



Capacity building of Youth workers in the area of Community LGBTI Youth Work



Partners





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PROJECT IDEA

The main idea of the project is to prepare and implement high quality long-term education course through 4 trainings with the aim to support professional and personal development of youth work practitioners and activists in the area of developmental community youth work for LGBTI persons.

Through our work so far, we have recognised that many of the LGBTI civil society organizations in the Balkan region are facing the problem of mobilising LGBTI communities and empowering them.

This project addresses missing gap in LGBTI movement by providing long term training course in developmental community youth work for LGBTI youth work practitioners and activists so they can implement high quality developmental youth work programmes and empower local LGBTI communities in their countries, creating a better organized group(s) with constructive activities and involvement of bigger number of community members.

OBJECTIVES

1. To build capacities of youth work practitioners and activists for planning, implementing and evaluating developmental youth work programmes with LGBTI people in their communities;
2. To support exchange of good practices examples and experience in community work with LGBTI young people in the Western Balkans;
3. To create, promote and deliver booklet of practices and methodologies in developmental community youth work with LGBTI youth in the Western Balkans to wider youth work public.



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ACTIVITIES

The project is designed to have 4 mobility activities and sets of workshops in local communities of each partner organisation.

Mobility Activity 1: Introduction to Developmental Youth work in community, personal development, life period of adolescence and health of young people

First training course will be held in **Podgorica, Montenegro**, from **16 to 23 of December 2017** (including traveling days). Participants will learn more about definitions, values and types of youth work; social, non-formal and informal learning; role of youth workers, self-awareness and experiential learning; social and psychological theories of adolescents; sexuality, culture and challenges for young people, how to identify needs of young people in community; and preparing practical work. Very important part of the training course is to establish trustful atmosphere where all participants can be open to share their experience and learn from them in the group. Upon returning home, participants will be tasked with preparing a reflection of the learning process and drafting community youth work programme for their practice.

Mobility Activity 2: Work with individuals and work with groups

Second training course will be held in **Sofia, Bulgaria**, from **08 to 15 of February 2018** (including traveling days). The training will cover the topics of re-questioning values and belief systems and their influence in working with individuals; theories of working with individuals; specific activities aiming to support development of individuals, interpersonal relations; development of communication skills and self-reflection skills; understanding groups and theory on work with groups; managing difficult situations within group; theory and practice of facilitation and leadership; phases of group dynamics, preparation of practical work. After the second module, the participants will form groups in local communities and start on delivering workshops with the group for chosen topic.

Mobility Activity 3: Work with conflicts and acceptance of diversity

Third training course will be held in **Novi Sad, Serbia**, from **30 June to 07 July 2018** (including traveling days). Topics that will be covered during the training are: understanding conflicts at micro and macro levels; personal approaches to conflicts; developing knowledge, skills and attitudes for creative work on accepting diversity; understanding emotions, values, beliefs in relation to identity; models of conflict resolution; understanding the role of youth worker in relation to conflicts, connecting youth work with Human rights. Group working process in the third module will serve as a sort of a practicing range of skills, so the participants will be able to apply them through their practical work in community.



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Mobility Activity 4: Management of self, others, and tasks

Fourth training course will be held in **Skopje, Macedonia**, from **06 to 13 September 2018** (Including traveling days). The training will cover topics as: the general management theories; activism in community, PR and lobbying; volunteerism within youth work; and evaluation of youth work. After the training course and the final module, participants will learn on how to address needs in the community through successfully implementing small-scale and large-scale actions. At the same time, this will be opportunity for participants to apply knowledge about mobilising community and initiating citizens' activism among LGBTI persons.

Practical work

Each of the partner organisations in the project will have minimum of 2 participants that will have the task to form a group and work with local LGBTI youth. The local workshops should be implemented in the period from February to December 2018. During this period, all of the participants will have the online mentorship, in order to implement as good as possible knowledge and skills they obtained during the training courses. Participants of the training courses will work in pairs in order to practice youth work with LGBTI youth in their communities. The obligations of each pair of participants will be to:

- Develop, plan, conduct and evaluate a cycle of up to 30 workshops in the local community, gathering 8 to 20 LGBTI people;
- Self-reflect on the learning process – aside of self-reflection in relation to practical work, the participants will be expected to reflect on the learning during each training and connect it with their personal and professional development.

Mentorship will be provided on-line (via Skype) and face-to-face during the entire project. Participants will have at least 4 on-line sessions with trainers aiming to support their practical work in communities (between training courses, starting after the second training). Also, they will have opportunity to have face-to-face meetings with trainers during the training courses.

FINANCIALS

All of the costs of the participating in the project are covered by the Erasmus+ programme.

100% of the accommodation costs are covered

100% of food costs are covered

Travel costs are covered in line with Erasmus+ travel rules.



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WHO CAN PARTICIPATE

Participants of the training courses can be those persons who are already active in the work of the partner organisations and assign to work with LGBTI people, or are about to become active. The previous experience is not relevant, though it is advantage.

Relevant criteria for selecting the participants are:

- motivation and commitment,
- understanding the socio-political context for LGBTI people in local communities,
- understanding life challenges faced by LGBTI people,
- willingness to learn and to be open-minded;
- and to work/learn in English language

There is no age restriction, or any other, in terms of ethnicity, religion, socio-economic status, education, employment, and sexual orientation or gender identity/expression.

Number of participants per partner, as agreed by all partners:

- 6 persons from LGB Youth Support Group COME OUT, Novi Sad, Serbia
- 6 persons from Montenegrin LGBTIQ Association "Queer Montenegro", Podgorica, Montenegro
- 4 persons from CURE Foundation, Sarajevo, Bosnia & Herzegovina
- 4 persons from Tuzla Open Centre, Tuzla, Bosnia & Herzegovina
- 4 persons from Association for critical approach to gender and sexuality "Subversive front", Skopje, Macedonia
- 2 persons from Helsinki Committee for Human Rights of Republic of Macedonia, Skopje, Macedonia
- 2 persons from Center for Social Group Development, Pristina, Kosovo
- 4 persons from Youth LGBT organization "Deystvie", Sofia, Bulgaria
- 2 persons from Transparent, Karlovac, Croatia

The selected participants are **obliged to participate in all 4 trainings** and **implement the cycle of workshops in their local communities**, thus the motivation and dedication are very relevant.

It will be impossible to change participants at the later stage of the project implementation, and any change will influence successfulness of the project, e.g. making it unsuccessful!!!

In the case that any of the selected participants **are not present to more than 70% of the training courses, they will be obliged to compensate for the costs of their involvement in the project** (accommodation, food, material, etc.)



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HOW TO APPLY

If you are willing to be a part of our project, you can commit yourself to full participation in all of the 4 training modules, and implement the cycle of the workshops, please fill in **the Application form that can be found by clicking in this link (Ctrl+Click).**

<https://goo.gl/forms/EUovd3Rc7CuQhniO2>

CONTACT

For any further information regarding the project, project activities, or any other matter, please do not hesitate to contact us.

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