



ERASMUS+ small scale partnerships
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GREEN-IN

INCLUSION OF ALL PERSONS FOR A GREENER FUTURE

Summary of outcomes regarding the in-situ training for young
volunteers

2024.

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I. Introduction and background

The training covered in this summary was a part of Activity 3 “Workshops and online learning for young volunteers”. In the original application form, it was foreseen that there would be 30 hours of joint training which would be held in English only, online, and that would bring together 5 young participants from Croatia (HR) and 5 from Italy (IT). This format was considered the most appropriate at the application stage due to the uncertainty globally caused by the COVID-19 Pandemic and the War in Ukraine. While conducting activity 2, the online (joint) format was no longer considered. As the development of the training programme took place, the COVID-19 pandemic ended and trainers from both sides agreed that an online format would be limiting (in terms of transferring know-how, providing hands-on training, and teaching young volunteers). Both partners agreed that in order to ensure that the young volunteers gain the most knowledge and competencies in supporting persons with disabilities, there needed to be locally specific approaches included (e.g. contents on national-specific policy frameworks for supporting persons with disabilities in HR and IT). Based on the training programme and findings from focus groups, the partnership decided to organize 30 hours of training in Croatia (for HR participants) and 30 hours of training (for IT participants). By making this change to the training format, the partnership considered that it improved the structure of the training and created a better learning environment for young volunteers.

II. How the activity was implemented

The training programme/methodology was completed in May 2023. It was discussed by the project partners at subsequent meetings and it was clarified that the programme was considered as a basis for the in-situ training of participants in each country (Croatia and Italy). Each partner was free to use the contents of the programme as well as add contents of local interest to their training as they saw fit. In this way, the programme was able to provide trainers flexibility and allow them to adjust the training to the needs of the community and the participants accordingly.

In-situ training in Croatia

Due to the selection of participants taking more time than expected in Italy, the 5 Croatian participants started their training first. The training was led by Ines van Hoek, a certified defectologist. As a result of the focus group meetings in June 2023, minor adjustments to the proposed training content were made, which allowed ŽIR to further improve the training concept.

The training was divided into 5 sessions, each one last up to 6 school hours. Each session was held in Cestica at the Municipal Cultural Centre.

The **first session** was held on June 10th 2023. The main focus was put on regulations, laws, and terminology connected to disabilities. The second part went on to describe specifically how blindness, being deaf or hard of hearing and intellectual disabilities impact certain individuals. Within the later parts of the session, the young volunteers learned how to behave towards persons with disabilities, a simulation activity was organized where young volunteers had the chance to experience how it is to live with blindness and deafness. They also were introduced to various equipment that is used to support/assist blind and deaf persons, as well as those with intellectual disabilities to live in dignity in their community. A short questionnaire was also completed by the participants to measure their own knowledge and skills gained in the session.



The **second session** was held on June 21st 2023 over 6 school hours. The content of the session focused on the impact that physical disabilities have on individuals. Particular focus was put on the impacts of autism, ADHD and behavioural disorders. After presenting and defining what these conditions are and how they impact individuals, the participants learned tips and tricks on how to act/behave with such persons so as to not offend them and allow them to participate in the community. Simulation activities were also organized as a means to put persons in the conditions of such persons. In that way, the young volunteers gained empathy for persons with such disabilities.

The **third 6-hour session** was held on June 29th and it focused on the needs of parents with children with disabilities. The session detailed the challenges families face (in terms of accessing social care and healthcare systems), how policies and systems in Croatia can help such families, and how volunteers can support such families. In addition, this session also included in-depth discussions about prejudice towards persons with disabilities and had the young volunteers focus on how they impacted social inclusion in the community. This session contributed to building mutual understanding and empathy to the daily challenges faced by such families.

The **fourth session** was held on September 19th 2023. The main focus was on EU principles and values and how to apply them to the themes covered in the project. In particular, the training aimed to build awareness among the participants about what it means to be an active citizen, how to volunteer effectively and how to support persons with disabilities in their efforts to be socially included in the community (and civil society). The session described how associations/non-profits function in a European context, why people volunteer, the obligations of non-profits to their volunteers and how the relationships among citizens, volunteers and non-profits should function. After this, attention was put on how to develop new methods to integrate/include persons with disabilities in community actions. The upcoming nature-based action was discussed at this session as it was coming on the following weekend, and volunteers discussed on how to best ensure the participation of persons with disabilities at the event.

The **final session (5th session)** was held on September 27th over a 6-hour period. The volunteers focused/brainstormed on the issue of strengthening the capacities of non-profits/associations. At this session, volunteers learned about the importance of the project cycle to the work of non-profits. They became familiar with project cycle management technics such the developing problem and objective trees, how to develop objectives, results and connected activities and how to budget a project. The volunteers were presented with the vision and activities of ŽIR and asked to analyse them based on a project management approach. As a result of the activity, ŽIR gained draft activities, results and goals that it could use for the next year (made in 2023, for 2024) that could be used for a new project building on GREEN-IN.

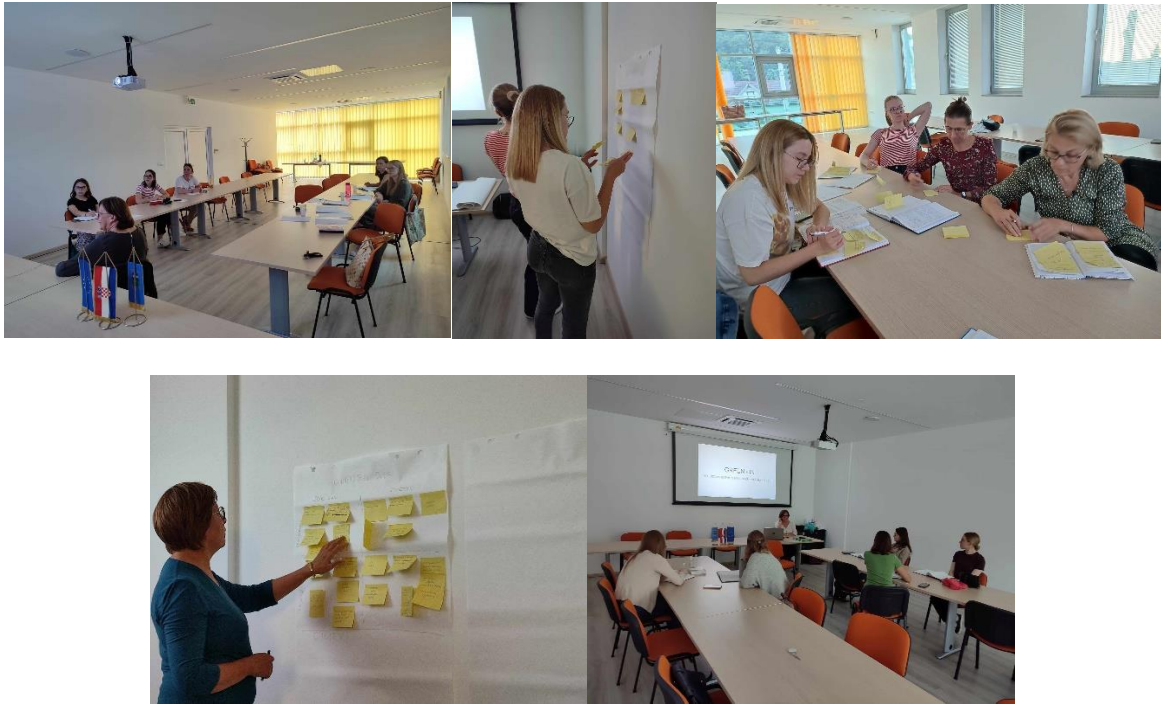


Fig.1 photos taken from the training

GREEN-IN
Upoznajmo osobe s invaliditetom - program za osposobljavanje volontera

patrick.galecki@gmail.com [Switch account](#)

Not shared

* Indicates required question

Odaberi skupni naziv za djecu s oštećenjima vida, sluha, motoričkim oštećenjima itd.

retardirana djeca

djeca s teškoćama u razvoju

bolesna djeca

djeca s posebnim potrebama

Odaberi pravilan naziv za osobe s oštećenjima vida, sluha, motoričkim oštećenjima itd.

hendikepirane osobe

osobe s invaliditetom

osobe s teškoćama u razvoju

invalidne osobe

osobe s posebnim potrebama

Prema modulu (uđskih prava, što osobe s invaliditetom imaju osim prava)?

Your answer:

Navedi najmanje tri pomagala kojima se služe slijepi osobe i vi kojima se služe slabovidne osobe.

Your answer:

Opšti slijepi osobi prostoriju u kojoj se sad nalazi.

Your answer:

Zašto slijepi osobe imaju problema u komunikaciji?

Your answer:

Odaberi pravilne tvrdnje u ophođenju sa slijepim osobama *

slijepi osobe treba ignorirati

slijepi osobe treba izbjicati za nadzornika

slijepi osobe treba kontaktirati

slijepi osobe ne treba kontaktirati bijeli step ako hodaju po poznavajući ulicu

slijepi osobe treba kontaktirati riječi "pozdrav" i "dobro jutro"

slijepi osobe treba kontaktirati riječi "kako se zove" u prostoriji

Odaberi tačne odgovore za osobe s oštećenjem sluha *

gluhe osobe nas mogu razumjeti ako glasno govorimo

sve gluhe osobe mogu čitati s usnama

gluhe osobe mogu naučiti govoriti

imobilni ljudi nemaju gramatičku, sintaktičku ni morfološku sposobnost

gluhe osobe uvijek mogu koristiti prava i sloboda govora

Navedi najmanje tri druga kanala komunikacije osim govora. *

Your answer:

Navedi najmanje tri područja u kojima dijete s intelektualnim teškoćama ima ograničenja.

Your answer:

Odaberi tačne odgovore *

Osobe s lakim intelektualnim teškoćama mogu brinuti o sebi i samostalno živjeti

Postoje razni stupnjevi intelektualnih teškoća

Intelektualne teškoće se mogu izliječiti

Djeca s intelektualnim teškoćama u četvrtom razredu mogu bez problema pratiti nastavu ako dobije zadatke za prvi razred

Odaberi tačne odgovore *

osobe u invalidskim kolicima trebaju stalnu pomoć i njegu

cerebralna paraliza je oštećenje mozga

osobama u invalidskim kolicima treba pružiti ruku kod upoznavanja

bolje je odmah pomoći nego pitati da li je pomoć potrebna

kod epileptičnog napada je osobu potrebno probuditi

osobe s motoričkim oštećenjima nisu bolesne

Fig.2. copy of the questionnaire used in the first session

In-situ Training in Italy

The training for 6 young volunteers from Italy started after the needs of the selected participants were assessed, and after Cavriago in cooperation with CSV Emilia-Romagna ("All Inclusive Sport") developed training aligned to the needs of the young tutors. The training in Italy took on the main tenants of the training programme; however, one difference in Italy was the focus on sports. As the young volunteers already work with young people in athletics, as well as persons with disabilities, it was determined that such a shift in training in Italy would benefit the participants the most and be most relevant to their current volunteer work. In order to make the training fit the needs of volunteers, trainers from "All Inclusive Sport" led the training in cooperation with the Commune di Cavriago.



The following details how the 30 hours of training (in-situ) was organized in Cavriago.

Date	Number of hours	Description of contents
November 6 th 2023	5 hours	The session was considered an introductory session. The participants learned about the major disabilities and how they impact persons with disabilities. The disabilities that were detailed/explained to the participants were intellectual disabilities, physical disabilities, autism, and behavioural disorders.
November 13 th 2023	5 hours	The session focused on how young volunteers should consider persons with autism (as many of the volunteers already work with these persons). They learned about the different strategies and activities that can be used to resolve problem situations via case studies. They also learned about how to manage behavioural problems that might occur in their volunteer work.
December 11 th 2023	5 hours	This session focused on the legal frameworks that apply to persons with disabilities. Particular focus was put on the Italian and EU contexts. The trainers detailed how the system of services work to provide persons with disabilities access to healthcare, social care and employment. The last part focused on how children with disabilities are considered and protected under legal frameworks.
January 8 th 2024	5 hours	The session focused on how volunteers can create an inclusive environment (focused on physical activities). The training introduced the volunteers to the teaching tools that allow persons with disabilities to gain new skills. The Training also detailed how to communicate and develop relationships with persons with disabilities.
January 17 th 2024	3 hours (volunteers and others in the community)	The session included the volunteers and sports trainers and teachers. The session focused on how to create peer-to-peer relationships such that the qualities of children with disabilities can be brought out. The session also focused on how children with disabilities can be involved in sports, the benefits of sports, and how to ensure their safety.
January 20 th 2024	3 hours (volunteers and others in the community)	The session included the volunteers and sports trainers and teachers. The families of persons with disabilities were also included. The training focused on how to include parents in sport activities that target children with disabilities. Based on the techniques detailed all participants were divided into groups where they applied the lessons-learnt to sports activities.
February 17 th 2024	4 hours (volunteers and others in the community)	The group included sports trainers and the volunteers. The session provided the volunteers with additional strategies for the inclusion of athletes with disabilities. The relationship between coach, tutor and family was also explained. The session also included contents focusing on how to foster the development of autonomy, sense of self-efficacy and self-esteem in children with disabilities.



The following pictures show how the training was implemented in Cavriago and highlights the main sessions:



Photos taken from the enlarged sessions in Cavriago (Jan 17th, Jan 20th, Feb 17th)



III. Outcomes from the training and conclusions

As mentioned at the beginning of the document, the partnership made changes to the format of the training in order to allow the volunteers to gain more in-depth perspectives that were relevant to the local contexts in which they operate. Based on the responses we received from participants, the training provided the participants new perspectives and knowledge that they can apply to community actions (concerning persons with disabilities). They explained that they intend to use their gained know-how in future work with persons with disabilities in the community. Based on this, we consider this part of the project a success.

The following summarizes what was foreseen vs. what was achieved.

Expected outputs	Achieved outputs
10 young volunteers that have completed the workshops and virtual learning	✓ 11 young volunteers that have completed the joint workshops and in-situ learning
10 joint virtual learning workshops (30 hours/location)	✓ 12 in-situ learning workshops held <ul style="list-style-type: none"> ❖ 5 in-situ learning workshops for Croatian volunteers in Cestica ❖ 7 in-situ learning workshops for Italian volunteers in Cavriago *60 hours of in-situ training held in total (30 hours in Croatia and 30 hours in Italy)
10 young volunteers perceive that they have gained new competencies and skills in supporting persons with disabilities	✓ 11 young volunteers gained new competencies and skills in supporting persons with disabilities
10 young volunteers continuing to use their knowledge after the project ends	✓ 11 young volunteers using their knowledge after the project ends

Overall, the partnership recommends that other organizations with similar goals and missions take the same (or similar) approach to training volunteers working with persons with disabilities.