



DJS/TCFacilitators 2010(1)

Strasbourg, 9<sup>th</sup> December 2010

# Training for facilitators

**Involved in non-formal education with  
young people in the field of social inclusion**

**14-22 February 2010  
(including arrival and departure day)**

Strasbourg, France

Course description

## Background

Over recent years, the number of training and educational activities supported and/or organised by the Council of Europe's youth sector has significantly increased. Non-formal educational activities have become a very important instrument to pursue the aims and principles of the Council of Europe's youth policy. Similarly, within youth movements and institutions, there is an increase in the volume of the youth activities, and in particular an increase in the complexity and diversity of the youth work. All these non-formal education activities require competent and motivated volunteers or staff members to secure quality and a maximisation of results. Those active in non-formal education, on a voluntary or remunerated basis, temporarily or permanently, apart from their commitment, enthusiasm and experience have a constant need for developing the competences for the youth activities they run. From these youth workers and leaders, it is expected to be capable to organise and facilitate the learning processes of the other young people who attend the different youth non-formal educational activities.

In order for non-formal education activities to live up to their expectations and promises, it is important to ensure that quality standards of seminars, training courses, study sessions and other educational youth activities are defined in the early stages of the development. In other words, quality should be a concern from the very outset; standards should be considered in the definition of objectives, design of the activity, composition and competences of the team, implementation and evaluation and should be considered by all stakeholders.

Competent members of preparatory teams are one of the most important factors to guarantee the quality of the educational youth activities. In most cases, these members are neither professional trainers, nor experts in non-formal education practices. These are young people who act as facilitators of other young people's learning processes. The facilitators should be able to understand and cater for the learning processes, be able to plan, structure, run and evaluate educational programmes; and be capable to facilitate individual and group learning processes.

At the level of intercultural European youth activities – and what may be broadly defined as European youth work – the need of understanding intercultural processes and capacity to work with multicultural groups are additional essential competences. Many young volunteers or professionals need to be prepared to act within an international and intercultural environment and, generally to develop their competences to work and act within a European framework.

Within non-formal education, training and educational activities form the backbone of youth work. While their non-formal nature gives it credibility, flexibility and increased relevance to the young people's needs, their status and quality can only improve with an increase in the number of qualified and trained youth workers and facilitators working in the field.

Social Cohesion and the inclusion of young people is one of the work priorities of the Directorate of Youth and Sport. We consider that youth NGOs play an important role in the promotion and protection of inclusion for disadvantaged young people through the use of non formal education in their activities. Non-formal education has a clear role in securing equality of opportunities for participation of young people in society, a key aim of the youth policy of the Council of Europe. Investments in the quality of non-formal

education and youth work should benefit young people as beneficiaries and actors in non-formal education.

### **Why a training course for facilitators?**

The training activities of the Directorate of Youth and Sport are aimed at young people and youth workers who are in a position to act as "multipliers" and to promote Human Rights, Democratic Youth Participation, Intercultural Dialogue and Social Inclusion of young people in their work.

The activities of the European Youth Centres have been trendsetters in Europe and remain a benchmark for international youth activities. The programme of study sessions, consisting of some 25 activities every year, involve hundreds of participants every year and some 120 people are involved in preparing them, as course directors and team members of the youth organisations cooperating with the Directorate of Youth and Sport.

Likewise, the European Youth Foundation supports up to 100 applications for international youth meetings twice a year, which shows the interest of youth organisations to use non formal education in intercultural settings. Securing their quality and accessibility to the occasional trainers and leaders of youth organisations is one of the essential pre-requisites for them to contribute with their points of view and multiplying of the activities, principles and values of the work priorities of the Directorate of Youth and Sport.

The training course for facilitators addresses the needs of youth organisations and other youth work institutions to have competent and autonomous volunteers and staff capable of facilitating training and education processes for their membership needs. The "transitional" nature of youth work implies a very regular turnover of volunteers and staff in the organisations active in this field, especially those doing training on a sporadic and voluntary basis. Therefore a constant training of the new generations of young people should be ascertained. For the Directorate of Youth and Sport it is also a particular investment in the quality of the sessions and other educational activities in its programme; and an expression of the undisputed competence of the Directorate in intercultural training of youth leaders, youth workers and trainers. This competence should thus be put at the service of the quality standards it seeks to preserve in its activities.

This course is part of the generic training courses run in a 2-years frequency in the DYS. A manual for facilitators in non-formal education was developed as a result of the previous 2 courses and serves as a basis for the course development.

This year though, the course will have an extra focus on working in the field of social inclusion, thus analysing the role of youth NGOs running educational activities to promote social inclusion and provide space to disadvantaged young people.

### **Aim**

The main aim of this training course is to train participants on applying quality standards in organising, implementing, evaluating and planning an effective follow up of study

sessions and other intercultural non-formal educational activities in cooperation with the Council of Europe's Directorate of Youth and Sport.

## Objectives

The main objectives (personal, organisational and institutional) of this course are:

- to increase participants' knowledge and awareness about values underpinning European non-formal educational youth activities;
- to familiarise participants' with the values, mission, structures and ways of working of the Council of Europe and in particular the Directorate of Youth and Sport;
- to develop essential competences for facilitators in non-formal education in the field of social inclusion with multicultural youth groups (e.g. programme design, leadership, team work, chairing and facilitating, communication, group dynamics, evaluation and follow-up) assuring quality criteria in all aspects of study sessions;
- to develop participants' awareness and skills about organising the follow-up, in particular writing reports and securing other forms of dissemination of the results of study sessions;
- to develop participants' understanding of social inclusion and the way they can promote it through non formal education activities;
- to increase the participants' competences and motivation to introduce and work with intercultural learning and human rights education in study sessions;
- to support better integration of the study session results within the programme of the Directorate of Youth and Sport.

## Methodology

The course will give participants the opportunity to experience, and reflect upon activities and concepts crucial in designing, running and evaluating educational activities for young people. The entire course is designed as a mutual learning situation in which, with use of diverse methods, participants can compare their approaches to education, facilitation and leadership, non-formal education and international youth work.

Contributions from experts in the training and non-formal education field will establish a theoretical framework and common reference points for learning and communication. Towards the end of the course, participants will have the opportunity to analyse the format of different study sessions and international activities of international youth organisations and design a programme for some of them.

As a result of the previous 3 training courses for facilitators, a manual for facilitators of study sessions was developed and published in 2009. This publication will be used as a basis for the development and running of the activity.

## Working language

The working language of the course will be English. Candidates must have sufficient understanding of the working language in order to comprehend and complete this application form without assistance from another person.

## Participants' Profile

Voluntary or employed staff of **International non-governmental youth organisations**, and other youth networks

- who are conducting occasional training and other educational activities for young people and
- who are, or will be, responsible for or involved as facilitators in a study session or other educational activity at one of the European Youth Centres or
- in the framework of applications to the European Youth Foundation in 2010 or
- whose organisation plans to apply for a study session or a project funded by the European Youth Foundation in 2011.

### All candidates must

- be aged between 18 and 30 (exceptions may be made on the basis of justification)
- be actively involved in a youth organisation or network, while preparing to take on occasional responsibilities in the field of training with an international dimension
- be well informed about their organisation, institution or service and be prepared to explain to the other participants about the training activities in which they have been involved
- be able to work in English
- be in the position to act as a facilitator after the course whether as course director or member of a team in charge of a study session or in an activity supported by the European Youth Foundation
- be committed to attend for the full duration of the course and be supported by a youth organisation.

## Preparatory team

The programme of the course is designed and conducted by a multicultural team of experienced trainers. These trainers are recruited from the DYS trainer's pool. They will be supported by other experts if needed.

## Application, procedure and selection of participants

All candidates must apply on-line, completing the application form under this link: : <http://courses.openconten.it>

Applications must be submitted by 7th January 2010, **a letter of support from their sending organisation has to be uploaded on the platform or sent separately by e-mail, fax or post.** In case of several applicants of an IYNGO, the IYNGO is asked to set a priority within their applicants.

The preparatory team will select thirty participants on the basis of the profile outlined above. It will try as far as possible to respect the organisations' priorities, but also to ensure a balance between sexes, geographical regions, different types of experiences, cultural backgrounds and organisations, institutions or projects. A waiting list may be established. Candidates will be informed about whether their application has been accepted or rejected, and if they have been put on the waiting list, by 15<sup>th</sup> January 2010.

## Deadline for applications

The application form must be submitted on-line with the support letters by Thursday **7<sup>th</sup> January 2010**.

## Financial and practical conditions of participation

### Travel expenses

Travel expenses and visa costs are reimbursed upon presentation of the relevant receipts, according to the rules of the Council of Europe. Only the participants who attend the entire training course can be reimbursed. The payment will be made either by bank transfer after the course, or at the end of the course in cash (in Euros).

### Accommodation

Board and lodging are provided and paid for by the Council of Europe at the European Youth Centre Strasbourg.

### Enrolment fee

An enrolment fee of **60 Euros** is to be paid by each participants. This amount will be deducted from the amount to be reimbursed for travel expenses or paid at the EYCS during the course.

## Other DYS training courses

If you are interested in a training course in international youth work, but your profile does not fully correspond with the requirements of this course, please note that the Directorate of Youth and Sport organises other training courses. For details please consult our webpage [www.coe.int/youth](http://www.coe.int/youth) or contact one of the European youth centres.

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