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**General Activity Description:**

The (Leadership, Empowerment, Facilitation For Youth) Workshop is the essential workshop to develop new Trainers. It is the crucial event from where the Capacity Building spreads. The workshop shall range over Five days. The sessions shall be aligned to maintain the participants receive the needed skills to be able to be efficient trainers capable of coordinating/delivering the different capacity-building events, regardless of the topic.

**Goals & Objectives of the Workshop:**

Over the 5-day Workshop, the participants are expected to get used to the following objectives, being assessed according to the different assessment methodologies, which shall be discussed later within the proposal.

**Goal 1: Design, Delivery, Evaluation, and Follow-up of a Training Session.**

● **Objective 1.1**.: Participants identify and practice how to conduct a training needs assessment and strategically use training to address those needs.

* **IoS 1.1.1**.: At least, 80% of the participants are able to draft a needs assessment of a training session by the end of the workshop.
* **IoS 1.1.2**.: At least, 80% of participants are able to conduct a training session strategically addressing needs by the end of the workshop.

● **Objective 1.2**.: At least, 80% of participants are able to design a learning experience that engages all kinds of learners.

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● **Objective 1.3**.: Participants can illustrate the values of experiential learning and Kolb’s learning theory and apply session design according to Bloom’s taxonomy and 4MAT.

* **IoS 1.3.1.**: At least, 80% of participants can implement the 4MAT & Koldb’s learning models by making session outlines.
* **IoS 1.3.2**.: At least, 80% of participants can write learning objectives according to Bloom’s taxonomy model.

● **Objective 1.4**.: At least, 80% of participants are able to identify and practice the different elements of a session (learning blocks, briefing, and debriefing, energizers, ice-breakers, etc.).

● **Objective 1.5.**: Participants are able to evaluate their sessions and assess the impact on the participants.

* **IoS 1.5.1**.: 80% of the participants are able to create an evaluation plan for their learning objectives.
* **IoS 1.5.2**.: 80% of the participants incorporate at least one tool for impact assessment while delivering their graduation training sessions.

● **Objective 1.6.**: Participants are able to plan and implement sufficient follow-up for training sessions and workshops.

* **IoS 1.6.1**.: At least, 80% of the participants are able to create follow-up plan for their capacity-building activities.

**Goal 2: Soft Skills Development for effective training design and training delivery.**

● **Objective 2.1.:** Participants learn the basics of group dynamics.

* **IoS 2.1.1**.: At least, 80 % of participants are able to describe characteristics of the group and team dynamics and apply group dynamics in their sessions.

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● **Objective 2.2.**: Participants learn and acquire basic theories and skills of communication

* **IoS 2.2.1**.: At least, 80% of participants are able to describe the techniques of proper communication by the end of the workshop

● **Objective 2.3.:** Participants are able to demonstrate and practice proper use of public speaking, non-verbal communication, and body language.

* **IoS 2.3.1**.: all participants apply the various presentation and body language techniques, give, and receive constructive feedback before the graduation training.
* **IoS 2.3.2.**: At least, 80% of participants show an increase in their skills and confidence in their presentation techniques by the end of the workshop.

● **Objective 2.4**.: Participants are able to co-facilitate with other trainers.

* **IoS 2.4.1**.: At least, 80% of participants show an increased fluency in co-facilitating with other trainers by the end of the workshop.

**Goal 3: Youth and accountable trainer's attitude development.**

● **Objective 3.1.:** 80% of participants are able to define Non-Formal Education (NFE).

● **Objective 3.2.:** 80% of Participants are able to explain how NFE differs from Formal and Informal Education.

● **Objective 3.3.:** 70% of Participants are able to conduct a session while accommodating multicultural diversities.

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● **Objective 3.4.:** 70% of Participants are aware of their role in their communities and the positive impact they can make in it.

**Target Group & Expected Participants Number:**

**NO:** 10-25 Participants

**Target Group:**

* Youth workers
* Trainers
* Youth leaders
* Volunteers

**Methodology**

The 4-day workshop shall be based on the non-formal education framework and the sessions shall be delivered while maintaining high-quality standards by ensuring all the sessions outline meet the objectives set for the workshop and in a way that tackles all types of learners while creating a safe environment for the participants to ensure achieving optimum impact from the workshop.

 ● **Interactive Presentations**:

* Using pictures, videos, and other types of visual aids to give participants an overview of certain areas and also for advanced theories.

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● **Small Working Groups (SWGs):**

* The participants are to be given a chance to sit together and discuss in small groups, each one will be led and supervised by a trainer to involve participants more effectively and produce the best outcomes.

● **Scenarios, Roleplay, & Peer-education**:

* To prepare the participants for real-life situations, and simulate specific scenarios aimed to apply in a practical way the skills taught during the sessions in a supportive and constructive environment.

● **Feedback, and Monitoring & Evaluation:**

* The participants shall be given a chance to provide their feedback and honest opinions on the topics facilitated at the end of each day. So it will give a chance to trainers to understand what to improve in the next few days, and how to adapt the agenda and training more to participants' needs and expectations.

● **Brainstorming, Debate, Case Study, Simulation Session, etc.**

**Follow-up Plan:**

* Graduation Process: Besides attending **ANUBIS EXCHANGE**, the graduation process includes the following steps:

● Before the end of the workshop, participants must deliver a training session of at least 20 minutes in which they will apply the knowledge and skills they gained. The ANUBIS EXCHANGE Trainers are responsible for evaluating this session and giving feedback to participants as part of their graduation process.

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● After the Training, participants must deliver at least 6 hours of training sessions, which should be stated in their trainer’s portfolio.

● Outcome:

After completing the graduation process, ANUBIS EXCHANGE graduates are expected to apply to the Trainers Pool under the category of Trainers. Otherwise, they are only allowed to apply as Facilitators.

**Timeline:**

You can have a look to our timeline through the following link:

<https://docs.google.com/spreadsheets/d/1kcveyCwNH5A261NW1ZmWhyShi9IHZLYTAVpI97FVuPw/edit?usp=sharing>

**Yours,**

**Anubis Exchange Team**