

## Newsletter from the Workshop for Youth Workers on Non-formal Education on Employability for Young Roma

15--18 September 2018 Burgas , Bulgaria



The Workshop for Youth Workers on Non-formal Education on Employability for Young Romas was organized in the frame of the project *Supporting the Social Inclusion of Young Roma Through Non-Formal Education*. The project is implemented by the Institute of Romani Culture in Albania (IRCA), the National Roma Centrum (NRC) from Macedonia, and AKADEMIKA 245 from Bulgaria.

The aim of the workshop was to strengthen the capacities of youth workers in the target countries regarding the organization and delivery of non-formal educational programs addressing the employability needs of young Roma in the target countries. The workshop was organized in the period 15-18 September in Burgas, Bulgaria. A total of 31 youth workers from Albania (15), Macedonia (14) and Bulgaria (2) participated in the training. The four-day training was developed on the basis of the identified needs of youth workers and the specific intellectual outputs (trainer and student guides and educational materials on basic, transversal and employability skills) developed in the frame of the project.

The workshop covered the following topics: relevance of basic and transversal skills for employability; development of transversal and employability skills: problem solving and creative thinking skills, communication skills (active listening, nonverbal communication), organization and time management skills, use of ICT in teamwork, negotiation skills.

The workshop was designed to follow-up on the work started with the first workshop on non-formal education on employability (organized in June 2018 in Durrës, Albania), but also to provide introductory overview to the participants which joined the trainings for the first time. As in the case with the first training, the group of participants attending the workshop was heterogeneous in terms of their previous knowledge and experience in non-formal education work on employability. Hence, the specific topics and exercises were designed to address the needs of the participants, and when necessary, a more personalized approach in the work with the participants was implemented. The workshop was delivered following the agenda; minimal adjustments were made due to objective circumstances (travel arrangements and travel time of the participants). These did not have an impact on the effectiveness of the training, since all of the foreseen topics of the training were covered.

The first day of the workshop was devoted to familiarizing the participants with the aims of the project, specific project outputs, and familiarization between the participants themselves, their interests, experience and prior knowledge on the subject matter.



The second day of the training was devoted to introduction of several transversal/employability relevant skills: communication skills, problem solving and creative thinking techniques and methodologies, team work and team management, and use of ICT in team work, specifically software tools that facilitate more effective team coordination and task management.

The third day of the training followed up-on the work initiated the previous day regarding innovative thinking and problem solving methods and techniques, communication skills and introduction to negotiation, negotiation styles and techniques.

The fourth, final day of the training consisted of sessions focused on implementing the acquired knowledge and skills into practice: communications skills, organization and time management, and problem solving and creative thinking.

The training was designed to promote interactivity and participation among the participants. All sessions included practical implementation of the skills, through problem solving exercises, and role-play scenarios. Taking in regard that part of the workshop was devoted to getting acquainted and mastering ICT skills relevant for employability, the workshop involved exercises that involved the use of personal computers and smartphones.

Throughout the training, the participants demonstrated strong interest in the topics, readily took part in the exercises and demonstrated a strong level of motivation to complete the tasks. A strong level of cooperation between the participants themselves, as well as between the participants and the trainer, was maintained throughout the workshop.