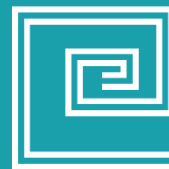


CALL FOR PARTICIPANTS



EUROPÄISCHE
JUGENDBILDUNGS &
BEGEGNUNGSSTÄTTE
WEIMAR

ToT-Ally Diverse



A long term Training of Trainers with diverse abilities 2025-2026

01.11.-07.11.2025 | Weimar (Germany)

20.04.-26.04.2026 | Hondarribi (Spain)

Early summer 2026 | TBD (Slovenia)

Background

The "Training of Trainers" (ToT) course – the most important training programme for trainers in the youth field in Europe – has been organized for over 20 years by SALTO in cooperation with the National Agencies within the framework of Erasmus+ Youth. Over the years, it has trained more than 500 European trainers. However, to date, only a few persons with disabilities have participated in the programme. The entry requirements for the ToT course are high, even for individuals with substantial experience in youth work and non-formal education. As a result, the course remains largely inaccessible to many people with disabilities, who often have not had the opportunity to develop the necessary skills and competences to meet the eligibility criteria for participation.

Aims & objectives:

The project aims to develop a tailored methodological framework that responds directly to the specific needs of people with diverse abilities, enabling their training as youth trainers—not through adaptation of existing models, but through inclusive design from the outset. Grounded in the ETS competence model, this approach seeks to strengthen inclusion and diversity in European youth work.

In detail, the objectives of the project are:

- Develop competencies of trainers specifically with a diverse background in terms of abilities, increasing their representation in the training field.
- Develop an Inclusive Training Framework, with its methodology and tools, based on the ETS competence model for trainers;
- Increase quality, quantity, accessibility and inclusion of the non-formal education field in Europe;
- Align with and promote the message the Convention on the Rights of Persons with Disabilities.

The project is guided by the SALTO Inclusion & Diversity Road Map, aiming to create inclusive training spaces where trainers with diverse abilities are not only participants but active members of the trainer teams (see below). This strengthens diversity in European youth work by ensuring meaningful representation and promoting collaboration between participants, their organisations, National Agencies, and other stakeholders. Universal design principles, personal support (e.g. assistants, interpreters), and accessible environments are central to making participation possible for all. Special attention is paid to inclusive communication, avoiding stereotypes and promoting respectful representation. Aligned with the UN Convention on the Rights of Persons with Disabilities (CRPD), the project respects every individual's autonomy, dignity, and right to make their own decisions. It ensures that all involved – from trainers to venue staff – uphold these principles, creating a learning environment where equal participation and self-determination are actively supported, particularly for young women with disabilities who may face intersectional discrimination.

Target Group:

This activity is targeted at 12 participants from Erasmus+ programme countries (18+) with diverse abilities (sensorial, organic, physical, intellectual...) eager to become trainers in the framework of non-formal education. Participants have to present a disability certificate for eligibility purposes. Participants should have, at least, a minimum understanding & previous participation in international youth work activities as well as the ability of attending and communicating in English and/or International Signs System. Participants are expected to participate in all three events.

Phases & activities planned

Online on-boarding phase.

Preparatory phase: Self-assessment on learning needs.

Residential activity (A1) in Weimar (Germany), 01.-07.11.2025, including:

- Non formal education principles as a relationship work;
- Introduction to ETS Competence Model for trainers;
- Identify needs, competency gaps;

- Setting learning goals (what and who can support the individual learning process);
- Creation of teams.

Online phase 2: Co-creation of the second seminar; Self-Directed Learning.

Residential activity (A2) in Hondarribi (Spain), 20.-26.04.2026, including:

- Programme planned and facilitated with participants;
- Competences development;
- Competences based approach;
- Collaborating in teams.

Online phase 3: reflection over the co-creation part.

Activity 3 in Slovenia, early summer 2026 (TBD), including:

- Learning in practice;
- Harvesting learnings;
- Setting future learning goals.
- What's next?

Evaluation phase: organisations and participants.

Accessibility & role of project partners

For a total number of 12 participants, 8 support persons are being requested to be covered within the Erasmus+ grant. This means that personal assistants, sign language interpreters and other support personnel will be included, depending on the needs and preferences of the participants. These support persons will be remunerated according to country based standard fees. Further details are available upon individual negotiations and contracting accordingly.

Expected role of project partners

- Supporting the selection of participants and support person when needed;
- Dissemination of the process and its results;
- Potential support and preparation of participants (content and logistics pre-departures);
- Keeping track / following the process of the participants they have sent;
- Evaluating the whole process as partnership.

Trainers team:

Inspired by the European Disability Forum's motto "Nothing about us without us", this project is grounded in the principle that true inclusion and accessibility are only possible through the active involvement of those directly affected. In Europe, initiatives that support the training of people with diverse abilities as non-formal education trainers—especially with a focus on ETS competences—remain rare. Therefore, the project will be led by a mixed-abilities team to ensure authentic representation and impact. The trainers for the project are:

Viki H. Alonso is a freelance trainer working internationally in the Erasmus+ framework, supporting the inclusion of people with diverse abilities for a more accessible youth work in Europe. With a Sign Language interpretation background and wide knowledge acquired about diverse abilities in 20 years of experience nowadays works supporting the implementation of the EU Youth Strategy, upholding youth workers and young people with diverse abilities in their personal and professional development.

Daniele Nubile is a freelance trainer and facilitator active in the field of European non-formal education, particularly within Erasmus+ and the European Solidarity Corps. He designs and delivers inclusive learning experiences with a strong focus on accessibility, participation, and co-creation. Daniele has worked extensively with diverse learner groups, including mixed-ability and disability-inclusive teams, and is committed to creating spaces where everyone can engage meaningfully. His work draws on experiential learning, systemic approaches, and the European Training Strategy competence model.

Iago Rubio Rodríguez is junior trainer with experience as both a participant and team leader in numerous non-formal education activities. Iago studied social and labour integration before beginning his work supporting people with a disability certificate. His role includes assisting job seekers and connecting them with companies, while also guiding businesses through the process of creating more inclusive work environments. He recently moved from Spain to Weimar, Germany, to collaborate with EJBW. There, he is actively involved in strengthening the organisation's awareness and commitment to diversity in the design and implementation of its projects.

Travel information

We will reimburse the travel costs on the basis of the cheapest possibilities, e.g. second class railway tickets, economy class flights etc., within the provided limit, from place of residency to the venue of the activity and return, based on the rates of the "distance calculator" of the European Commission <https://erasmus-plus.ec.europa.eu/de/node/2626> and related regulations as follows:

- 10-99 km: 28,00 EUR / Green travel: 56,00 EUR
- 100-499 km: 211,00 EUR / Green travel: 285,00 EUR
- 500-1999 km: 309,00 EUR / Green travel: 417,00 EUR
- 2000-2999 km: 395,00 EUR / Green travel: 535,00 EUR
- 3000-3999 km: 580,00 EUR / Green travel: 785,00 EUR

*Green travel: Travel where low-emission modes of transport are used **for the majority of the journey**, such as bus, train, bicycle or carpooling.*

Participation fees

We are aware of the difficult financial situation of many people active in the field. Nevertheless, we see the offered events as a quality experience concerning venues, tools and activities and therefore as a unique opportunity for personal learning, professional development & networking which should be, beyond the received funding from European taxpayers not "for free". Further, as providers of civic education, focusing as well on topics as (global) social justice, we decided to disrupt the vicious system of underpayment of people active in the field of (international) youth work & education, who dedicate their lifetime & energy for creating quality learning experiences by offering fair payment for their work (e.g. as free-lance trainers, facilitators or support staff). Therefore, a financial contribution from each participant is required **upon individual situation & decision per event**:

- You are e.g. student, unemployed person or a volunteer without own income (reduced fee): 25,00 EUR
- You are e.g. freelanced youth worker / trainer / educator with own income (standard fee): 50,00 EUR
- You are e.g. a person in stable job/employment (solidarity fee): 75,00 EUR

In case you are not able to afford the fee, please contact us for individual solutions.

Venues, accommodation & board

Activity 1: 01.11.-07.11.2025 | Weimar (Germany)

Accommodation in double rooms, full board & activities will take place at the Stiftung Europäische Jugendbildungs- und Jugendbegegnungsstätte Weimar (Foundation "European Youth Education and Meeting Centre in Weimar, EJBW): <http://www.ejbweimar.de/>

Activity 2: 20.04.-26.04.2026 | Hondarribi (Spain)

Accommodation in shared rooms, full board & activities will take place at Albergue Juan Sebastián Elcano <https://reaj.com/albergues/juvenil-juan-sebastian-elcano/>

Activity 3 in Slovenia, early summer 2026 (TBD)

How to apply?

Please apply **until 17th of August 2025** via <https://forms.gle/8fUwxPsfzR2sPneU8>

We will inform all applicants after 31st of August 2025.

SUPPORT



**Co-funded by
the European Union**



**Bundesministerium
für Familie, Senioren, Frauen
und Jugend**

IMPRINT:

ToT-Ally Diverse

A long term Training of Trainers with diverse abilities 2025-2026

CALL FOR PARTICIPANTS

- 01.11.-07.11.2025 | Weimar (Germany)
- 20.04.-26.04.2026 | Hondarribi (Spain)
- Early summer 2026 | Slovenia (tbd)

Stiftung »Europäische Jugendbildungs- und Jugendbegegnungsstätte Weimar« (EJBW)
Jenaer Straße 2/4
D-99425 Weimar (Germany)
Fon +49 (0) 3643 827-0

Legal notice:

Text: Virginia Hernández, Daniele Nubile, Markus Rebitschek
Layout: Markus Rebitschek
Cover: Daniele Nubile

Weimar, July 2025