

Newsletter n. 4

ON D GO Training and Learning event took place in Newcastle!

On 13th to 15th May 2019, the ON-D-GO training and learning event took place in Newcastle (UK) hosted by SFEDI. This training represents one of the core activities in the ONDGO framework, and was reported by all the trainees as an exciting and inspiring experience.

“It has been such an interesting happening! The lecture about coaching and mentoring gave me a deep understanding of the issue, enabling me to better do my work with refugees...and I really appreciated the opportunity to share ideas and experiences with people coming from other countries!” (Sabina, Oxfam Italy).

What was the training about?

The Training and Learning Event was the first opportunity for VET trainers across Europe to come together and take part in a pilot training programme aimed at introducing them to the Learning Resource Toolbox to support migrant entrepreneurship and give them the core skills needed to mentor migrants and refugees on the journey towards self-employment.

At the training we focused on how VET trainers could use the toolbox with migrants, in a formal training setting and through one-to-one mentoring sessions. We explored how they could guide refugees to navigate the platform and use the educational resource to support their new business venture.

Day 1: cross-cutting competences.

The first day focused on cross-cutting issues such as **self-management** and **intercultural sensitivity**.



Self-management is a key skill for VET trainers working with migrants, and in general for everyone dealing with people in need.

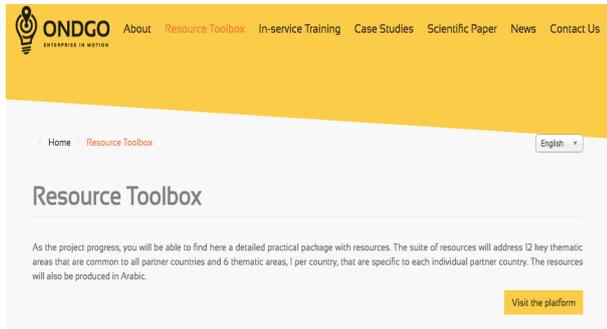
Difficulty in fully understanding social, cultural and legal norms, language barriers and stress in adapting to a new environment can easily make migrants and refugees become challenging clients. Through video and role-playing, the trainers explained how to manage in difficult situations, keep negative emotions under control and stay focused on accomplishing one's task.

Intercultural sensitivity is also a crucial competence and we reflected on stereotypes we all use to define other people, and on the influence of culture on who we are and how we act, which is a fundamental skill for everyone working in a multicultural context.

Day 2: the Toolbox and the on-line platform.

In day 2, the training focused specifically on **how the Toolbox is built and how it can be used with migrants and refugees**. Each of the 12 learning resources were considered in detail exploring the connections between the three main themes of the Toolbox itself: *the person* (i.e. motivation, social skills, network and relationships), *the idea* (creativity, generating and assessing the ideas), *the business* (financial planning, raising awareness in the public, understanding the market).

CARDET dedicated a specific session to the online platform, which has been tested in the sessions. This is how the ONDGO platform looks like:



Day 3: Coaching and Mentoring

The trainers dedicated the last day to two fundamental aspects for VET professionals: **coaching and mentoring**. Coaching and mentoring skills are crucial in helping people to set up an enterprise, especially if they are new to the country.

The training sessions aimed at analyzing the competences needed in playing an effective coaching role, which basically means “helping people to learn”.

Coaching is different from mentoring in the sense that a coaching relationship focuses on the “here and now” rather than on the past or the future, and it is based on an equal partnership: the coach is not an adviser or a teacher, but a person able to assist, provoke, challenge the client, in order to maximize his or her potential.

The trainees have been strongly encouraged to use the **GROW model**. GROW stand for “Goals, Reality, Options, Way forward”, and it is a powerful tool to make people realise that they need change if they want success, at the same time encouraging their independence of thought and motivating them.



The GROW Model

The ON-D-GO transnational learning event will generate a series of cascade training events in the partner countries, thanks to the trainees coming from Ireland, Lithuania, Italy, Cyprus, Austria and the UK.



The next Newsletter will provide information about the Multiplier Events set up by all partners in order to test and disseminate the Toolbox and the on-line platform with the end-users! To learn more about the ONDGO project or to keep up to date with our progress, please visit: www.learnonthego.eu