



TRAINING OF TRAINERS

for ERASMUS+ Youth and European
Solidarity Corps Programmes

SUPPORTED THROUGH THE ERASMUS+: YOUTH AND EUROPEAN SOLIDARITY CORPS

PROGRAMMES

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1. Foreword by SALTO

Welcome to the Training of Trainers (ToT), a journey designed to prepare and empower international trainers in the youth work field. This training is an important initiative for us at SALTO and for the network of National Agencies (NAs) in our common mission to implement the Erasmus+ and European Solidarity Corps (ESC) programmes as well as the [European Training Strategy \(ETS\)](#), which aims to enhance the quality and recognition of youth work and non-formal learning across Europe.

By participating in this training, you will join an informal European network of trainers, facilitators and institutions committed to fostering inclusion, diversity, human rights and civic engagement among young people.

ToT offers a unique opportunity to develop your competences in designing and delivering impactful learning experiences to youth workers, educators and young people. These skills are vital if we want to ensure a brighter future for young people in Europe.

If you decide to apply, know that it will be a journey of professional development but more than that, it will be a place to prepare yourself for a crucial role in shaping the future of youth work in Europe.

Best Greetings,

The SALTO Training and Cooperation Resource Centre Team
([SALTO TC](#))

2. Aim and Objectives

Aim:

The Training of Trainers aims to develop trainers' competences in designing and delivering impactful learning experiences within the Erasmus+ Youth and European Solidarity Corps programmes specifically, and in youth work at large.

Objectives:

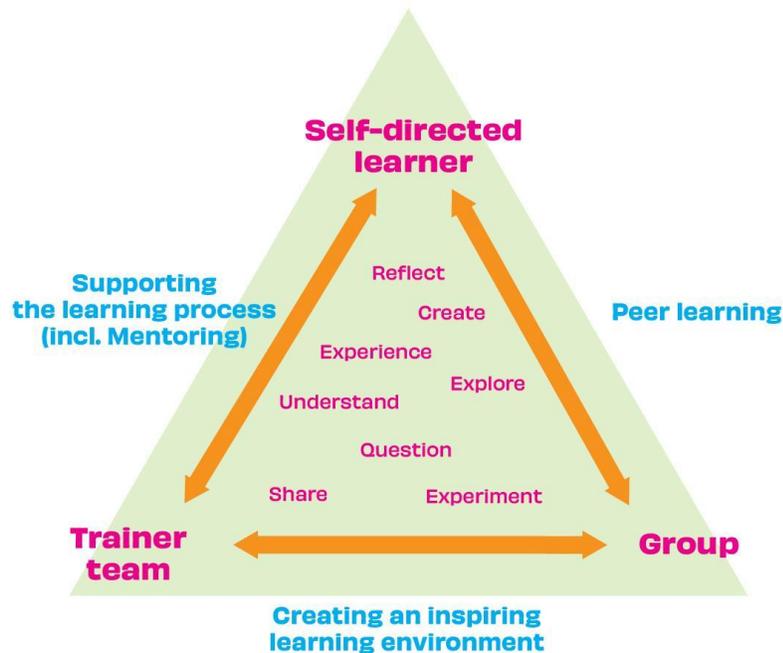
- To develop trainers' competences according to the ETS Competence Model for Trainers;
- To increase the understanding of educational approaches, training principles and methodologies in the context of Non-Formal Learning;
- To clarify the political and institutional context of the Erasmus+ Youth and European Solidarity Corps programmes;
- To support participants in assessing their competences and learning needs as trainers and motivate them to act as self-directed learners;
- To offer professional development opportunities such as real-life international training practice and mentoring;
- To contribute to a reflective and civically engaged community of practice in the European youth work training field.

3. ToT Approach

Participants enter the ToT course with various levels of prior experience and competences developed as trainers – consequently, the individual learning needs of participants are different.

Our educational approach in the ToT course aims to allow for these different learning needs to be identified and pursued. Participants will be supported in a personalised learning experience, where they can gradually become more autonomous, self-directed learners. In this process, where participants take responsibility for their learning, there are three essential pillars: the learner, the group as a source for peer learning and the trainers as facilitators of these learning processes.

Together with participants, we create an inspiring learning space where each one can develop self-awareness, gain confidence and reflect on their practices, values and, ultimately, on their educational approach. This process is supported by the trainers' team, the peer learning dimension and mentoring (mentoring is better described in a separate chapter).



The ToT approach to learning

Developing self-awareness and self-confidence

Connecting to motivation, needs and potential

4. Seminars

The three residential seminars are designed and facilitated primarily by the trainers' team. The seminars are an environment for reflective and holistic learning, offering opportunities for understanding and practising self-directed learning, personalised learning, peer learning and a co-creation/facilitation of some parts of the programme itself, within a deep group learning dimension.

5. Online Learning

ToT has a significant online learning dimension that ensures the continuity of the learning process and keeps the connection with trainers and other participants. It provides participants the opportunity to learn more about the digital dimension of the trainer's work and digital facilitation. The main aspects of the online learning are:

- **Onboarding phase:** In the weeks before the Kick-off residential seminar the online learning will already start with asynchronous preparation tasks, a first mentor talk and, about one week before the first seminar, an online onboarding meeting with the group to get to know each other and get prepared for the learning journey.
- **Study groups:** Study groups are voluntarily formed small groups of participants supported by one of the team members. They take place in between seminars in the form of online sessions or other initiatives. Some topics will be proposed by the team, and some can be proposed by participants. The study groups last between 2 and 6 weeks and participants have the opportunity to learn together about important topics related to training and facilitation. Participants could take on the facilitation of one or more of these online group sessions.
- **ToT Library and Social Media Platforms:** The ToT online learning environment includes the ToT Library, a directory that holds hundreds of interesting policy documents, publications, articles and videos that support trainer competence development. A Whatsapp group and a FB page will also be created for instant communication among the group and resource sharing.
- **Mentoring and Training Practice Course (TPC) support:** Individual mentoring sessions and specifically tailored support for each TPC team will also take place online, throughout the ToT course.

6. Training Practice Courses

Training Practice Courses are international training courses of 4-5 days designed and delivered by ToT participants. These courses are fully pre-funded by the Erasmus+ and European Solidarity Corps National Agencies. Participants form teams of four around a common theme during the first seminar. Each team, with the support of their National Agencies, is responsible for cooperating online to develop the course concept, launching the call for participants, attending

a preparatory meeting, and delivering and evaluating the training course they have developed. One ToT trainer supports each TPC team through two online meetings, regular online communication, and specific activities during seminars. ToT trainers do not deliver the training practice courses with participants.

7. Mentoring & Support Groups

One of the key aspects of our ToT is a diverse offer of supporting participants' learning journey by the trainers' team. The support will have a strong focus on trainers' competence development.

- **Individual mentoring:** Before the first seminar and in between seminars participants will have the possibility for a total of 5 individual online mentoring talks with their assigned trainer from the team.
- **Group mentoring:** During all 3 residential seminars, each of the trainers will have a group mentoring session. These sessions will be related to the individual learning journeys and offer mentor support as well as peer support.
- **Support groups:** During the residential seminars participants will meet in support groups to reflect together on how the training programme impacts their learning process. It is a collective reflection to get more insights into the relationship between programme design, group and individual learning processes.

8. Summary of each stage

Stage 1 – Onboarding (online) - early September

After selection, participants are invited to get acquainted with the ToT educational approach and methodology and to prepare for the kick-off seminar. An onboarding online group session and other online activities support this process and initiate group building. Participants are also invited to self-assess their trainer competences and draft initial learning goals. The first mentor talk takes place online before the Kick-off seminar.

Stage 2 - Kick-off seminar (residential) - mid-September

This stage consists of a 7-day residential seminar, focusing on establishing the course's foundation. This includes group building, creating an optimal learning environment, understanding the European context of ToT, and experiencing personalised, self-directed and non-linear learning methodologies. Participants will learn how to assess their competences and

set personal development objectives. The seminar also emphasises peer learning and self-reflection. The formation of TPC (Training Practice Courses) teams and study groups are key components as well.

Stage 3 – TPC Meetings and Study Groups (online) - October - November

During this stage, participants will be focused on developing the main concept, objectives and draft programme of their TPC. The calls for participants for these Training Practice Courses are also launched in this period. Parallely, online study groups and mentor talks will take place to deepen participants' knowledge of specific competences and support their ToT journey.

Stage 4 - Midterm Seminar (residential) - December

This is a participant-driven 6-day residential seminar focused on developing specific training competences, including teamwork, training design, facilitation and intercultural learning. The seminar allows participants to design and deliver concrete sessions and prepare for the next phase, reflecting in support groups and group mentoring.

Stage 5 – TPC delivery and Study Groups (in-person and online) - January - April

During this stage participants meet online and in person in their TPC teams firstly to prepare and later to deliver their TPC. After their TPC takes place, they also convene to evaluate and deliver their TPC report. Study groups and individual mentor talks continue to take place online.

Stage 6 - Closing Seminar (residential) - May

This will be a 5-day seminar where participants get the chance to reflect on specific aspects of their TPCs together with the others in the group. Participants can also revisit some of the training topics and reflect on their learning paths during ToT. Lastly, participants plan the next steps of their development as trainers and cooperation opportunities with one another.

Stage 7 - Joining the ToT Alumni Community (online)

After ToT, Participants are invited to join an online community of trainers, where peer mentoring, online resources and online sessions are available regularly.

9. Benefits/testimonies

“ToT had a great impact on my professional development as a trainer. This one-year-long experience changed my readiness and transformed my understanding of what “reflection” and

“learning” means – a cornerstone of every trainer’s capacity to grow and develop. It also gave me a crucial opportunity to collaborate and dream together with other like-minded colleagues and to critically enrich my practices as trainer. And of course, it ukulelefied a bit my life :) “

[Stefan Georgiev](#) (Bulgaria)

“At first, ToT felt like my chance to deepen my knowledge and strengthen or develop new skills in training and facilitation. I felt I had reached my limit in what I was doing and needed a quality peer review and peer learning. Little did I know that on top of that, I would receive massive a-ha moments I probably wouldn’t have gotten otherwise, meet some long-term partners and friends and get some sort of quality label recognised by others. Above that, training has opened new doors and ignited a new passion for learning and my profession.”

Karmen Murn (Slovenia/ Germany)

“The Training of Trainers (ToT) programme was a transformative journey for me, delving into the realm of non-formal education. It was an experience crafted to cater to my individual learning needs and personal growth, shaping me not just as a learner, but also as a trainer. ToT encouraged me to tap into my playful side, fostering an atmosphere of experimentation and discovery both within myself and in the training space. I gained valuable insights into my identity as a trainer, clarifying my approach to designing transformative learning experiences. I learned to harness the power of safety, playfulness, joy, experimentation, and embracing the unknown as essential resources in my professional development journey.”

[Petar Dukic](#) (Croatia)

10. [Team](#)

The SALTO Training of Trainer team is composed of three international senior trainers:

- [Anita Silva, Portugal](#)

Anita Silva is a Portuguese creative trainer, consultant and... clown. She has extensive experience in Non-Formal Education approaches in International Youth Work, Higher Education, Community Work and the Private Sector. She studied Creativity and Innovation and loves to take people and organisations on a journey outside their boxes. She is the founder of Clowncare, an NGO that makes clown visits to eldercare settings and the director of Team MAIS, a consulting company that helps organisations take Learning, Creativity and Innovation a step further.

- [Gabi Steinprinz, The Netherlands](#)

Gabi is a game fanatic and that shows in her being a trainer. She has been active in E+ and ESC since 1994. She is a freelance trainer working in the Dutch trainer pool and in the international youth field. With her NGO YES, she has created playful and creative learning environments and developed tools for learning and competence development, like educational inclusive escape adventures. She is in her element when it comes to non-linear organic learning, competence development, inclusion (especially diversability) and innovation. She aims for insecurity, confusion and chaos to be embraced by facilitators, to counterbalance the general striving for being perfect.

- [Salvi Greco, Italy](#)

Salvi started doing stuff many years ago in a... kitchen, in a radio station, in a theatre company, in a cultural youth organisation, with street education and social work. A rich non-linear journey to become a trainer and facilitator of learning processes. Years of local and international projects, trainings, and events blended in a restless blender that shaped his human and professional identity. Competence development as personal storytelling, designing learning environments and approaches to empower self-paced learning are his main interests. Being “fully present and totally invisible” is his main goal as a facilitator. Salvi is allergic to “boxes”, loves bulky shoes and is a chilli believer.

11. [Organiser](#)

The ToT is organised by the [SALTO Training and Cooperation Resource Centre](#) on behalf of the network of National Agencies. Located in Bonn, Germany and hosted by the German National Agency for Erasmus+ Youth and European Solidarity Corps, the team of SALTO TC supports the competence development of youth workers in Europe. While the international team is composed of 7 different characters with a variety of competences, we have (at least) two things in common: our mission to support European youth work and our unwavering love for fairtrade chocolate, which we always have available in our office.

12. National Agencies

The National Agencies for Erasmus+ Youth and the European Solidarity Corps (NAs) play a fundamental role in the ToT process.

The NAs administer the national budgets for the EU youth programmes and are thus the organisations who send and support participants to ToT. NAs are independent institutions and might have varying approaches in supporting participants to ToT.

However, some generalised points can be made for the cooperation between ToT participants and NAs:

- The NAs are responsible for selecting and supporting participants from their country. Therefore, please connect to your NA (= your country of permanent residence) before applying to understand the needs and expectations of your NA towards the applicants.
- Participants and NAs are expected to communicate and cooperate during the ToT process. The level of engagement of the NAs might vary from country to country.
- Once selected, your NA is responsible for supporting your travel arrangements to all seminars and the TPC-related events.
- Taking part in the ToT does not automatically lead to employment opportunities as trainers with your NA.