

DEVELOPING SKILLS FOR THE BEST IMPLEMENTATION **DEV SKILLS**

KA104 - Adult education staff mobility
2020-1-DE02-KA104-006978



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ABOUT THE PROJECT

DEV SKILLS project is based on an internal SWOT analysis of the organization NGO NEST Berlin which identified a **skill gap** which is crucial to **enhance staff members competence** in order to reach a wider audience of disadvantaged adult targets living in the metropolitan area of Berlin, specifically the target group of adult migrant NEETs in the frame of environmental skills.

In order to bring **awareness in the designated target** of this project it is necessary to **design a learning path**, which in this case is drawn by the separate modules (Training events and Job Shadowing) and both the two mobilities are complementary to each other.

Main Methodologies: **Digital Storytelling & Blended Learning** through mobilities; **Job Shadowing**

Digital Storytelling allows participants to: tell their own stories, learn digital media skills, build confidence and self-esteem. The method places the stories under the control of the storyteller.

PROJECT OBJECTIVES

Digital Storytelling:

Participants find digital storytelling fun: it is a way to reach people who think that education is 'not for them'; it can help to develop language and literacy skills through storytelling and script-writing; it can give people a kick-start in developing their skills and improving their chances to gain employment; it offers a way to engage thoughtfully with experience.

It brings people together, builds empathy, emotion, trust and loyalty. Digital storytellers utilise digital tools and platforms to tell their compelling and emotionally engaging story. A great storyteller can simplify, explain and decode a complex solution.

By means of **Blended Learning** and **Digital Storytelling** four main goals can be achieved:

1. Blended Learning allowed Nest Trainers to develop efficient and proper environmental education offer for adult migrant NEETs aimed at including them in the labor market
2. Digital Storytelling allowed Nest Social Media staff in promoting the organization educational offer for adult migrant NEETs
3. Digital Storytelling enabled Nest Trainers to support the social inclusion in the community of adult migrants enabling them to communicate with the community with a tool that overthrow linguistic barriers
4. Digital Storytelling, provided added value for the employability programs in virtue of its professional feature

Job Shadowing:

The Job Shadowing on the premises of the partner organization MVNGO involved 6 NEST's staff resources in the ordinary activities of the organization related to administrative management, project management and the use of Storytelling and Digital Storytelling methods in projects and initiatives at the local and international levels as well as joining the Social Media department in its daily work of online promotion and dissemination.



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ABOUT THE MOBILITIES

The **Training Course about Digital Storytelling** was organised by Mine Vaganti NGO (Italy) and 5 staff members participated. The Training Course lasted 7 days and took place in the period 2-8 August 2021.

The **Training Course about Blended Learning** has been split into two different flows and locations. Due to the Covid-19 restrictions first and the delays in the implementation of mobilities, it has been necessary to divide into 2 different flows

1. The first flow has been organised by Philia Caraibe Monde (Martinique, France) and 2 staff members participated. The Training Course lasted 6 days and took place in the period 20-25 January 2023.
2. The second Training Course about Blended Learning was organised by Organization for Promotion of European Issues (Cyprus) and 2 staff members participated. The Training Course lasted 5 days and took place in the period 22-26 May 2023

The **Job Shadowing** was organised in Italy by Mine Vaganti NGO and took place for an average of 60 days per participant.

MOBILITIES OBJECTIVES

Blended Learning:

The Blended Learning will be focused on Environmental issues and the Climate Change effects. To bring awareness, it is necessary to design a learning path: 2 modules Training events & Job Shadowing. Both the two mobilities are complementary to each other.

Digital Storytelling:

Powerful tool to foster social inclusion as well as employability empowerment and entrepreneurial action.

To foster an impacting use of the possibilities granted by today's digital world and enabling communication across language and cultural barriers.

Understanding how to design a project:

Learning to keep the needs, objectives, implementation and the results consistent

To justify why the project is needed and what is innovative about it as well as justifying the partners, objective and implementation.

Enhancing Knowledge about Erasmus+ projects:

the different Key Actions of Erasmus+ projects with focus on Key Action 2.

Understand the needs of the target group, creating an own project idea, walking through the application together (Designing skills, writing techniques)

Developing management skills:

Choosing partners according to the needs of the project (research and implementation) Learning what is needed from which partner.

Learning how to adapt the project to changes during the implementation.



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IMPLEMENTED MODULES

*The **Training Course about Digital Storytelling** was organised by Mine Vaganti NGO (Italy) and 5 staff members participated. The Training Course lasted 7 days and took place in the period 2-8 August 2021. The following modules were focused on:*

- Needs analysis.
- The different categories of Digital Storytelling instruments (Blogs, Storylines, E-Magazines, Photo Stories, Web-Documentaries) and the most effective use/strategies per each.

- Software instruments and strategies for collecting and processing digital materials functional to composing a “narrative”.
- A specific focus on methodology: main Digital Storytelling methods and how to employ them

- How to create a Digital Story.
- How to create impacting Photo Stories.
- How to devise Digital Storytelling narratives and content.

- Digital Storytelling as a tool of social inclusion.
- Developing leadership and team-building skills through Digital Storytelling (Communication, Presentation and Empathic skills).

- Digital Storytelling in business/product innovation, creativity and “out of the box” thinking.
- Practical sessions.
- Summary and course evaluation.



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The Training Course about Blended Learning: Flow N.1

It has been organised by Philia Caraibe Monde (Martinique, France) and 2 staff members participated. The Training Course lasted 6 days and took place in the period 20-25 January 2023.

- Learning and social inclusion needs of migrant Adult targets.
 - Climate Change Effects and its roots and consequences in human and social terms.
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- Exploring the challenges and opportunities in peer-interaction programmes/activities involving Adults belonging and not belonging to migrant categories.
 - What is Blended Learning and when do we use it?
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- Introduction to Flipped Classroom – what, why and How?
 - Importance of learning environment-aware principles while designing learning paths.
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- Role of networks and stakeholders in implementing & promoting Environmental awareness.
 - How can I use gained knowledge & tools in practice?



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The Training Course about Blended Learning: Flow N.2

Nest Trainers taking part in a Training Course of the organization Organization for Promotion of European Issues, based in Cyprus, in order to acquire competences in Blended Learning as an environment aware educational instrument towards adult migrant NEETs.

The mobility took place from 22nd of May to the 26th of May 2023 in Paphos (Cyprus) hosted by RINVESCO CONSULTING involving 2 members of staff of NGO NEST Berlin.

- Define project outputs and develop a realistic budget in correlation to project activities:

- Define target groups and key indicators:

Learning about different target groups of projects: VET, adult, school, sport, youth and how the differentiate in terms of objectives, needs, budget

- Design a competent project consortium:

Developing project management skills by working with examples of other projects: how partners should be chosen, management of budget

- Develop a coherent and innovative project idea:

Exchanging theoretical ideas and comparing them with practical background and experiences of other projects

- Incorporate a quality and risk assessment plan.

- Develop a dissemination plan.

- Define sustainability and impact of the project.

Practical exercise: Brainstorming ideas and designing our own project, writing a hypothetical proposal and learning how to write a summary, how to write work packages, IO Learning the importance of justifying the choice of partners, why are they needed what do they contribute



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RESULTS

Project activities have determined the acquisition of the following **learning outcomes**:

- Acquisition of knowledge regarding 6 clusters of innovative pedagogies.
- Acquisition of knowledge regarding Blended Learning and Flipped classroom model concepts and components.
- Acquisition of knowledge and skills on how to implement innovative pedagogies in practise, create learning environment through creation of lesson plans.
- Improvement of personal and professional skills in training.
- Raised awareness regarding the importance of a more interactive, caring and horizontal relationship between educators/trainers and learners.
- Raised awareness regarding technological development in training and learning;
- Acquisition of skills and tools to incorporate ICT in educator's everyday training;
- Raised awareness regarding the importance of networks and stakeholder's involvement for implementation and promotion of innovative pedagogies;
- Enhanced participants' ability to adapt to changes;
- Acquisition of tools for professional development of the trainer;
- Increased capacity to cooperate on international level;
- Improved communication and social skills;
- Improved English language skills.

The specific topic insights implemented during the training courses, lead the participants to a wide range of results, consistent with the training course objectives:

- Blended Learning & digital storytelling methodology acquisition
- Non formal education skill Acknowledge
- Implementation of gained knowledge in terms of creating an own theoretical project for future designs,
 - writing the proposal,
 - discussing ideas, priorities, making a description, elaborating objectives,
 - definition of the target group and how we want to reach them,
 - talking about why specific project should be international and what the different countries would contribute with,
 - explanation in which way the project would be innovative and what the impact of the project would be;
 - discussion about which partners would be necessary according to the needs we already elaborated



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