|  |
| --- |
| CAPACITY BUILDING TRAINING COURSE* The main theme of this training course was to train present ESN volunteers and members of related to ESN organizations for being leaders or mentors in their own organizations or just to transfer what they’ve gained to their fellows and other future new volunteers. We wanted to empower young people with competences needed to help other young people and foreign students in different thematic fields.
* After this training course, the participants were able to work individually or in teams as presenters, facilitators, coordinators and event managers for compositions of youth groups, students or foreign students on various occasions. Participants were able to deliver different presentations to other youth, prepare and coordinate projects, organize and coordinate an event, be facilitators on simple youth meeting, initiate, motivate and educate new volunteers, promote YiA programs and its values such as active citizenship, youth mobility and intercultural dialogue and last but not least give advice to other how to be good mentors.
* To attain this objective it was crucial to identify learning needs of participants. The participants came from various cultural and organizational backgrounds as well as different level of experience in ESN work, youth work or trainings. We had various expectations from participants – some of them could have clear idea about their perspective, some of them were not sure and some of them were focusing on certain program elements and trying to improve existing competences.
* We did our best to adopt the program in a way that almost all of the participants got the most of it. What we did was to provide common learning experience for the group and try to support individual learning needs. We presented dynamic and flexible program and methodology based on needed assessment and experiential learning.

**Main program elements*** On the first day, an important feature was presented to the participants – YiA program and non-formal education (NFE). After presenting the concept and the goals of YiA program together with meaning and importance of non-formal education, during the next two days participants were given space to explore approaches in non-formal education, discuss attitudes and previous experiences as well. Also, part of the first part of the program was related to important features of youth work such as intercultural learning, European citizenship and fight against discrimination.
* On the fourth day of this training, after participants got at least general understanding of youth work features, non-formal education (NFE) and YiA program possibilities, special set of workshops was dedicated on project management. Main features and steps of project were presented and discussed. Moreover, participants were invited to make a part of project of their own. More specifically, they went through the defining phase of the project management and practiced setting the theme and content of the project such as: aims, objectives, outcomes and methods. Hopefully this small group work led to generating creative ideas for projects that could follow up this TC and contribute to the cooperation of ESN sections.
* The other block of this training was dedicated to discovering and practicing different skills that one ESN mentor and member can need constantly while working and supporting foreign students in his own organization – team work, event management, conflict management, etc.
* These two blocks were built as much as possible on experiential learning cycle – experience, reflection, generalization and application. Participants were invited to enjoy the flow of the training, be adventures and tenderness to learning process and to give and take from the group.
* Inputs were based on European youth trainings standards (such as The Intercultural Training Kit – The Iceberg Model, SALTO toolbox), but also other concepts, approaches and resources were presented.
* There were a lot of small groups work as well as individual work. The trainers had one more role – to coach participants during individual work and in that way support their individual learning needs.
* Reflection groups were part of the daily program (except in the free afternoon, the trip and the last day). Besides sharing feelings, needs and checking group dynamic, they were an opportunity to reflect on learning objectives.
* The program ended with reflection on learning process. Participants were invited to asses personal learning outcomes, reflect on experience (individual and in pairs). At this stage concept of recognition of European youth work and tools such were Youthpass and European Portofolio for youth workers which were presented.
* The training team consisted of 3 trainers and one reporter hired from behalf of ESN Bulgaria. Trainers had significant experience in trainings, as youth workers or in the field, both relevant to the course.
 |