



CLARA MONTALBANO

TRAINER AND FACILITATOR

MY APPROACH

- NON-FORMAL EDUCATION
- LEARNER-CENTERED
- CREATIVE: THEATER, MUSIC, DANCE THERAPY, WRITING, VISUAL ARTS
- HUMAN-RIGHTS BASED

FOCUS OF MY TRAININGS

- HUMAN RIGHTS
- SOCIAL INCLUSION
- YOUTH PARTICIPATION AND DEMOCRACY
- INTERSECTIONALITY
- YOUTH WORK
- COMMUNICATION/ NON VIOLENT COMMUNICATION
- SOCIAL JUSTICE
- GENDER
- CREATIVE TOOLS AND METHODS FOR YW
- INTERCULTURAL DIALOGUE
- GRAPHIC FACILITATION

TRAINING AND EDUCATION

- **E+ YOUTH AND ESC SALTO TRAINING OF TRAINERS (2023/2024)**
- **LTTT YOUTH.TOGETHER: SOCIAL INCLUSION OF REFUGEES THROUGH YOUTH WORK . YOUTH DEPARTMENT OF THE COUNCIL OF EUROPE (2018/2019)**

MASTER DEGREE IN HUMAN RIGHTS EDUCATION AND PROTECTION

University of Padova, Italy, 110 cum laude (2014)

BACHELOR DEGREE IN POLITICAL SCIENCE AND INTERNATIONAL RELATIONS

University of Palermo, Italy, 110 cum laude (2012)

LANGUAGES

- FRENCH C2
- ENGLISH C2
- ITALIAN (MOTHER TONGUE)
- SPANISH B1

CONTACTS

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[LINKEDIN PROFILE](#)

WORK EXPERIENCE

TRAINER, FACILITATOR, COORDINATOR OF E+ YOUTH DEPARTMENT

Association Hors Pistes - Marseille, France, 2019-present

- Trainer and facilitator of Europeans E+ Trainers and Youth Exchanges
- Design and implementation local and international training courses and educational activities for youth workers and professionals in the socio-educational field;
- Coordination and facilitation of the local youth educational activities in middle and high schools
- Implementing local and international social inclusion projects.
- Tutoring of international ESC volunteers
- Facilitation of educational activities for ESC volunteers
- Team coordinator

FREE LANCE TRAINER

- "Burn the Bias" International TC on Social Inclusion and diversity. Swedish Agency for youth and civil society, 2024, Sweden.
- Capacity building seminar "Together Moving Forward 2019" (ESU, Brussels)
- Tutor and trainer for projects financed by the "Together Moving Forward programme" (Jan 2019/ November 2019) (ESU, Brussel)
- Human rights trainer for "We Circle collective" (2018, Cyprus)

CHILD PROTECTION OFFICER / HUMAN RIGHTS TRAINER

"Hope For Children" CRC Policy Center, Cyprus, 2016 | 2017

- Legal and educational advisor for unaccompanied minors (humanitarian protection for asylum seekers, identification of child trafficking).
- Design and implementation of training on social inclusion of young refugees

YOUTH EDUCATION OFFICER - CHILD PROTECTION OFFICER

Aspasia Onlus, Shelter for minors, Palermo, Italy | 2015 - 2016

CREATING COMMUNITY...

COORDINATOR AND FOUNDER OF "ARTE MIGRANTE" IN CYPRUS AND MARSEILLE

Arte Migrante Cyprus - Nicosia, Cyprus, 2017- 2019
Marseille 2019-2021

- Creation of the national group Arte Migrante in Cyprus and Marseille: a community project on social inclusion through art, music and exchange.

COORDINATOR, FOUNDER AND TRAINER "WE CIRCLE" COLLECTIVE

Nicosia, Cyprus, 2017- 2019

- Community project on arts, music and theater for social inclusion, with a special focus on migrants women.

RESEARCHING...

EU RESEARCH "STOP FOR-BEG" PROJECT ON THE EXPLOITATION OF YOUNG PEOPLE INVOLVED IN BEGGING ACTIVITIES

Equality Cooperativa Sociale Onlus, Padova, Italy | March 2014 - Juil. 2014

RESEARCHER ON THE SCHOOL ATTENDANCE OF ROMA CHILDREN

Opera Nomadi Veneto, Padova, Italy | Sep. 2014 - Mai 2015

VOLUNTEERING ...

EUROPEAN VOLUNTARY SERVICE

"Hope For Children" CRC Policy Center, Cyprus, 2015/2016

- Designing and implementing educational activities in the shelter for unaccompanied minors and in primary and secondary schools

VOLUNTEER "OUTREACH UNIT SEX WORK"

Equality Cooperativa Sociale Onlus, Padova, Italy | March 2014 - Fév 2015

- Providing social and health assistance and legal information to sex workers

VOLUNTEER AND INTERN SHELTER FOR UNACCOMPANIED MINORS

Comunità di accoglienza Mimosa, Padova, Italy | Oct. 2013 - June 2015

OTHER EXPERIENCES...

- Volunteer L'VIA «Solidarietà e Cooperazione Internazionale» Palermo, Italy (2009-2012)
- Coordinator of the NGO «Cittadini del Villaggio Globale» Palermo, Italy (2009-2012)
- Intern in the NGO «Hands off Cain. Against death penalty», Padova, Italy (2014-2015)
- Peer leader in youth project Palermo, Italy (2011)

TRAINING AND FACILITATION EXPERIENCE ...

I'm specialized in **human rights education and protection**, with extensive experience working with national and international NGOs. I strongly believe in **non-formal education, music, dance, theater and creative methods** as powerful tools for communication, inclusion, and exchange. These resources are central to my work with communities, youth workers and young people.

2025 ASSOCIATED TRAINER “STAGE DE FORMATION RÉGIONALE REPÈRES DANS LES COMMUNAUTÉS ET RÉGIONS FRANCOPHONES”

YOUTH DEPARTMENT COUNCIL OF EUROPE, INSTITUT INTERNATIONAL DES DROITS HUMAINS, DJEPVA
FRANCE

THIS TRAINING AIMED TO SUPPORT THE AVAILABILITY, QUALITY AND SUSTAINABILITY OF HUMAN RIGHTS EDUCATION WITH YOUNG PEOPLE IN FRANCOPHONE COMMUNITIES AND REGIONS, BY DEVELOPING THE COMPETENCES OF MULTIPLIERS WITHIN THE FRAMEWORK OF LOCAL, NATIONAL OR INTERNATIONAL ACTIVITIES AND PROJECTS, BASED ON THE COMPASS MANUAL.

2025 TRAINER “PROTOTHYPE” : EXPLORING TRAINERS ENGAGEMENT

ASSOCIATION HORS PISTES
FRANCE

OBJECTIVES OF THE TRAINING. CRITICALLY REFLECT ON THE ROLE OF THE TRAINER AS A CIVIC ACTOR, EXPLORE HOW PERSONAL ENGAGEMENT WITH CIVIC AND POLITICAL ISSUES CAN SUPPORT YOUTH PARTICIPATION AND ACTIVISM. EXPLORING PLAYFUL AND IMPROVISATIONAL METHODS. CREATE A SPACE FOR SELF-DIRECTED LEARNING AND CO-CREATION AMONG TRAINERS; * EXPERIMENT COLLECTIVE DECISION-MAKING

2025 TRAINER “WORDS MATTER: COMMUNICATING MEANINGFULLY WITH YOUTH”

ASSOCIATION HORS PISTES
FRANCE

THIS INTERNATIONAL TRAINING COURSE HAS BEEN DESIGNED TO ENHANCE THE YOUTH WORKERS' COMPETENCES BY GUIDING THEM TO SHIFT PERSPECTIVES, EXPLORE THEIR OWN BIAS AND ASSUMPTIONS, AND DEVELOP A MORE SENSITIVE, INCLUSIVE AND EMPATHETIC LINK WITH THE YOUNG PEOPLE THEY WORK WITH.

2025 FACILITATOR “NON C'EST NON” ECHANGE FRANCO-ALLEMAND AGAINST GENDER-BASED VIOLENCE

ASSOCIATION HORS PISTES ET DOCKEUROPE HAMBOURG
GERMANY

THIS FRANCO GERMAN YOUTH EXCHANGE, OPEN TO YOUNG WOMEN AND NON-BINARY YOUTH, HAS BEEN CREATED TO EMPOWER YOUNG PEOPLE AGAINST GENDER BASED VIOLENCE AND TO SUPPORT THEM IN FINDING SELF DEFENCE STRATEGIES AND ACTIONS.

2024 TRAINER “BURN THE BIAS” INTERNATIONAL TC ON SOCIAL INCLUSION AND DIVERSITY

SWEDISH NATIONAL AGENCY FOR YOUTH AND CIVIL SOCIETY
SWEDEN

THIS TRAINING COURSE CREATED A SAFE AND SUPPORTIVE ENVIRONMENT WHERE WE YOUTH WORKERS EMBARKED ON A JOURNEY OF SELF-AWARENESS AND CRITICAL REFLECTION. TO EXPLORE THEIR OWN BIASES, IN THEIR DAILY PRACTICE, AND TO IDENTIFY THE IMPACT OF THOSE BIASES ON YOUNG PEOPLE.

TOPICS:

- SOCIAL JUSTICE
- DISCRIMINATION
- SOCIAL INCLUSION

2024 (PREVIOUSLY 2019 AND 2021) FACILITATOR E+ YOUTH EXCHANGES “WORDS MATTER 2,3 AND 4”

ASSOCIATION HORS PISTES
FRANCE

- NON-VIOLENT COMMUNICATION
- SENSITIVITY TOWARDS DIVERSITY
- SOCIAL INCLUSION
- HATE SPEECH

2019- 2025 TRAINER TRAINING FOR “SERVICE CIVIQUE” VOLUNTEERS

ASSOCIATION HORS PISTES
FRANCE , 2 SESSIONS PER YEAR, FRENCH LANGUAGE

- NON VIOLENT COMMUNICATION
- YOUTH PARTICIPATION AND DEMOCRACY
- INTERCULTURAL COMPETENCES

2023 AND 2024 TRAINER, TRAINING FOR TRAINERS AND EDUCATORS IN THE FIELD OF YOUTH WORK AND SOCIO-CULTURAL ANIMATION

ASSOCIATION HORS PISTES
FRANCE

PARTICIPANTS: 70 PEOPLE IN TOTAL (17-50 YO) - TRAINERS WHO ARE TEACHING IN THE DEJEPS, BPJEPS AND CPJEPS* COURSES (*FRENCH CERTIFICATE/DIPLOMA TO BECOME TRAINER, FACILITATOR, PROJECT MANAGER IN THE FIELD OF YOUTH WORK, NON-FORMAL EDUCATION, AND SPORT) - STUDENTS OF DEJEPS, BPJEPS AND CPJEPS (FUTURE FACILITATORS, TRAINERS, PROJECT MANAGERS IN THE FIELDS OF YOUTH WORK, NON-FORMAL EDUCATION, AND SPORT)

TOPICS: INTERNATIONAL MOBILITY PROJECTS, INTERCULTURAL DIALOGUE, DISCRIMINATION, SOCIAL INCLUSION, MICROAGGRESSIONS, IDENTITY AND CULTURE, NON-VIOLENT COMMUNICATION.

2023-2025 COACH AND TRAINER INTERNATIONAL GROUP OF INTERNS “ALMA PROJECT”

ASSOCIATION HORS PISTES

- DESIGNING THE EDUCATIONAL PROGRAMME OF THE INTERNSHIP
- HOLDING REGULAR SESSIONS OF EVALUATION
- PROPOSING TO PARTICIPANTS EDUCATIONAL TOOLS OF SELF AND PROFESSIONAL DEVELOPEMENT



OTHER TRAINING AND FACILITATION ACTIVITIES (FRENCH LANGUAGE)

- Coordination of **training programs** for the team of Hors Pistes (2024-2025)
- Training on **conflict management** (Marseille, 2023-2025)
- Facilitation of the **social inclusion** project "AteLIENS," Marseille (2021)
- Training "**Group Dynamics**": understanding the stages of a group's life, exploring strategies and concrete methodologies to support each phase (2020)
- Youth Leaders Training: a training session for youth group leaders on **intercultural exchange** projects (France, 2020-2024)
- Intercultural exchange "Nouveaux Paysages pour les **droits humains**" (Marseille, 2019)
- Workshops on **social inclusion** and intercultural exchange as part of the "Intercultural Mentorship" project (Marseille, 2019/20)



Part of the panel of trainers

which answered in 2024 to the tender 24/28 to work with the



Agence Service Civique française

OTHER INTERNATIONALS FACILITATION EXPERIENCES

2019

PROJECT EVALUATION AND MENTORING "TASK FORCE TOGETHER MOVING FORWARD IMPLEMENTATION"

EUROPEAN STUDENTS UNION (BRUSSELS, BELGIUM)

FEBRUARY 2019

THE MAIN GOAL OF THE TASK FORCE TOGETHER MOVING FORWARD IS TO SELECT VALUABLE PROJECTS ADDRESSED AND IMPLEMENTED BY YOUNG REFUGEES AND MIGRANTS AND TO SUPPORT THEM IN THE ENTIRE IMPLEMENTATION PROCESS (MARCH 2019- NOVEMBER 2019)



2019

TRAINER CAPACITY BUILDING SEMINAR "TOGETHER MOVING FORWARD"

EUROPEAN STUDENTS UNION (BRUSSELS, BELGIUM)

FEBRUARY 2019

THE CAPACITY BUILDING EVENT AIMED TO WORK ON SUBMITTING MEANINGFUL PROJECT APPLICATIONS RELATED TO YOUNG MIGRANTS AND REFUGEES' SOCIAL INCLUSION

CON TENTS:

- PARTICIPATORY APPROACH IN YOUTH WORK
- PROJECT MANAGEMENT
- WORKING WITH YOUNG REFUGEES
- SOCIAL INCLUSION



2017

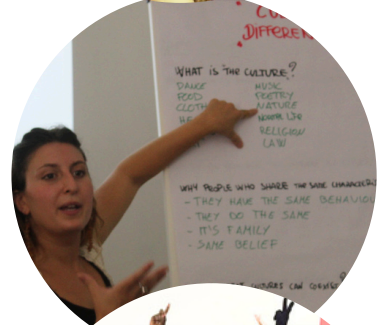
TRAINER

"SOCIAL SKILLS AND SOCIAL INCLUSION"

HOPE FOR CHILDREN CRC POLICY CENTER

CYPRUS

THE PROJECT AIMED TO PROMOTE THE SOCIAL INCLUSION OF YOUNG AND ADULT MIGRANTS. ONE HUNDRED SEVENTY TWO PERSONS HAVE ATTENDED THE TRAININGS DURING THE DIFFERENT SESSIONS: SEVENTY THREE ADULTS AND NINETY NINE CHILDREN, INCLUDING UNACCOMPANIED CHILDREN.



2017

TRAINER

"DIALOGUE AGAINST VIOLENCE AND RADICALISM"

HOPE FOR CHILDREN CRC POLICY CENTER

CYPRUS

THE PROJECT INVOLVED 20 UNACCOMPANIED MINORS FROM DIFFERENT COUNTRIES, AND AIMED TO CREATE AN OPEN DIALOGUE, AMONG DIFFERENT CULTURES AND RELIGIONS, ON SOME SENSITIVE TOPICS SUCH AS PERSONAL BELIEVES, THE IMPACT OF THE MIGRATION EXPERIENCE ON PERSONAL VALUES, VIOLENCE AND RADICALISM.



2017

TRAINER "ON ARRIVAL TC EUROPEAN VOLUNTARY SERVICE"

HOPE FOR CHILDREN CRC POLICY CENTER

CYPRUS

THE TRAINING AIMED TO PROVIDE THE NEW VOLUNTEERS OF THE EUROPEAN VOLUNTARY PROGRAM 2017 IN HOPE FOR CHILDREN, WITH AN INTRODUCTION OF THEIR TASKS, PROJECTS, THROUGH NON FORMAL EDUCATION ACTIVITIES.



2016

TRAINER AND YOUTH WORKER - "MY VOICE IN EUROPE"

HOPE FOR CHILDREN CRC POLICY CENTER

CYPRUS

A CYCLE OF 9 WORKSHOPS ON SOCIAL SKILLS ADDRESSED TO THE UNACCOMPANIED MINORS HOSTED IN THE SHELTER HOME FOR HOPE. THE WORKSHOPS HAVE BEEN DEVELOPED ON: CULTURAL DIFFERENCES, PEACE AND PEACE BUILDING, COMMUNICATION AND TAKING DECISION, EUROPE, ENVIRONMENT, GENDER EQUALITY.

YOUTH WORK

some examples...

2021- 2025

FACILITATION WORKSHOPS IN SCHOOLS ABOUT COMMUNICATION AND GENDER EQUALITY

DEPARTEMENT DES BOUCHES DU RHONE
FRANCE
PARTICIPANT: YOUNG PEOPLE 10/15 YO



2023

FACILITATION PROJECT "AUTOUR DE LA PLANÈTE"

ASSOCIATION HORS PISTES
MARSEILLE

CYCLE OF WORKSHOPS ON ENVIRONMENTAL ISSUES AND YOUTH PARTICIPATION
PARTICIPANTS: 20 YOUNG PEOPLE (UNACCOMPANIED MINORS AND YOUNG PEOPLE FROM MARSEILLE)



2021

FACILITATION PROJECT "DANS TOUS LES SENS"

ASSOCIATION HORS PISTES
MARSEILLE

CYCLE OF WORKSHOPS ON ART AND SOCIAL INCLUSION
PARTICIPANTS: 20 YOUNG PEOPLE (UNACCOMPANIED MINORS AND YOUNG PEOPLE FROM MARSEILLE)



2021

FACILITATION PROJECT "PLANÉTÉ"

ASSOCIATION HORS PISTES
MARSEILLE

CYCLE OF WORKSHOPS ON ENVIRONMENT AND INTERCULTURALITY
PARTICIPANTS: 20 YOUNG PEOPLE (UNACCOMPANIED MINORS AND YOUNG PEOPLE FROM MARSEILLE)



2017

FACILITATION "CRC CAMPUS CLUB"

HOPE FOR CHILDREN CRC POLICY CENTER
CYPRUS

WORKSHOPS IN SECONDARY SCHOOLS ON THE UNCRC (THE UN CHILDREN'S RIGHTS CONVENTION). THROUGH NON-FORMAL EDUCATION ACTIVITIES THE STUDENTS LEARNED ABOUT CHILDREN'S RIGHTS PROTECTION AND PROMOTION.

OTHER YOUTH WORK EXPERIENCES

- THEATER WORKSHOP WITH YOUNG MIGRANTS AT THE "HOME FOR HOPE" RECEPTION CENTER / HOPE FOR CHILDREN
- WORKSHOPS IN SCHOOLS AND ROMA CAMPS ON SOCIAL INCLUSION AND PARTICIPATION / ITALY AND CYPRUS
- PEER LEADER FOR THE "YOUTH AND INTERCULTURAL" PROJECT / PALERMO, ITALY (2011)

COMMUNITY WORK

COLLECTIVE FOUNDER/ TRAINER/ COMMUNITY WORKER

2018

"WE CIRCLE COLLECTIVE"
CYPRUS

"WE CIRCLE" IS A HETEROGENEOUS COLLECTIVE UNDERTAKING SOCIAL ACTION THROUGH ART PROJECTS, PERFORMANCES, COMMUNITY EVENTS. THE MAIN GOAL OF THE COLLECTIVE IS TO PROMOTE THE PARTICIPATION OF THE COMMUNITY IN THE DISCUSSION OF LOCAL AND GLOBAL ISSUES (ENVIRONMENT, SOCIAL INJUSTICE, DISCRIMINATION) THROUGH ART AND CREATIVE IDEAS.



COMMUNITY WORKER/ CYPRUS AND MARSEILLE GROUP COORDINATOR 2018- 2021

ARTE MIGRANTE CYPRUS/ ARTE MIGRANTE MARSEILLE
CYPRUS AND FRANCE

ARTE MIGRANTE IS A GET-TOGETHER WITH THE AIM OF CREATING HUMANE CONNECTIONS THROUGH ART. THE MAIN GOAL OF THE PROJECT IS TO CREATE A SAFE SPACE OF SHARING AND COMMUNICATION AMONG DIFFERENT COMMUNITIES, WHERE PEOPLE MEET WITH OPENNESS AND EXCHANGE TALENTS, STORIES, SONGS, DANCES, ABILITIES, SMILES, VERSES, IMAGES, POEMS. THE FIRST ARTE MIGRANTE GROUP WAS BORN IN SEPTEMBER 2012 IN ITALY. OVER THE YEARS THE GROUP HAS EXPANDED, AND TODAY THERE ARE 23 GROUPS THAT ARE ACTIVE IN VARIOUS CITIES IN EUROPE.



PARTICIPATION

E+/ EU COMMISSION/ COUNCIL OF EUROPE

My experience as a participant in EU, E+ and COE youth projects gave me a clear understanding of the values, policies and educational tools of the youth sector.

TRAINING OF TRAINERS FOR EUROPEAN ERASMUS + YOUTH AND SOLIDARITY CORPS PROJECTS

2023/2024

PORTUGAL, GERMANY,
ITALY, SWEDEN

SALTO TRAINING AND
COOPERATION
RESOURCE CENTRE



LONG TERM TRAINING COURSE YOUTH.TOGETHER

2018

STRASBOURG, FRANCE
YOUTH DEPARTMENT COUNCIL OF EUROPE



SUMMER SCHOOL

YOUNG REFUGEES, ACTORS FOR SOCIAL INCLUSION AND INTERCULTURAL DIA-LOGUE

2017

STRASBOURG, EU YOUTH CENTER
ORGANISED BY THE COUNCIL OF EUROPE "VOICES
OF YOUNG REFUGEES IN EUROPE"



STUDY SESSION: EMPOWERING YOUNG REFUGEES

2017

BRAGA, PORTUGAL
ORGANISED BY THE COUNCIL OF EUROPE AND THE
"GLOBAL PLATFORM FOR SYRIAN STUDENTS", IN
COOPERATION WITH "KIRON OPEN HIGHER
EDUCATION" AND "VOICES OF YOUNG REFUGEES IN
EUROPE"



EU YOUTH FORUM 2017

FUTURE OF EU YOUTH STRATEGY. "SHAPE IT, MOVE IT, BE IT"

2017

BRUSSELS, EU COMMISSION



PRELIMINARY CONSULTATION WITH TIBOR NAVRACSICS, EUROPEAN COMMISSIONER FOR EDUCATION, CULTURE, YOUTH AND SPORT

2017,

BRUSSELS, EU COMMISSION



EUROPEAN SOLIDARITY CORPS STAKEHOLDERS FORUM,

2017

BRUSSELS, EU COMMISSION

I PARTICIPATED TO THE CONSULTATION AS
REPRESENTATIVE OF EU VOLUNTEERS AND YOUTH
WORKER

