CALL FOR PARTICIPANTS

EUROPÄISCHE
JUGENDBILDUNGS &
BEGEGNUNGSSTÄTTE
WEIMAR

ToT-Ally ok



A long term, practice-based Training of Trainers with diverse abilities

10.03.-16.03.2027 | Toledo (Spain)

09.05.-15.05.2027 | Weimar (Germany)

September 2027 | TBD (Slovenia)

An inclusive, practice-based Training of Trainers

ToT-Ally ok is a long-term learning journey for people with disabilities who want to develop or strengthen their role as trainers in international youth work and non-formal education.

The project builds on the experience and results of **ToT-Ally Diverse**. It responds to a persistent gap in the European youth field: people with disabilities remain underrepresented among trainers and often face barriers when trying to access existing professional development pathways. Rather than taking a standard Training of Trainers and adapting it afterwards, ToT-Ally ok is designed from the beginning around accessibility, participation and different ways of learning, communicating and contributing.

Universal Design, accessible communication, personal support and respect for individual autonomy are not additional measures within the project; they are part of its foundation. Support persons, personal assistants, interpreters and other forms of individual support will be integrated into the learning process when needed. The project understands access not only as physical accessibility, but also as access to information, relationships, decision-making, learning and professional opportunities.

More than a course

ToT-Ally ok is not a sequence of three separate seminars. It is **one connected learning process**, made up of three residential seminars and two online phases.

The process is grounded in the **ETS Competence Model for Trainers** and in a competence-based approach to learning. Participants will be supported to recognise their existing experience, identify the areas in which they want to develop and set individual learning goals. The competence model will be used as an orientation tool rather than as a test or a fixed standard that everyone must reach in the same way.

Participants will learn through experience: by observing, experimenting, facilitating, receiving feedback, reflecting and working together. The programme will combine trainer-led input with peer learning, individual reflection, practical experimentation and opportunities to connect the learning with real situations from international youth work.

Co-creation from the beginning

A central element of ToT-Ally ok is that participants will not only attend the programme: **they will help shape it**.

Co-creation and co-facilitation will begin during the first residential seminar and develop throughout the whole process. Participants will gradually take responsibility for different parts of the learning journey, for example by:

- proposing topics connected with their learning needs and experience;
- contributing methods, perspectives and resources;
- facilitating or co-facilitating activities;
- working in small programme or facilitation teams;
- offering online sessions to the group;
- giving feedback on the programme while it is still taking place;
- contributing to the design of the following seminar.

Co-creation does not mean that participants will be left alone to organise the programme. The trainers' team will provide structure, guidance, mentoring and practical support. Expectations, responsibilities and decision-making processes will be discussed transparently from the beginning.

Co-creation will be a shared responsibility, while specific facilitation roles will be agreed according to participants' experience, learning goals, readiness and access needs. The intention is not for everyone to facilitate in exactly the same way, but for everyone to participate meaningfully in shaping the learning process.

The learning journey

Before the first seminar, the online onboarding process.

Before meeting in person, participants will take part in an accessible online onboarding process.

This phase will help the group to get to know one another, identify access and support needs, clarify expectations and become familiar with the overall journey. Participants will also begin reflecting on their experience, strengths, interests and individual learning goals as trainers.

First residential seminar

10th –16th of March 2027 | Toledo, Spain

The first seminar will create the foundations for the whole process.

Participants will explore non-formal education, learning in groups, the role and identity of a trainer, competence-based learning and the ETS Competence Model for Trainers. Time will be dedicated to building trust, understanding the diversity within the group and creating shared agreements around communication, accessibility, cooperation and feedback.

Accessibility will be explored as part of the trainer's practice: not only how to adapt an activity when a participant encounters a barrier, but how to design learning environments that are accessible by default.

From this first seminar, participants will begin contributing to the programme. They will have opportunities to facilitate or co-facilitate smaller elements, test methods, share expertise and work together on the content and direction of the learning journey.

First online phase

The first online phase will maintain the connection between the residential seminars and support participants in continuing their learning.

It will include participant-facilitated sessions, peer exchange, mentoring, reflection and preparation for the second seminar. Participants may work individually or in small teams, depending on their learning goals and the sessions they want to develop.

The online phase is an integral part of the Training of Trainers, not simply a period between seminars. Participation, communication and responsibilities during this phase will therefore be agreed clearly with participants from the beginning.

Second residential seminar

9th –15th of May 2027 | Weimar, Germany

The second seminar will place stronger emphasis on practice, collaboration and the development of participants' facilitation competences.

Participants will work more deeply on designing learning processes, choosing and adapting methods, communicating meaningfully, collaborating in trainer teams, giving and receiving feedback, working with group dynamics and responding when a session does not develop as planned.

A significant part of the programme will be co-created and co-facilitated with participants. Facilitation teams will be supported to begin with shared aims, consider the strengths and support needs of each team member, divide responsibilities and prepare accessible learning activities.

The seminar will also create space to reflect on the realities of working as a trainer with a disability, including the relationship with support persons, conflicting access needs, professional boundaries and the structural barriers that can affect access to trainer opportunities.

Second online phase

During the second online phase, participants will continue offering sessions, exchanging feedback and working on their individual and collective learning goals.

This phase will also be used to co-create the final residential seminar in Slovenia. The programme will be developed through accessible and clearly structured processes, with regular contact and support from the trainers' team.

Third residential seminar

Beginning of September | Slovenia (tbd)

The final seminar will bring together the experience, learning and relationships developed throughout the whole journey.

Its programme will be substantially shaped by participants and will offer space to practise facilitation, consolidate competences and explore more complex topics connected with training diverse groups. Participants will be able to test ideas, learn from one another and receive feedback in a supportive environment.

The seminar will also look beyond the end of the project. Participants will reflect on their trainer identity, recognise their strengths and limits, identify future learning needs and consider possible next steps in international youth work. This may include finding facilitation opportunities, working alongside more experienced trainers, developing complete training programmes, creating professional profiles or continuing as a peer and alumni network.

The process will close by harvesting individual and collective learning and recognising the different forms of contribution made throughout the journey.

A learning community

ToT-Ally ok understands the group itself as an important learning resource. Participants will arrive with different disabilities, identities, backgrounds, levels of experience, communication preferences and relationships with the youth field. This diversity will not be treated as a difficulty to overcome, but as an essential part of the learning environment.

At the same time, inclusion will not be presented as something that happens automatically because people with disabilities are present. The group will continuously explore how power, privilege, access, responsibility and communication influence participation.

Regular feedback and reflection will be built into every phase. Participants will be encouraged to communicate what is supporting or limiting their learning while the programme can still respond to it. The trainers' team will also reflect openly on its decisions, limitations and learning.

Through this shared journey, ToT-Ally ok aims to support participants not only to gain new methods, but to recognise themselves—and be recognised by others—as trainers who belong in the European youth-work field.

Target Group

- You are 18 years or older.
- You live in an Erasmus+ programme country
- You identify as a person with a disability or chronic illness.

- You can take part in the full programme (all three residential events), including online preparation and follow-up sessions.
- You can follow a programme in English, or in International Sign with the interpretation we provide.
- You plan to use what you learn, for example by running at least one activity in the 12 months after the training.

How we select participants

- We are looking for a group of approx. 12 trainers and future trainers with disabilities. We want a mix of people with a lot of experience and people at the start of their path. **Little experience is not a reason to be rejected.**

What we look for

Criterion	What this means
Reflection on your practice	You can describe concretely what you did, what worked and what you would change. A small activity described well counts as much as a big one.
Inclusive practice	You have made an activity accessible to others, or you bring lived experience of what access really needs.
Learning potential	You know what you want to develop, and you are open to learning from others.
Motivation	You have a clear reason to join this training at this moment.
Use after the training	You have a concrete idea of how you will share or use what you learn.

We value clear, concrete answers more than long answers or perfect English. You can also answer with a video in sign language or a voice message, sent to the team via E-mail.

How we build a balanced group

From the candidates who meet the criteria, we put together a group that is diverse in:

- **Experience**: experienced trainers, people with some facilitation experience, and newcomers
- **Disability and access needs**: no single group of disabilities makes up most of the group
- **Countries and organisations**: at most 2-3 people from the same country and 2-3 from the same organisation
- **Gender and age**
- **New and returning people**: most places go to people who did not take part in the first edition

This means a strong application can still end up on the waiting list if the group is already full in its category.

Accessibility

If needed support persons will 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.

Trainers team

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.

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): 50,00 EUR
- You are e.g. freelanced youth worker / trainer / educator with own income (standard fee): 75,00 EUR
- You are e.g. a person in stable job/employment (solidarity fee): 100,00 EUR

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

Venues, accommodation & board

The training takes place at different venues, some of them offer a limited number of wheelchair-accessible rooms with accessible bathrooms. We provide International Sign interpretation, and we cover travel and accommodation for personal assistants (see above).

Accessible rooms and interpretation are limited, so we have to match the group to what the venue can offer. If we cannot guarantee full access for your needs at this venue, we will tell you openly and explain why. You will then get priority for our next activity. We will never invite you to an activity we cannot make accessible for you.

Activity I: 10th –16th of March 2027 | Toledo, Spain
Accommodation in shared rooms, full board & activities will take place at "El Casar de la Inesa" https://www.elcasardelainesa.com/

Activity II: 9th –15th of May 2027 | Weimar, Germany
Accommodation in shared 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 III: in Slovenia, Maribor (Slovenia), tbd
Accommodation in shared rooms, full board & activities will take place at "Center Sonček Vrtiče", https://youtu.be/M9SkdR-rTLs

How to apply?

Please apply **until 20th of December 2026** via https://forms.gle/9ZyPFM5PgkbHkKB1A

We will inform all applicants in the week 11th – 15th of January 2027.

SUPPORT

Co-funded by the European Union

Bundesministerium für Familie, Senioren, Frauen und Jugend

IMPRINT:

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Weimar, November 2026