

training

for european youth projects



of trainers

Stories and Pictures from
Participants and Trainers involved
Reaching out for practise –
Achievements of participants
Training of Trainers? Yes, but how!



Supported through the YOUTH
programme of the European Commission

what to find in this publication



editorial

On the 1st of May 1999 the first edition of the „Training of Trainers for European Youth Projects“ started with 27 participants from 15 countries. Almost one year later 24 of those participants have attended three international seminars (altogether 24 training days) and were involved in 17 different training projects. By now, February 2003, one more course has been finished, one is currently running and another one is planned to start towards the end of this year.

This course has become by now a well-known and acknowledged training offer in the framework of the YOUTH programme of the European Union. It has also become a key-product of [Interkulturelles Zentrum](#) and contributed to its reputation as a quality European Training provider in the field of Non-Formal Education. Reason enough, to turn on the spotlight and have a look what makes the „Training of Trainers for European Youth Projects“ to a quality training course.

This is the reasoning behind this brochure. The intent was clear but then we asked ourselves how do you describe the quality of such a course? Well, we thought we let the participants speak and see what they are professionally doing now. We have traced down most of the participants of the first two courses – and to our pleasant surprise found that the majority is involved in training work in but also outside the YOUTH programme.

Apart from the stories and pictures from participants you can find also some information about the trainers involved (including their attractive faces!), an overview about the training projects the participants did in the framework of the course and finally some background to the concept of the course and its development.

We hope you find this publication inspiring and inviting to get in contact with us or with one of the trainers being presented inside.

Rüdiger Teutsch -
Interkulturelles Zentrum

baden 1999, were it all started

A journey into the brief but eventful history of the Training of Trainers for European Youth Projects course – its underlying ideas, key-persons involved and its place today in the big house of Training within the European YOUTH programme.

15th of April 1999 – a pleasant early spring day. The sun shines into the main working room of the „Kraierhütte“, a seminar hotel just outside Baden, a small Austrian town south of Vienna. Inside some 25 people from National Agencies (Youth for Europe as well as European Voluntary Service) and the European Commission were hearing about an innovative project idea in the field of Training: A Long-term course „Training of Trainers for European Youth Projects“.

It seemed to be the right idea at the right time. The European YOUTH programme (then combining the Youth for Europe and the European Voluntary Service programme) was about to be introduced and everybody involved agreed that there is a need for innovation and new

impulses in the field of training. A lot was happening concerning Training in the different national contexts but a more strategic approach on the European level was demanded. The seminar in Baden laid an important foundation for what is nowadays referred to as the „European Training Strategy in the YOUTH programme“¹.

major aim and structure of the course

Helmut Fennes and *Leen Laconte* (then from the National Agencies in Austria and Flemish Belgium) were the ones presenting the concept of this course as they were also in the

main elements and actors of the European Training Strategy within the YOUTH programme:

SALTO-Training Resource Centres

- Co-ordination of Network Trainings
- Documentation
- Evaluation of Training
- Annual Training Courses tackling priority areas of the YOUTH programme

Partnership European Commission and Council of Europe

- TC on European Citizenship
- Advanced Training for Trainers
- COYOTE Magazine

Network Trainings of and for the National Agencies

- Training Courses offered by and for the network of National Agencies:
- **Training of Trainers for European Youth Projects**
 - SOHO Training (Training for Mentors in EVS)
 - BiTriMulti Training (Training for Youth Workers organising Youth Exchanges)
 - TOM – Training of Multipliers in the YOUTH programme

¹ The report of this seminar „Training for European Youth Projects – A Working Seminar for National Agencies in the Youth for Europe as well as European Voluntary Service programme“, Baden (AUT) – 14-18 April 1999, can be downloaded from the website of Interkulturelles Zentrum: www.iz.or.at (Chapter: Best practices in youth exchanges)

first team of trainers together with *Rui Gomes* (for details on the people involved see page 12 and 13). Based on the assumption that there is a lack of qualified trainers and of international team of trainers for European training projects in the youth field they have designed this course with the following major aim in mind:

Further develop the network of trainers and facilitators who have the skills and the motivation to implement training projects within European Youth Projects.

In designing the overall structure and methodology of the course the team of trainers were advised and supported by a so-called Reference group involving a number of international experts in the field of training and youth work².

The main innovative aspect of the course at that time was the overall structure. Six phases spread over a whole year including three residential seminars and a practical training

project designed and run by the participants – the course was designed to allow for a thorough and intensive learning process for the participants, where the phases between the seminars were equally important as what happened when the group was together. (For details on the structure and methodology of the course see page 4 and 5.)

organisation and framework for the course

From the beginning on the course was organised by *Interkulturelles Zentrum*, an NGO in Austria internationally renowned for its expertise in international youth work, intercultural education and other training work (see last page of this brochure for more details). Being the National Agency for the YOUTH programme (and its predecessors) until the end of 2000 *Interkulturelles*

Zentrum could organise the course in close co-operation with the network of National Agencies and the European Commission.

It was the clear focus from the very beginning that the participants of the course should use their acquired and developed training competencies predominantly within the YOUTH programme. Consequently the courses were all financed so far through funds of the YOUTH programme. Participants do not have to contribute financially to the costs of the course.

By now the „Training of Trainers for European Youth Projects“ course is a fixed element of the European training strategy within the YOUTH programme. It is one of the four standard Training Courses offered by and for the Network of National Agencies (apart from *BiTriMulti*, *SOHO* and *TOM*). Nevertheless it is the only one organised by a private training provider – *Interkulturelles Zentrum*.

facts and figures

Training of Trainers	Seminars	Participants ^a	Trainers
Course 1999/2000	1. 1 – 9 May 1999, Austria 2. 3 – 12 September 1999, Hungary 3. 26 March – 2 April 2000, Italy	24 from 15 countries	Helmut Fennes / AUT Leen Laconte / BFL Rui Gomes / POR Erzsebeth Kovacs / HUN
Course 2001/2002	1. 5 – 13 May 2001, Austria 2. 31 August – 9 September 2001, Hungary 3. 6 – 14 April 2002, Italy	19 from 11 countries	Helmut Fennes / AUT ^b Paola Bortini / ITA Erzsebeth Kovacs / HUN Paul Kloosterman / NL
Course 2002/2003	1. 26 May – 2 June 2002, Austria 2. 6 – 15 September 2002, Poland 3. 18 – 25 May 2003, Italy	18 from 11 countries	Paola Bortini / ITA Erzsebeth Kovacs / HUN Paul Kloosterman / NL Peter Hofmann / AUT
Course 2003/2004	1. 28 September – 5 October 2003, Austria 2. open 3. open	??	Paola Bortini / ITA Erzsebeth Kovacs / HUN Paul Kloosterman / NL Peter Hofmann / AUT

^a who finished the whole course

^b Helmut Fennes had to leave the team after the first seminar due to his new job obligations

² Project Officers from the National Agencies in SWE, BFL and IRL as well as Hendrik Otten (IKAB, Germany), Antje Rothmund (Council of Europe) and Sergio Andreis (LUNARIA, Italy)

³ At this time Peter Hofmann, participant in the first Training of Trainers for European Youth Projects course, replaced Helmut Fennes in the team; otherwise the team remained the same.

training of trainers! yes, but how?

On these two pages you can have a look behind the curtains! Methodology, Objectives, Structure – all the essential pillars of any concept of such a training course! How do they go about training trainers?

We describe here the current state of the art. Obviously there has been a development of the course since its beginning. The core structure and objectives nevertheless have remained unchanged since 1999.

aims and objectives

The major aim of this training course is to train trainers who have the competence and the motivation to contribute to improve the quality and increase the quantity of projects within the YOUTH Programme of the European Union.

Specific objectives with respect to the trainees of the training course are to further develop and improve the following competences of participants:

- The competence to design and implement national and international training activities for youth workers and other actors involved in the development and implementation of projects within the European YOUTH Program
- The competence to co-operate in international teams of trainers/facilitators;
- The competence to use and adapt existing training concepts and methods and possibly to design new ones;
- The competence to convey the philosophy of the YOUTH Programme;
- The competence to deal with ambiguity and crisis;
- Intercultural competence;

methodology

The course is designed to give participants the opportunity to experience and reflect upon being a trainee and a trainer. The course guides participants through a long-term competence development-based social learning process in which both individual learning and group learning have an important part.

The trainee is seen as an individual responsible learner designing, planning and implementing her/his own development as a trainer.

The group is seen as a rich source of experiences, knowledge and skills, which can be shared and learned from.

The main elements of this course are:

Learners centered approach

Participants plan their own learning, based on their needs, self-assessment, reflection and feedback from colleagues and trainers. This all related to the competences for trainers for European Youth Projects as described above under 'Aims and Objectives'.

Participants are provided with, develop and work on tools (competence-grids, individual learning plan,

SWOT analyses) to support, at one hand, their learning process and, at the other hand to become familiar with the competence development based learning.

Experiential Learning

Project learning. Between the 2nd and 3rd seminar (phase 5) participants will carry out international training projects in co-operation with other participants from the course. These teams are responsible for the planning, design, implementation and evaluation of the training projects. This practice phase is seen as an opportunity for participants to experience all the elements, parts of a training process.

Acting as a trainer during the seminars (including feedback from colleagues and trainers). Seminar 2 has a special focus on some components of quality training: training project planning, training programme design and improving competencies to act effectively as a trainer. Therefore this seminar is run in a co-operation between the trainers' team and participants: The „actions“ planned in the programme range from little short actions (eg. Facilitating a group discussion) to a more complex set of activities (Plan-





ning and running a session on Team-Work) in order to provide space and possibilities for each participant to experiment her/himself in a trainers' situation in a safe and challenging learning environment.

Competence development

Training requires a variety of competencies and a **trainer** should be able to perform in different roles. **8 roles** (Needs Analyser, Designer, Facilitator of group learning, Facilitator of individual learning, Resource person, Teamer, Learner, Evaluator) have been identified and each of them requires sub-roles and a combination of competencies.

The roles can be described by the different activities a trainer performs in the different phases of conceiving, designing, planning, implementing and evaluating a training activity. A single trainer is not necessarily required to perform all the roles and especially in international youth training a trainer always co-operates in teams therefore allowing the possibility to complement each other competencies.

Throughout the course participants get the chance to evaluate their own development and progress as a trainer in relation to the competencies identified. Feedback from colleague participants as well as trainers support this self-evaluation process.

structure of the training course

The training course is planned to have 6 Phases:

Phase 1 - Preparation

As a preparation for the first seminar the participants are expected

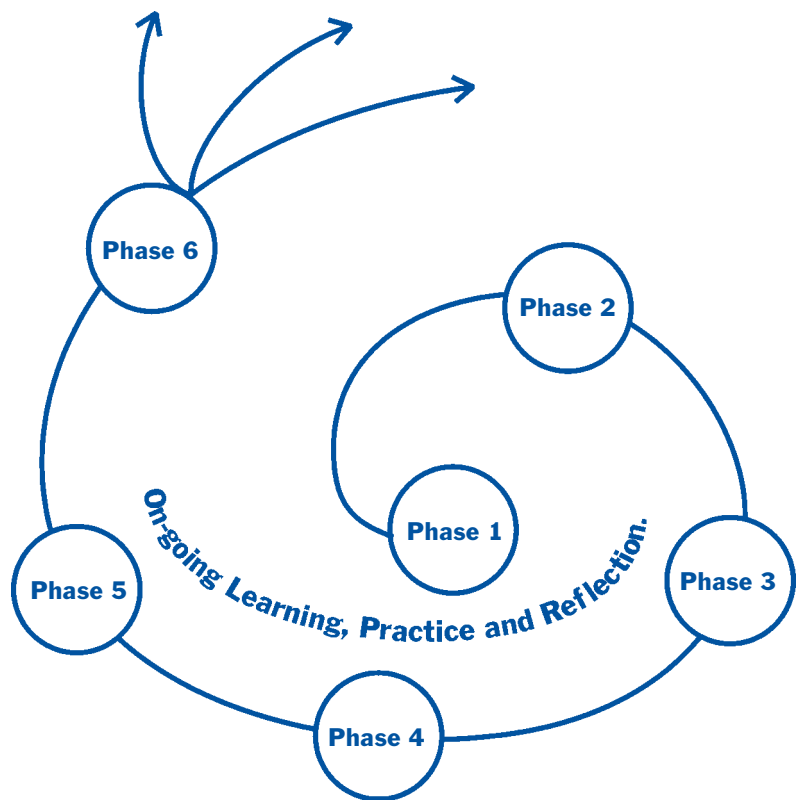
- to acquire a basic knowledge of the YOUTH Programme;
- to meet with staff member responsible for training of the YOUTH National Agency in order to inquire the training needs and

Phase 3 – preparation of training projects

Following the first seminar the participants are expected to start to negotiate with their support organisation about needs and expectations and develop ideas for the training projects to be implemented by the course participants.

Phase 4 – second seminar

Main elements: Building teams and drafting plans for concrete international training projects, training concepts, training design, further developing trainers competencies, participants acting as trainers



training plans with respect to the YOUTH programme and to develop ideas for the training projects to be implemented by the course participants (see phase 5).

Phase 2 – the first seminar

Main elements: Group Building, Developing an adequate learning environment, Learning styles, Intro to competence development based learning, Intercultural Learning, Starting of the preparation of the project phase

Phase 5 – implementation of training projects

Between seminar 2 and 3 the participants are expected to implement and finalise the training projects they have designed and planned during the previous phases.

Phase 6 – evaluation

Main elements: Evaluation of participants performance in their training projects, further develop training competencies, Evaluation of the overall training course, Future planning of participants.

what! they also did this course!

Who were the protagonists of the first Training of Trainers for European Youth Projects 1999/2000! And what are they doing now! Find some interesting details here!

NB: The fact that some people appear in the list of participant but are not presented with a picture and some more information is not an act of active discrimination. It simply means that we either could not get hold of them anymore or they chose not to be prominently presented in this brochure!

course 1999/2000 participants

Name	Country
ADAMKIEWICZ Andrzej	Poland
BERGEN-MAGNUSSON Ninni	Sweden
BISCHOF Robert	Hungary
BOWYER Jonathan	United Kingdom
CARDONE Antonella	Italy
CLEERE Parick	Ireland
GLIVSIK Petter	Norway
GRAUPNER Detlef	Germany
GULÁCSI Ildikó	Hungary
HELM Barbara	Austria
HOFMANN Peter	Austria
JESLINKOVA Alena	Czech Republic
KEERSMAKERS Ronald	Belgium
MCCRISTAL Eoin	Ireland
MEDLINSKA Marta	Poland
MUETTER Annette	Germany
PRINZJAKOWITSCH Werner	Austria
PULLIAINEN Anki Inkeri	Finland
SEREK Patrick	Slovakia
STEFÁNSDOTTIR Ragnheidur Elin	Iceland
STRAND Kerstin	Sweden
STUER Inge	Belgium
TROUINARD Yves	France
VERSTREYDEN Ben	Belgium
WELLHÄUSER Hubert	Germany

Jonathan Bowyer, UK

I'm working part time as freelance trainer and consultant in the youth and community field and part time as the European Liaison Officer for YMCA England. My particular interest and expertise is in project and partnership development and leadership training - all with a European dimension!

Contact: jfb@viewfromhere.co.uk ☎ +44 15394 41986 📞 +44 7887505188



Antonella Cardone, Italy

Since 2000 I'm the Director of UniTS (Università del Terzo Settore), a training and research agency linked to several national voluntary organisations in Italy. I'm actually involved in different Fund raising, project management, training for trainers and youth training as a free lance trainer. The most relevant training experience I had are as follows: University of Sannio and UNICEF, University course on development of Third Countries with a multi-disciplinary perspective „International Co-operation projects“ (March 99). A.N.P.A.S. „Volunteers in Europe“, within the EVS Support Measures (Oct. 1999). Polish National Agency „International Youth Exchange in Practice“ (Poland, January 2000). Council of Europe and European Commission, co-ordinator of a working group at the first European Youth meeting for the preparation of the White Paper on Youth (Paris, Sept.–Oct 2000). University of North London – Training module on „Management of Change“ within the MACCESS (MA in Comparative Social



Studies) (Maastricht, Feb. 2000, Feb. 2001, Jan. 2002). Since 2000 I'm a member of the Trainers Pool at the Council of Europe.

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Detlef Graupner, Germany




I'm still employed with the socio-cultural association „Kulturverein riesa efau“ in Dresden. The main fields of my work here are International Youth work (youth-exchange, sending and hosting for EVS, tutor for EVS, consultation for volunteers and projects, 2 trainings for the German NA), Media workshops (also connected with inter-national youth work) and cultural/social (net-work)work in the district riesa efau is situated.

Contact: degraupe@aol.com or projekte@riesa-efau.de



Barbara Helm, Austria

I'm working for Interkulturelles Zentrum in Austria and on a freelancing basis as co-ordinator of and trainer in educational projects on international and national level. I'm both dealing with the formal and non formal educational sector, working with multipliers in schools, NGOs and youth organizations, focusing on human rights education, intercultural training and currently on Education for Global Citizenship.

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Peter Hofmann, Austria

I'm working as a free-lance trainer, based in Vienna. After an exchange year in Great Britain 1986/87 I dedicated most of my student years to volunteering for AFS Intercultural Programmes, a voluntary organisation specialized in Long-term youth exchanges. From 1996 to 2000 I worked for the implementation of the European Voluntary Service Programme in the National Agency in Austria. After completing the first Training for Trainers for European Youth Projects (1999/2000) I gradually moved into the Training business. Since June 2001 I'm fully independent specialized on Trainings in the fields International Voluntary Service programmes and Youth Exchanges. I'm working within the YOUTH programme of the European Union, the Council of Europe (Directorate for Youth and Sports) and some NGOs outside the Youth sector (Such as Greenpeace).

Contact: peho@a1.net  +43 664 350 10 49

Alena Jeslinkova, Czech Republic


I finished the Long term Training for Trainers in March 2000. As a freelance trainer I have co-operated on several trainings with the Czech Youth National Agency, focused mainly on EVS. Since March 2002 I am working for the Duke of Edinburgh Award Program, preparing training for new group leaders. I also co-ordinate projects for SUD - Free artistic Workshop, non profit organisation providing artistic and culture activities, including courses and seminars.

Contact: jeslinko@volny.cz



Ronald Keersmaekers, Belgium

At this moment I'm officially unemployed, but some applications are running for me. So I have no organisation to work for yet. But a friend and I are developing a new NGO which will provide trainings and support in other projects. Main fields of work: Intercultural learning, teambuilding, group dynamics, Training for trainers, project development, project work with social disadvantaged youngsters, European YOUTH programme, Council of Europe Youth programme.

Contact: ronald.keersmaekers@usa.net  the Knot NGO, Sellaerstraat 14 bus 3, B-1820 Melsbroek, Belgium  +32 (0)476 43 71 78



Marta Medlinska, Poland

Having completed the obligatory practice project – a training course for young people from a rural, disadvantaged area – continued working for the National Agency of the YOUTH Programme in Poland, running or participating in a few other trainings. The co-operation proved so effective that there was no choice but to start working in the Agency J, among other tasks becoming the training officer. Member of the support group for the NA network trainings that co-operates with the SALTO DE. Also participant in the Advanced Training for Trainers in Europe organised within the partnership agreement between the European Commission and the Council of Europe.

Contact: marta.a5@youth.org.pl





Werner Prinzakowitsch, Austria, *1961

Diploma in Social Work, Diploma in Systemic Intervention Strategies. Volunteer youth work since 1978. Work in different youth centres in Vienna since 1984, director since 1988. Mainly working in migrant areas one focus is intercultural learning and relationship. International youth exchanges within the „Youth“ program, participant of Training for Trainers 1. Organizer and Trainer of several Seminars and Trainings within the „Youth“ program. Responsible Co-ordinator of all international projects of the Association of Youth centres of Vienna.

Contact: werner@non.at



Ragga Stefánsdóttir, Iceland

I'm currently employed as a training and development manager for the Sport and Youth council of Reykjavik, Iceland. I have been working in the field of youth since 1984 as a youth worker, director of a youth centre and as an advisor on gender equality in youth work. I have a Bachelor degree from The Iceland University of Education and I'm currently taking my master degree in Human Resource Management in The University of Iceland. I have been involved in international youth work, first as leader in youth exchanges, then as a participants in training for trainers courses and finally as a trainer in training courses for youth workers. I live in Iceland with my husband and our 4 year old son.

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Inge Stuer, Belgium

The TFT was an experience that still contributes to my professional development. Following my work as training officer in *Léargas*, the Irish National Agency for the YOUTH Programme, I'm working now for the Council of Europe, Directorate of Youth and Sport as educational advisor. My main tasks involve the development, implementation and evaluation of training courses and study sessions within the European Youth Workers field, including the Advanced Training for Trainers Course. My current focus areas are the fields of Participation and South-East Europe.

Contact: inge.stuer@coe.int

Yves Trouinard, France, Age: 43

Professional situation: Project manager in the Regional Federation of youth and cultur centre of Bretagne (NGO) in charge of developing youth international actions; Local relay, multiplier and trainer for the NA of the european youth programme; Co-ordinator of youth worker network in the department of côtes d'armor.

Field of work: Youth and social worker since 25 years, project consultancy and support for youth association; European youth programme since 1998, on local, national and international level: realization of projects and partner in action 1, 2, 3 and 5.

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Ben Verstreyden, Belgium

A few years ago I got involved as a trainer in a long-term training program for youth workers between the Flemish Community and the Republic of South-Africa. This lead me to the European Training for Trainers course. There I focused on my ambitions with training and Youth work in general.

For the past two years, I've been the co-ordinator of a new Youth Centre in the city of Ronse. The emphasis in my work lies on teambuilding, youth policy making and special attention for socially disadvantaged young people. My aim is to build a rock solid Youth Policy in this multicultural city and it is no doubt the most challenging job I had so far. The job has the tendency to consume all of my skills and most of the luggage I collected these past years: cheers!

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what! they also did this course!

Who were the protagonists of the second Training of Trainers for European Youth Projects 2001/2002! And what are they doing now! Find some interesting details here!

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Anja Aabenhus, Denmark

Primarily working as a freelance trainer and project co-ordinator in the artistic and cultural field. The last few years with emphasis on interactive ways of communication - new forms of artistic expressions. Mentor in youth work and project-organisation and -realisation. Experienced in all actions of the Youth-program and work with youngsters with special needs.

Contact: aabenhus@adr.dk



Dirk Adams, Germany

Hello, I'm Dirk Adams, 33 years old and I'm living in Köln/Germany. I'm organizing and carrying out trainings as a free-lance trainer, above all in the area of youth exchanges, European voluntary service and support measures of the European YOUTH Programme. My experiences are based in the field of non-formal education with young people and adults. The focus of my work is on intercultural learning, volunteering, conflict management, group building, social exclusion, unemployment, environmental issues and training of multipliers/trainers.

Contact: msdada@gmx.de



Peter Barendse, Netherlands

I am working in the Dutch National Agency for the YOUTH programme, dealing with EVS and Action 5. Within EVS I am responsible for the EVS trainings and the contacts with our Pool of Trainers. In Action 5 I take care of different trainings.

Next to my work I am starting up a small training company „NOONE“, for training based on Intercultural learning and intercultural communication,



course 2001/2002 participants

Name	Country
AABENHUS Anja	Denmark
ADAMS Dirk	Germany
BARENDSE Peter	Netherlands
BARTER Marianne	United Kingdom
BLAKE David	United Kingdom
CASSAR Claudia	Malta
DEGEN Monika	Germany
DEPUIS Clement	France
GOBINS Andris	Latvia
GUICHET-LEBAILLY Sabine	France
HLINENA Dita	Czech Republic
HOOGENDOORN Kees	Netherlands
KEZAITA Monika	Lithuania
KLEKOT Anna	Poland
KRAJCIK Martin	Slovakia
KRIAUCIUNAS Nerijus	Lithuania
KUCINA Silvia	Latvia
MOHR Annette	Germany
RODRIGUES Brian	Denmark
SKELTON Roy	United Kingdom

for groups outside the YOUTH programme. The TFT has been a great inspiration for me to go on with training.

Contact: p.barendse@nizw.nl

Dave Blake, UK

Current occupation: Youth Development Officer for Surrey Youth Service.

Additional info: I am on the training team of Connect Youth International Southern Region, and assess both Youth Initiatives and Action 5 applications for my national agency. I also co-run a training company, „Tiny Bus Training Company“ with a friend of mine. Our motto is, „Taking you where you want to go!“ and we are working with both adults and young people in a variety of settings.

Contact: drabarno@hotmail.com ☒ Tiny Bus Training Company, C/O 3 Potters Lane, Send, Surrey, GU23 7AJ, England ☎ + 44 (0) 7968 832400





Clément Dupuis, France

Activities in the Training & Youth Work Field: Since 2001 Trainer in Youth-work on an International level in (BiTriMulti trainer, organised an international Training Course on „Action 3“ (Youth programme, organisation and training activities in training courses on the topic of young people with Less Opportunities). Since 1997 Trainer and director of Youth-work training sessions on a national level.

Activities in the Training Resources Field: 2002, Publication of reports training courses and seminars. Since 2000 Assistant of the co-ordinator of the European resource centre of the YOUTH programme of the European Commission „SALTO-YOUTH-INJEP“.

Thesis on: The value of non-formal education in Europe: As a trainer, on my own or in a team, I can run workshops on half-day or day sessions, in English and French on the following topics. I can either build training session joining some these different topics and issues: The role of youth-work in France; the structure of youth-work in France; the European Context of the YOUTH programme; the European dimension of a project. How to organise a Youth exchange, and which educational objectives? Project and change management on an International level.

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Andris Gobins, Latvia

Background: Freelance Trainer and project manager from 1998 to date, KPMG training expert in 2001, grown up in exile - Germany: western and eastern European experience.

Languages: English fluent, bilinguality for German and Latvian, French good.

Topics: Training for trainers, Strategic planning, Personnel management, ICL especially East-West co-operation, YOUTH Programme, EVS, European Union, Civil society and anti-corruption.

Experience: Board member or chairman in several western and eastern European NGOs including more than 100 national and international projects as project manager, Trainer in more than 20 international trainings for NGOs but also civil servants, Development of handbooks and manuals, Planning and implementation of PR activities including press conferences, interviews, TV and radio broadcasts.

Training project within the long term training course: Youth Participation and Youth Initiatives.

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Sabine Guichet-Lebailly, France,
*12-07- 1962



Founder and Director of OREADE, specialised association in education and training for active European Citizenship for Youth. (oreade_normandie@freesbee.fr)

Founder and member of NETEAM: Eastern/Western European Training Network of 24 members from 4 countries France, Romania, Denmark and Hungary.

Offer as a trainer: Training in Youth and Social European field: Institutions and decision process, geopolitics, fundamental Right and Values, Intercultural Learning, European dimension, Enlargement and preaccess countries, Project management and strategy, Training management and strategy, networking, presentation of the following programmes of E.U.: Youth, Socrates, Leonardo, Daphne, Equal and Leader.

Languages: French, English (Fluent)

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Kees Hoogendoorn, Netherlands



I am a freelance trainer working in intercultural settings, dealing mostly with: communication, co-operation, project management, coaching, supervision and competency development.

As a trainer, am involved in the European Voluntary Service (EVS) of the Programme Youth. In the Netherlands, I train young EVS-volunteers from all over Europe in On-Arrival and Midterm Trainings. At the European level, I train EVS supervisors from sending and hosting organisations in the 'SOHO International' training course.

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Monika Kezaitė, Lithuania



Mostly involved in EVS - a trainer for National Agency for EVS trainings - on arrival, mid term seminars and other issues dealing with EVS volunteers.

Furthermore, working on training for youth initiatives, youth leaders.

Contact: monikele@centras.lt



Silvia Kucina, Latvia

L2 and Bilingual methodology teacher trainer for the National Programme for Latvian Language Training (NPLLT). I worked from 1998 till now.

Training Work: (from 1999 till now) I trained Youth leaders for the NPLLT integration projects (Youth camps, Youth clubs, school co-operation projects); (May, 2000) trained projects leaders for the Soros Foundation - Latvia and NPLLT Youth camps; (June, 2002) trained (Action 1) projects leaders for Latvia's NA „Youth Programme“. BYP - Contact Making Seminar for beginners in the YOUTH program - Gozo (MAL), March, 2002

Topics: Training for Trainers, YOUTH programme, European Union, Human Rights, InterCultural Learning, Teambuilding, Project Management.

Languages: English good, simultaneous bilingual in Latvian and Russian (fluent), Polish good.

Contact: silva@dpunet.lv ☎ +371 95 47925 📧 Smilsu str.96 - 67, LV-5410 Daugavpils, Latvia



Brian Rodrigues, Denmark

Working since 1995 at the Danish National Agency for the EU-program „Youth“. Working areas: Short Study Visits, Seminars, Contact-making seminars, Administration of especially Action 1 (Youth exchanges), 2 (European Voluntary Service) and 5 (Support Measures). I have prepared, organised and run more than 35 SSV's in Denmark for youth workers and leaders working with young people with special needs.

The major part of these SSV's has been especially with themes and about new methods around working with violent and criminal young people.

During the time in the National Agency I finished courses in „Training for Trainers“ and also „Travel-organiser“.

Now Consultant in own organisation called IYP (International Youth Project) - World House. An organisation who in different ways try to make activities, projects, events around the area of criminal and violent young people. Involved in many different and big networks in Denmark and in Europe to be able to advice and to make international youth projects with these young people, co-ordinating Short-term voluntary service-projects and other projects cross-borders.

Also doing workshops/lectures in „Internationalisation, InterCultural Learning, Constructing international youth projects, Integration of immigrants in different areas“. Likes to deal with special events... Brazilian-fanatic.

Contact: brian.rodrigues@private.dk

Roy Skelton, UK



My speciality is the recognition of informal learning by young people during an international experience, particularly in Actions 1, 2 and 3 of the European Youth Programme. I am the co-author of the Personal Record of Achievement (PRA) developed by the UK National Agency and the linked OCN Accredited programme. My recent training work has included training sessions delivered to each of the 12 Regional Committees of the National Agency in the UK on the Personal Record of Achievement.

Training Courses: Intercultural Learning Course supported by the National Agencies of the UK and Germany in Bad Honneff (Germany, February, 2002). Training course on accreditation in conjunction with IJAB (Germany, January 2003).

Accreditation of Informal learning to a group of (England, February 2003). I am a member of the Youth Exchange Committee for Wales and a past Chairperson of this committee. I am also an assessor for Group Initiative Projects within the European Youth Programme and for the New Opportunities fund for young people as part of the UK National Lottery programme.

Contact: royskelton@cardiff9932.freemove.co.uk

course 2002/2003 participants

These participants will finish the Course at the end of May.

Name	Country
BAUEROVÁ Barbora	Czech Republic
BORTOLINI Luisa	Italy
BÜTER-MENKE Ansgar	Germany
COOLS Guido	Germany
De GERSEM Nele	Belgium
GEORGIEVA Gergana	Bulgaria
GREEN Susannah	United Kingdom
GROSSE Steffen	Germany
HAJDU-KIS Diána	Hungary
HOLÚBKOVÁ Sona	Slovakia
IANNONE Emiliano	Italy
IGLESIAS Concha Fernández	Spain
PINJUSIC Katarina	Croatia
SIENKO Katarzyna	Poland
SMOLINA Anna	Germany
SOUTHWOOD Richard	United Kingdom
URBAN Roland	Austria
WOJNOWSKA Danuta	Poland

creators, trainers, mentors, organisers

Who were the main people in the planning, designing, running and evaluating of the first two courses Training of Trainers for European Youth Projects? We have asked all of them for a personal statement concerning the relevance of the course. So beside the picture you find a personal quote and some information about the current professional background.



Helmut Fennes

„The need for such a course has been evident: the evolution and growth of the youth programmes of the European Union and the increasing quest for quality in youth training required more qualified trainers in European

youthwork. I carried the idea around for some years, waiting for the right time - which came during the preparation for the Youth Programme 2000 to 2006. It has been one of the most ambitious, challenging and at the same time enjoyable projects I have been engaged in - a long-term training course, actually a training programme for trainers which had not existed until then in the youth field, which has been further developed since its first edition, and which has become a model for other training courses in the field. The relevance? I see a majority of the colleagues who participated in the courses working as European youth trainers and related fields, high indemand, and with many of them I am working together in my new position. It has been a privilege for me that I could be part of this development together with my colleagues Leen, Rui, Erzsebet, Paola and Paul.“

Function in and for the course Initiator and major promoter of this course. Developed the concept of the course and was also in the team of trainers in the first course and parts of the second course (Seminar 1)

Professional background Helmut works now in the Directorate for Youth and Sports of the Council of Europe in Strasbourg. Former director of Interkulturelles Zentrum.



Rui Gomes

„At the turn of the millennium, this course was an impressive landmark in the path from infancy to the youth age of the provisions of training-trainers in the European youth scene.“

Function in and for the course Member of the team of trainers in the first course.

Professional background Rui works in the Directorate for Youth and Sports of the Council of Europe in Budapest. Before he was active for many years as a Free-lance Trainer in the European Non-Formal Education Sector.



Leen Laconte

„It takes many unexpected circumstances to create mind-blowing-experiences... International training courses often provide for this kind of experiences. I wish all those involved in organising the unexpected a lot of enthusiasm and ideas a.o. to be found in this Brochure.“

Function in and for the course Member of the team of trainers in the first course.

Professional background Leen used to work for the JINT, in the National Agency for Belgium/Flanders. Since more than two years she works for Villanella, a company promoting arts and educational work through arts in Flanders.



**Erzsebeth Kovacs**

„I recommend this training course to those who do not associate the YOUTH Programme immediately with moneybags, the implementation of a European small-scale project with the pages 3-5 of an application form and „learning by doing“ with „learning by making mistakes“. If you believe that

- the YOUTH Programme created a possibility for young people to put their own values and initiatives into practice,
 - they should feel to be encouraged and supported in using their creativity within the Programme,
 - their small activities are great challenges and the first steps towards other international co-operations in the future,
- than trainers being trained at European level can effectively help you to make the social competence development powerful and fascinating as well as to see and adapt different good practices of youth work in different European countries.“

Function in and for the course Came into the team at the second seminar of Course 1 and remained on the team since.

Professional background Erzsi is member of a group of Researchers and Trainers in Hungary active in Adult Education. For many years she is also doing Training Work Trainer in the European Non-Formal Education Sector.

**Paola Bortini**

„Mastering competencies: from personal development to training“

Function in and for the course Member of the team of trainers in Course 2 and remained on the team since.

Professional background Paola does research and consulting work for a Natural Park in the South of Italy. Her organisational background is in WAGGGS and for many years she has been doing Training Work in the European Non-Formal Education Sector.

**Paul Kloosterman**

„The combination of three residential seminars, the practice of carrying out real training projects and the creation of a network with the participants' group, offers trainees lots of possibilities to work on their

further development as a European trainer. This training course makes it possible for trainers who are active on a national level, to make the step to perform on a European level. For me, training trainers is one of the most challenging jobs. Even more than on other training courses you learn together with the participants.“

Function in and for the course Member of the team of trainers in Course 2 and remained on the team since.

Professional background Paul has his own Training and Consulting Company in the Netherlands. Apart from his work for the Dutch Youth Work Scene he has many years experience in the European Non-Formal Education Sector.



reach out for practise

As an integral part of the Training of Trainers course every participant has to plan, design, implement and evaluate an international Training Project. On these pages we provide an overview over the „Masterpieces“ of the participants of the first two courses.

overview over training projects course 1

Title of project Welcome to Europe (Broaden your horizons) Trainers from Course involved W. Prinzjakowitsch (AUT), H. Wallhäuser (GER), K. Strand (SWE), E. McCrystal (IRL), R. Bischof (HUN), P. Serek (SLK) Location / Working days Sweden / 3,5 days Participants 26 Context Youth Exchanges with socially disadvantaged young people

Title of project Training for Trainers in EVS Trainers from Course involved B. Helm (AUT) + 3 other trainers Location / Working days Germany / 4 days Participants 18 Context Training for Trainers in EVS

Title of project SOHO Trainers from Course involved P. Hofmann (AUT), N. Berggren (SWE) + 1 other trainer Location / Working days Netherlands / 4 days Participants 23 Context Training for EVS Project Supervisors

Title of project Evaluation and Planning of a network of Regional Multipliers Trainers from Course involved B. Verstreyden (BFL) + 1 other trainer Location / Working days Flanders / 2 days Participants 4 Context Regional Multipliers for the YOUTH programme in Flanders

Title of project Training of Multipliers Trainers from Course involved I. Stuer (IRL) + 5 other trainers Location / Working days Denmark / 4,5 days Participants 17 Context Multipliers for the YOUTH programme in 4 different countries

Title of project International Youth Exchange in practice Trainers from Course involved A. Adamkiewicz (POL), M. Medlinska (POL), A. Cardone (ITA), R. Keersmakers (BFL) Location / Working days Poland / 7 days Participants 19 Context Youth Exchanges with socially disadvantaged young people

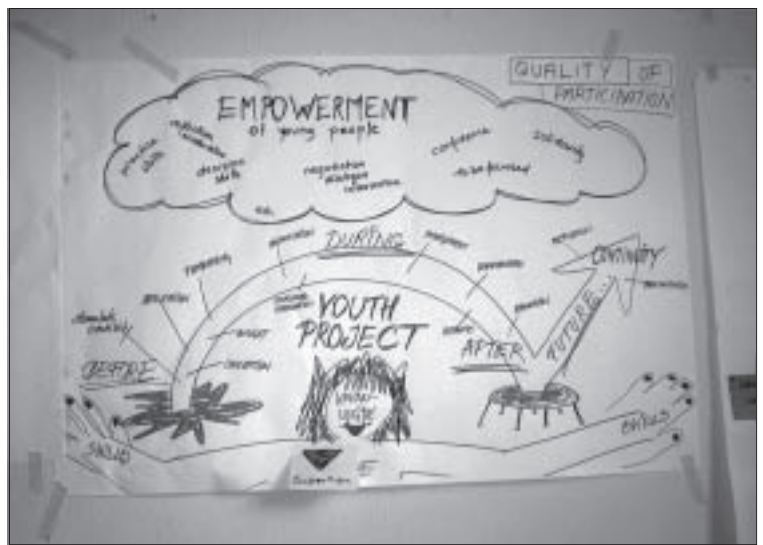
Title of project From puzzled to jigsaw puzzle Trainers from Course involved R. Keersmakers (BFL) + 1 other trainer Location / Working days Belgium / 4,5 days Participants 12 Context Training for EVS Short Term Projects

Title of project Train the Multiplier Trainers from Course involved A. Jeslinkova (CZ), P. Serek (SLK) + 2 other trainers Location / Working days Czech Republic / 3 days Participants 19 Context Regional Multipliers for the YOUTH programme in the Czech Republic

Title of project Extra Tutor Training Trainers from Course involved A. Pulliainen (FIN) + 3 other trainers Location / Working days Finland / 3 days Participants 15 Context EVS – Support of volunteers in leisure time

Title of project Feasibility Training for EVS Trainers from Course involved Y. Trouinard (FR) + 3 other trainers Location / Working days France / 4 days Participants 20 Context EVS – Inclusion of socially disadvantaged youth

Title of project EVStart Trainers from Course involved D. Graupner (GER) + 4 other trainers Location / Working days Germany / 2,5 days Participants 11 Context EVS – Training for interested organisations



criteria for training projects developed by participants (*Status Quo: 2002*)

The training projects developed and implemented by the participants:

- must fit to formal aspects of Action 5 projects and contribute to European YOUTH Projects
- must be realistic and achievable;
- must take place between seminar 2 and 3;
- must be joint projects of course participants (at least two course participants per project); this means: projects should be based on co-operation between participants from the respective training course;
- must be based on real learning needs;
- must be beneficial for the trainer, the participants and the organisations involved;
- must be part of a learning process and representing a challenge for the participants;
- must be open for development and for change as a result of the course;
- must be visible, evaluated, and its results made accessible to the training course and other publics concerned;
- should be in accordance with the training priorities of the YOUTH National Agencies

Title of project **Training for Trainers** Trainers from Course involved I. Gulacsi (HUN), R. Bischof (HUN) + 3 other trainers Location / Working days Hungary / 11 days Participants 28 Context Pool of qualified trainers for the YOUTH programme in Hungary

Title of project **Youth – Europe – Me** Trainers from Course involved R. Stefansdottir (ISL) + 3 other trainers Location / Working days Iceland / 2 days Participants 20 Context YOUTH programme in general

Title of project **Volunteers in Europe** Trainers from Course involved A. Cardone (ITA), H. Wellhäusser (GER), R. Bischoff (HUN) Location / Working days Italy / 3 days Participants 52 Context YOUTH programme in general – information, networking

Title of project **Empowerment 2000** Trainers from Course involved P. Gilsvik + 7 other Trainers Location / Working days Norway / 6 days Participants 15 Context YOUTH programme in general – focus on themes such as integration and ICL

Title of project **Youth's meeting in Debrzno'** Trainers from Course involved M. Medlinska (POL) Location / Working days Poland / 5 days Participants 10 YOUTH initiatives

Title of project **YMCA European YOUTH projects** Trainers from Course involved J. Bowyer (UK) + 1 other trainer Location / Working days England / 5 days Participants 12 Context YOUTH programme in general – information, motivation

overview over training projects course 2

Title of project **All(B)Right Trainers** from Course involved A. Mohr (GER), K. Hoogendoorn (NL), M. Krajcik (SLK) Location / Working days Hamburg (GER) / 9 days Participants 16 from 4 countries Context Youth Work with Minority Groups / Human Rights Education

Title of project **An opportunity to experience Intercultural Learning** Trainers from Course involved D. Adams (GER), R. Skelton(UK) + 1 external trainer Location / Working days Bad Honnef (GER) / 4 days Participants 16 from 4 countries Context Intercultural Learning in Non-Formal Education within the YOUTH programme

Title of project **BYP – Contact Making Seminar for Beginners in the YOUTH programme** Trainers from Course involved B. Rodriguez (DK), C. Cassar (MAL), D. Hlina (CZ), S. Kucina (LAT), A. Aabenhus (DK) Location / Working days Gozo (MAL) / 6 days Participants 28 from 6 countries Context YOUTH programme - Inclusion

Title of project **Neclanda – Training Course on Action 3 in the YOUTH programme** Trainers from Course involved A. Klekot (POL), D. Blake (UK), N. Kriaucinas (LIT), C. Depuis (FR) Location / Working days Marly-le-Roi (FR) / 5 days Participants 24 from 4 countries Context YOUTH programme Action 3

Title of project **NE-TEAM Trainers** from Course involved S. Guichet-Lebailly (FR) + 3 external trainers Location / Working days Houlgate (FR) / 5 days Participants 16 from 4 countries Context Co-operation between trainers in Eastern and Western Europe in the Youth field

Title of project **YIPs in YoPa** Trainers from Course involved P. Barendse (NL), M. Kezaitė (LIT), M. Degen (GER), A. Gobins (LAT), M. Barter (UK) Location / Working days Riga (LT) / 4 days Participants 25 from 5 countries Context Youth participation and Youth Initiatives Projects

statistics

Some figures to demonstrate how many people are reached through this Training Courses:

Course 1999/2000: In altogether **17** international Training Projects **321** participants came together for **74** Days to learn from and with each other.

Course 2001/2002: In altogether **6** international Training Projects **125** participants came together for **33** days to learn from and with each other.

NB: In Course 2 participants had to find their colleagues within the group of participants. That explains the smaller number of training projects.

interkulturelles zentrum

Interkulturelles Zentrum (Intercultural Centre) aims to increase the competence of people in dealing with intercultural situations and conflicts. Interkulturelles Zentrum is involved in areas such as: intercultural education and internationalisation of education, youth exchange, peace pedagogy, integration of refugees, the co-existence of ethnic minorities and majorities. Interkulturelles Zentrum is a private, non-profit organisation founded in 1987, based in Vienna, Austria. It co-operates with various international NGOs, the Austrian ministry of education, the Ministry of Youth, Ministries all over Europe, the Council of Europe, the European Commission and the UNESCO.

www.iz.or.at

Further information to this course and other projects of the Interkulturelles Zentrum:

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impressum

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