



by Karolina Vrethem

CREATING TRAINING

► AN UPDATE ON ATTE

- **Learning towards global citizenship**
- **Emotional competencies**
- **Civil sector and its role in modern democratic society**
- **Time management for international trainers**
- **A perspective “from the idea to the action” in training/non formal learning activities**

The above are examples of the Training Quality Products created within ATTE, (Advanced Training of Trainers in Europe – a two year course organised within the Partnership between the European Commission and the Council of Europe).

► Why Training Quality Products?

As the 2-year process of ATTE drew to a close participant trainers were asked to produce Training Quality Products linked to the second and last training project practice period. Except for being a learning feature and an assessment tool within the course, they would provide a contribution to the training community of knowledge and practice as well as evidence of competencies of ATTE participant trainers.

By providing the challenge and chance to conceptualise an experience of working as a trainer, the Training Quality Product gave the participant trainers the opportunity to draw together different features of European youth worker training. As assessment in ATTE, as in non-formal education in general, took place through self-assessment, feedback on the Training Quality Product gave substantial input to this.

► What is a Training Quality Product?

But what is a Training Quality Product? ATTE described it as a "product" which is supposed to show that the participant trainer has a high/advanced level of competence in the field of European youth worker training. This product could be the documentation of a training and learning process, the conceptualisation of a training practice, a training manual, a comparative study etc. It could take the form of a text, or a video, a website, a CD-rom or other. The project or practice to which the Training Quality Product should be linked could be any international activity of minimum 5 days in which the participant trainer acted as a trainer and which provided her or him with an educational challenge.

► Process

Linking the product to the practice framed it within the ATTE course as well as it framed the Training Quality Product in an actual training activity. The link, however, could be individually interpreted. It could relate to the training concept developed, to the outcome, to a specific session or theme, to the team work, to an aspect of non-formal education etc. Each participant trainer had the opportunity to consult with course colleagues, team members, their individual mentor and of course anyone else outside the course for support in the making of a product.

By the end of the practice period the Training Quality Products were finalized and collected for circulation. Three outside experts were contacted to give their feedback on the products.

The products were therefore grouped in 3 different groups that roughly came to represent: European citizenship; Training modules and concepts; and Working as a trainer. The experts; Teresa Cunha, Peter Friese and Gavan Titley in their turn represented experience from the European youth training field, formal education and youth social services.

QUALITY PRODUCTS

As the Training Quality Products were finalised they were also put on the course website and hence available for all participant trainers and team to consult. The vast majority of them were written products. Some are directly transferable to a training activity, others are more personal narratives and reflections.

At the subsequent and last ATTE seminar the products were dealt with in small groups, so-called feedback groups. The creator of the Training Quality Product had a chance to present it and to get feedback from the expert, from the team and from colleagues. Feedback was given on two different levels. One level was to look at the three competence dimensions of skills, knowledge and attitudes and how these were manifested in the products. The other level was to look at how the product could contribute to the community of knowledge and practice in European youth worker training.

► Results

A wide variety of topics were dealt with within the Training Quality Products. From self-management to trainers' team processes, from thematic sessions to training concepts, from local action work to European networking. The target group are mainly seen as being (a smaller or wider community of) youth trainers in Europe.

As a result of this a lot of the general discussion, looking at all products together, centred around the usefulness of the Training Quality Products for other actors in the field of European youth worker training; trainers, organisers, organisations, institutions etc. The Training Quality Products were analysed by the external experts as being hybrids and linking certain aspects on training that previously seemed to be "pure" and isolated; i.e. combining knowledge and practice, bridging both formal and non-formal education or relating the political reality and local youth participation. The Training Quality Products also in general were seen as having an explicit political commitment where the trainer states the reason behind the making of the product.

Producing and using (i.e. reading/watching) the Training Quality Products raised a lot of questions to be further explored:

- What is the sense of the "other person", i.e. the receiver when conceptualising a training experience?
- What is the relationship between political commitment and an educational activity?
- To which extent do the Training Quality Products represent classical standards in training?
- How often is the orthodoxy about concepts in non-formal education challenged?

Not all participant trainers produced Training Quality Products. Among those who did not there was a hesitance towards producing something that would not be used or that could be misused, as well as sheer lack of time. Those who did found the process of producing the piece of work and gaining feedback to be a challenge and a useful tool for learning, many also saw their products as a contribution to youth work and something that can be used by other trainers before or during a training.

If you want to get yourself acquainted with the Training Quality Products, summaries and downloads are available on the public part of the Partnership website: (www.training-youth.net).

ATTE was the subject of an on-going evaluation process throughout the two years – more information about the results will be published in Coyote in the future. ■

Contact:



kavre@chello.se

