

LONG TERM TRAINING COURSE

# BRIDGING the GAP



**18 - 23 FEBRUARY 2025**

1st phase, Greece



**13 - 18 MAY 2025**

2nd phase, North Macedonia



**ONLINE WEBINARS &  
MENTORING SUPPORT**

Combining **eduScrum** and **coaching skills** to create an **agile learning** environment for those working directly with groups of young people.

Application deadline: 1st December 2024

The aim is to improve the quality and increase the impact of learning activities. The training is focused on competence development and implementation of new experiences in practice. **The main topic is to support learning processes by using an agile mindset, eduScrum methodology and coaching skills.**

**After the long-term training, the participants should be able to:**

**Recognize** different types of support in learning processes within learning activities;

**Use** professional coaching tools within a learning environment;

**Learn** how to develop an agile mindset and to use the agile eduScrum framework;

## AIMS AND OBJECTIVES

**Discover** how to stimulate self-directed learning for individuals and teams;

**Identify** actions to support learning through an agile mindset.

In addition, we want to strengthen the exchange of best practices, cooperation and mutual support across the participants and their organisations/networks across Europe.

# TRAINING PHASES & TIME FRAME



## ONLINE PREPARATION SESSION: 5 FEBRUARY 2025 | 14:00 CET 3,5 HOURS ONLINE WORKSHOP

- getting to know each other;
- introduction of the training pillars;
- preparing for the learning journey and getting ready to create your activities by using new approaches.



## RESIDENTIAL TRAINING COURSE I COACHING FOR AGILE LEARNING: 18 FEBRUARY 2025 (ARRIVAL DAY, PROGRAMME STARTS IN THE AFTERNOON) - 23 FEBRUARY 2025 (DEPARTURES AFTER LUNCH) @ RE-GREEN ECO CULTURAL CENTRE, SELIANA, GREECE

- types of support in learning processes (coaching, mentoring, training, facilitating, etc)
- basic coaching tools relevant for youth work and education
- awareness of the role of coaching in agile learning processes



## ONLINE ORIENTATION MEETING FOR THE SECOND RESIDENTIAL TRAINING: 6 MAY 2025 | 14:00 CET 3,5 HOURS ONLINE WORKSHOP

- increased coaching skills of the participants by hands-on practice



## RESIDENTIAL TRAINING COURSE II EDUSCRUM FOR AGILE LEARNING: MAY 13, 2025 (ARRIVAL DAY, PROGRAMME STARTS IN THE AFTERNOON) - MAY 18, 2025 (DEPARTURES AFTER LUNCH), IN NORTH MACEDONIA.

- basic skills to apply agile mindset and eduScrum in facilitating a learning process
- created ideas for the integration of eduScrum in the participants' reality
- Participants are aware of the connection between coaching and eduScrum and are able to use both in way they compliment each other



## PRACTICAL PHASE WITH MENTORSHIP

- practicing eduScrum and coaching in the participants' reality
- learning from the experiences of their peers in the implementation process
- evaluation and improvement of the participants' work by peer- and expert reviews
- mentorship support from the experts



## ONLINE WEBINARS

- Participants have increased their competences by choosing and participating several (voluntary) webinars to support themselves in their learning journey specifically to their needs.
- Workshop on Digital EduScrum
- Erasmus + & ESC Opportunities Workshop
- Sharing participants experiences

# METHODOLOGY USED

**eduScrum** is a tool that supports small or big groups of learners in the process from creating learning goals to high quality outcomes within a certain amount of time. eduScrum uses a learner centred approach fostering values like trust, transparency and democracy. To guide learners through this process, coaching skills are essential.

**Coaching** in eduScrum empowers learners to take ownership of their learning journey by facilitating their progress, encouraging self-reflection, and fostering collaboration, ultimately promoting deeper understanding and greater achievement of learning objectives. This requires educators to develop key coaching skills, such as effective questioning techniques, active listening, structured conversation guidance, and goal-setting strategies.

Our way of working is highly participative, open, and supports the learning process of each participant and the whole group. We work in an interactive, experiential way in a safe environment. We draw on the richness of the group's experience and focus not only on learning outcomes, but we want everyone to enjoy and take pleasure in learning together and to foster internal motivation for all participants.

## FOR WHO?

The invitation to apply to this training course is for active members of organisations who are:

- **Directly working with groups of young people on a regular basis:** Youth workers, youth leaders, teachers, trainers, coaches and mentors;
- ready to develop their competences in accordance with the topics explained above;
- at least 18 years old;
- able to communicate and learn in English on a sufficient level;
- able and will commit to participate in all phases of the Training Course as shown above
- have support of their organisation or school to innovate their activities with and for youth.

The training is aimed for 20 participants coming from the **Czech Republic, Netherlands, North Macedonia and Greece.**

# PRACTICALITIES

The online phases of the training course will be held via Zoom platform, the residential place will be hosted in Greece and in North Macedonia.

## Participation Fee:

**All selected participants will be asked to pay a participation fee.** This money will be used to cover project expenses that are not included in the grant. It will be paid in advance by bank transfer. Based on financial capacity we ask each participant to support the project with an amount between **20,- and 200,- Euros**, which you will specify when filling in the application form.

**IMPORTANT:** *Finances should not be a barrier to participation in our training, so please get in touch with us in advance if the contribution amount is an obstacle for you to participate.*

## Travel and Reimbursement of the Travel Costs:

Once you receive confirmation sent by email that you were chosen for participation in the TC from organizers, you can book your travel (economic 2nd class).

Reimbursement of travel costs will ONLY be done upon full attendance in the project and presentation of the original tickets with boarding passes and receipt/invoices. Unauthorized absence from activities and workshops will not be permitted and if happening, may result in the cancellation of travel costs' reimbursements and/or expulsion of the event.

We will reimburse your travel according to **real costs, maximum till following Travel budget for participating countries:**

COUNTRY	MAXIMUM BUDGET FOR TRAVEL / 1 PARTICIPANT
GREECE	28 Euro (1st training) / 211 Euro (2nd training)
NORTH MACEDONIA	211 Euro (1st training) / 28 Euro (2nd training)
CZECHIA	309 Euro for each training
THE NETHERLANDS	309 Euro for each training

For the reimbursement, please, keep and bring original invoices and tickets, print out e-tickets and keep your boarding passes. Price, currency, name of passenger, date of purchase and travel should be clearly visible on all documents, otherwise we will be unable to reimburse the travel costs. Reimbursement for the countries coming outside of the European Union will be done during the training course in cash and for the EU countries will be done via bank transfer.



# INTERESTED TO JOIN?

If your answer is "Yes!" then go ahead and fill out the registration form by 1st December 2024. We'd love to have you onboard!

[REGISTER HERE](#)

If you have any further questions, please, don't hesitate to contact:

**Anežka Dvořáková**

[anezka.dvorakova@anev.cz](mailto:anezka.dvorakova@anev.cz)

# TEAM OF TRAINERS



**Jolana Dočkalová (trainer)** - Jolana is a certified gestalt coach (GPO) of the European Association for Gestalt Therapy and Coaching EAGT. Since 2008 she has had her own private coaching practice for individuals and teams. She trains beginning and advanced coaches in the annual Gestalt Essence TC certified course. She has been facilitating non-formal education and capacity building for NGOs and personal development of youth workers and teachers for over 20 years. She currently works for the NGO Million Moments for Democracy where she is the Executive Director.

[More about Jolana](#)



**Mark Postema (trainer)** - Has been working as a teacher in the Netherlands and Czech Republic. Since 2017 he is actively using eduScrum in formal and non-formal educational projects. He is training teachers, youth workers, coaches and facilitators in CZ and SK online and offline to use eduScrum. He is also a member of the international eduScrum team.

[More about Mark](#)



**Konstantinos Spatiotis (trainer)** - A youth worker and learning facilitator since 2005, having been involved in a diversity of projects both locally and internationally aiming at social impact while offering growth opportunities to youth workers, organisations and young people. His focus is on activation and participation of young people, social economy and the use of participative learning and service methodologies.

[More about Kostas.](#)

# WHO IS BEHIND THE PROJECT?



The **Association of Non-Formal Education (ANEV)** was founded in January 2013 on the initiative of people who had previously been involved in the European Commission's Youth in Action programme. Our mission is to promote the quality of youth work through the training of youth workers, to bring innovation and European trends in non-formal education and to mutually inspire non-formal and formal education approaches. More info about us can be found on our website.



**ReGreen EcoCultural Centrer** was established in 2010 with the mission of restoring the ecological balance of its surroundings, aiming to establish a fully circular living system while offering educational programs focused on regenerative practices where Permaculture serves as the guiding ethical framework for our endeavours. ReGreen has a history of hosting diverse learning programs, spanning from Permaculture Design to Regenerative Agriculture, Foraging, Herbal workshops as well as immersive retreats (hosted within our ec-constructed guest house designed to foster a deep connection with nature amidst our extensive biodiversity).



**Leer Kracht Centrum eduScrum** is an international network of trainers and educators in formal and non-formal education who are using eduScrum as a tool to support team learning with a high level of learner agency. Allowing groups of learners to take control over their own learning. eduScrum started in the Netherlands in 2011 but has grown into a large global international community [www.eduscrum.org](http://www.eduscrum.org)



**The Council for Prevention of Juvenile Delinquency - SPPMD** was established in 1996 as a small local NGO. At the beginning its main activities were aimed to organize the spare time of young people in the town of Kavadarci and neighboring villages. Since 1999 SPPMD has enlarged its activities at national and international level, in conjunction with several long-term partner organizations. At local level, SPPMD provides various opportunities for non-formal learning for children, youngsters and young adults, including young people with fewer opportunities – especially those with social, economical and geographical obstacles. SPPMD is a member of several active formal and informal international and national networks, which enables its members and volunteers to be involved in various national and international non-formal educational activities. ([sppmd.mk](http://sppmd.mk)).



