



AGENCIJA ZA
MOBILNOST I
PROGRAME EU



Youth
in Action
Programme

**“HITCHHIKER’S GUIDE TO BECOME TRAINER IN YOUTH IN ACTION”
SERIES OF TRAINING OF TRAINERS MODULES
CO-ORGANIZED BY THE NATIONAL AGENCIES OF BULGARIA, CROATIA,
CYPRUS AND CZECH REPUBLIC**



REPORT

**FROM THE FIRST MODULE OF THE SERIES OF HITCHHIKER’S TOT HELD IN
TOCHNI, LARNAKA, CYPRUS**

MARCH 26-30, 2012

COMPILED BY: Maria Marinova-Alkalay and Panayiotis Theodorou

CONTENTS

SUMMARY

BACKGROUND

PROGRAM OUTLINE

SUMMARY OF ON-LINE EVALUATION & CONCLUSIONS

APPENDICES

SUMMARY

The first module of the “Hitchhiker’s Guide to Become Trainer in Youth in Action” was organized by the Cypriot National Agency of the Youth in Action Programme (YiA) in co-operation with the National Agencies of Bulgaria, Croatia, and Czech Republic; this training course brought altogether 13 trainers – newcomers to YiA - members of national pools with variety of background in formal and non-formal settings, including business trainings, previous work with people with disabilities and track record in European Voluntary Service (EVS).

The training course programme was designed to introduce participants to the main theoretical framework when dealing with an individual learning process; the difference and similarities between formal, informal and non-formal education (NFE) as well as to enable participants to structure sessions following a pre-set agenda, objectives and target group.

13 participants from 5 different countries took part in the training course. The National Agency of Slovakia also supported the process and recruited participants for the first module.

To meet the pre-defined main theme of the module, i.e. the priority of the Cypriot presidency of the European Union on social inclusion and cultural diversity, the training course incorporated a task for the participants to design and deliver a session on social inclusion, thus four training sessions were developed and delivered to provide participants with an actual practice exercise.

Overall, participant evaluation was very positive in terms of learning and the design and delivery of the training course and reflective of the anticipated outcomes of the training course. Key learning outcomes, as noted by participants in the on-line questionnaire, include:

[...]tools sharing - self-assessment of competences - facilitating and effective learning environment; the presentation of different models defining the group dynamics and learning styles.

For future collaboration, a Facebook page was set up by the participants where they have already started sharing tools and preparing for the next module.

BACKGROUND

The training course was organized by the Cypriot National Agency of the YiA Programme in co-operation with the National Agencies of Bulgaria, Croatia and Czech Republic.

Aim

The aim of the course was to provide trainers members of national pools with an opportunity to develop skills and competencies in order to become more confident, independent and knowledgeable within YiA and promoters of self-directed learning within the wider youth community.

Key objectives

- To focus on delivering quality in trainings contents incl. solidify YiA knowledge, further skills development and encourage pro-active attitude to non-formal learning;
- To bridge the gap in pools (experienced vs. newcomers) by providing newcomers with opportunity to catch up in YiA, NFE, L2L etc domains;
- To stimulate learning process (self-directed for the trainers themselves + improve the ability of trainers to direct others' learning processes as resource people)
- To improve the cost-benefit ratio for TCP budget of participating NAs by allowing more trainers to undergo topical ToT on various themes and levels offered several times within a calendar year;

Profile of participants

- Trainers newcomers to national pools with no or limited background of the Youth in Action Programme;

Training course team

Trainers: Maria Marinova-Alkalay and Panayiotis Theodorou both experienced in the fields of non-formal learning, training of trainers, Youth in Action program and social inclusion.

Cypriot National Agency: Maria Militadou, Sofia Demosthenos

Main aim of this report

The aim of this report is to provide an outsider with a general overview of process and outcomes of the first Hitchhiker's module training course which took place 26th - 30th March, 2012 in Tochni Larnaka, Cyprus. The following pages represent a day-by-day 'snapshot' account of the key training sessions. The report closes with a summary of participant's views on their personal learning and development and on the training course itself (trainers, content, logistics etc.) along with some concluding words from the training team.

For further information, a participants list, the questionnaires and a 'final programme' are appended.

PROGRAM

DAY 0, March 25th

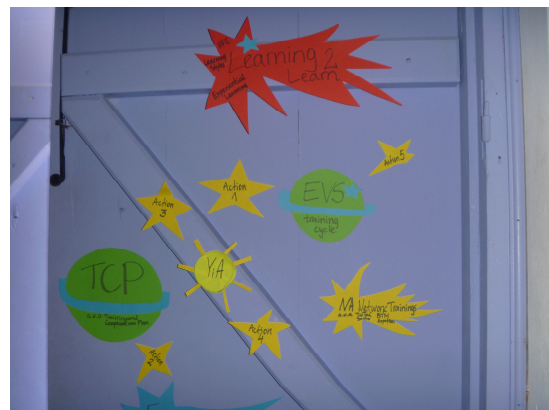
Welcome evening

Objective

To introduce participants to the context of the Hitchhiker's Guide and to extract basic profile information from them

Main activity

Welcome to the Command and Control Center of YiA Universe! Make sure you don't panic and remember to bring a towel!



5 check points to get further information from participants and their background:

- Locate yourself on the map by the number of trainings you have done for a period of 12 months;
- Locate yourself on the map by the years of experience in training you have;
- List the learning theories you know;
- Position yourself in the chart according to your experience in YiA and NFE;
- Finish the sentence: Being a trainer in YiA is...;
- Take your photo for the intergalactic hitchhiker's passport.

DAY 1, March 26th

Introduction to the TC and Learning Theories

Objectives

To introduce participants to the main aim and objectives of the Hitchhiker's Guide series
To share expectations, contributions and risks
To build group atmosphere and break the ice

Morning activity

Explore Tohni Galaxy.... Get the right picture from the right angle – group building and ice-breaker exercise in the village of Tochni in groups of 3 people;

What you need to know when hitchhiking in Universe – bring a map and a towel, be careful with meteors

Participants listed within their expectations:

...some tips, tricks and the feeling that I can connect previous experience with those new tasks...

...get more confident about setting a program of a TC...

...more knowledge about how to build up a good TC...

What concerned them included:

...waste time, old information, not fun...

...being new in the field while most people are already with bigger experience...

...lots of information, overwhelming...



their towel



and the meteors

Formal, non-formal and informal learning – any differences and/or similarities?

Divided in groups participants came with a profile for each learning type, followed by a group discussion on how useful formal education is and how fun non-formal usually is, followed by where YiA stands and how to transfer that distinction to young people. In the debriefing the trainers team put an emphasis on the symbiosis of all three types of learning and the key message behind NFE, its recognition and role in youth work.

Afternoon activity

Introduction to learning theories

Individual learning styles – how do I learn best?

NLP

VARK

Myers Briggs model

PEMS model/Pizza of life

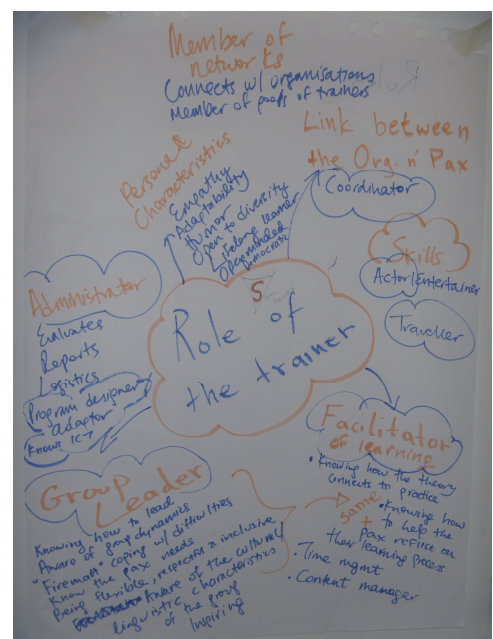
Bobo's 6 HATs

Youthpass and Key Competences – The Journal of the Hitchhiker in YiA Universe – introduction to documenting individual learning path throughout the training



Evening activity

Bar in the End of Universe



Day 2, March 27th

Objective

Identify the profile and role of a trainer in a YiA context

Morning activity

Presentation of Cypriot NA and presidency priorities

Requirements, Qualities and Role of a Trainer

Competence profile of a trainer – introducing SALTO T&C ToT, CoE TALE self-assessment tools

Afternoon activity

Learning to learn – learn how to juggle 3 balls followed by discussion on L2L & experiential learning in a non-formal setting



Day 3, March 28th

Objective

Introducing Inclusion and Diversity
Facilitating a Learning Process
Exchange tools and methods

Morning activity

Map of Europe

Needs analysis and group dynamic theories
Tuckman's stages of group development
FIRO cycle

Afternoon activity

Tool Fair in two sessions – participants demonstrate their favorite tool

Trip to Larnaka – the city of diversity and inclusion
Dinner out

Day 4, March 29th

Objective

Exchange tools and methods

Learn about feedback – how and when to give it



Morning activity

Tool Fair in one session – participants demonstrate their favorite tool

Afternoon activity

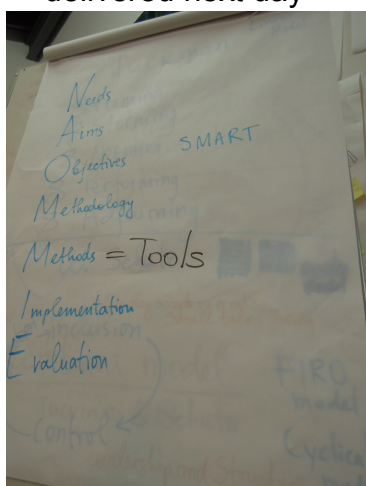
YiA – presentation of priorities, actions, TCP

Experiential learning – design a tool for one YiA action that is PEMS and focuses on inclusion

Participants were invited to start practically implementing what they have learned until now, i.e. they were asked to come up with a tool to present one YiA action to a group of young people taking into consideration the individual learning styles and the applicable YiA priority. The group process developed really well, everybody was dedicated to accomplish the task in its full. However, when presenting their tools it turned out that 3 out of 4 groups had developed a session including different tools and only one group presented what was initially asked. That was a turning moment in the training as it raised the issue of communication breakdown, own perceptions and the necessity to see the bigger picture. As a result of this process, each group had a one-to-one feedback session with the team of trainers to discuss what and how things went wrong. That was combined with the previous presentation on how and when to give feedback.

Evening activity

Pushing to the Limit – design a session of 40' following **NAOMMIE** which is to be delivered next day



Needs

Aims

Objectives

Methodology

Methods

Implementation

Evaluation

Time for team feedback session with the trainers

Having had an exhausting day full of YiA information and practical exercises, participants were invited to an evening party that turned out to be another assignment designed to test their team skills, stamina and the ability to incorporate what they have learned until now. Participants were given the time

between 21 and midnight to develop a session on 40' in 4 newly composed groups following NAOMMIE method to structure their work. Three teams managed to finish the task within the given deadline. One team went through a difficult process struggling with motivation issues, individual communication styles and the pressure of the assignment. The trainer team had to intervene to balance; one team member chose to withdraw and the other two finished the task with a two hour delay. The whole experience was debriefed the next morning after all presentations where a special emphasis was put on teamwork, commitment, dealing with difficult participants and/or team members to extract important conclusions for everybody about what to expect when getting an invitation to deliver a TC for their NA.

Day 5, March 30th

Objective

Getting practical experience, teamwork and feedback

Morning activity

Presentation of previously developed sessions – 4 groups

Afternoon activity

Evaluation – on-line questionnaire, the Galactic Daily – a more creative way of assessing the overall experience, individual assessment and time for feedback



Evening activity

The Answer to the Ultimate Question about Life, the Universe and Everything



SUMMARY OF ON-LINE EVALUATION & CONCLUSIONS

All 13 participants filled in the provided on-line questionnaire on the spot.

In general, they unanimously give an excellent mark for the organization and logistics of the first module. 11 out of 13 say the location was the best for the main purpose of the TC. 10 people expressed content with the food served and the accommodation and working facilities provided.

With regards usefulness and level of satisfaction, 92% or 12 out of 13 respondents said they found the training useful for their current job as trainers in national pools. 11 people thought they obtained new knowledge and 10 believe the methods used were definitely adequate for the setting and group composition. Below one can get an idea of some of the comments on the most beneficial part of the program according to the participants:

...presenting the different tools for designing a training - like PEMS, MB model, etc. Also the moments of sharing and the discussions with the option to ask questions..

...team group - cooperating with different personalities, deal with them and accept...Performing of results from team work /topic: preparation of tool, sessions...Debriefing and getting feedback from performed activities...Getting information - learning theories and models...Sharing tools...

...the tool fair, various methodology presented and used by trainers, the small group work and especially presentation of objectives / training methods...

When asked what other topics NAs should focus to develop the competences of their national pools, participants mentioned areas that are already included in the coming modules in Czech republic and Croatia, such as:

- Communication and facilitation skills;
- Conflict management;
- Promoting the internalization of trainers;
- YiA in the wider EU policy.

A comment worth consideration is the request for NAs to provide more job shadowing opportunities for members of national trainer pools to exchange experience and see where they stand in a wider international context as well as the idea “...to invite skillful trainer(s) from abroad to make thematic workshops for the domestic pool of trainers, what should to become regular practice...”.

To sum it up, the first module of the Hitchhiker’s series of ToTs has proven to be a productive attempt in offering knowledge and insight into the world of NFE and YiA for trainers newcomers in national pools. The TC contributed to the objective of bridging the gap between different trainers in pools and it definitely increased the cost: benefit ratio for some of the participating NAs offering an opportunity for 4 trainers at once to undergo targeted professional training in a week time.

In conclusion, the trainer team would like to express warm gratitude to the host NA of Cyprus for the excellent logistics and organization, especially given the short notice and ambiguity of running the first course of a pilot concept such as the Hitchhiker’s Guide as well as to the rest partner NAs of Bulgaria, Croatia, Czech republic and Slovakia for taking the time and effort to recruit the right participants.

LIST OF PARTICIPANTS



Name	Surname	NA pool	Contact details
Atanas	Genkov	Bulgaria	atanas.genkov@gmail.com
Ivaylo	Ivanov	Bulgaria	ivailo_ivanov80@abv.bg
Pepa	Veleva	Bulgaria	pepa_p@julyjazzbg.com
Milan	Ristic	Croatia	milan.ristic@zg.t-com.hr
Bojan	Marjanovic	Croatia	bmariano@gmail.com
Martina	Sirol	Croatia	msirol@gmail.com
Valentini	Orphanidou	Cyprus	valentini_orf@hotmail.com
Anna	Elia	Cyprus	annoulini@hotmail.com
Haris	Charalampous	Cyprus	charalca@hotmail.com
Polymnia	Tomasidou	Cyprus	tomasid@cytanet.com.cy
Karolina	Kousalova	Czech Republic	karolina.kousalova@gmail.com
Judit	Bial	Slovakia	bial.judit@gmail.com
Lenka	Zalubilova	Slovakia	lenka@keric.sk








Final Program - Hitchhiker's Guide to Become a Trainer within YiA, First Module, Cyprus 25-31/03/2012

Time	Day 0	Day 1	Day 2	Day 3	Day 4	Day 5	Day 6
09.30-11.00	Arrivals	Official opening Introduction, Expectations, Objectives	Qualities and Role of a Trainer Competence profile of a trainer – generic competences	Youth in Action and Europe as Hitchhiker's Destinations Facilitating an Effective Learning Environment	Tool Fair	Practice: Presentations of Objectives, Training Methods	Departure
11.00-11.30		Coffee break	Coffee break	Coffee break	Coffee break	Coffee break	
11.30-13.00		Concepts and Principles of Learning Intro into Learning Theories 1	Initial Self-assessment of Competences Trainers as Learners	Tool Fair	Developing Learning Objectives	Practice: Presentations of Objectives, Training Methods	
13.00-15.00		Lunch break	Lunch break	Lunch break	Lunch break	Lunch break	
15.00-17.00		Concepts and Principles of Learning Intro into Learning Theories 2	Self-directed Learning	Tool Fair	Facilitation and Communication Skills	Practice: Presentations of Objectives, Training Methods	
17.30-18.00		Coffee break	Coffee break	Coffee break	Coffee break	Coffee break	
18.00-19.30		Concepts and Principles of Learning Intro into Learning Theories 3	Experiential Learning	Hitchhiker's trip to the Nearest Galaxy	Facilitation and Communication Skills	Mapping the Next Hitchhiker's Destination	
19.30-20.30	Dinner	Dinner	Dinner	Dinner out	Dinner	Dinner	
21.00	Welcome to the Hitchhiker's Guide!	Bar at the End of Universe	What's in your Hitchhiker's Backpack? Do it yourself evening	Restaurant at the End of Nicosia Universe	Don't Panic and Bring a Towel!	42	



1. You are...

		Response Percent	Response Count
Female		64.3%	9
Male		35.7%	5
		answered question	14
		skipped question	0



2. How long have you been active as a trainer in the field of non-formal learning (including YiA)?

		Response Percent	Response Count
this role is completely new for me (radio button)		14.3%	2
less than 6 months		0.0%	0
6 to 12 months		21.4%	3
13 to 24 months		7.1%	1
2 – 5 years		42.9%	6
More than 5 years		14.3%	2
		answered question	14
		skipped question	0

3. Do you work as a trainer beyond the Youth in Action Programme, too?

		Response Percent	Response Count
Yes		78.6%	11
No		21.4%	3
answered question			14
skipped question			0

4. Do you have experience as a trainer of international training events?

		Response Percent	Response Count
Yes		50.0%	7
No		50.0%	7
answered question			14
skipped question			0

5. How did you find out about the Hitchhiker's Guide training course?

	Response Count
	14
answered question	14
skipped question	0

6. Chosen location and premises were adequate and suitable for this type of training activity.

		Response Percent	Response Count
Definitely		84.6%	11
To some extent		15.4%	2
Not so much		0.0%	0
Not at all		0.0%	0

Comments: 7

answered question 13

skipped question 1

7. Accommodation was adequate and convenient.



		Response Percent	Response Count
Definitely		69.2%	9
To some extent		30.8%	4
Not so much		0.0%	0
Not at all		0.0%	0

Comments: 4

answered question 13

skipped question 1

8. Catering served during the training activity was tasty and varied.



		Response Percent	Response Count
Definitely		76.9%	10
To some extent		23.1%	3
Not so much		0.0%	0
Not at all		0.0%	0

Comments: 4

answered question 13

skipped question 1

9. From the practical point of view, the training activity was well organized.



		Response Percent	Response Count
Definitely		92.3%	12
To some extent		7.7%	1
Not so much		0.0%	0
Not at all		0.0%	0

Comments: 6

answered question 13

skipped question 1

10. The trainers managed to follow the agreed time plan/schedule of the training course.



		Response Percent	Response Count
Definitely		66.7%	8
To some extent		33.3%	4
Not so much		0.0%	0
Not at all		0.0%	0

Comments: 2

answered question 12

skipped question 2

11. Unexpected situations that occurred during the training course were managed by the trainers promptly and flexibly.



		Response Percent	Response Count
Definitely		69.2%	9
To some extent		30.8%	4
Not so much		0.0%	0
Not at all		0.0%	0

Comments: 5

answered question 13

skipped question 1

12. The trainers responded to the requests of participants kindly and helpfully.



		Response Percent	Response Count
Definitely		92.3%	12
To some extent		7.7%	1
Not so much		0.0%	0
Not at all		0.0%	0

Comments: 2

answered question 13

skipped question 1

13. For presenting information, extending knowledge and sharing of experience, the trainers used methods suitable to the needs of participants and adequate to the given topic.

		Response Percent	Response Count
Definitely		76.9%	10
To some extent		23.1%	3
Not so much		0.0%	0
Not at all		0.0%	0

Comments: 3

answered question 13

skipped question 1

14. The goals of the training course were set and communicated in a clear and understandable way.

		Response Percent	Response Count
Definitely		84.6%	11
To some extent		15.4%	2
Not so much		0.0%	0
Not at all		0.0%	0

Comments: 2

answered question 13

skipped question 1

15. At the end of the course I had a feeling all goals were fully met.

		Response Percent	Response Count
Definitely		46.2%	6
To some extent		53.8%	7
Not so much		0.0%	0
Not at all		0.0%	0

Comments: 2

answered question 13

skipped question 1

16. During the training course, I have gained new knowledge and developed competences that I will be able to use in practice.

		Response Percent	Response Count
Definitely		84.6%	11
To some extent		15.4%	2
Not so much		0.0%	0
Not at all		0.0%	0

Comments: 1

answered question 13

skipped question 1

17. The training course has fully met my expectations.

		Response Percent	Response Count
Definitely		38.5%	5
To some extent		61.5%	8
Not so much		0.0%	0
Not at all		0.0%	0

Comments: 5

answered question 13

skipped question 1

18. Which part of the programme, activity, piece of knowledge or aspect experienced during the training course do you personally consider the most beneficial and useful?

**Response
Count**

12

answered question

12

skipped question

2

19. If you missed anything in the training course, what would it be?

**Response
Count**

12

answered question

12

skipped question

2

20. On the other hand, if there was anything you would like to kick out of the course, what should it be?

**Response
Count**

10

answered question

10

skipped question

4

21. What other themes/topics should the National Agencies focus on to develop competences of the trainers at international level?

**Response
Count**

10

answered question

10

skipped question

4

22. What other ways/types of educational activities should the National Agencies organize to develop their pools of trainers at international level?

	Response Count
	9
answered question	9
skipped question	5

23. Any other suggestions or messages to the trainers and/or organizers?

	Response Count
	8
answered question	8
skipped question	6

Page 1, Q5. How did you find out about the Hitchhiker's Guide training course?

1	Mine NA proposed me to participate and I agreed	Mar 30, 2012 4:52 PM
2	Through my NA, I am a part of the trainers pool.	Mar 30, 2012 4:48 PM
3	from the NA	Mar 30, 2012 4:43 PM
4	from the NA	Mar 30, 2012 4:36 PM
5	NCEMP - NA in Bulgaria invited me.	Mar 30, 2012 4:33 PM
6	I am a part of a national pool of YiA trainers.	Mar 30, 2012 4:19 PM
7	From NA	Mar 30, 2012 4:17 PM
8	From an email I received from the Pool of trainers of my country	Mar 30, 2012 4:14 PM
9	I was informed through the Pool of Trainers	Mar 30, 2012 4:11 PM
10	From the National Agency	Mar 30, 2012 4:10 PM
11	As a newcomer trainer to YiA pool, I get call from our National Agency	Mar 30, 2012 4:09 PM
12	It was a create experience, my Hitchicker's Bag is full of tools, experiences, food for thought, and many many information that I can apply on my work field for the advantage of the Youngsters.	Mar 30, 2012 4:07 PM
13	From my national agency	Mar 30, 2012 4:06 PM
14	TEST TEST	Mar 30, 2012 2:37 PM

Page 2, Q6. Chosen location and premises were adequate and suitable for this type of training activity.

1	Fantastic location. Far away from everything, and very good to focus. perfect facilities.	Mar 30, 2012 4:50 PM
2	The setting was very relaxing and the natural environment very good. At the same time, because of the seclusion of the village from other residential areas, the lack of transportation for most participants and the loaded training program, the opportunities for individual time and "escape" were very limited.	Mar 30, 2012 4:48 PM
3	Concerning that the programme was so full we need a quiet place with not many interraptive or distructing things around us.	Mar 30, 2012 4:18 PM
4	We were 'somewhere of nowhere' what was better possibility for creating closer team and be focused in the topic of training	Mar 30, 2012 4:16 PM
5	The first feeling was little scary to be in a tiny village behind the back of God, but than I found out: it is good to work in this environment.	Mar 30, 2012 4:13 PM
6	the fact that we were all together creating team building and had so much time together to interact and share experiences was very helpful.	Mar 30, 2012 4:11 PM
7	I would have preferred a tiny bit more urban environment. Not nikosica or larnaka but something between Tochni and that :)	Mar 30, 2012 4:09 PM

Page 2, Q7. Accommodation was adequate and convenient.

1	Superb.	Mar 30, 2012 4:50 PM
2	The accomodation was satisfactory. The degree of cleanliness in the rooms and the restaurant restrooms (toilets) could have been much better. It is also inexcusable that there was no soap provided in the rooms.	Mar 30, 2012 4:48 PM
3	Clean enviroment, warm water, comfortable rooms.	Mar 30, 2012 4:18 PM
4	I experienced typical accomodation of the hosting country	Mar 30, 2012 4:16 PM

Page 2, Q8. Catering served during the training activity was tasty and varied.

1	Great.	Mar 30, 2012 4:50 PM
2	The food was tasty and satisfactory. One disadvantage of waiting to have the food served (vs. the option of having a buffet meal) was that the opportunity of relaxing during the lunch break and having some individual time was very limited.	Mar 30, 2012 4:48 PM
3	Great food, but in the other hand to much.	Mar 30, 2012 4:16 PM
4	The food was great!!	Mar 30, 2012 4:11 PM

Page 2, Q9. From the practical point of view, the training activity was well organized.

1	Fully satisfied.	Mar 30, 2012 4:50 PM
2	The program was very interesting, it included many important elements. At the same time, it was quite loaded every day and by the end of the week I personally felt exhausted. The program was also very loaded for our trainers!	Mar 30, 2012 4:48 PM
3	Time management of the sessions could be more punctual.	Mar 30, 2012 4:20 PM
4	The programme was well organized but also changed a bit according to the needs of the participants.	Mar 30, 2012 4:18 PM
5	Logistic was good and trainers were always open to listen our needs and help us	Mar 30, 2012 4:16 PM
6	both trainers were really organized and that was obvious through their delivery of all the sessions.	Mar 30, 2012 4:11 PM

Page 3, Q10. The trainers managed to follow the agreed time plan/schedule of the training course.

1	The draft program that we were given only had general themes mentioned and not specifics of the envisioned activities. So, the trainers know more if the envisioned content was delivered. As for the time plan, it was followed but as it was mentioned under a previous section, it was a heavy program and even though the group started with a lot of enthusiasm, by the end there was a lot of exhaustion, more than was necessary. Also, more time was needed for the tool fair, as it was done in a very pressured manner, not allowing for full reflection and feedback on some activities.	Mar 30, 2012 4:49 PM
2	I am not sure because name of sessions were not revealing the content, but the schedule performed seemed well planned and organized.	Mar 30, 2012 4:22 PM

Page 3, Q11. Unexpected situations that occurred during the training course were managed by the trainers promptly and flexibly.

1	Some challenges were expected, as is typically the case with such courses and the trainers managed those quite well. I am not aware of all the unexpected situations that the trainers were called to face but for the ones I observed they responded quite well. One challenge faced that the trainers tried to manage but led to more confusion was setting a rule about whether a participant could withdraw from a given group task. There was also some confusion about whether participants could receive feedback from the group about the presentations they performed, the trainers seemed to want to avoid that without clear explanation why (or they didn't plan enough time in the program for it).	Mar 30, 2012 4:49 PM
2	They were managed although maybe the way they managed it might not meet the expectations of some participants.	Mar 30, 2012 4:29 PM
3	Trainers were always ready to solve and resolve unexpected situations	Mar 30, 2012 4:27 PM
4	The trainers are really adaptive and they were prepared for everything. Even unexpected situations arose they were able to handle them and develop on them.	Mar 30, 2012 4:15 PM
5	There was a session, where most of the participants misunderstood the task, but it was solved.	Mar 30, 2012 4:14 PM

Page 3, Q12. The trainers responded to the requests of participants kindly and helpfully.

1	Allways 24hour on call.	Mar 30, 2012 4:29 PM
2	They both were really helpful and prepared to help us with any request we had.	Mar 30, 2012 4:15 PM

Page 3, Q13. For presenting information, extending knowledge and sharing of experience, the trainers used methods suitable to the needs of participants and adequate to the given topic.

1	The methods used were varied and interesting. Some instructions for exercises could have been given in a more clear way, to avoid unnecessary confusion. Most of the participants also introduced their own methods, such as energizers and other activities, which were also very interesting and suitable. The session between 3:00-5:00 on Thursday (29/3) was quite tiring and loaded with information (about the separate YiA program actions) that a participant could not fully absorb as it was only transmitted in an auditory style.	Mar 30, 2012 4:49 PM
2	some times too much theory was tiring, maybe could be given in various ways/methods.	Mar 30, 2012 4:29 PM
3	The whole training was extremely well balanced and methods were very well chosen	Mar 30, 2012 4:10 PM

Page 4, Q14. The goals of the training course were set and communicated in a clear and understandable way.

1	They were not only clear and understandable but in my opinion they were also achieved.	Mar 30, 2012 4:16 PM
2	Except one task, yes.	Mar 30, 2012 4:15 PM

Page 4, Q15. At the end of the course I had a feeling all goals were fully met.

1	There was said that debriefing is very important, but we just said that. I have gone through some sessions on this, but still if we concentrated more on that than on defining in one whole session on the roles of trainer, I would have found it more useful...	Mar 30, 2012 4:49 PM
2	There should have been more time for group feedback, as all the participants seemed to ask for it. The trainers could have observed this from Wednesday onwards, and could have arranged time in the schedule for this.	Mar 30, 2012 4:49 PM

Page 4, Q16. During the training course, I have gained new knowledge and developed competences that I will be able to use in practice.

1	Absolutely. I really liked the way information was presented and I find the tools very useful.	Mar 30, 2012 4:52 PM
---	--	----------------------

Page 4, Q17. The training course has fully met my expectations.

1	I came with wish to gain just three new tools/methods/skills. I am going back with much more	Mar 30, 2012 4:54 PM
2	I did not have many expectations, but in general - yes.	Mar 30, 2012 4:52 PM
3	I would have been happy for even more "food for thought" in terms of "background" theory. But maybe it would have been too much, can't decide right now	Mar 30, 2012 4:49 PM
4	The course fully met my expectations in terms of gaining new knowledge, acquiring new working tools, meeting new people and making new contacts. I also expected to be inspired and have the opportunity to have adequate reflection, something was achieved at a lesser degree. There was a lot of unexpected tension at the final stages, making it necessary to have the space and time to recollect and recover after the training is completed.	Mar 30, 2012 4:49 PM
5	TEST TESST	Mar 30, 2012 4:04 PM

Page 5, Q18. Which part of the programme, activity, piece of knowledge or aspect experienced during the training course do you personally consider the most beneficial and useful?

1	- tools shearing - self-assessment of competences - facilitating and effective learning environment	Mar 30, 2012 5:06 PM
2	Presenting the different tools for designing a training - like PEMS, MB model, etc. Also the moments of sharing and the discussions with the option to ask questions.	Mar 30, 2012 4:58 PM
3	Team group - cooperating with different personalities, deal with them and accept Performing of results from team work /topic: preparation of tool, sessions/ Debriefing and geeting feedback from performed activities Getting information - learning theories adn models Sharing tools	Mar 30, 2012 4:57 PM
4	can't pick any in particular right now. there very many I found great (and will find even better when i get some sleep:-)) but both "prepare a tool/session" things, theory, but also sharing of tools..	Mar 30, 2012 4:56 PM
5	The tool fair, various methodology presented and used by trainers, the small group work and especially presentation of objectives / training methods	Mar 30, 2012 4:55 PM
6	I cannot choose a particular one as all activities had their own value.	Mar 30, 2012 4:54 PM
7	"create/develop a tool for Yia" activity "Develop a session of 40'min for YiA programme"	Mar 30, 2012 4:45 PM
8	The presentation of different models defining the group dynamics and learning styles	Mar 30, 2012 4:31 PM
9	The fundamentals of nonformal education, of inclusive education and approach to inclusive education, use of tools in appropriate settings, a more clear definition of the role of trainer, much better understanding of YiA	Mar 30, 2012 4:31 PM
10	Tools, session development	Mar 30, 2012 4:28 PM
11	The interaction that we had through all of the "exercises" and courses and the debriefing were absolutely beneficial.	Mar 30, 2012 4:28 PM
12	The activity of preparing a whole session in a small group. Than participating in the others, and observing a group.	Mar 30, 2012 4:22 PM

Page 5, Q19. If you missed anything in the training course, what would it be?

1	Two sessions: in the beach - presenting of the YiA program, and the next one - the session in which we must to develop and present a tool in someone of Actions of the program.	Mar 30, 2012 5:06 PM
2	I missed free time.	Mar 30, 2012 4:58 PM
3	In one session futher overview , structure information about position YiA program in political structure within national level and EU level.	Mar 30, 2012 4:57 PM
4	the debriefing mentioned before. that's the only thing that come to my mind right now..	Mar 30, 2012 4:56 PM
5	For the momnet I cannot extricate	Mar 30, 2012 4:55 PM
6	More free time for individual rest.	Mar 30, 2012 4:54 PM
7	all the theories of learning... a bit confusing to hear to many different theories.	Mar 30, 2012 4:45 PM
8	session for conflict management	Mar 30, 2012 4:31 PM
9	Maybe more one on one(two) time with trainers	Mar 30, 2012 4:31 PM
10	I missed feedback from the participants on our sessions developed and performed.	Mar 30, 2012 4:28 PM
11	Everything. It was a great training with ups and downs, with lots of exercises that were absolutely helpful.	Mar 30, 2012 4:28 PM
12	Hard to say. Do know yet.	Mar 30, 2012 4:22 PM

Page 5, Q20. On the other hand, if there was anything you would like to kick out of the course, what should it be?

1	Tool fairs, practical sessions - Thursday, after dinner, and the welcome party.	Mar 30, 2012 5:06 PM
2	The beginning was too slow and then it speeded up, I would not kick anything out, but speed up the beginning and then have more time at the end.	Mar 30, 2012 4:58 PM
3	I wouldn't kick out nothing from the course.	Mar 30, 2012 4:57 PM
4	the presentation by the NA CY - a bit unclear, the powerpoint presentation was an example of how not to do a powerp.presentation:-)	Mar 30, 2012 4:56 PM
5	No, all I find usefull	Mar 30, 2012 4:55 PM
6	I would change the way the YiA actions were presented/discussed to make it less tiring, more interesting and easier for participants to follow.	Mar 30, 2012 4:54 PM
7	Again maybe the amount of learning theories	Mar 30, 2012 4:45 PM
8	nothing	Mar 30, 2012 4:31 PM
9	dont realy know... the only part that seemed a bit off was the beach "outing" but it was a wish of almost all other participants so I do think it was a godd thing...	Mar 30, 2012 4:31 PM
10	I wouldn't kick anything out.	Mar 30, 2012 4:28 PM

Page 5, Q21. What other themes/topics should the National Agencies focus on to develop competences of the trainers at international level?

1	Group dynamic and manage it,	Mar 30, 2012 5:06 PM
2	Quality of trainings, Emotional intelligence, How to promote themselves and build their career.	Mar 30, 2012 4:58 PM
3	Position YiA program in political system in National and International level	Mar 30, 2012 4:57 PM
4	Communication skills, conflict management, trends in this field (theories, methods,...)	Mar 30, 2012 4:56 PM
5	More about methodology, training design and facilitation skills	Mar 30, 2012 4:55 PM
6	Further training on reflection practices and self-development of trainers.	Mar 30, 2012 4:54 PM
7	The use of the body, the non-verbal behaviour, the use of the verbal language, the different personality models that the participants might have and how to take them into consideration or how to use the participants style efficiently.	Mar 30, 2012 4:45 PM
8	communication skills, facilitation, psychological aspect(the future modules) and a bit more on the general workings of youth policies and politics in EU, project management and design	Mar 30, 2012 4:31 PM
9	They should develop sessions on self awareness.	Mar 30, 2012 4:28 PM
10	maybe some more theories...	Mar 30, 2012 4:22 PM

Page 5, Q22. What other ways/types of educational activities should the National Agencies organize to develop their pools of trainers at international level?

1	-	Mar 30, 2012 5:06 PM
2	Forums for exchange of ideas, practices, also virtual platform. and regular meetings.	Mar 30, 2012 4:58 PM
3	jobshadowing of trainers in international level	Mar 30, 2012 4:57 PM
4	no idea right now, sorry...	Mar 30, 2012 4:56 PM
5	To invite skilful trainer(s) from abroad to make thematic workshops for the domestic pool of trainers, what should to become regular practice	Mar 30, 2012 4:55 PM
6	More trainings at local level, perhaps a series of weekend trainings.	Mar 30, 2012 4:54 PM
7	Apart from trainings could be fewer days seminars, having a web site providing material and also videos from activities that are useful.	Mar 30, 2012 4:45 PM
8	job shadowing	Mar 30, 2012 4:31 PM
9	this in versions 2.0, X.0 And more shorter (2, 3 day events) with simillar goals (and maybe mixed education for agency staff and trainers in whatever topics are applicable)	Mar 30, 2012 4:31 PM

Page 5, Q23. Any other suggestions or messages to the trainers and/or organizers?

1	I'm happy that I participated! Thank you!	Mar 30, 2012 5:06 PM
2	Thank you for your efforts and care!!! Looking forward to the next series!	Mar 30, 2012 4:58 PM
3	Trainers did really usefull training, I appreciate their way of helping us to get new competencies and be ready to be here for us in any time.	Mar 30, 2012 4:57 PM
4	A very big THANK YOU, you did a great job in organising, keeping the time, dealing with us, difficult participants... You also answered all the questions we had in such way, that made me think out of the box. It was very inspiring to see you and i can just hope i will get once to your level:-)	Mar 30, 2012 4:56 PM
5	I am satisfied. From mine perspective the trainers made good job. Their interaction was smooth and easy, energy complementary, the knowledge on satisfactory level. No other suggestion than to continue with the same style	Mar 30, 2012 4:55 PM
6	So long, and thanks for all the fish!	Mar 30, 2012 4:31 PM
7	Job well done! I am exhausted but happy because I've learned a lot in terms of knowledge and skills which will I be able to use in my work as a trainer.	Mar 30, 2012 4:28 PM
8	The trainers did their best and gave their best selves atough the training had many issues o be covered in a "short" period.	Mar 30, 2012 4:28 PM