

SALTO-YOUTH
TRAINING AND COOPERATION
RESOURCE CENTRE



SOHO

International Training Course

2014 October 6 -10
Malaga, Spain

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Final Report

This report is based on the following sources:

- Post-questionnaires filled in by participants at the end of the training course
- Feedback from participants during the training course
- Feedback from the National Agencies staff and the trainers given during the team meetings
- The evaluation session organised at the end of the course
- The list of participants

1. GENERAL INFORMATION

Participating countries	Expected number of participants	Final number of participants
Spain	4	2
Austria	2	0
Belgium-FR	1	0
Croatia	2	1
Czech Republic	2	2
Finland	2	2
Germany	4	0
Hungary	2	2
Ireland	2	2
Italy	2	2
Lithuania	2	2
Norway	1	1
Romania	3	2
Slovakia	2	0
Slovenia	2	1
Turkey	4	3
United Kingdom	3	2
EECA :	3	
Georgia		1
Ukraine		1
Total number	43	26

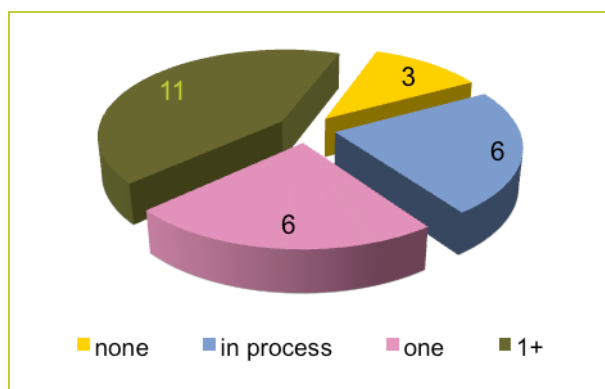
Total number of received questionnaires	26
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2. AIMS AND OBJECTIVES: ARE THEY MET?

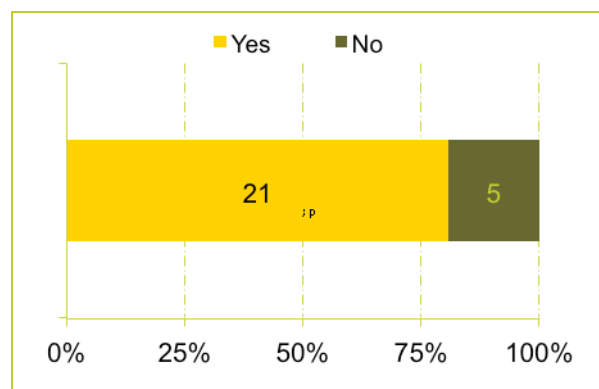
YES	26	NO	0
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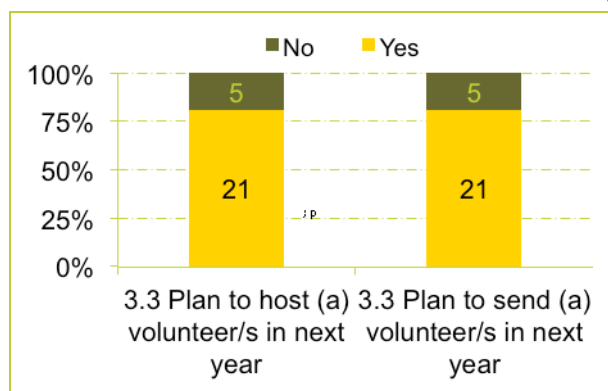
3. TARGET GROUP

3.1 Experience in Experience in European Voluntary Service



3.2 Participants work directly with young people





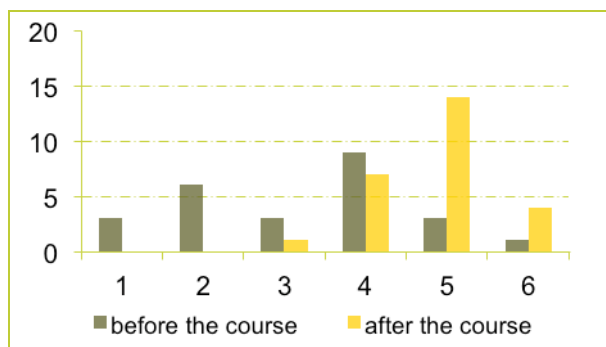
General conclusions about participants selection and preparation

Comparing to other groups, this group was more experienced in EVS than average SOHO course group. Almost half of the group have done at least one or more EVS projects. This experience could be felt during the programme – participants were focusing on deeper quality aspects of EVS.

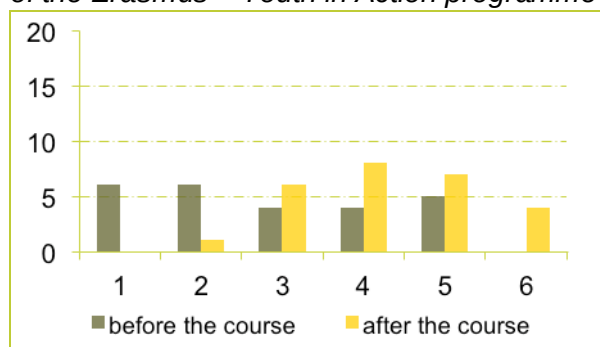
We have not witnessed any signs of lack of preparation for the course – people were well prepared and adequately disposed. Those 9 participants, who were rather beginners in EVS also found their way to contribute and learn from experienced ones. To conclude, selection of participants and composition of this particular group was adequate and well balanced in different terms.

4. GROUP LEARNING PROCESSES AND RESULTS

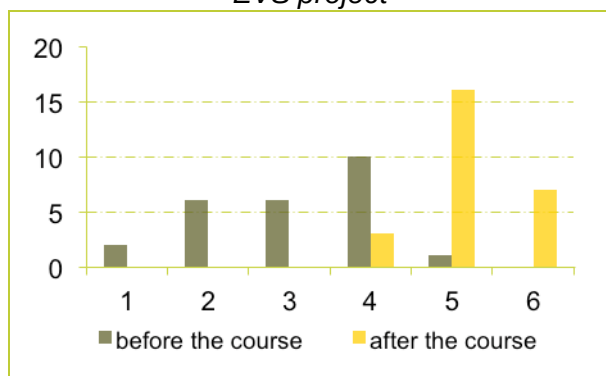
4.1 Knowledge of EVS within the Youth in Action



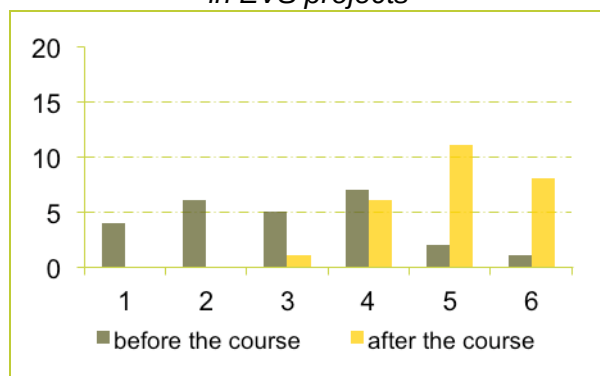
4.2 Understanding of the aims and priorities of the Erasmus +Youth in Action programme



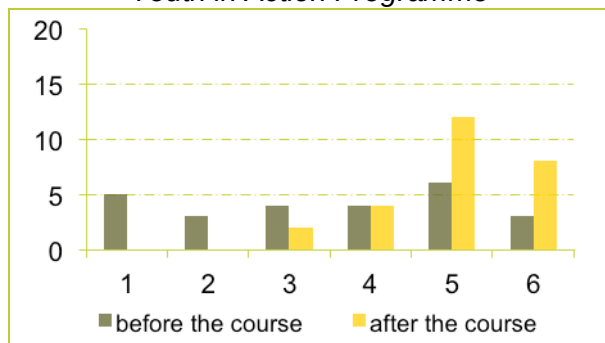
4.3 Understanding of what makes a quality EVS project



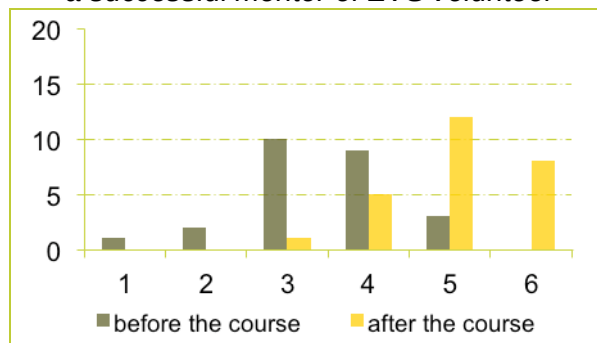
4.4 Understanding of the learning dimension in EVS projects



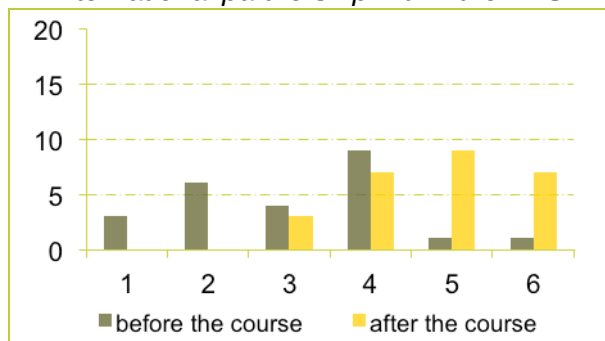
4.5 Familiarity with the Youthpass tool in the Youth in Action Programme



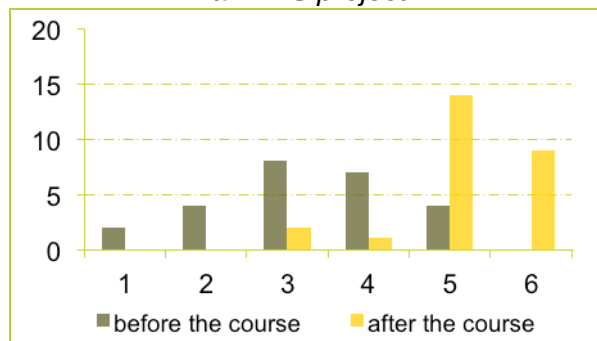
4.6 Awareness of competencies needed to be a successful mentor of EVS volunteer



4.7 Ability to co-operate and work in an international partnership within the EVS



4.8 Confident to act as support person within an EVS project



General conclusions about participants learning process and results

Due to the fact that we had a comparatively experienced group of participants, this allowed us to have more in depth learning encounters. Besides, the learning process of our group has also been influenced by the group of EVS volunteers. They had their mid-term evaluation seminar in the same training venue. We took it as a possibility to integrate “real examples” for our participants to work on – we had open space time, during which participant could practice their learning support tools with EVS volunteers on the spot.

In general, as we can see from the charts – there was a noticeable increase of participant's learning. Charts witness, that participants progressed most in the following parts (the percentage indicates how many high 4-6 scores there were marked before and after the course in questionnaires):

Area of learning	Before the course	After the course
Understanding of what makes a quality EVS project	44%	100%
Understanding of the learning dimension in EVS projects	40 %	96%
Awareness of competencies needed to be a successful mentor of EVS volunteer	48%	96%

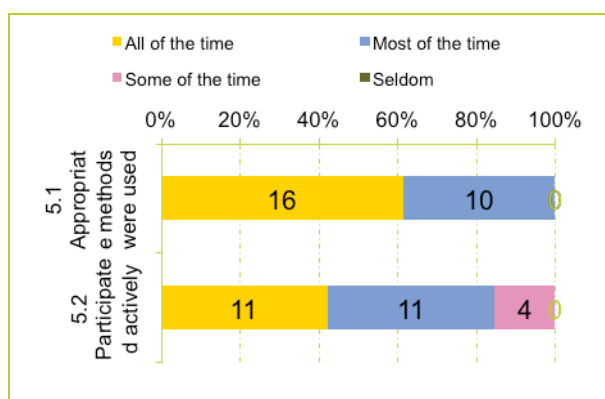
During the course we, as the team, also felt that participants were particularly interested in these specific areas. They were eager to try out specific tools how to support volunteers' learning and were discussing specific quality issues. So, no surprise, questionnaires also indicate similar aspects, which were mostly visible during the course.

Following aspects of the programme impacted their learning least:

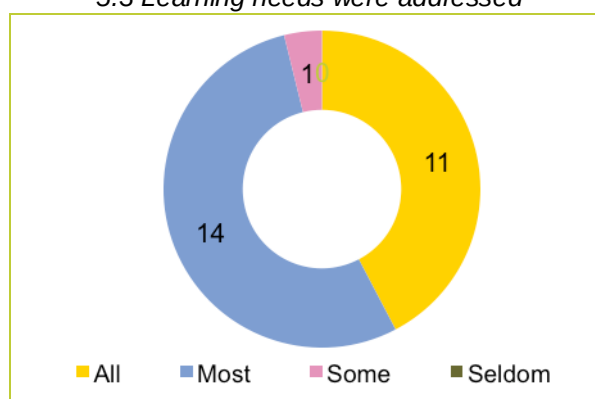
Area of learning	Before the course	After the course
Understanding the framework of the new programme Erasmus+	36%	73%
Ability to co-operate and work in an international partnership within the EVS	46 %	88%

From the team's perspective we felt that Erasmus+ presentation has not found it's best shape yet and participant's rating was relevant. As regards to 'ability to co-operate and work in an international partnership' – this aspect is not dealt explicitly during the course, i.e. – it's not a vertical part of the programme, it is rather a horizontal aspect. We assume, this is why it's not so easy for participant's to 'read' this aspect in the course.

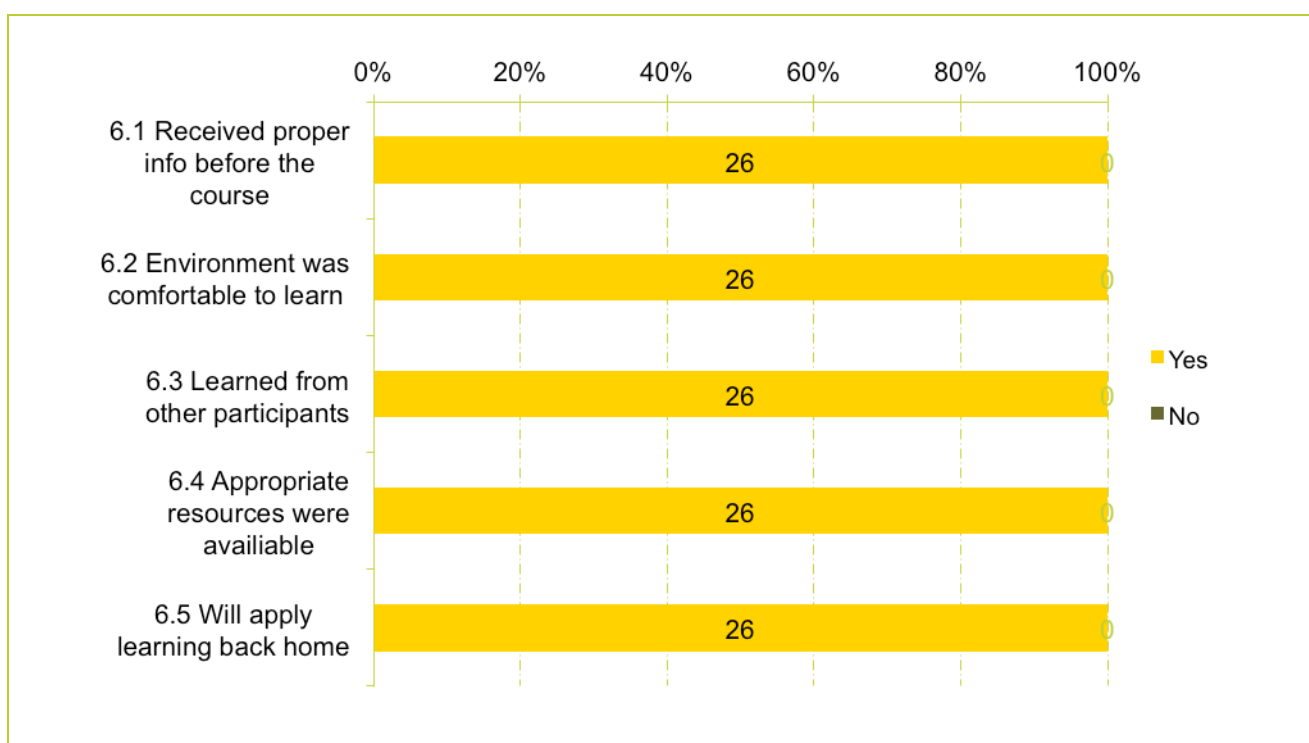
5. METHODS AND INDIVIDUAL LEARNING



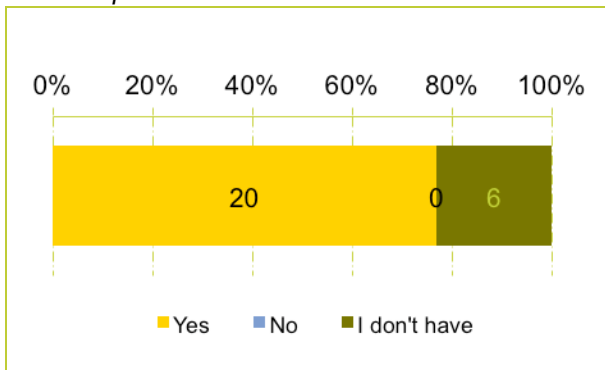
5.3 Learning needs were addressed



6. QUALITY OF THE COURSE ORGANISATION



6.6 Experiences were taken into consideration



7. METHODOLOGY

During evaluation session we've asked participants to provide us feedback on separate parts of the programme. Following comments are summarised in order to avoid repetition of same ideas.

INTRO to SOHO. Learning to SOHO

The way of introduction to SOHO was very interesting because of unusual interactive methods. Participants noted that it was very productive for them. Couple of comments react to timing of the session – that it was not kept enough.

Erasmus + Youth in Action

Participants wanted more concrete information about how it works step by step with examples. They commented, that it was too much talking and very difficult to follow at times.

EVS – Common understanding

Statement exercise was appreciated, participant say that it can be used for more detailed discussions. Presentation of EVS was done by 'World café' method. One comments says: "It defined for me the sending org's perspective".

Making the right match

Participants indicated that they feel now more confident of choosing the volunteer after seeing different roles. Role play was a good method, as a "mise-en-scene" should be performed for more clarity" and "the implementing was maybe not the best in my group". Other comments already show what participants will do as the impact of this exercise: "I would take someone as Ishmael next year – don't want to play it safe".

Soho Gallery and Intercultural evening

As we had presentations of organisations and intercultural findings merged into one evening – main comment from participants' – that some of them would have preferred to have those activities separate. Main argument – people did not manage to talk to all of the participants, although they appreciated a chance to interact.

Checkpoint –project cycle of EVS

Several comments say that it was the most beneficial part and very useful. Anyway, participants would wish to receive the check-list also (as a tool). A comment for development – “Too little time for this maybe? Because moving a lot? Less paper -> more action. Still worked well.”

Guiding experience

A common denominator in all comments – this exercise gave people opportunity for personal reflection and a possibility to learn about themselves. Another important aspect - ability to get into perspective of each role, involved in EVS: “I gained a new perspective of the role of the learner, the „guide“ and the observer, and I can now articulate these points of view”

Individual comments, that show the impact of this session: “It made me think that I should guide with more direction”; “For me now it is the journey and not always the destination”; “It helped me a lot as a person, an EVS mentor and coordinator”.

Learning to learn. Learning in EVS

Participant say: “Maybe would be useful to talk about the learning styles also (characteristics of each type)”. “I understand the learning as a great process now and I feel more ready to guide/mentor”. “I see learning aspect similarly as you see it (->EVS is a learning process; -> It's nice to see that we are finally moving from the result to the process)”

Supporting learning in EVS (Open space)

Participants appreciated the opportunity to choose and co-create the lessons, although couple of comments indicates that at some point it became a bit chaotic and disorganized. Participants also say, that they saw this part as the chance to experience what they have learned.

It is also suggested “Maybe discuss “open space“ the day previous to give more time to think about suitable topics. / Its great empowerment tools but I felt it was rushed and the topics could have been better and more options.”

Documenting your learning – Youthpass

There were three comments about this session:

- Youthpass as a starting point of an EVS – project;
- The Youthpass phew! I was afraid of this all week. Now I know nothing to be afraid of. I wish I knew that on day 1.
- I gained a better understanding about what key competences are, and why the youthpass is valuable.

8. TEAM

Team of this course consisted of two aforementioned trainers and Montse Lopez – a person, dedicated to be responsible for organisation of this course. Although there was slight miscommunication before the course about the preparation day, the rest parts went smooth. Organisation was very much appreciated by participants and trainers felt supported 100% by Montse.

9. FUTURE DEVELOPMENTS

- During the course trainers were trying deliberately to use the surroundings and “given” conditions (mid term volunteers’ group) as much as possible and these efforts were rewarding – learning process was more “at ease” and organic. This is a recommendation for the future – to always consider, how training venue can be employed at maximum.
- In the next trainer’s pool meeting – to check the list of documents that need to be sent for printing before the course. Obviously many of the handouts we send before the course are not effective to be used in print, for example, webography or glossary.
- To update a collection of learning to learn tools –during this course we have tried couple of new ones and there were appreciated by participants.
- “Learning booklet” could be revised so it could be used with more flexibility (the first part – sometimes quotations, sometime pictures can be used.)
- Obviously this course allowed us to adopt a more personalised approach towards participants needs. The last day was strongly directed to participant’s choice – they could choose, which topics and tools they would like to practice. We saw this as a great advantage for this particular group. Maybe it could be considered how this practice can be continued.
- There have been a significant number of participants who have expressed, that the list of topics is too long to be covered in a three-day training, so they would have preferred this training course to be longer (“learning would have settled more”). Maybe this could be also discussed in the trainer’s meeting.

10. LIST OF PARTICIPANTS

No.	Country	First name	Last name	Gender	Organisation	Email
1.	United Kingdom	Amanda	Smith	Female	British Red Cross	AmandaSmith@redcross.org.uk
2.	Ireland	Brian	Hickey	Male	Galway SimonCummitity	mentor@galwaysimon.ie
3.	United Kingdom	Carrie	Ford	Female	Terrence Higgins Trust	carrie.ford@tht.org.uk
4.	Ireland	Catriona Sheehy	Rathfredagh	Female	Rathfredagh Cheshire Home	catriona.sheehy@cheshire.ie
5.	Romania	Daniela	Temelie	Female	Pro Vobis – National Resource Centre for Volunteerism	dana_temelie@yahoo.com
6.	Norway	Elena	Lukova	Female	Stavanger commune, Ungdom og fritid	e.lukova@gmail.com
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9.	Slovenia	Iztok	Molan	Male	Youth centre Krško/Mladinski center Krško	Iztokmolana@yahoo.com
10.	Spain	Jorge	Gracia	Male	Ayuntamiento de Zaragoza	graciasjorge@gmail.com
11.	Italy	Justina	Krauledaite	Female	Parrocchia dei Santi Faustino e Giovita – Centro Giovanile 2000	j.krauledaite@gmail.com
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18.	Lithuania	Ramunė	Makštutytė	Female	Kauno miesto socialinių paslaugų centras	r.makstutyte@kaunospc.lt
19.	Czech Republic	Renata	Hajnikova	Female	SVCVS Labyrint Kladno	rhajnikova@gmail.com
20.	Finland	Riika	Kataja	Female	Porin kaupunki, Vapaa-aikavirasto	Riika.kataja@pori.fi
21.	Croatia	Sasha	Ingola	Female	Association Informo	Salisha7@hotmail.com
22.	Turkey	Şeyda	Diker	Female	SOSEV	seydadiker@gmail.com
23.	Czech Republic	Tamara Anne	Smelikova	Female	YMCA in the Czech Republic	ymca@ymza.cz
24.	Lithuanian	Tomas	Jankauskas	Male	The Blessed J. Matulaitis social centre	Tomas.jankausku@gmail.com
25.	Hungary	Zsófia	Bátori	Female	Youth Centre Association	Szofi9521@gmail.com
26.	Hungary	Zsuzsanna	Grossmann	Female	Talentum Foundation for Supporting of Volunteering	groszizs@hotmail.com



11. LIST OF TEAM MEMBERS

No.	Country	First name	Last name	Gender	Role/Organisation	Email
27.	Poland	Tomasz	Lubotzki	Male	Team	tlubotzki@gmail.com
28.	Lithuania	Monika	Kezaite	Female	Team	monule@gmail.com
29.	Spain	Montse	López	Female	Team	montselr@hotmail.es