

Devising the conceptual model for training for advanced trainers.



2025 - 2026

5 activities

The project is aimed at improving the knowledge and skills of youth workers through five different mobilities. These are specifically intended for the additional education of trainers in youth work and the establishment of guidelines that would define the role and purposes of trainings for advanced trainers (hereafter TAT) and thus contribute to the persona formation and trainers path of individual trainers.

It is planned as a two-year project, where the first activity will begin in March 2025. Before the implementation of the first activity, a survey on the topic of needs and wants of the trainers pools of all participating organizations will be conducted. That will help with in detail planing of all activities and preparation of the final model for the implementation of TATs. The whole project is aimed at creating a concept of how to carry out further training for advanced trainers.

The plan is based on five key steps set according to the double diamond model of innovation, which coincide with four key activities and dissemination. This model was chosen based on the fact that it enables a guided process through all three phases of design: research, ideation and, last but not least, realization.

Activities:

□ Preparatory visit (3+2 days)

Connect with partners, set up work teams and start the research.

The preparatory visit is aimed at networking and building relationships between partners and their pools of trainers. Here, a work group will be formed, which will define what TAT represents for us, and set the theoretical part of the hypothesis of the final training activity. This hypothesis will cover what, why and how about: Advanced Training of Trainers (TAT). Up to this stage, according to the double diamond model (hereafter <><>), the aim is to obtain as much information as possible and to explore the field.

□ Pilot advanced training for trainers (5+2 days)

The practical part of research, concept and creation of the hypothesis.

The first TAT is carried out as a pilot project to identify potential risks that a projects of a similar type may face, and to evaluate the results. The project team, trainers and other stakeholders will review these risks to determine their manageability and how to progress throughout the project. At the same time, this is where the practical part of hypothesis creation begins. Partners get to know in practice how the host organization implements different trainings. Thus, the process of developing the final concept can continue. After the activity, there will be 3 months of online mentoring. During the first training, some activities will be shortened or only theoretically described, because the emphasis and time will be devoted to the ongoing evaluation and reflection of the implementation by both the participants and the trainers. This is for the purpose of being able to review and optimize it in the next phase. According to the <><>, the findings must be combined to identify the key issues, and thus the definition of the problem.

□ Study visit (3+2 days)

The importance and recognition of non-formal education.

This will cover the country and the associated organization that promotes and integrates non-formal education and related methods with formal education, and accordingly recognizes this. The visit is intended for additional instructions regarding the effects and integration of non-formal education and where the opportunities and obstacles are, and at the same time to perceive how non-formal and formal education can coexist and be integrated within each other. The model building process will continue on combining the theoretical hypothesis with insights from practical work, and will add content obtained from this visit. In practice, this means how to optimally evaluate and integrate learning outcomes for recognition by companies and organizations. A working group will meet, which will check how the pilot-TAT was carried out and propose improvements to it, in such a way as to test the hypothesis, evaluate the training itself, look at good practice and, based on this, determine and

define the last activity. According to <><>, here the objective is to rethink and develop the potential answers.

□ **Advanced training for trainers - proof of concept (6+2 days)**

Proving the hypothesis and set up of the final TAT model.

The final TAT is performed as a proof of concept for advanced training of trainers. The emphasis is on putting hypothesis into practice, based on empathy and research on the TAT model, gained during the previous three activities. The advancement of this training will be expressed through learning and introduction of advanced theory necessary for trainers work, complex methods that include adaptability to different trainers and target groups and recognition and assistance in developing a personal trainer's persona and appropriate direction in a suitable field. After the activity, there will be another 3 months of mentoring. According to <><>, here the narrowing down, optimization and refinement towards the most suitable solutions will happen.

□ **Partnership building activity - dissemination (3+2 days)**

Dissemination and long-term integration plan.

The visit is aimed at dissemination and integration of the model, further relationships building between partners and their pools of trainers and exchange of good practices. This activity is the primary capacity building of the organization and partner organizations during this project. Through connecting and sharing, the trainership journey and the transition from a trainer beginner towards an advanced level is made easier for trainer.



1. In the first activity, different practices will be shared, discussion will take place with partner organizations and the work on model will start.

2. Pilot TAT will identify potential risks and test various advanced methods.

3. Study visit will take place in a country with established and recognized non-formal education and its successful integration with formal education system.

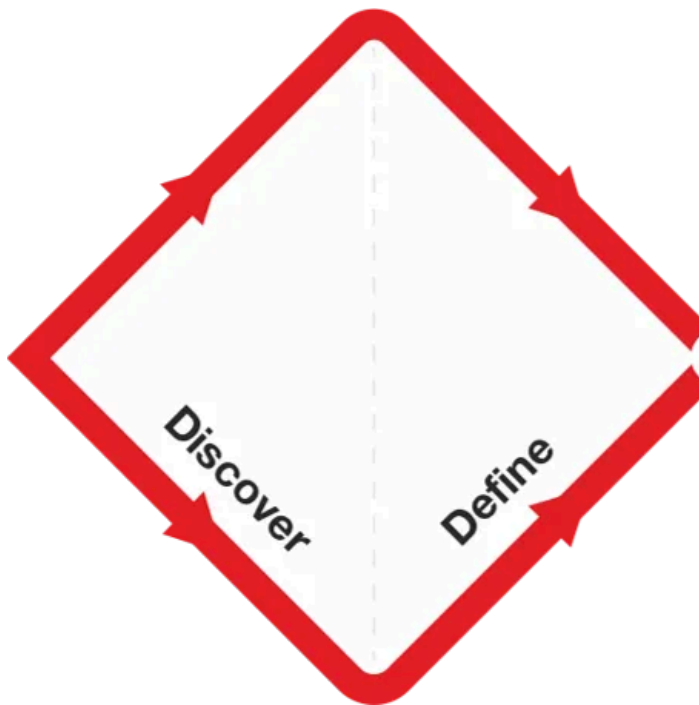
4. All this will serve as preparation for the most optimal implementation of the concept.

5. This will be followed by dissemination and final optimization and integration of the model.



These activities will enable appropriate research and stakeholder empathy. After the last activity, the training will be finalized and a conceptual model with suggested content and methods for optimal training of advanced trainers will be devised.

Model building process:



Left diamond: problem

The time before the activities is dedicated to research, so that the work group explores and summarizes experiences and ideas.

In the first activity, these together with the results of a longer brainstorming process, are expressed and summarized.

The next phase is about grouping similar ideas into sets which will be evaluated.

The results are "grounded hypotheses of what TAT will cover and thus represent." This is important for building macro and micro plans for the future.

The second activity, feedback from participants and advice from experts, will add the "why" element - insights - to the hypotheses. Insights are the discovery of truth, on which the definition of the problem is based.

At the end of this stage, the topic is clearly defined, the research is finished, the focus is on devising several different solutions.

Right diamond: solution

The importance and recognition of non-formal education and integration with formal education will give the insights into how that works in practice and based on that how it should be taught and implemented.

Previous activity will give as an opportunity to develop more solutions, so the conceptual TAT can focus on testing, evaluation, followed by placing them in the model.

Everything that was previously researched, built and tested is now implemented as a final model. This is intended for additional evaluation and practical preparation before the compilation of the manual.

This is followed by 3 months of mentoring and dissemination. Part of the mentoring will be reversed, because in this way the mentees will also be able to contribute to the compilation of the manual. Partnership building will address the final composition and strategy for the rollout of the model.

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