

# Report of the Interregional meeting of EVS trainers

*Kraków, Poland, 6-9 of April 2016*



First common meeting of 3 regional SALTO's pools of EVS trainers took place in April 2016 in Kraków, Poland. The meeting was initiated by regional SALTOS in the frame of the new strategy of interregional cooperation in the Youth Field: [www.salto-youth.net/NPCcooperation](http://www.salto-youth.net/NPCcooperation). The meeting was supported and organised by Polish National Agency of Erasmus+ programme.

**The main aim** of the meeting was: *To create space for exchange among EVS trainers in order to enhance EVS quality in the regions and strengthen visibility and recognition of cooperation with the regions.*

### **The Objectives:**

- To discover EVS realities in the regions
- To exchange good practices
- To share approaches
- To learn different tools and methods in EVS trainings
- To get inspiration
- To think of potential cooperation on EVS field

There were 2 main focuses – Focus on the group of trainers itself and providing a space for the experience and practices sharing; and another was rather on the building contacts and further initiatives. “Art of Hosting” <http://artofhosting.ning.com> was main approach to work with the participants during the seminar. The meeting had also its own symbol – a *Dragon*, which on the one hand represents symbol of Krakow that was hosting us, on the other hand is a symbol of transformation, wisdom and competence!

**The programme flow** was based on the objectives of the meeting as well as on the profile and expectations of the participants.



## **DAY1 “UNLOCK OURSELVES”**

The main aim of the first day was to create common space for sharing and cooperation among the participants.

Morning was dedicated to getting to know each other on the personal level and a bit as trainers. The day started with icebreakers and presentations and continued with group building activities – presenting ourselves, building lines according to different features, looking for a “dragon” in the “interregional central city” and continue with creating common space together – sharing objects that represent us as a trainers and creating common working space together.

Afternoon was dedicated to exploring ourselves as trainers as well as regional diversity and building up a common ground for further work. As a starter, we used presentation of every regional pool about the specificities they are proud about and want others to know about. Next step was sharing of personal EVS trainings experience through storytelling, as part of the Appreciative Inquiry method. Participants were sharing personal stories from EVS trainings on question: “When at EVS training you felt a need to support a challenging situation, when you found the power and gave a support. What happen? How is this experience with you today?”

That was one of the key moments of the meeting. Trios were mixed regionally and trainers had a valuable time for discussions, exchange as well as to build up links based on the real trainings' experiences.

After we dived deeper to EVS realities of 3 regions in “free framework regime”. Trainers had an opportunity to discuss and discover practical issues and recent situations of EVS trainings in neighbouring partner regions by discussing in small groups such questions as:

- Awkward moments at the trainings
- Challenges when running EVS trainings
- What are challenges that EVS volunteers face during their service?
- What are reasons for EVS volunteers to join the programme?
- Needs, wishes, fears of people in the regions in context of EVS?

- Needs, wishes, fears of EVS volunteers?
- My favourite moments on our pool meetings
- + Empty papers in case trainers would like to discuss something else :)

The invitation was to meet new people and learn about variety of perspectives. Topics that had most resonance were: what are the challenges EVS volunteers are facing – discussion went deep into gender roles and religion perception (mostly in between trainers from Meda and EECA regions) and discussion about role of EVS trainer during the trainings.

At the end of the day there was a moment for feedback and reflection of participants. It was mostly addressed to a need of even more open formula of the meeting as well as clarifying the aim of the meeting. As a result team made a decision to start the day from the presentation of the Strategy of the Interregional Cooperation, so to provide a wider context of the meeting as well as to re-frame morning sessions for even more flexible discussions. The need to get to know the approach of each region towards EVS training cycle and work with the pools on more structural way was addressed as well.

## **DAY 2 “UNLOCK OUR TOOLBOXES AND EXPERIENCES”**

Second day started from the presentation of the Strategy on the Interregional Cooperation and continued with the presentations of SALTO SEE, SALTO EECA and SALTO EuroMed pools of trainers: their structures and scheme of work. We did this as an answer to previous day feedback and to build up common understanding of contexts trainers are working in. Next activity was Open Space, which replaced Tools sharing market planned before, as participants found more sense to focus on tools as well as on challenges, approaches and questions they have while running EVS trainings in their regions.

For the Open Space that day it was 2 slots, 1st of 40 min before the lunch and 1 hour after the lunch the second. Topics discussed:

- ICL during the on-arrivals
- Mapping of EVS training cycles in Programme and Partner Countries

- Trainings and work with mentors
- Programme flows on OAT and MTMs in different regions
- Training on a move and outdoor education elements
- Risk management and prevention
- Gender perspective

After productive and interesting discussions there was a chance to visit Krakow. Participants could explore its centre with Segways as well as go underground to discover old times Krakow in the museum under the central market.

### **DAY 3 “UNLOCK OUR FUTURE POTENTIAL”**

This day we continued with Open Space, in the morning it was 2 blocks – 1 hour each, with the focus on the topics and some conclusions:

#### **Project day**

- Good potential to use it at on-arrivals
- When they don't have much to do in organisations – it's good opportunity for volunteers to take responsibility

#### **Hero's journey**

- Used within the mid-terms
- To empower participants
- It allows to open up the agenda

#### **Interregional cooperation – personal objectives**

- Diversity of learning
- Job-shadowings at EVS trainings in other countries + sharing feedbacks of volunteers

#### **EVS machine**

#### **IT tools**

- For visualisation
- For visibility: (Periscop + story), infographics,
- FB – Online tools for learning



## **Meaningful, real educational process**

- What makes it meaningful?
- Safety of participants
- Power of trainers?

## **Job shadowings**

- Funding: hosting from the hosting SALTO or NA, especially for on-arrival; sending SALTO or NA covers travel costs
- Visa can be needed – it does not allow for last minute decisions
- More as empowering, sharing: it's more than shadowing, it's also practising = full team member, experimenting new methods
- Topics: outdoor, mentor + on-arrival, project day, hero's journey ...
- Person interested creates learning objectives – to choose the “menu”
- Start in 2017: 12 EECA, 10 SEE, 7-8 MEDA

## ***Empowering, Visiting, Sharing***

*Working group on job-shadowing/visits programme of regional EVS trainers pools in EVS training and evaluation cycle and other EVS trainings run by other pools*

### **Aim**

*To strengthen the quality of the EVS Trainings, promote the professional development of EVS trainers and pools and reinforce the process of inter-regional cooperation started in 2016.*

### **Objectives**

*To give the EVS trainers from EECA, SEE, EUROMED possibility to:*

- *Learn from others, observe skills and attitudes of EVS trainers from other pools*
- *Reflect about their own professional development as trainers through peer support*
- *Have the opportunity to test new methods and activities or to adapt them to new context*
- *To act as additional team members in the trainings to give and receive feedback to/from colleagues of other pools*

## **Organisational details**

### **Roles**

*EVS Visiting Trainer at the job shadowing can either only observe or contribute actively to the facilitation of activities according to own learning needs and objectives. In any case the trainer will fully integrated in the trainers team and will give and receive feedback. It is planned to host only 1 trainer at a time.*

### **Finances**

- *Hosting SALTO/NA covers the expenditures related to lodging and board of the trainer-visiting and supports with the visa invitation.*
- *Sending SALTO/NA covers the travel costs to the venue and the visa costs.*
- *Visiting Trainer performs job-shadowing without salary. Any insurance, especially medical is own responsibility of visiting trainer.*
- *For job shadowing/visits to EVS trainings out of EVS training cycle it is necessary to find additional funding. (i.e. training for mentors and Responsible of EVS projects in EUROMED, Training for EVS coordinators in EECA and SEE, etc.)*

*Visa procedure should be initiated in advance considering specific issues through some countries belonging to neighbouring regions.*

### **Hosting possibilities**

*Guiding criteria to choose the country to visit will be the learning objectives plan that each trainer interested in the job shadowing has to go through and the thematic experiences offered by the different pools.*

*This proposals is open to programme countries pools interested in this kind of cooperation*

*First ideas of **thematic experiences** for visiting trainers those Regional pools can offer:*

<b>Hosting Pool</b>	<b>Possible Topics to explore</b>	<b>Location where job-shadowing are possible :</b>	<b>Max no. of trainers to host in 1 year</b>
EECA	- Outdoor/experiential activities in On Arrival/Midterm (especially Carpathian mountains in Ukraine) - For each visit possible to participate both in OAT and MTE (they're run one after the other)	Training in 3 sub- regions normally in Georgia, Ukraine, Russia	12
SEE	- Project day concept in OAT - "Hero journey" concept in MTE	Serbia, Novi Sad Bosnia, Sarajevo	10
EUROMED	- Interaction between OAT and MTE and Mentor trainings - Intercultural dimension in OAT linked to specificity of the region - Mentors and ROP trainings (accreditation or capacity building)	Jordan, usually Amman Tunisia Morocco Palestine (if there are enough volunteers)	7 or 8

The idea will be presented by Regional SALTO to EVS officer staff meeting in Slovenia to check interest of National Agencies and EVS pool of trainers to be involved in the process in 2017 and support it financially.

Here is the calendars of each region's EVS trainings:

SEE

[www.salto-youth.net/rc/see/evs/trainingschedule16](http://www.salto-youth.net/rc/see/evs/trainingschedule16)

EECA:

[www.salto-youth.net/rc/eeca/evs-trainings/calendar](http://www.salto-youth.net/rc/eeca/evs-trainings/calendar)

EuroMed:

[www.salto-youth.net/rc/euromed/evs/mentors/calendar2016](http://www.salto-youth.net/rc/euromed/evs/mentors/calendar2016)

Trainers interested in a job-shadowing / visit experience should fix their learning objectives and apply to one of regional SALTOs at least 2-3 months before the activity.

"Unlock our future potential" was a motto of third day of the seminar in Krakow. After the Open Space we moved further to see what can be done in the future. It started



with a presentation of new features of Tool Fair - National tool fairs and new web-site with Tool box in different national languages

[http://educationaltoolsportal.eu/platform/en/tools\\_front](http://educationaltoolsportal.eu/platform/en/tools_front) .

We continued with brainstorming on the ideas of possible future cooperation and collaboration in between 3 pools, finally we got 5 main ideas, which were worked out a bit further:

**Job shadowings** – presented above

### **Promotion of EVS**

- Afraid to over-promote
- Sometimes tool little promoted
- Too much responsibility
- To keep things going:
  - Online tools
  - Contact with already active E+ organisations
  - Info sessions, workshops
  - Ex-EVS volunteers

### **Creative tools for learning for mentors and volunteers**

- Before, on-arrival, mid-term, beyond
- How to motivate mentors
- Adjust tools according to context
- Maybe EVS tool fair
- When we share methods, we understand more

### **Capacity building and Advocacy**

Background:

Based on common needs of organizations in the regions

- Need of region-specific preparation for programme countries' volunteers before they start their EVS in neighbouring regions. Possibly put together a course to work with sending coordinators on preparation in programme and neighbouring countries;
- Mapping of trainings already available for EVS organizations (like SOHOs East-West EVS);

- Defining of what quality preparation is and through these lenses try to understand what are the needs in this regards. Conduct a primary research among volunteers and SOHOs, and this can also be done while collecting feedback from ex-volunteers during EVS events;
- Come up with some sort of “competence framework for EVS organizations”) and provide competence/topic specific trainings (ex. support for learning, intercultural competence, project planning, etc.);
- Pre-accreditations trainings (of MEDA) and coordinator meetings (of EECA) are not enough. We need to add ICL dimensions to them and also ICL dimension to the SOHOs’ trainings;
- Make user friendly, short and to the point topic and programme specific publications for organizations (ex. Supporting ICL in EVS). There are many more publications for the volunteers and the ones for organizations are rather complex;
- Creating a self-paced online courses for “EVS people” (mentors, coordinators/RoPs). But probably this course will be beneficial for middle-level developed EVS organizations. We need to think about capacity building of newcomers (publications, supporting participation in already available courses– like SOHO trainings, local trainings);
- Need of capacity building for work with young people with fewer opportunities (or rather to say young people with special needs);
- Partnership building and “getting to know the region” can be done by study visits to/from region. Annual EVS events can also be a space for capacity development (make parallel EVS info-session, etc.);
- Promotion of the region can be done through short-term community based EVS projects which can open up the region for volunteer to “take a taste” of the region and EVS in case they are not ready/sure they will manage to “survive” a long-term project in a neighbouring partner country;
- Promote Equal-foot partnership / capacity building in the field of EVS through increasing project management capacities of EVS organizations (for example

project writing workshops, coordinating of project when/if they will have the right to directly apply).

### Advocacy (issues we want to send “up” to policy makers) and strategy

- In general – pre-departure preparation is needed (be it PDTs, publications, webinars or more), and a “document”/a research to prove that need can be rather useful;
- We need to lobby for NAs to have a separate budgets (in particularly through the “windows”) allocated to the cooperation and officers who can be directly responsible for cooperation with neighbouring countries in each NA.

## EVALUATION

The last part of the meeting was an evaluation session, that started from going through the meeting objectives. Most of objectives were well reached. Some of them were formulated too global, so was difficult to fulfil them. More time is needed to achieve them in 100%, especially that Interregional Strategy is a process planned for years. Anyway, the seminar was a space for trainers, to get to know each other, to learn about realities of each region, to exchange and to learn new tools and methods and as well to plan concrete further steps together. The final activity of the event was making a big puzzle together, each of the meeting participants and a team received a puzzle where they were invited to write down or make a symbol of what they have learned or discovered during this meeting, and then put all puzzles together and... dragon appeared!



## **Results of the evaluation:**

### **What have we got from this meeting as a pool?**

- We connected more. It would be good to meet another time. We still need time process.
- We need time to process. We saw where we are in learning process. We really needed it – it helped as refocus.
- It was moment to see there are others – we could meet them. There were a lot of possibilities to give and take, to welcome ideas. It was positive vibe to meet everybody and our pool. We are happy to contribute and share learning approaches. It was good to see strategy – we can explore more how to cooperate; we can also lobby in our countries for that.
- Maybe we can create FB group for all.

### **How has the meeting enriched us as a group?**

- We can make ourselves heard if we listen carefully the others.
- The meeting most of all brought us together, and then through introduction and dialogue enriched.
- Willingness to share and feeling that people are interested to share.
- It was a good start but the future will show how things will develop.
- Awareness of common inter-regional challenges and “missions”.
- Understanding of issues and development of EVS with partner regions.
- First step to build inter-regional community of EVS trainers.
- More information about each other will make us closer!
- Discover certain realities which are more or less similar in our region and the difference how to deal with them.
- I learned that what we have in common is more than what is number of us.
- Job shadowing is the best output of this meeting.
- Feeling really that we exist; future collaboration
- Personal dialogue
- Better understanding of our needs (needs of each pool + as a group of 3 pools)
- Stretching a bit to come up with ideas for mutual supported
- Raising our awareness of how much we poses as a group
- Good beginning
- More awareness about the context of work in different regions
- More solidarity and connection
- Growing community
- A future image of the pool dealing with EVS

- Clearly demonstrated the need to work together, to push for the common issues, challenges
- We discovered ourselves + have a chance for internal evaluation

### **What did I get as a trainer?**

- Believe in EVS no matter the context
- Get to know other colleagues in EVS field
- Learned from them different tools and approaches
- Inspiration and good energy from the colleagues
- Reconnections, inspiration and work together
- New approaches and tools from other pools
- New tools, good practices
- New ideas for tools to use in my TCs
- New methods to add and use
- New ideas and contacts with other trainers
- EVS cycles are different for a reason
- Greater awareness
- Self-confidence and inspiration
- Inspiration and even more love for people and job I do
- Confidence and drive to improve what we are doing
- Some ideas on creating new formats to improve the quality of EVS in region  
(support measures for mentors + EVS coordinators)
- Inspiration, connections, new ideas on new tools
- New tools
- Have challenged approaches to OAT, MT exercised in our region
- New priority areas to work on (I.e.. capacity building or local NGOs)
- Inspiration about having the courage to think out of the box in designing and implementing EVS training cycle without fear about the institutional frame
- Greater ownership and bigger picture
- Seeing myself from aside – meeting great colleagues

## Team list

The facilitators of the meeting:

- Alenka Oblak
- Katya Sherer
- Riad Mustafa

SALTO EuroMed: Federica Demicheli, Bernard Abrignani, Pauline Giraudet

SALTO South East Europe: Sonja Mitter

SALTO Eastern Europe and Caucasus: Marina Makarenko, Tomasz Szopa, Andrij Pavlovych

Polish National Agency of Erasmus+ programme: Karolina Suchecka

## Participants list

No	Name	Country	No	Name	Country
<b>EUROMED</b>					
1	Khazene Abdallah	Algeria	8	Justine Abi Saad	Lebanon
2	Amr Arafa	Egypt	9	Amina Ikli	Morocco
3	Manal Saleh	Egypt	10	Adib Lrhoul	Morocco
4	Marko Kangas	Finland	11	Shadi Zatar	Palestine
5	Rosario Rossi	Italy	12	Bruno António	Portugal
6	Sana Al-Emam	Jordan	13	Mariam Ben Ltaifa	Tunisia
7	Lama Tabet	Lebanon	14	Aytaç Uzunlas	Turkey
<b>EASTERN EUROPE AND CAUCASUS</b>					
1	Anna Yeghoyan	Armenia	8	Giorgi Kakulia	Georgia
2	Hranush Shahnazaryan	Armenia	9	Ieva Grundsteine	Latvija
3	Anahit Minassian	Armenia	10	Vitalie Cirhana	Moldova
4	Olga Poddubnaya	Belarus	11	Natalia Nikitina	Russia
5	Maryna Korzh	Belarus	12	Ruzanna Ivanian	Russia
6	Aliaksandr Mazurkin	Belarus	13	Andriy Donets	Ukraine
7	Olga Artsiukh	Belarus	14	Oksana Yuryk	Ukraine
<b>SOUTH EAST EUROPE</b>					
1	Stefan Manevski	Macedonia			
2	Jelena Ilic	Serbia			
3	Snežana Baclija	Serbia			
4	Tadej Pugelj	Slovenia			
5	Konstantinos Spatiotis	Greece			

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Some pictures

















