



Summary of the Reports from the National Training Courses on the Youth for Human Rights Project

Number of reports analyzed: 13 (2 from Austria, 1 from Belgium, 2 from Croatia, 2 from Estonia, 2 from Germany, 2 from Latvia, 2 from Slovakia)

1. What are the results of the training?

By comparing the training plans and goals set before the TCs with the reports submitted after the trainings, we can say that most of the objectives have been successfully achieved.

General results can be summarized into the following:

- Participants got an insight into the concept, values and attitudes of and on human rights and human rights education
- Participants learned new methods in HRE
- Participants got new ideas about how to apply human rights education in their work and daily life
- Some concrete project ideas have been developed
- Participants formed groups to stay in touch and organise their future work
- Participants got to know better the possibilities of the Erasmus+ program

Specific results:

- *In Croatia, for some of the participants, such as school teachers, this was the first training based on non-formal methodology*
- *In Belgium, this was a first pilot in Flemish youth work specifically and openly focussing on human rights (whereas other initiatives focus on specific human rights or tackle human rights education in hidden terms)*
- *In Germany participants initiated nationwide network of youth workers with the aim of promoting HRE for young people*

2. What were the highlights of the training course?

The most important highlights are:

- **Very positive atmosphere and group dynamic.** Participants were motivated to participate actively, to share and learn from each other.
- **Bringing the concept of HRE closer to the participants from abstract to practical level.** This is something that most of the trainers recognized as necessary in achieving a better understanding



of HR among participants. Concrete examples, expert lectures on specific topics and sharing of personal stories were highly appreciated and valorised.

- **Diversity.** Various profiles of participants, trainers, lecturers, having people with different backgrounds were an added value and enriched the discussions. In some cases guest lecturers were introducing participants with special approaches in HRE when it comes to people with disabilities or migrants. *However, the participants from the training in Belgium expected even more diversity in terms of ethnic background than it was the case on this particular TC.*
- **Safe environment.** Participants appreciated a structured approach of having discussions in a safe environment where they were able to think freely and question their own views and opinions without being judged.
- **New information.** Lots of new information on human rights education but also Erasmus+ opportunities and other possible projects in the future.

3. What were the lowlights?

Most of the lowlights that were listed in the reports can be considered as a result of **lack of knowledge and/or experience among the trainers**. The trainers expressed their challenges in:

- Dealing with difficult participants having their personal needs and expectations
- Structuring sessions – how to make them less formal and more interesting, how to give clear instructions for some games/tasks, how to organize meaningful evening activities
- Adapting methods for participants with background in formal education
- Balancing between more and less experienced participants
- Time management – lack of time for deeper discussions, how to structure the sessions and entire training outline.

In addition, *in Belgium* they reported **small number of applications** for the TC. The trainers believe that HR and HRE are still considered to be “heavy topics”, not really attractive to the target group. However, *in Croatia*, on the contrary, the trainers reported about the high interest for this training stating that the topic was very attractive to the target group.

In some cases, trainers expressed their concern that these TCs are mainly targeting the ones who are already keen on this subject and keeping out of reach the ones who are not convinced that concept of HR is relevant. They think the composition of the group was still **inside of the bubble of likeminded** youth workers and youth leaders.

4. Please provide here the summary of the evaluation from the participants



The trainers used different methods for the purpose of evaluation of the TCs. In general, all the trainings were evaluated very positively by the participants.

What was evaluated as good:

- Very positive, motivating and inspiring atmosphere
- Participants enjoyed the interactive approach, working together and learning from each other and from the trainers
- Gaining of new skills and knowledge
- Creating a safe space – empathy and respect among the participants
- Networking
- Information on Erasmus+
- Ideas for future projects and activities

What could have been done better:

- Time management
- Diversity of the group (*Belgium*)
- More information could have been provided about specific human rights articles; more information about already existing projects on human rights
- Introducing other possibilities for sponsoring (except of E+)
- More invited experts and representatives of NGO's who work on human rights
- More information about concrete examples on human rights violations and how to react on it
- More information on how to construct educational activity from the scratch
- More information on HRE for children

5. How do you, as a team, evaluate the training course? What would you recommend to the coordination team of the Youth for Human Rights project or to your National Agency of Erasmus+?

What can be concluded from the reports is that the trainers expect from NAs to make HRE projects sustainable. They suggest that these types of trainings become **permanent and integral part of the work of NAs** that should, on one hand, support different levels of trainings and on the other, organize follow up activities to ensure effective results and the mainstreaming of HRE in the curricula for youth work.

The trainers reported that most of the aims and objectives they set before the trainings got fulfilled in the end. Many of them expressed the need for organizing either **longer trainings or series of sequent workshops**, having more time for participants to do some “homework” and individual reflection in between. This approach would ensure sustainability and deeper understanding of HR in everyday life and create space and time for sensitization of these issues. Also, considering **different levels of HR trainings** – local, regional, European for specific target groups is something that they would like NAs to offer in the future.



Many of them stated that the **coordination with the NAs** was great in all the phases – preparation, implementation and evaluation of the TCs.

6. How would you evaluate the team work and your role in the team?

In most of the teams the trainers managed to accomplish the goals they set together and expressed their **satisfaction** with the colleagues they worked with. Their predominant feeling is that they enjoyed working with each other and could rely on each other in every moment. **Communication** was the key to success- before and during the training they had debriefings, meetings, evaluation and reflection rounds that supported their learning and delivering processes.

The **differences in their backgrounds**, level of expertise and experiences were considered as an asset and enabled them to answer on different needs of participants and training. They acted complementary and participants noticed that through the evaluation. They were supporting each other both in preparation and implementation phase of the training. For most of them this was the first time to work together, they didn't have a chance to cooperate before. One of the *German* teams stated that this fact was at the same time a challenge as they had to adapt a lot to each other, but that in the end their team work went quite well due to flexibility and openness they showed.

Some of the trainers (*Latvian team*) expressed how important and useful for them was the **involvement of NA's** representative since they got many insights from the field and felt strongly supported.

7. What did you learn as a trainer?

The most relevant learning points that trainers have expressed are:

- Group dynamic matters.
- Develop concrete aims and objectives and set the right method for each.
- Dealing with participants can be very exhausting; a trainer also needs time to rest.
- You can learn a lot from participants – it's a process that goes both ways.
- People are sometimes scared by the term 'Human rights' and we still have a long way to go to reclaim this as a positive perspective.
- We still work in a bubble of like-minded. We have to find a way to reach out to those who think differently about HR, who have been criticising the concept, who lost their trust in HR.
- It is important to be flexible and to adapt to different situations on the spot.
- Working in a team of trainers is a benefit of its own.
- It's ok not to know everything and not to have all the answers and it's ok to postpone the answer for a later stage of the training.
- Embracing the concept of HR and understanding it requires time. The more everyday examples we use, the more clarity we bring to the ordinary people.



- It's impossible to please everyone.
- Preparation is very important and there must be some extra activities and back up plans.
- Facilitating difficult discussions is just as important as bringing the information and data.
- People are able to change their views and opinions quite quickly once they are confronted with people or situations they have been prejudiced about.

8. What issues/topics would you like to discuss during the evaluation seminar in Zagreb as a result of the National Training Course you implemented?

The topics and issues that the trainers would like to talk about in Zagreb can be summarized into the following:

- **Follow up.** Possibility for follow up projects for the participants of the TCs. Also, how can trainers stay connected and work together on future projects. How to make the circle of "ToT – National Trainings – Evaluation" sustainable. How to ensure that the expertise and experiences of the trainers is not lost within the national context? How to create a permanent network on HRE in youth work, both on national and European level.
- **Advanced trainings for trainers for more skills, methods, approaches.** These trainings should offer the possibilities for trainers to learn about: differences in role of human rights educator within formal and non-formal setting; different approaches for different participants, especially those with special needs; translation of HR(E) more concretely in the daily life of (youth) workers, without falling into a theoretic approach; tools/ techniques for critical analyses of one's professional development as a Human Rights Educator; promoting HRE towards different target groups; combatting homophobia, hate speech and conflicts in the training room etc.
- **Networking – on national, regional, European level.** More about future cooperation on EU level and challenges of international trainings. How to include the European dimension into existing youth work in each country since many organisations/institutions focus only on local and regional youth work. Also, how to work more closely with experts and actors in national youth work beforehand and invite them to future trainings.
- **Outreach.** How to reach more youth workers who are not into the topic of human rights or are too afraid to tackle such topics. How can HR educators counteract resistance (that can occur in different forms) to human rights (education).
- **More concrete topics – new trainings.** Discussion on how specific trainings should be developed on correlation between HR and SDGs, correlation between HRE and youth work, privacy rights etc.