

ERASMUS+ YOUTH WORKER MOBILITY PROJECT

“Inclusive youth work for ALL” Training course

In this document, you will find implemented 6 days (14.06. – 19.06.2023) training program activities description. Non-formal education training course held in Balvu city (Latvia) gather 21 participants from Bulgaria, Italy, Cyprus, Hungary, Spain, Turkey and Latvia, two experienced trainer - Sergejs Andrejevs (Latvia) and Tony Virginio Morabito (Italy).

The project “Inclusive youth work for ALL” aim was to develop concern and awareness among youth workers about Inclusion and Diversity, associated problems and commitment to work with youth towards more inclusive society.

Objectives of the project:

- participants are competent in Inclusion and Diversity topics,
- exchange of good practices about Inclusion and Diversity,
- get to know and experience different tools which can be used in a work with youth about Inclusion and Diversity,
- the creation of non-formal education activities about Inclusion and Diversity,
- participants are becoming more competent for the creation of more Inclusion and Diverse projects,
- setting up plans for the future corporation,
- awareness about their own learning process,
- share project results during project implementation and after.

“Funded/Co-funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union, European Commission or [name of the granting authority (Agency for International Programs for Youth)]. Neither the European Union nor the granting authority can be held responsible for them.

More information about the project you can find:

<https://erasmus-plus.ec.europa.eu/projects/search/details/2022-3-LV02-KA153-YOU-000094927>

	0st Day	1st Day	2nd Day	3rd Day	4th Day	5th Day	6th Day	7th Day	
08:30- 09:30	BREAKFAST								
09:30 - 11:00	Arrival of participants	Getting to know each other	Simulation activity inclusion and diversity	Loesje workshop cerative writing	Preparation for simulation of living/human library	Presenting activities	Open space	Departure of participants	
11:00 - 11:30		Coffee break							
11:30 - 13:00		Program, expectation, contribution, learning goals	Brainstorming/discussion on diversity and inclusion	Creation of Loesje poster text about inclusion and diversity	Simulation of Living/Human Library	Planing and Preparation phase of an inclusive project	Future corporation and future projects		
13:00 – 14:00		LUNCH							
14:00 - 15:30		Team building with elemnet of inclusion	Study visit	Creation of Loesje posters	Creation of NFi program about inclusion and diversity	Implementation phase of an inclusive project	Learning testimonies, Youthpass		
15:30 - 16:00		Coffee break							
16:00 – 17:30		Inclusion and diversity priority in ERASMUS+ program	Inclusive and diverse youth projects/ exchange of good practices	Making picture with Loesje posterrs	Creation of NFi program about inclusion and diversity	Folow up phase of an inclusive project	Final evaluation		
18:00 – 19:00		Free time							
21:00 - 00:00	Welcome evening	Intercultural evening	Intercultural evening	Free evening	Move evening	Table game evening			

Day 1

1.session - Getting to know each other

Learning outcomes

Developing group dynamics

Description of activity

First circle - each participant say their name, country from where they are coming and their experience regarding Inclusion and diversity topics. Name games (i.e. "ZipZap", "Name and Adjective") and the "Speed meeting" exercise used as a method of getting to know each other and initiate more in-depth conversations among participants. Participants draw a clock and near to each full hour write a name. After trainer says lets meet at 1:00, look for person with who she or he has date and during meeting for 5 minutes discuss question that is announced by trainer.

Materials needed

A5 papers, pens

Comments

Before Speed dating activity starts, participants, can be asked to write questions, this way giving participants opportunity to participate in creating questions.

2.session - Program, expectation, contribution, learning goals

Learning outcomes

Setting common ground for following days, clarifying learning goals

Description of activity

Using visual facilitation review of programme and its aims establishing common understanding. Participants will share with each other their personal learning aims using visual brainstorming method. They will discuss and reflect about their expectations, possible contributions and fears connected to the training course. First writing down their learning goals, after making the most important ones following SMART goals creating strategy.

Materials needed

Post-it, A5 papers, pens

Comments

Presentation of participants expectations, contributions and fears, can be done in smaller groups, and than after each group makes summary.

3.session - Team building

Learning outcomes

Developing group dynamics

Description of activity

Participants need to count from 1-21, only one person can say at a time number if two persons says counting starts from beginning. Activity starts with 4 people in a group, than groups are combined, when at the end all groups are counting from 1-21. The group need do counting not using any strategy. After activity evaluation of activity and creating rules for following days.

Materials needed

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Comments

If the group is good at counting, they can stand in a circle with their backs and do counting or with clouse eyes, or just some people with clouse eyes.

4.session - Inclusion and diversity priority in ERASMUS+ program

Learning outcomes

Knowledge about ERASMUS+: Youth in Action program projects, program priorities.
Attitude about four ERASMUS+ program priorities.

Description of activity

Presentation of ERASMUS+: Youth in action programs opportunity targeting youth.
Presentation of ERASMUS+ priorities – digital transformation, environment and fight against climate change, participation in democratic life, common values and civic engagement, inclusion and diversity (people with fewer opportunities). How the training course follow these priorities, and how participants in their lives follow them?
Inclusion and diversity - Discussion what it means, what kind of youth groups with fewer opportunities there is? My personal experience working with inclusive groups.

Materials needed

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Comments

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Evaluation of the day

Participants have opportunity to choose how they want to evaluate day for presented options:

- Learning evaluation based on competence model,
- House of feeling
- Learning diary
- Action plan
- Learning buddies
- Trainer team
- Daily reflection questions

What do you get to know about you and others participants?

Did you have your own learning goals for training duration?

Do you have your expectation, how concrete they are?

What you learned about you in group, about group and being together?

What you learn new about ERASMUS+ program and priorities of the program?

Day 2

1.session - Simulation activity inclusion and diversity

Learning outcomes

Experience of different senses with eyes close, simulation how to be the blind

Description of activity

Participants in a pairs one of the person is with eyes closed and other participant for 20 - 30 minutes need to give person with eyes closed Experience of taste, Experience of touch, Experience of sound, Experience of smell. After activity Reflection - using 4F model - Feelings, Facts, Findings and Future.

Materials needed

Blindfolds

Comments

Before activity if it is needed you can prepare different thing to taste, touch, smell or sounds.

2.session - Brainstorming/discussion on diversity and inclusion

Learning outcomes

Reflection about inclusion and diversity in participant's life and environment

Description of activity

The first discuss in small groups finding answers on following questions:

- How in your life do you follow inclusion and diversity principles, what this principle is about?
- Did your sending organization organize any activities regarding Inclusion and Diversity topic?
- How is the situation in your country regarding Inclusion and Diversity topic?

Materials needed

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Comments

3.session - Study visit

Learning outcomes

Acknowledge different practises in local community to support inclusion and diversity

Description of activity

Study visit at – The multifunctional social service centre in Balvi, place where persons with disabilities, can work and live, Balvu territorial disabled people NGO (<https://balvinvalidubiedriba.wordpress.com/>), Balvi Youth and children canter.

Materials needed

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Comments

4.session - Inclusive and diverse youth projects/ exchange of good practices

Learning outcomes

Acknowledge different practises in different countries

Description of activity

Each country present their good practices regarding Inclusion and Diversity topic.

Materials needed

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Comments

Evaluation of the day

Participants have opportunity do evaluation of the day with different methods described in 1.day evaluation and daily reflection questions:

- During blindfolded activity what were you emotions, why you have those emotions, what is your take away from this activity?
- How in your life, do you follow inclusion and diversity principles, what this principle is for you?
- Did you gain new ideas about activities regarding Inclusion and Diversity topic?
- Did you find out how is situation regarding Inclusion and Diversity topic in different countries and in Latvia?

Day 3

1.session - Loesje workshop creative writing

Learning outcomes

Acknowledgement of different methods to prepare themselves for creative writing

Description of activity

Intro - What is Loesje workshop? Warming up activities to make participants more creative: need to find connection between two different objects, need to create definitions for different simple words, list of words need to find how they can be used in different way not the way that they are used. Create the story using Story cubes or Think about object what you have at your home, write short story what object think about you?

Materials needed

Pens, A4 papers

Comments

2.session - Creation of poster text about inclusion and diversity

Learning outcomes

Thinking how to present their thoughts in short sentence and be more concrete

Description of activity

Participants are in a group of 7-8 people each gets white paper where on a top is written topic (topics are connected to inclusive and diversity main topic). Participants on each paper starts to write sentences connected to the topic written on a paper, after some time he/she pass paper and get new one. Writing continue till the moment when first paper return. Now group choose in each topic the best sayings.

Materials needed

Pens, A4 papers

Comments

3.session - Creation of posters

Learning outcomes

Visualisation of text in posters

Description of activity

In previous session chosen saying participants make them in poster format.

Materials needed

Different materials for poster creation

Comments

4.session - Making picture with posters

Learning outcomes

Empowering poster with the picture

Description of activity

Participants are making pictures in a city with posters. Presentation of results.

Materials needed

Mobile phones or cameras

Comments

Evaluation of the day

Participants have opportunity do evaluation of the day with different methods described in 1.day evaluation and daily reflection questions:

- What you learned about Loesje creative writing workshop?

- What kind of take away you have regarding you, group or topic after creative writing workshop?
- Do you think you can use this method in the future where and how, do you have any ideas for improvement?

Day 4

1.session - Preparation for simulation of living/human library

Learning outcomes

Competence how to make living library, how to be book or librarian

Description of activity

Sharing information what is Living/human library. Preparation for simulation, finding out who will be librarians or books and creating descriptions of the books, explaining what is tasks of librarians. More explanation can be found (<https://www.coe.int/en/web/youth/living-library>).

Materials needed

Pens, A4 papers white and coloured, markers

Comments

2.session - Simulation of Living/Human Library

Learning outcomes

Competence how to make living library, how to be book or librarian

Description of activity

Simulation of the Human/Living library, making it in public place and giving opportunity for people from local community to participate. In the beginning give opportunity half participants to be a book and other half to be a reader. And then change books become readers and readers become book. After open activity for public.

Materials needed

Place outside with chairs

Comments

Also good activity in a middle of training to give opportunity for participants talk with other participants about their diversity. Start activity before it is open for public, just to have opportunity to practice how to be a book, when reader is participant from training.

3.session - Creation of NFE program about inclusion and diversity

Learning outcomes

Competence of non-formal education, working on intercultural group

Description of activity

Presentation what is non-formal education - NFE principles, Kolb cycle, Type of NFE activities. Than participants are presented groups of young people with fewer opportunities defined in ERASMUS+ program. Each person need to choose concrete group. This way they form groups and working in a group creates one non formal educational program.

Materials needed

A4 papers, pens

Comments

4.session - Creation of NFE program about inclusion and diversity

Learning outcomes

Competence of non-formal education, working on intercultural group

Description of activity

Continue creation of the program, making description of activities. Planning what activity will be presented in next day morning session.

Materials needed

A4 papers, pens

Comments

Evaluation of the day

Participants have opportunity do evaluation of the day with different methods described in

1.day evaluation and daily reflection questions:

- What you learned about human/living library?
- How it was to be reader or book, did you learn anything from it?
- Do you think you can use living library in the future where and how, do you have any ideas for improvment?
- What you learn about non-formal education and creation of workshop?

Day 5

1.session - Presenting activities

Learning outcomes

Competence of non-formal education, working on intercultural group

Description of activity

Participants present the activities that they have designed in previous workshops. Each group choose one activity and implement it with half of the group, after each activity we have Feedback.

Materials needed

Depends on participants activities

Comments

2.session - Planning and Preparation phase of an inclusive project

Learning outcomes

Competence, how to do planning, preparation and implementation of project or activity more inclusive with diverse group

Description of activity

Participants work in groups, one person cannot see another person cannot talk and one more person cannot use hands. They will need to make Tower with marshmallow on a top (<https://www.youtube.com/watch?v=vh2nBCSz554>). The first they need to drown on a paper what kind of tower they will make, than they need to make it. After activity evaluation. Than participants choose one of the groups with fewer opportunities and make presentation what need to be taken into account working with this group planning and preparation phase.

Materials needed

Tape, spaghetti, string and marshmallow

Comments

3.session - Implementation phase of an inclusive project

Learning outcomes

Competence to implement more inclusive activities or projects

Description of activity

Using Word cafe method participants in a smaller group discuss about what need to be aware organising project and choosing target one of youth group with fewer opportunities. After activity each group prepare presentation.

Materials needed

Markers, Flipchart papers

Comments

4.session

Learning outcomes

Competence to make Follow up of project or activity more inclusive

Description of activity

Discussing in a big group what need to be taken into account to make more inclusive project in Follow up project implementation phase. Making summary at the end. Presenting SALTO Inclusion & Diversity and their different resources.

Materials needed

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Comments

Evaluation of the day

Participants have opportunity do evaluation of the day with different methods described in 1.day evaluation and daily reflection questions:

- How you rate from 1-10 your personal involvement delivering non-formal education workshop, why?
- How you rate from 1-10 your result of non-formal educational workshop, why?
- How you rate from 1-10 process of creating and delivering non-formal educational workshop, why?
- What you learned from workshops where you was participant?
- What you learned about inclusive project or activity preparation, implementation and follow up?

Day 6

1.session - Open space

Learning outcomes

Competence of implementation of NFE activity

Description of activity

Participants have opportunity to share different tools what they are using in their daily work with youth connected to topic inclusion and diversity.

Materials needed

Depends on participants need

Comments

2.session - Future corporation and future projects

Learning outcomes

Future corporation

Description of activity

Participants think about different topics and activities what they want to realise in a future and present it for other, later making idea of market place, participants visiting each other and discussing about future plans and corporation for future.

Materials needed

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Comments

3.session - Learning testimonies, Youthpass

Learning outcomes

Reflection of learning

Description of activity

Presentation of Hero's journey video, than asking participants to write in common Google document what are Resolution (what are those thing what will be changed after training and what are competences that will be used in a future). Coming back to Youthpass, time for participants to evaluate about their learning in a framework of Youthpass competences.

Materials needed

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Comments

4.session - Final evaluation

Learning outcomes

Reflection of learning

Description of activity

Participants fill out online evaluation form. Closing circle with Dixit cards, participants need to choose one or more Dixit cards that describe the best all training and then share with others. Youthpass certificate ceremony.

Materials needed

Dixit cards

Comments

Summary from online evaluation form

In this part there will be presented answers on some questions from the evaluation form:

- *Name one or more methods or session, that you liked the most*

Living library, team building, spaghetti marshmallow, when we had to create our own session, creation of the posters Living library, Study visit to the Day centre and youth centre. All of them was mentioned more than ones.

- *Name 3 most important things you have learned*

Inclusive, patient, beauty in diversity, team building, team management and social services, importance of diversity, respect for different cultures, importance of non verbal communication importance of inclusivity, destruction of prejudice and group work, being inclusive, being tolerant, being able to listen and observe the other people's viewpoint, even that we are different everybody has its own worth I see that in the marshmallow building project, everybody has its own difficulties and stories and in order to understand them we have to listen just like in the human library. Being disable should not make you apart from society. Erasmus efforts are community efforts for include these people. Being diverse make life more interesting. Inclusion Accept diversity Work with others The working system of day social canter in Balvi, life is a journey and we are all heroes, I am glad that we are all open to diversity and inclusion. Forgiveness _ acceptance_ seeing the potential in everybody. Erasmus project opportunities. Activities can be dynamic and easy to carry out. It's important to do activities where community is involved. Cultural differences we have, how to be inclusive and things to be aware of in the Baltic's. Latvia's current situation when it comes to youth work by doing the study visit. Creative writing technique. To be more respectful and open-minded, thanks to the huge diversity I found in the group of participants. Be Inclusive Create creative solutions Be open minded Living library, Balvi environment, other participants' culture. Creative writing, why should there be two trainers in a session, how difficult it is for people with disabilities to live. To be proactive in trying to learn and do new things, To know that people enjoy activities that put them out of their comfort zone. Learn more about the cultures of other participants.

- *Did you improve your competence (knowledge, skill, attitude) regarding Inclusion and Diversity topic?*

100% of participants on this question answered Yes

- *During TC I gain variety of experiences and acquiring a basic understanding of Inclusion and Diversity and its associated problems, how to create more inclusive and diverse activities and projects, about different good practices in other countries involved into project*

100% of participants on this question answered Yes

- *During TC acquire a set of values and feelings of concern for Inclusion and Diversity and the motivation for actively participating and creating inclusive and diverse activities and projects*

100% of participants on this question answered Yes

- *I learn how to identify and solve problems of discrimination, stereotyping, and prejudices, create Inclusion and Diversity non-formal educational program targeting youth*

94% of participants on this question answered Yes

- *I am prepared for providing youth with opportunities to acquire the knowledge, values, attitudes, commitment, and skills needed to be more inclusive and diverse*

100% of participants on this question answered Yes

- *I know how use creative writing workshop and living/human library based on my experience during training*

100% of participants on this question answered Yes

Testimonies for future plans

As this were my third project and the first training course. I was excited to experience a youth project on a different level. And it was an amazing time in Latvia with amazing people. The topic was also important and interesting to me because in my home people tend to be not that inclusive. I was happy to meet similarly open minded people. Our difficulties began even in the first day because we chose to take a bus ride to Latvia. It was a long ride but it gave us time to get to know each other with my teammate. The tasks what was given by the trainers were eye opening and made me think about how can I help to the minorities in my home country. (Attila)

This project has offered me tools to develop activities related to inclusion. The activities we have carried out have been very dynamic and practical. I can't wait to go back home and start the Living Libraries project.

On the other hand, I have learned more about Erasmus+ opportunities and how they are organized. In this sense, I can share my knowledge with my friends and acquaintances. Lastly, I would like to highlight the role of our trainers. Sergejs and Tony have taken their role as trainers very seriously and have given us very useful advice for creating activities (duration, management, objectives, ...). Not forgetting the fun part. (Darlin)

Although the subject of the project consists of terms that we hear very often, we do not know the exact content of this subject. I came to Latvia to learn/experience and adapt to my life after the project. The methods used are instructive and memorable. In this way, we both have fun and learn, I would like to thank Erasmus+ for providing this to us. After the project, I will adapt what I learned/experience here in the association I represent and into my own life. Projects are not actually limited to only 1 week, the effect sometimes takes much longer and the main thing is that it is like this. The activities we did and the visits showed us better the scope and impact of this project. I am very happy to be here, thank you very much for completing this course with you and this team. (Emre)

I really enjoyed many of the tasks we've done during this week like for example making posters with written messages, the spaghetti and marshmallow challenge, or visiting the center of disabled in Balvi. All of these activities taught us a lot about how to include everyone in our daily lives and how people can work together despite the differences between them or the difficulties they may face. The one that I personally enjoyed the most though was the human library, where we had the chance to be more open and reveal one of the aspects of ourselves to the rest of the group, while at the same time could learn a lot from other people's stories and experiences. All in all, this was definitely a week to remember. I will have really good memories in my mind when thinking about Latvia and Balvi. The friends I made, the things I learned. (Evangelos)

We did a lot of activities about the topic of Inclusivity and Diversity during the last week of this project. The Living Library activity offered me the chance to reflect on my personal experience and how my stories can influence others. I also enjoyed how everyone had different stories they can share. The activity with the Spaghetti and marshmallow also allowed me to reflect a lot about how you can work effectively in team that has people with disabilities. It also. The activity where I was allowed to organise a session together my team and then facilitate it was really valuable as it offered me experience about becoming a better

facilitator. I managed to find new ways to ideate about session methods and it showed me that facilitating group sessions is an activity I enjoy doing. (Ivan)

Since the beginning of my journey through attending Erasmus+ projects, I have experienced many interesting topics, but never like this. I found that the way this project's activities were scheduled, it was in a very sophisticated way. Doing a human library halfway through the project was a brilliant touch, making posters with a message was a lot of fun, especially walking around Balvi and taking photos with them. Having interactions with the locals was also a great intercultural experience. All in all, I feel as though now I am more inclusive than ever before. Thank you Sergejs for your hard work and dedication for such a demanding project. You did an amazing job and I couldn't think of someone else who could have done it better than you! (Maximos)

The learning process worked for me on three different levels. On one, I was introduced for the first time to methodologies that enforce inclusion. I never thought there were so many things one can do to create a space of diversity. On the second level, I had the opportunity to find out how youth work is implemented in Latvia, and especially in the countryside: opportunities, disadvantages, the current situation, etc. On a third level, I got feedback from the participants, what they've experienced in their respective countries, the challenges they face and how they cope with them. (Nicolás)

For me, there were important activities that I think will be useful for the next projects in my organization. Another thing is the "Living Library" exercise. It was a challenge for me to discuss the topic I chose since I usually don't talk about it. However, at that moment, it seemed to me that the group of participants and Balvi residents - is like a safe space for me, and I could share it and maybe my story will be important for others too. I was surprised when practically everyone showed a keen interest and kindness toward my topic. Somehow sharing my story and listening to others it changed my mind on different perspectives and this exercise is totally perfect to see the diversity of people. Additionally, the study visits were important for me. I have something to consider in terms of collaboration: the organization where I currently work and the Day center in Balvi. We have common ground, and this could be something I would do and suggest to my colleagues as soon as I return home to my office. (Niara)

As my first Erasmus + project I wasn't expecting to be so exciting. Firstly I would like to say a big thank you for the excellent organization and the attention all of us received. for me personally I learned many new things, exchanged a lots of useful information, gained much more knowledge about the diversity and inclusion topic, met some really interesting people, who now I can call friends. Everybody was open minded and was also supporting not only to me but for all of the participants at all. I really admire that training course in Balvi! (Peter)

It was my first Erasmus+ project. I had yet to learn about non-formal education and the project topic: inclusion and diversity. For the first two days, I needed clarification about this learning method, but after a while, I understood that I learned a lot through activities without knowing it. For me, it was an excellent experience every day. The first day was introduction day and learning more about Erasmus+ projects. I will use other opportunities. The day care visit was so informative. I had yet to learn about what this kind of organization does. Human Library was so interesting for me; people must open up a bit about themselves.

Local visitors who wanted to know more about me and my book were also interested. I want to thank Sergejs and Tony for their roles as a trainer, especially Sergejs, who encouraged me to come to Latvia for the training. (Reyhaneh)

It was a very interesting topic that has inclusion and diversity with multicultural people from all over the world, from Indians living in Latvia to me coming from Nigeria representing Hungary. Persians from Iran representing Italy and people from South America Bolivia to be precise and people from Cyprus and Spain.

The activities were all-inclusive and interesting I learned a lot and also as a person of color I will say I feel included and part of a great team. It is indeed a multicultural and diverse organization. I really feel welcome and no discrimination or racism it was all learning through non-formal education methods. I can take what I learned here and apply it to my day-to-day activities. (Sadiq Yero)