

ToT Edition 13 Newsletter

The edition 13 of the ToT-course has finished end of June in the beautiful little village of Amendolea in the very south of Italy. We had as every year 24 participants supported by fifteen different National Agencies (BFL, BUL, CZ, FIN, GER, GR, HUN, ICL, IRL, IT, MAL, ESP, SWE, TR, UK) – and in addition 3 babies! Three participants became mother during or briefly after the ToT-course which certainly is a new record in the ToT-history!



As in previous years we had three residential seminars (Thanks to the hosting NAs of Sweden, Spain and Italy), many activities online (*see further down in this newsletter for details*) and 6 successfully implemented training practice projects (*see the overview of the projects at the end of this newsletter*) – but this year we consider it something special that all could take place without problems.

This ToT edition started in the Youth in Action programme and finished in the ERASMUS+ Youth in Action programme! With all the uncertainties of this transition period it is almost a miracle that it could take place successfully as it did. One explanation for this being that Udo Teichmann from SALTO Training and Cooperation RC supported the implementation of the course even more as in previous years – without his great support the 6 training practice project would not have been implemented so smoothly (and some perhaps not at all)! So a big THANKS to you Udo!

The team of trainer of ToT is: Hazel Low, Peter Hofmann and Paul Kloosterman

Training of Trainers Competence Development

The overall objective of the ToT course is to help participants develop their individual professional competences as trainers working within the European field – as part of a series of measures to improve the quality standard of training in general within European youth programmes.

Following the publication of the study "Quality in non-formal education and training in the field of European youth work" by Helmut Fennes and Hendrik Otten (2008), we adapted an earlier tool that we used, called the Self-Perception Inventory (SPI), to help participants in the process of evaluating their own competence development.

The SPI started out with a set of 7 competences – in three blocks – of contextual, operational and life-wide competences but we have since been trying to harmonize our tool with the work being carried out within the European Training Strategy (www.salto-youth.net/trainercompetences) and this year we re-organised the SPI to match the same 6 principle competence areas outlined in the most recent documents of the expert group which are:

The competence to understand and facilitate individual and group learning processes

The Learning to Learn competence

The competence to design, implement and evaluate training programmes

The competence to co-operate in international teams of trainers/facilitators

The competence to communicate meaningfully with others

The intercultural competence



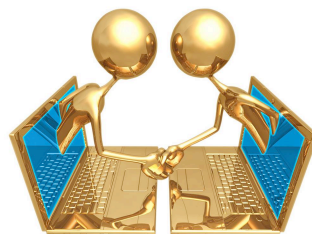
Overall scores given by participants (to themselves!) at the end of this year's course varied between 4,8 – 5,2 (on a scale of 1-6) – with, as usual, the highest score being for cooperating in international teams. The Training Practice Project experience contributes greatly to the acquiring of this competence – and this is always reflected in participants' evaluations. Second in line is often the learning to learn competence.

We are very happy that the work carried out under the umbrella of the European Training Strategy seems to validate what we have always seen to be the important competences for carrying out training work at this level.

ToT Online

Already since quite some years the Training of Trainers works with the concept of 'blended learning', combining residential seminars with e-learning. During these years it has been a lot about trying out and learning how to use online tools for a learning community like the ToT group. In the meantime the different possibilities that online learning offers have been growing with the rapid developments of internet use and tools. These developments will go on in the future and so will our efforts to keep updated and implement new possibilities in our e-learning environment.

This year we worked for the second year with a NING-platform as the main tool for communication within the group. Next to that ToT has it's own online library where participants can find many publications around learning, training, European youth policy, the Youth in Action programme and so on. As a third component of the online part of ToT there is a ToTwiki where one can find documents around content related issues that are produced within the ToT community over the last years by participants and trainers.



The library and wiki are mainly for individual use. It's not possible to check on the (free) sites to check the number of visitors but from evaluation forms we know that especially the library but certainly also the wiki is highly appreciated by participants. It's seen as an importance source for information about almost all topics related to the training course.

The platform offers many possibilities: forum discussions, chat, movie sharing, blogs etcetera. Discussions took place around 34 different topics, 30 video's were posted, hundreds of pictures, 10 blogs were written and an enormous number of chats took place. Four times a so called ToT Aperitif took place in which the whole groups meets on the platform in the chat box moderated by one of the trainers.

This year two ToT-online weeks took place. In such a week many different activities take place on the platform. Both weeks were prepared by a small group of participants accompanied by one team member. In the first week in November the central theme was Learning and Passion and during the second week the focus was on the Future after ToT. There were working groups focussing on certain topics, individual exercises were offered to do in that week and 'guest speakers' came to the platform for group-chats.

In the evaluation forms participants in general appreciate having the online ToT-environment as a source for information and as a possibility to stay in contact with the group during the whole year. Part of them adds to that the challenge of really investing and keep on following the platform during the whole year. When being occupied with other things it is often difficult to force yourself to go to the platform regularly.

A strong suggestion was done by participants to use a Facebook-group instead of the Ning-platform. That would raise the accessibility and Facebook offers almost the same features as the Ning-platform. In edition 14 we will follow up on that and work with a (secret/closed) Facebook group.

What supports learning in ToT?

Results from the research undertaken in the ToT edition 2012/13

In May this year after a long process full of insights and learnings we could present the final report of the research exploring “What supports learning in the ToT course”. Guided and supervised by the research expert Liliana Lopez from the university of Minho in Portugal we as the team of trainers have arrived at interesting conclusions that are – we believe – relevant for the whole field of youth training:

- The mentoring relation is perceived as one of the core supports for the self-directed learning processes, promoting, stimulating and providing questioning and resources for self-reflection, self-knowledge, self-awareness, self-assessment throughout the ToT course;
- The relation with peer(s) supports self-directed learning in a very coherent way, since each participant can design the(se) relation(s) to support her/his learning trajectory as it best suits his/her needs and characteristics: one-on-one, in small groups, in large groups, with a formalised structure and organisation, through informal conversations, teaming up according to themes, tasks, goals, etc.;
- The participants value the possibility the ToT course gives them to take time to think, for self-reflection and introspection, processes they recognise as important to their learning process but seldom possible given their daily routines;
- Last but not least, we realised how much this particular research approach – especially the fact that the design and implementation was a result of a true co-creation process between the researcher and ourselves – could be relevant to others within our field of non-formal education. The research element is, with this approach, smoothly integrated into the course rather than being seen as an additional “extra”. We believe that this not only increases the validity of the results but is also fully in line with the values and principles of our field.

The whole report can be downloaded here: www.salto-youth.net/tot-background-docs



Practice Training Projects edition 13

Title	Theme area	Pax involved	When & Where	Link to SALTO ETC
<u>U SEE+</u> Using social entrepreneurship in Erasmus+	Social economy	Konstantinos STERGIUO (GR), Eelin HOFFSTRÖM (FIN), Andreea MARIS (SWE), Maria Carmen VALLEJO ROJO (ESP)	22-27 April 2014, Gothenburg, Sweden	www.salto-youth.net/tools/european-training-calendar/training/u-see-using-social-entrepreneurship-in-erasmus.4075/
<u>Step In!</u> Help Youngsters Come out of Their Shell and Step into Action	Creative Empowerment / Active Citizenship	Ayça BAĞCI (TR), Katerina BOUTSIA (GR), Nora STEFANOVA (BG), Tommaso PESCIOTTO COSENTINO (IT)	28 April – 3 May 2014, Rome, Italy	www.salto-youth.net/tools/european-training-calendar/training/step-in-help-youngsters-come-out-of-their-shell-and-step-into-action.4108/
<u>Enterprise</u> The next Generation	Sense of Initiative and Entrepreneurship	Zita SZALAI (HUN), Svenja RICKERT (GER), Lucie FRISOVA (CZ), Steven GASGARTH (UK)	23 – 29 May 2014, Scotland, UK	www.salto-youth.net/tools/european-training-calendar/training/enterprise-the-next-generation.4078/
<u>ACT & Connect</u> Transnational Youth Initiatives by Youth	Youth Participation / Social Inclusion	László MILUTINOVITS (HUN), Onur METIN (TR), Sabrina APITZ (GER), Sandra ÖSTENSSON (SWE)	13 – 18 May 2014, Adrasan, Turkey	www.salto-youth.net/tools/european-training-calendar/training/act-connect-transnational-youth-initiatives-by-youth.4082/
<u>Life Love Youthpass</u>	L2L / EVS / Assessment	Laura PIERFELICI (IT), Clara GIBERGA (ESP), Sophie BREUKER (IRL)	25 – 30 May 2014, Clare, Ireland	www.salto-youth.net/tools/european-training-calendar/training/life-love-youthpass.4084/
<u>Unlocking your potential</u>	Identity	Domenique VERSCHUREN (BFL), Frimann SIGURDSSON (ISL), Desiree D'AMATO (MAL), Naoise BYRNE (IRL)	30 April – 5 May 2014, Antwerp (BEL)	www.salto-youth.net/tools/european-training-calendar/training/unlocking-your-potential.4085/