

Example of Good Practice

EVS Trainings for Short Term Volunteers with fewer opportunities	
Title	EVS Pre-departure and Evaluation Training on Return for volunteers with fewer opportunities going on ST EVS
Aims & objectives	<ul style="list-style-type: none"> <input type="checkbox"/> Propose a training that corresponds to the profile of ST volunteers with fewer opportunities <input type="checkbox"/> Interest at stake: continuity of evaluation of expectations of ST volunteers and their EVS experiences <input type="checkbox"/> Tailor-made, supportive pedagogical approach during training <input type="checkbox"/> Reinforced individual accompaniment during training <input type="checkbox"/> Individualised feed-back from trainers to sending organisation enabling them to “better know” their volunteers’ behaviour in a collective environment
Target group	<p>Young people with fewer opportunities from all categories:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Social difficulties <input type="checkbox"/> Early school leavers, unqualified young people <input type="checkbox"/> Economic difficulties, young people in unemployment <input type="checkbox"/> Cultural difficulties <input type="checkbox"/> Handicap <input type="checkbox"/> Health problems <p>Young people coming from remote areas are usually able to visit standard EVS trainings for long-term volunteers</p>
Description	<ul style="list-style-type: none"> <input type="checkbox"/> Trainings coordinated by experienced EVS organisations; collaboration with a pool of trainers <input type="checkbox"/> Duration of preparatory training and evaluation training on return: 4 days with a maximum number of 16 volunteers and 3 trainers <input type="checkbox"/> Application of flat rate of 450€ per participant including travel costs
<p>Challenges in this project and how to overcome them.</p> <p>What approach was particularly successful or very difficult?</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Participants are often not at ease with written expression and speaking in public – use of special pedagogical tools in the training using oral and graphical expression facilitating the communication in spite of low education <input type="checkbox"/> Difficulties of participants to concentrate during a longer period - Duration of workshops maximum 1 hour <input type="checkbox"/> Different motivation levels for the EVS project in general and the training in particular (depending on whether they felt implicated in the project or whether it had been imposed) – accompanying work of sending structure decisive <input type="checkbox"/> Possible problem of negative group dynamics to be overcome by trainers – efforts to separate pre-existing groups <input type="checkbox"/> Difficulties to get all information on volunteers from sending organisations in real time in order to schedule the trainings (many of

	these volunteers are sent by European NGOs financed by EACEA)
<p>Tips, hints</p> <p>What to keep in mind when organizing a similar project?</p>	<ul style="list-style-type: none"> <input type="checkbox"/> It is fundamental to establish an efficient communication with the sending organizations in order to have the correct numbers of volunteers at the NA (specifically if not financed by the own NA) <input type="checkbox"/> Make a careful distinction between EVS ST for young people with fewer opportunities and other EVS volunteers leaving for a short term period without belonging to this target group (information flow between sending organizations and NA) <input type="checkbox"/> Limit maximum participation in these trainings in order to be able to guarantee the individualized accompaniment during the training and avoid negative group dynamics
<p>Benefits for</p> <ul style="list-style-type: none"> * the young people * the youth worker * the organization * the local community * the National Agency 	<ul style="list-style-type: none"> <input type="checkbox"/> Tailor-made preparatory training enables volunteers to profit a maximum of their EVS experience <input type="checkbox"/> The evaluation training on return allows ST volunteers to share their experience and integrate it into their personal and professional project (if existing) <input type="checkbox"/> Sending organizations have feed-back on the group behavior of their volunteers, which might be important for the planned EVS project <input type="checkbox"/> NA contributes to a specific approach for an inclusion target group
<p>Outcomes, results, effects</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Participation achieves awareness-rising on the side of participants what their EVS project is about, intercultural preparation <input type="checkbox"/> Predeparture and evaluation training on return allows volunteers with fewer opportunities to put their project into a perspective <input type="checkbox"/> Meeting the same volunteers in predeparture and evaluation trainings allows trainers to measure the impact of the EVS experience.
<p>More information?</p> <ul style="list-style-type: none"> • SALTO toolbox • National Agency • Website • 	<p>French National Agency</p> <p>Contact persons: Astrid von Jacobs (vonjacobs@injep.fr) and Fouad Achiba (achiba@injep.fr)</p>