



Training for Volunteers - Report, Macedonia 2018

Aim of the Training for Volunteers

The aim of the training for volunteers is to give students an opportunity to develop knowledge, skills and attitude to assess volunteering needs and develop a programme for volunteering activity.

Objectives

- Participants will be introduced to the project general objectives and specifically to two related working packages namely, WP training for volunteers and the volunteering activity
- Participants will be able to understand and gain knowledge on volunteerism
- Through the training they will be able to identify challenges in volunteering
- Participants will learn about volunteering activities from international case studies and experience of actual volunteers and provide fresh ideas what can be done more or better.
- Be able to anticipate difficult situations in volunteering setting such as participant's low motivation, resistance in groups, etc.
- Participants will understand the issue of integration of Roma and migrants in their national schools and be able to compare domestic situation with international practice.
- The participants will also create and share new ideas about supporting schools in integration of Roma and migrant children in schools.
- To understand the process of implementation of volunteering activity such as, preparation phase, recording of daily activity, and writing a short report after completion of the activity.
- Develop training programme based on findings from the research project mainly focusing on identifying target group, needs analysis, and training goal setting.
- Explore evaluation practice as an instrument for further development of the training

Invited participants

For this purpose volunteers (students, representatives from NGO dealing with Roma issues and high school pupils) were invited to attend the training. The training for volunteers was planned as one-day face-to-face event. Prior to sending the invitations



members of the core team organized consultative meetings with several NGOs dealing with Roma issues and with experienced volunteers in identifying participants to the training. In this respect, Mesecina NGO provided great help by appointing their volunteer, Selime Nuredini, to help us in reaching out potential participants for the training. The event was also advertised through Facebook. All speakers were staff of the South East European University with expertise and experience in the field of inclusion of youth in community work providing practical knowledge in support of upcoming volunteering activity foreseen within the project activities.

Delivery of the training

Date/Location: Tuesday, March 13, 2018; Tetovo, Macedonia

No of speakers: 3

No of participants: 23

Training facilitated by: Veli Kreci, Jonuz Abdullai, Besa Kadriu, Merita Zulfiu Alili and Vullnet Besimi.

Participants registered for the event and promotion materials were distributed.

The content of the training for volunteers was structured in the following 4 parts:

- 1) What is a volunteer? Examples of good practices in volunteering-international experiences.
- 2) Perception and Communication (presenting the theory and the importance of it for the communication process)
- 3) Areas of Volunteering: Work-Mapping Needs of Local Schools; Leadership styles
- 4) Thematic discussions and conclusions

The training for volunteers was delivered as it was planned – in 4 parts:

- 1) In the **first part** of the training, welcome addresses were given by the coordinator of the project in Macedonia, dr. Veli Kreci. He also introduced the role and activities of the SEEU, Macedonia RoMigSc Project Team, namely Jonuz Abdullai, Merita Zulfiu Alili and Besa Kadriu. Vullnet Besimi (Student Advisor) presented the Agenda (organisation of activities). The opening session continued with the presentation of participants who were students and 4th year high school pupils. Majority of them indicated that have volunteering experience through different projects or have attended trainings and workshops related to volunteering. The coordinator of the project, Veli Kreci presented the aim of the project and the role of the volunteer in the project. The presentation was focused on the WP3 and WP4 on volunteering activities such as, preparation phase, recording of daily activities, the



role of the mentor and writing a short report after completion of the activity. In order to identify challenges in volunteerism, a discussion was opened where examples of different events and ways of inclusion of Roma children in schools and raising awareness of volunteerism were presented. The participants were motivated to become volunteers by indicating that besides the gained knowledge, skills and certificate of attendance they are eligible for 6 ECTS after completing 120 hours in volunteer work. In addition, the aim of e-classroom was presented and the materials available in this electronic system.

- 2) In the **second part** of the training, Agron Rustemi (Pro-Dean of the Faculty of Contemporary Social Sciences, SEEU) presented the theory of perception and communication and their importance in volunteerism. Different examples on what is perception and obstacles during communication were used which encouraged fruitful discussion among participants.
- 3) The session on Leadership in the **third part** of the training was delivered by Memet Memeti (Dean of the Faculty of Contemporary Social Sciences, SEEU). At the beginning of the session, participants had energising activity as part of teambuilding activity followed by leadership styles and mapping the role leadership in organizational development and communication. The presenter explained leadership as a concept and as a process, theories of leadership and leadership styles. At the end of the session, participants were asked to fulfil a questionnaire on leadership styles and had time for discussion of the results.
- 4) In the **fourth part** of the training thematic discussion and concluding remarks were given by Veli Kreci. Participants were asked to provide feedback through evaluation questionnaires and were informed that will be contacted through e-mail and phone about future volunteering activities and their decision to become a volunteer in this project. At the end of the training the certificates of attendance were delivered.

Breaks and lunch times were also used for informal discussion and creating networks among participants.

Evaluation of the training and policy recommendation

Evaluation questionnaire

- Is available at: <http://mfdps.1ka.si/a/501&preview=on>

Evaluation analysis

- Below is presented evaluation of the Training for volunteers.



Figures 1, 2, 3, 4 and 5 are giving summary of training evaluation.

- In Fig 1, we can see that the evaluation sheet filled out 29 respondents. Majority of them were students (48.3%) and female (65.5%).
- Fig. 2 shows that majority of respondents have been involved in the volunteering work (58,6%) and have experience with Roma population, however, just three of them have experience with migrant children.
- As Fig. 3 indicates, the respondents were quite satisfied with the training. It indicates that they were especially satisfied with the discussions about the integration of Roma children in schools.
- Fig 4 suggests that participants were mostly satisfied with the opportunities to express their suggestions and opinions during the event.
- From Fig, 5, we can conclude that improvements of further training for the volunteers should include more discussions and practical exercises.

From the evaluations given by the participants, we can extract the **following (policy) recommendations:**

- Discrimination and language barriers might be obstacles for activities in multicultural environment.
- Prejudices, stereotypes, not enough understanding of the diversities in the society are considered also as an obstacle for inclusion of Roma children in schools.
- There is a need for inclusion of more volunteers, debates, trainings for the integration of Roma children in schools.
- Presence of international experts would be considered as an additional asset to these trainings.

Fig 1: Structure of participants (count):

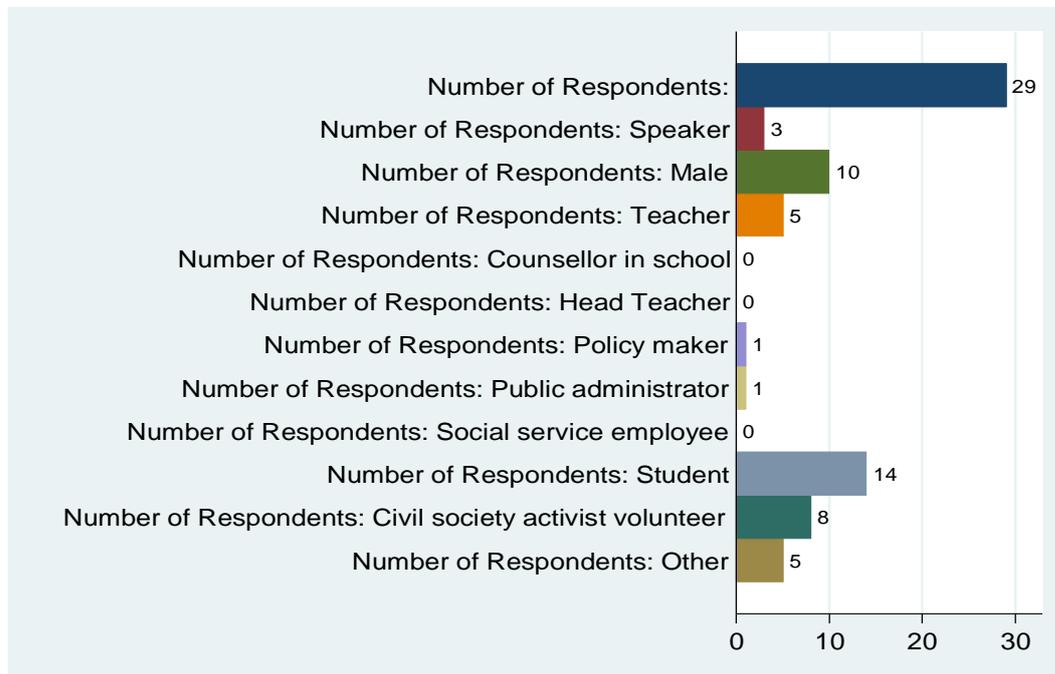


Fig 2: Experience of participants (count):

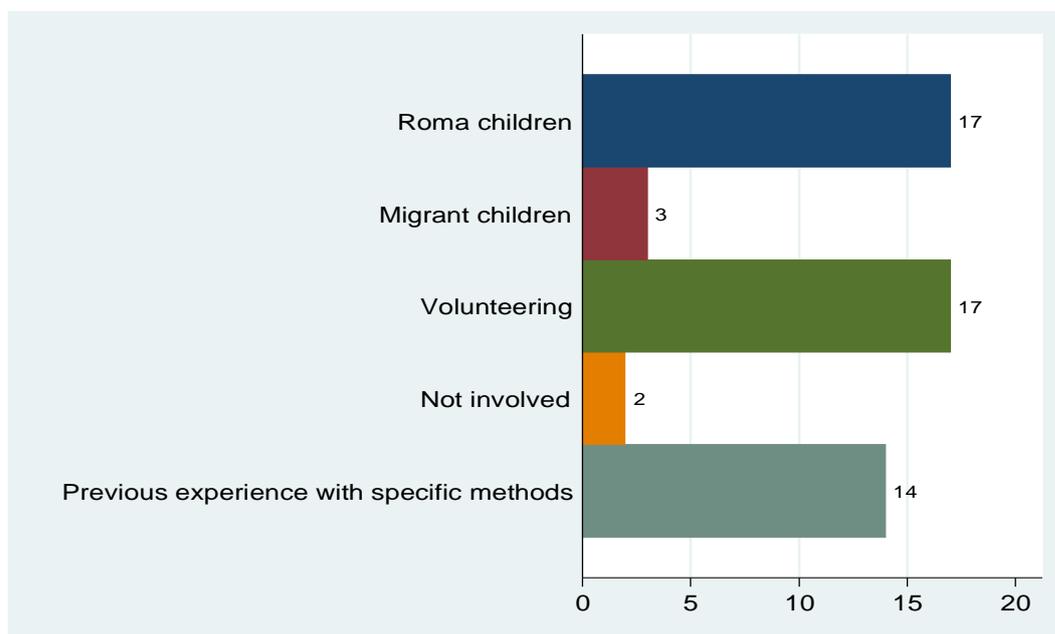


Fig 3: Assessment of content and methodology of presentations (grades from 1 to 4):

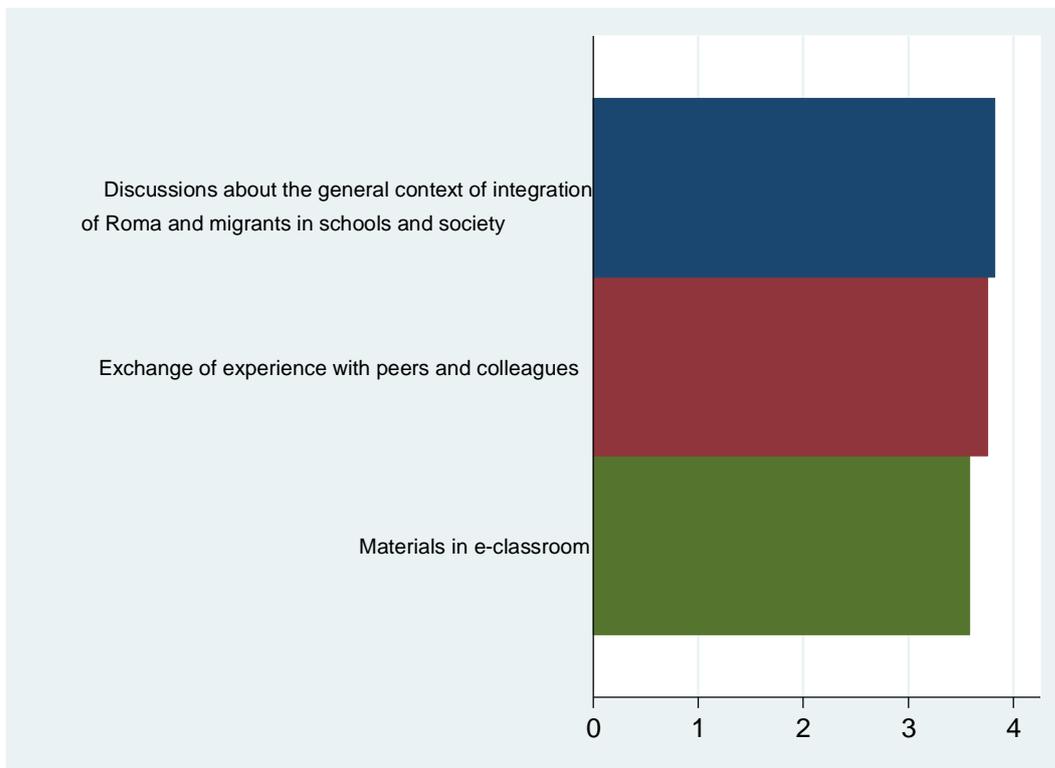


Fig 4: Learning and discussion (frequency in %):

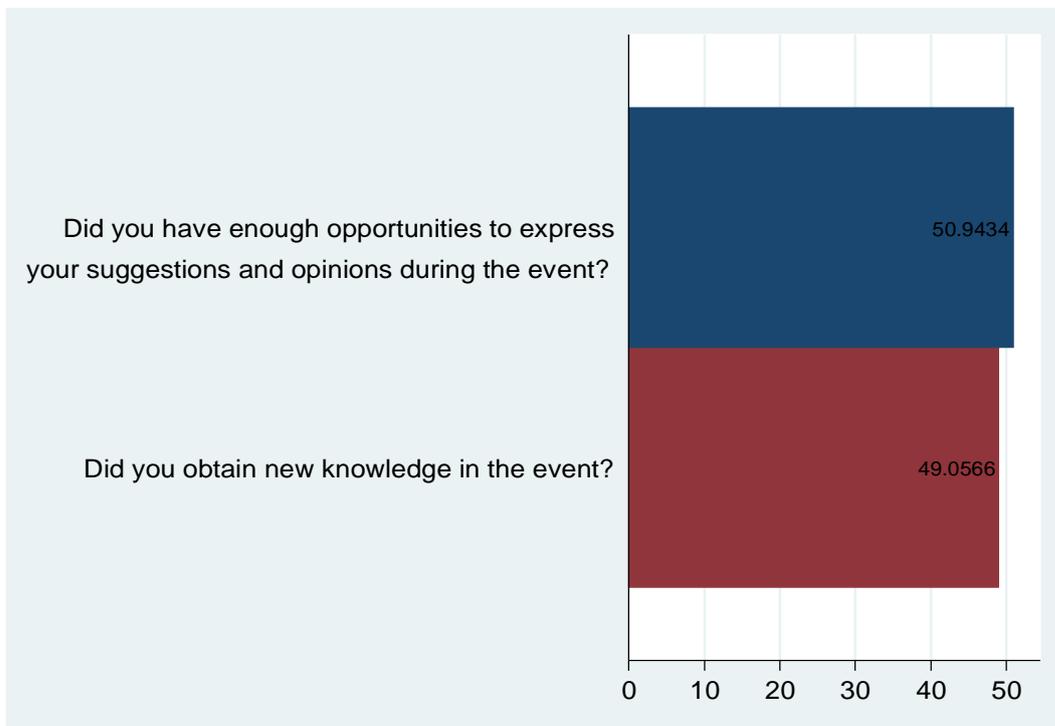
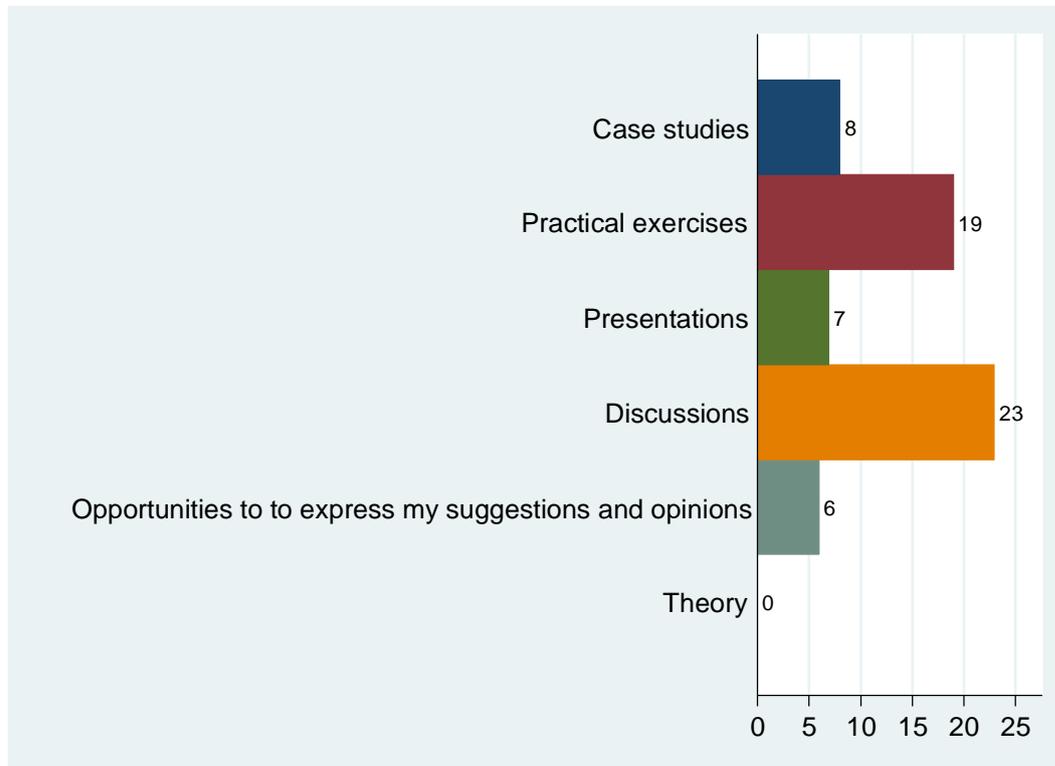




Fig 5: Suggestions for improvements (count):





ATTENDANCE LIST

Title of the Project:	Inclusion of Roma and Migrants in Schools: Trainings, Open Discussions and Youth Volunteering Activities (RoMigSc)
Project. Ref. No.:	580228-EPP-1-2016-1-SI-EPPKA3-IPI-SOC-IN
Title of event(s):	Training for Volunteers
Date of event:	13.03.2018
Country/city and of event:	South East European University, Tetovo, Macedonia.

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