know that there are many editions of tot for me it will stay something special. Maybe one day on the 20th anniversary we all Tot'is will meet and talk about how good is too have TOT.

It had a great impact concerning my international engagement as a trainer, having in mind that before it I was only working on a national level. Tot gave me a rare opportunity to merge profession with friendship, meaning that ever since I have a pleasure to develop and implement high quality European trainings and other projects (Learning Partnership of Trainers - two year Grundtvig project called QUILT, dedicated to quality in learning and training activities, 2010 – 2012) with friends / colleagues that I've met during this training course.

It was very useful, got an insight to the work of others working in YIA in other countries. With the practical course I had some experience in working on other topics (disabilities) rather than my usual field (environmental education/youth work). 1 year after finishing the course I moved to another country where I worked in the national youth volunteering scheme, but there was very little overlap between my job and the European YIA, unfortunately. Now moving back to my home country I am active again in YIA both as trainer, and with my NGO.

ToT provided me with opportunity for recognition and validation of the experience I gained working as a trainer for years, at national level. Without that validation it would be very difficult for me to get involved in the European training field, since I am from "partner/third country". Besides this, I appreciate professional-personal connections I created with other participants and trainers of ToT - I consider it as valuable resource in my work.

This was a life changing experience for me. This was the first time being involved over a period of time with so many European cultures. The level of training and type of 'experiential' education was also new to me and has changed my perception of experiential verse (V) academic. Both have a valid place and since returning from the ToT experience my cascading of many things we tried has changed many young people and youth workers concepts of 'education' and levels of how to engage and evaluate outside the academic model. My self confidence in training others and speaking publicly improved immensely after ToT. I have continued to train many people in my own personal training course and this is now being taught and 'experienced' to an international audience. ToT gave me an insight into different cultures and the training practice project, 'Me, You and Europe', has impacted on my personal value system of city V country and how I choose to live now. I live in the country and work in the city. Taking the best of both worlds. I often also share these insights as I work with different groups of Young People who live in one or the other. It has also after many years, last year resulted in being asked to join a new training initiative by one of the ToT participants I met in 2004 taking place in 2010. Thank you so much for ToT and the wonderful trainers on ToT that continue to inspire me in my life and working with different cultures and age groups.

ToT course turned out to be extremely useful for my own professional career. The presentation skills, project management and training experience has helped me a lot in my current work.

ToT was a key-period/moment/event in my professional development, because it helped me turn my professional view, attitude and way of thinking from a local and national perspective to a European one!

On a personal level, the trainer's attitude made me rethink my position within trainings and NFE and although admitting that ToT was not taken by me as seriously as it should be at the time, I realized

after the tools I gained and more than anything the motivation and inspiration that follows me since then. Otherwise, professionally, it has given me the opportunity to enter into pools of trainers that maybe without ToT it would not be possible such as SALTO and the Pool of my home country's national agency.

It has, somehow, re-strengthened my motivation to be involved in the international training.

When I applied for TOT, it was like a dream for me to be in this process. After participating I learned and experienced many many things not only from the programme but especially from the participants and the whole process. Working in international teams, creating a training module and having great friendships were the most useful impacts for my life from TOT.

Although I didn't realize it at the time its impact was large. I have gone on to do a professional qualification in Training and outside of my NA work still engage in work as a trainer.

It opened a lot of doors and helped in gaining contacts. But still it is a lot of personal "P.R." afterwards and especially networking... to get some position in the field. But definitely I do not regret of being participant in ToT. It was a good "stepping stone".

Relevant and important in terms of professional development and personal growing. Give me the possibility to challenge myself and my limits, to take part to a learning community which was a base for further learning opportunities and projects especially at international level.

It was a very nice personal experience, meeting interesting people, having a lot of fun and wonderful moments. From professional side - it was quite poor; I did not learn there much which would increase my trainer competences and capacities. I missed very much strengthening learning and experiencing of being a trainer in NFE field within the training (no supervision, no case learning, no support from the team on professional level, no getting in depth in training situations and processes) and I wished that the team would play more active role then just facilitators. From my experience it was rather a long time contact making and 'everybody learns from each other' seminar then training the trainers.

ToT was great. I really enjoyed the experience. Professionally I gained a lot from it as well. My skills as a trainer improved. I learned a great deal from the other pax and Peters sessions on Systems Thinking has stuck with me and still influences my work. ToT definitely had an impact on my work and I'm very grateful of the opportunity to participate.

It has been an extremely significant experience for me, both in terms of personal and professional development. My career had a sudden and relevant boost, thanks to the new networking possibilities, and especially thanks to my increased skills, competences and potential - or to the new awareness of them. Besides the learning outcomes (which have been numerous and significant anyway), I would say that the main professional outcome after ToT has been my overall empowerment, I definitely became more aware of my possibilities, my potential, my awareness as a self directed learner... and human being.

The ToT had a major impact on my further development. The competences gained during the course really helped me to develop my professional career as a free-lance trainer. I am actually working as a trainer within my NGO delivering trainings especially in youth field. The experience gained during ToT and all years of activity within Youth Program helped me to motivate also other youngsters and people to join this great family of Youth Program. I've worked as a trainer for my National Agency during 2007-2009.

It helped me on a personal and inter-relational level and provided an interesting background for my career (I am now a diplomat).

After the course I was full of energy but my personal live was a bit changed. So I did not have an opportunity to continue exactly this way of working. Let say 2 years after training, I started like from the beginning, my work on this field. Now I am still a theatre teacher. I have in fact 5 groups in 2 cities. I think all skills and knowledge which I took from ToT maybe is not exactly the same but I adopted this for my profession and it is working very well. So thank you for this experience in my live.



I remember very well the trainers and thank all of you;))) with pleasure I would like to learn more from you. Maybe I don't have a contact with the rest of the group but "its ok for me;)). In a secret I can tell you that sometimes I was disappointed by some of them. - Too many passions, too much pride, too little humility. Training was grate, especially Pentedattilo when I had a time to reflect for myself. Sometimes I go back to my poem "Pentedattilo - city of ghosts" and I still feel this amazing atmosphere. This year with you was a grate time.

The ToT training offered me the possibility to improve and identified my skills as a trainer. The training practice allowed me to share vision of training and different training style. After the ToT I wanted to focus only on training which was not possible as a NA Staff; I've decided to leave the NA to create a NGO offering different kind of training, from intercultural learning to fight against discrimination, gender equality and citizenship, addressing both youth and adults. The active methods from the youth field were very efficient with adults particularly newcomers. After 3 years with different status (employee and free lance) I had to face difficulties to find enough activities and decided to progress to an employee status. I'm now in charge of Human Capital development in the field of digital content. So I'm still using many skills from meeting organisation and animation to project management.

ToT opened new doors for international cooperation for me. And I have found new colleagues and friends (2in1 there.-)

Very important for many reasons: contacts, networks, friendships resulting in future projects and trainings; wider knowledge about the context and background, more insight into the whole Youth / NFE area (very much also after the ToT and during activities connected with it); the training content itself and the example of the trainers.

ToT was a great opportunity for networking and exchange of information. Very valuable was also improvement of ability to work in international team.

It really opened my eyes to the potential. I have worked on a few training projects that probably wouldn't have happened if I hadn't been on the ToT. To really develop my training work at a European level I think it would be much easier to be based more centrally in order to make traveling time more cost-effective etc. I also found working with my NA difficult - I was expecting training work to come through them but this didn't happen. The most memorable aspect of the training course was meeting the trainers and fellow trainees and learning from them.

It opened and widened my understanding about training as well as developed my competences in the subject of youth training at European level. It was a very good push for becoming more active at national level as being a ToT ex-participant was very well for my professional career in my home country and of course abroad too. I think it was a huge step into my professionalization within the training arena.

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