

CALL FOR PARTICIPANTS



EUROPÄISCHE
JUGENDBILDUNGS &
BEGEGNUNGSSTÄTTE
WEIMAR

SKAB'ing M³ - Macro Meso Micro



06.01.-12.01.2025 | Weimar (Germany)

16.06.-22.06.2025 | Tauchen (Austria)

*Organisations grow when the people within them grow.
Learning is not just for individuals; it's the lifeblood of any thriving system.*
Peter Senge

Welcome again to the world of SKAB'ing, where we sail around the concept of competence-based approach trying to unveil the four competence's dimensions: Skills, Knowledge, Attitudes and Behaviours. In this exploration, we dive deep into the core elements that shape our overlapping personal and professional landscapes. Within the SKAB'ing framework, we identified two conceptual focuses:

- 1) for individuals (trainers, youth workers, educators)
- 2) for organisations

This call, **SKAB'ing M³ - Macro Meso Micro**, is for organisations. A strategic programme aimed at organisational development, **driving systemic change** and **fostering learning organisations** by analysing the different levels the European Training Strategy is focusing on:

- a. **Your organisation, its role and position in the youth field (Macro)**, with an emphasis on how it can contribute to and benefit from systemic change across the sector;
- b. **Your organisation as a whole, with its internal dynamics, awareness, strategies, processes, and procedures (Meso)**, focusing on developing a culture of continuous learning and adaptation;
- c. **The individuals of your organisation, like paid staff and volunteers (Micro)**, and their role in driving systemic change and contributing to the organisation's evolution into a learning organisation.

This is an **invitation for organisations and people regularly involved in organisations** - legal representatives, project managers, project coordinators, trainers, youth workers and volunteers - to apply for the **SKAB'ing M³** module and to embark on a journey focused on competence development and capacity building and systemic change for organisations through the lenses of the ETS (European Training Strategy), with the following format:

- **Prep Phase:** Preparation phase with the group of participants' (online and asynchronous) from the beginning of November 2024
- **Training Activity 1:** 06. - 12. January 2025 in Weimar (Germany)
- **Practice phase:** the practice phase, to be implemented in between Activity 1 and Activity 2, will be designed in a co-creation process between the trainers' team and the group of participants.
- **Training Activity 2:** 16. – 22. June 2025 in Tauchen (Austria)
- **Follow-up:** Online Follow-up Phase with the participants' group (agreed on together)

This SKAB'ing module and its activities will provide opportunities to explore:

- The ETS and how organisations can benefit from it
- The Competence-based approach in non- formal education
- The ETS Competence Model for Youth Workers and how it can be used for organisations
- How to identify, map, assess, develop organisational competencies
- How to implement competence-based development plans
- How to support organisations' staff competencies development
- How to deal with organisational change management
- Self-discovery and self-paced learning.

*A learning organisation is not one that just learns from its past,
but one that is constantly willing to unlearn and relearn in the face of change.*
Anonymous

SKAB'ing Board (elements tackled in the training A1 & A2)

Based on the topics we have, the programme will be the dynamic outcome of a shared co-creative and collaborative process: it can organically grow, change with proposals from participants; topics, timings, spaces will be chosen by participants in the frame of self-directed learning and non-linear learning. You can find our starting points in the “circular” programmes below.

Activity 1

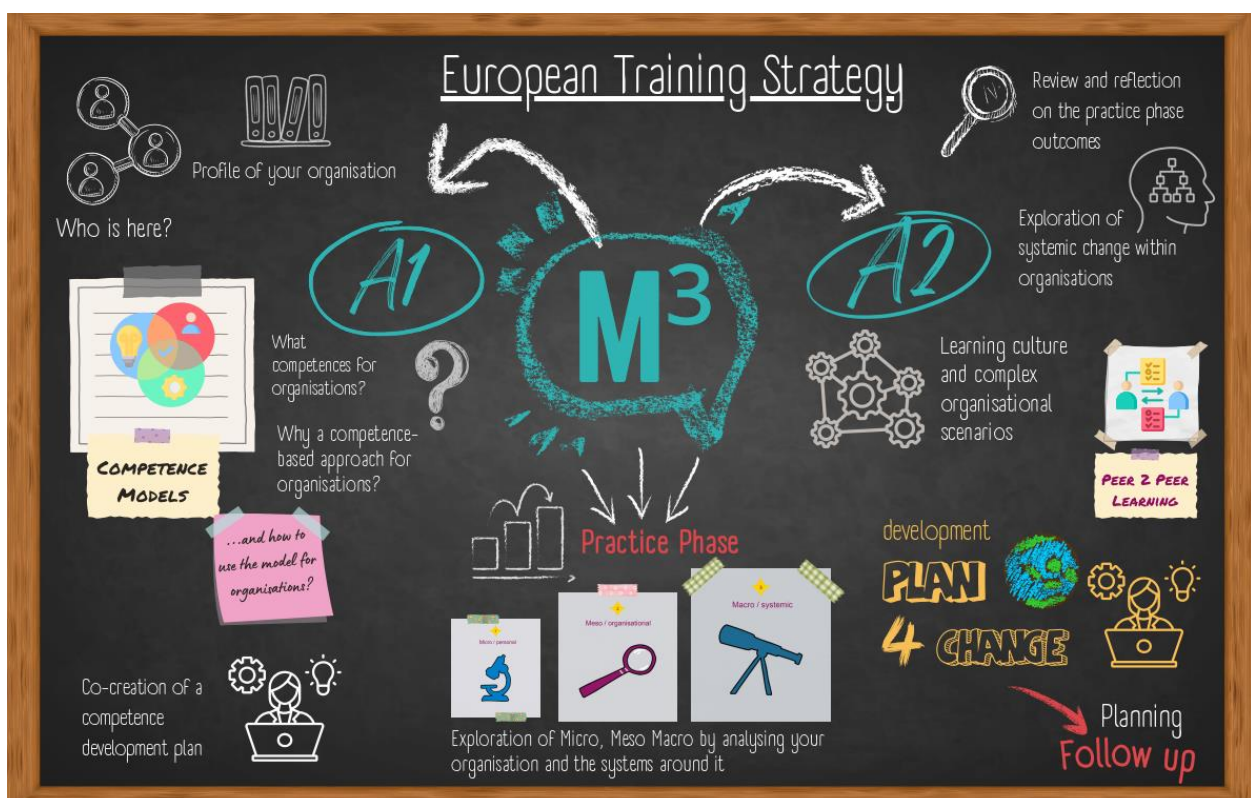
- Who is here: people, organisations (and places)
- The profile of the present partner organisations': background, what they do, with/for whom, why
- Why a competence based approach for organisations?
- What are the competences of our organisations?
- Playing with the ETS Competence Model for youth workers: how to use it for organisations?
- Plan C: (co-)creation a competence-based development plan
- Discussion on the role of organisations in driving systemic change in the youth field
- Initial discussions on organisational change management

Practice Phase

- Exploration of the macro, meso, and micro levels the European Training Strategy focuses on
- Analysis of organisational dynamics, strategies, and processes

Activity 2

- Review and reflection on the practice phase outcomes
- Advanced exploration of systemic change within organisations
- Deep dive into implementing and sustaining a learning organisation culture
- Further development and refinement of competence-based development plans
- Peer-to-peer learning and sharing of experiences from the practice phase
- Collaborative workshops on supporting staff competencies development
- Application of the ETS Competence Model in complex organisational scenarios
- Planning for follow-up and continued collaboration



Expected profile of participants

People regularly involved in civil society / youth organisations, legal representatives, project managers, project coordinators, trainers, youth workers and volunteers coming from Erasmus+ programme countries to work on competence development, capacity building and systemic change for organisations through the lenses of the European Training Strategy. The invitation is **ideally for two people** from the same organisation. Please inform us if you / your organisation can send two people - please inform us through your application form (further info see below).

Information on participation

Given that the training programme is structured as a comprehensive package, which includes two training activities and an intervening practice phase, **we highly recommend participation in both training activities for the full experience (selection criteria).**

Travel information

We will reimburse the travel costs on the basis of the cheapest possibilities, e.g. second class railway tickets, economy class flights etc., within the provided limit, from place of residency to the venue of the activity and return, based on the rates of the “distance calculator” of the European Commission <https://erasmus-plus.ec.europa.eu/de/node/2626> and related regulations as follows:

- 10-99 km: 28,00 EUR
- 100-499 km: 211,00 EUR
- 500-1999 km: 309,00 EUR
- 2000-2999 km: 395,00 EUR
- 3000-3999 km: 580,00 EUR

Green travel can be applied upon previous request & information.

Participation fees

We are aware of the difficult financial situation of many people active in the field. Nevertheless, we see the offered events as a unique opportunity for personal learning, professional development & networking which should be, beyond the received funding by European taxpayers not “for free”. Further, as a place of civic education, focusing as well on topics as (global) social justice, we decided to disrupt the vicious system of underpayment of people active in the field of (international) youth work & education, dedicating their lifetime & energy by offering fair payment for their work, e.g. as free-lance trainers, seminar leaders or support staff. Therefore, a financial contribution from each participant is required upon individual situation & decision (per event):

- You are a pupil, student, unemployed person or a volunteer (reduced fee): 25,00 EUR
- You are freelanced youth worker / trainer (standard fee): 50,00 EUR
- You are a person in job/employment (solidarity fee): 75,00 EUR

In case you are not able to afford the fee, please contact us for individual solutions.

Venue, accommodation & board

06.01. – 12.01.2025 in Weimar (Germany)

Accommodation, board (provided) & activities will take place at the Stiftung Europäische Jugendbildungs- und Jugendbegegnungsstätte Weimar (Foundation “European Youth Education and Meeting Centre in Weimar, EJBW): <http://www.ejbweimar.de/>

16.06.-22.06.2025 in Tauchen (Austria)

Accommodation, board (provided) & activities will take place at Blue Whale Education Center at Tauchen (Austria): https://www.instagram.com/bwec_at/, <http://www.bwec.at/>

How to apply?

Please apply **until 14th of October 2024** via <https://forms.gle/3XUDFhTGcKaoVFAf7> We will inform all applicants after 16th of October 2024.

The next foreseen SKAB'ing modules will be:

For Individuals (trainers, youth workers, educators): with a comprehensive training series of modules unpacking the ETS Competence Models

- SKAB'ing Module on Participation & Co-creation (coming soon)
- SKAB'ing Module on Relationship & Learning (planned for 2025/2026)
- SKAB'ing Module on Observation & Evaluation (planned for 2026/2027)

Each module addresses different aspects related to the application of the ETS competence model. These modules are independent, with each containing two activities and a practice phase in between. Stay tuned!

**The secret of change is to focus all your energy not on fighting the old,
but on building the new.**
Socrates (attributed)

SUPPORT



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und Jugend**

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Cover: Family visiting the most south point of Europe, Tarifa in Spain by Tomsickova via Adobe Stock

Weimar, September 2024