

Training proposal

Outcomes:

In terms of the outcomes of this training course, it is foreseen that the participants:

- Have explored the concept of minority and its possible differentiations and specificities
- Have exchanging examples of existing grassroots projects that are effectively involving young people from minorities
- Have identified practices and methods that could help to review and improve the non formal educational programmes of YNGOs
- Have developed follow-up plans and implemented them upon return to their home countries with their organisations

Approach to learning

According to the principles of non-formal education, this training will be:

1. Learner centred - The programme is designed aptly and tailor-made around the specifics of this group of participants.
2. Flexible and Adaptable - the main programme and methods for each session will be finalised once we will receive all the application forms from the participants and organisational background, in order to best target it to their learning needs.
3. Inclusive - in terms that no prior topic on the subject is necessary in order to attend, and programme will be adapted in case of the presence of linguistic or physical obstacles reflected in the participants' abilities.
4. Planned - all activities will be planned, in terms of logical flow and session methodology in a logical sequence that would best ensure learning and empowering outcomes.
5. Evaluated - each experiential learning session, as the whole seminar will be evaluated, through different methods, debriefing and feedback, in order to ensure the digestion of the learnt skills, knowledge and attitudes in the participants.
6. Voluntary - no participant will be seconded to this seminar, their presence, according to conditions for participation, voluntary accept it, and any learning outcome they gain, will be considered as the right outcome.

In order to meet all the learning styles and needs, a variety of methods will fulfill this learning approach: presentations, study cases, Open Space Technology, self directed learning, fishbowls, world café, role-plays, debriefs, simulations, brainstorming, reflection groups etc.



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Decision-making

Participants will be able to have their say concerning the programme, by eliciting their fears, expectations and contributions, and through the reflection groups, which will give a chance to the seminar team to meet their learning needs.

Active involvement

Another important element of this seminar will be peer-education, as often participants will be asked to make active contributions concerning their competences, experiences, and encouraged to share doubts and observation. As much attention as possible will be equally given to both individual and group outcomes.

Evaluation

There are 4 types of evaluations that are foreseen for this project that will be reflecting both the learning achievements and the impact that these have towards the participants.

1. The pre-evaluation: the participants will be sent a set of questions that will gather information regarding their learning preferences, their competencies, skills and attitudes towards the topic and other relevant information that can constitute a benchmark for the impact assessment. This can also be achieved through the application forms.
2. Daily evaluation: each day the participants will meet in a reflection group that will evaluate the day and their learning
3. Final evaluation, done with the whole group and will consist of a series of methods that will measure the achievement of the learning objectives and the evaluation of the programme.
4. The post-evaluation: will be done 3 months after the seminar and will measure the results of the follow-up activities and the impact that the course had on the participants and their sending organisations.



Minorities + Youth Organisations = Inclusion?

	June 5, 2013	June 6, 2013	June 7, 2013	June 8, 2013	June 9, 2013	June 10, 2013	
9.00	Arrivals	Opening and introduction; Expert input of diversity – key note speech	Example of an inclusion project - Field visit to a inclusion project	Are we open to minorities? – training session on using non formal education as tool for social inclusion	An activity to reach out minorities -Group exercise and debrief	Departures	
10.45		Coffee break					
11.15		Am I open to diversity? – role play game	Example of an inclusion project - Field visit to a inclusion project	Are we open to minorities? – guided exercise to facilitate the review of educational programmes	Open Space Technology - What am I missing?		
13.00		Lunch					
14.30		Exploring minorities, what are them? Training session	Fair of best practices and resources – Sharing best practices	Are we open to minorities? - continuation	How to disseminate in sending organization? - Individual exercise on dissemination at national level		
16.00		Coffee break					
16.30		Looking at national situations – sharing session	European opportunities and resources for young people and youth organizations related to social inclusion	An activity to reach out minorities -Group exercise	Evaluation and closing		
18.00		Reflection groups and Blogging					
19:00		Dinner					
20.30		Getting to know each other – ICL Evening	Knowing minorities – movie	Free evening	Slovak evening - Intercultural activity		Farewell party

1. Getting to know each other – Intercultural Evening

The aim of this session is to allow the participants to get to know each other, facilitate interaction both on a personal level and on a cultural level. The *Eurovision* exercise will be used for the beginning of the evening (the group is divided into smaller groups, each of the groups has to perform a song that contains words from all the languages represented in the group, followed by an intercultural dinner with interactive presentations of the cultures and countries present).

2. Opening and introduction; Expert input of diversity – key note speech

The aim of this session is to introduce the concept of the seminar, present the objectives and the expected outcomes, introduce the blogging element and establish the working principles according to the expectations and contributions of the participants. The last part of the session will contain an input on the added value of diversity in organisations from a local expert (TBC).

3. Am I open to diversity?

Diversity and inclusion in organisations are concepts that start from personal attitudes. SO what are the attitudes of our participants of the seminar related to diversity? The aim of the session is to increase awareness of the participants related to what diversity is and how open are they personally towards diversity. The methods used will include a role-play game and a debrief.

4. Exploring minorities, what are they?

From theory to practice, this session aims to explore what minorities are and how they contribute to the development of the society and of organisations. By the end of the session, the participants will have a better understanding not only of the concept but also of historical aspects related to minorities such as legislation and rights.

5. Looking at national situations

This session aims to map out what are the national situations of the participants in relation to minorities both at national and at local level. The participants will be asked to research the situation before the seminar (situation, numbers, legislation etc) and share it with the groups in a creative way.

6. Knowing minorities – screening of a movie on the topic

A movie will be chosen for this evening session.

7. Example of an inclusion project - Field visit to a inclusion project

The participants will do a visit to a local inclusion project that will be confirmed at a later stage. The aim of the session is to discover the challenges that organisations working with the inclusion of migrants face and how these can be used as learning points for the development of more inclusive youth programmes.

8. Fair of best practices and resources – Sharing best practices

After discussion the local situation in Slovakia during the previous session, the participants will organise a fair of best practices in terms of inclusion of minorities. This will give the possibility of the existing projects to be promoted and also it will open up the possibility that the participants develop other projects as a follow-up. The aim of the session is to share best practices, as many as possible form a wide variety of organisations, even if not represented there. United for Intercultural Action was asked for support for this session.

9. European opportunities and resources for young people and youth organizations related to social inclusion

How can young people and organisations find opportunities and resources for projects that foster social inclusion? The aim of this session is to provide an overview of the funding possibilities that exist at European level and also of the resource centres and organisations that can provide resources.

10. Are we open to minorities?

The aim of this activity that will spread over 3 sessions is to analyse and make proposals to improve the educational approaches of the organisations present. The participants will explore how non-formal education can foster social inclusion and support minorities and also how this approach can be integrated in the overall educational approach (the programme) of an organisation. The sessions will be based on a learning-by-doing approach.

11. An activity to reach out minorities

Putting it into practice – the aim of the session is to develop, implement and evaluate a public activity to reach out to minorities. The activity will give the participants the possibility to put their learning into action and also test what works.

12. Open Space Technology

The aim of this session is to provide the space for the participants to offer and get the knowledge or skills that they find useful and have not been yet provided in the seminar.

13. How to disseminate in sending organization?

Following the concept of the world café, the participants will prepare follow-up plans both at personal and organisational level.

14. Evaluation and closing

The aim of this session is to evaluate the seminar and have the official closing.