



# TUT

## Train the Unknown Trainer

### The project objectives

The project "Train the Unknown Trainer" is initiated by six welfare services organisations of protestant and catholic churches from Estonia, Czech Republic, Italy, Hungary and Germany. The coordinating organisation is Evangelisch-reformierten Kirche in Germany.

The project is motivated by experiences of great cooperativeness of "normal people", who are supporting and helping refugees in all European countries since 2015.

Without any preparation, many people all over Europe took responsibility for the refugees in front of their houses and doors. They supported the refugees on one hand with food, clothes and giving a place to live, but on the other hand, they helped with strong personal engagement by taking contact, listening to the stories and experiences of the refugees and involving them in social life.

Because many of this voluntary helpers experienced their own physical and psychological limits during their engagement, the project partners decided to work together for a supporting and training system for those voluntaries, who shew great motivation and engagement for the refugees in Europe, without getting any kind of individual support and help.

The project is called "train the unknown trainer" to support and to honour the big number of this voluntaries, who took responsible for the refugees in their homeland without mentioning their own limits of ressources and skills. To realize this aims the project "TRAIN THE UNKNOWN TRAINERS" is going to use present resources and networks of the participating churches and beyond them other contacts and networks, to create as soon as possible a useful, fitting and high quality structure for trainings for "UNKNOWN TRAINERS".

Because the time is running and beyond first motivation to help the refugees, who stranded in front of the houses of the European citizens, all day life with all its own challenges will come back very soon. And without good structures for supporting the helpers "will may change into suffering and complaining", which is able to destroy the important and necessary help, motivation and resources of the "UNKNOWN TRAINERS" in Europe.

### Development of Questionnaire

One of the first activities of the project is, to develop a questionnaire to get information about the needs of the voluntaries for upskilling their competences according to their engagement with the voluntaries. Guiding questions of the project application are:

1. How to get acces to training opportunities and how to get access to training opportunities according to my needs and opportunities (costs, places, level, ....), are questions of the "UNKNOWN TRAINERS".
2. What are the competences voluntaries need for training, teaching and helping the refugees?
3. What special needs for training according to voluntary work with refugees? (e.g. Language, intercultural, interreligious needs...)
4. How to find and be sure to get a good quality trainings (quality management, standardization, trainer's competences...)
5. How to get qualifications and certifications, which are usefull also for vocational futures (e.g. Europass).





## Background of the project

Background of the project is the present refugee movement in Europe and its impact on the needs of training education for the “unknown trainer”. Often unexpectedly people gets confronted with the suffer of refugees in front of their doors and they start helping them, without any kind of training or advise. This people are working with high emphasis in church congregations or other local organisation with and for the refugees. There is high need and a big gap for training offers especially for the “unknown trainer”, who is doing his job voluntary, without training, without coaching and sometimes without a link to any kind of professional support. This is one of the positive impacts of the “refugee movement: “Many people are

ready to help voluntary and with a great engagement (c.f. <http://www.resettlement.eu/page/volunteering-refugee-resettlement-0>).

In this situation a lot of church parishes went into the role, to be organiser and helpers for this “unknown helper”. In the churches groups develop, who are going to support, to teach and to train the refugees (c.f. [https://www.ekd.de/english/4250-edi\\_2015\\_09\\_15\\_statement\\_by\\_church\\_leaders\\_refugee\\_situation.html](https://www.ekd.de/english/4250-edi_2015_09_15_statement_by_church_leaders_refugee_situation.html)) All this happened in a framework of great voluntary and empathic engagement of many people all over Europe.

*Centro d’Ascolto” (Counselling centre): it is the hearth of the association, the first place where we welcome people in. It’s the place where we listen to people’s need in order to find the most suitable answer to their problem.*

### Associazione sant’Andrea apostolo della carità (Italy)

The Association of saint Andrew (Associazione sant’ Andrea) is open to all people, Italian and migrants under conditions of uncomfortable and realizes aid operations and primary care as well as moral support and spiritual.

The Association intends to offer, through its volunteers and employees and in compliance current legislation, personal care services and the initial reception of no abode. To do this, the Association aims to act in partnership with other civil and religious organizations, public and private institutions, healthcare companies, engaged in helping disadvantaged people and difficult conditions economic, health and social care.

## Needs and objectives

### POLITICAL NEEDS IN EUROPE

In view on the above described activities 3 and 4 “TUT” is going to benefit European need, which are given in a speech of the President of the European Commission at 9 September 2015 in Strasbourg: “There is not enough Europe in this Union. And there is not enough Union in this Union. We have to change this. And we have to change this now... It is time for bold, determined and concerted action by the European Union, by its institutions and by all its Member States.”([http://europa.eu/rapid/press-release\\_SPEECH-15-5614\\_en.htm](http://europa.eu/rapid/press-release_SPEECH-15-5614_en.htm)).

### EDUCATIONAL NEEDS IN EUROPE

In view on education and training Europe gave a clear description about the objectives of qualified trainings according to challenges of migration in Europe. “TUT is going to support this declaration on its demand of “Empowering teachers so that they are able to take an active stand against all forms of discrimination and racism, to educate children and young people in media literacy, to meet the needs of pupils from diverse backgrounds, to impart common fundamental values and to prevent and combat racism and intolerance. (c.f. [http://ec.europa.eu/education/news/2015/documents/citizenship-education-declaration\\_en.pdf](http://ec.europa.eu/education/news/2015/documents/citizenship-education-declaration_en.pdf))

### BENEFIT OF THE TARGET GROUP

The main goal of the project is raise the teaching and communication skills of the “unknown trainer” according to the needs of the refugees (e.g. language skills, intercultural skills, skills according to special challenges, such as traumata, conflicts, religious questions...). In single description the benefit for the “unknown trainers”, which are engaged in the support of refugees in Europe is, to get opportunities to:

1. Get better access to training offers.
2. Raise their competences.
3. Get training opportunities, which are certified and standardized.
4. Get training opportunities on a certain quality level.

### TRANSNATIONALITY

The transnational character of the project is necessary, because of the very different politics in education and training in participating countries, the different political framework in view on the “refugee movement” and the different situation of the churches in Europe.



Czech Republic

## Challenges for Adult Education

Today a high number of people in Europe try to support and to train refugees, to find orientation and to get skills for their changing life in Europe and its diverse cultures and societies. The present project is going to strength present and to develop new offers of inclusive trainings for teachers, trainers and helpers (target group) who are engaged in the framework of the present European refugee movement. "TUT" is going to raise the skills of the project target group in view on inclusive education for refugees in Europe. According to the Paris Declaration from 17. March 2015, which demands educational provider to "empowering teachers so that they are able to take an active stand against all forms of discrimination and racism, to educate children and young people in media literacy, to meet the needs of pupils from diverse backgrounds, to impart common fundamental values and to prevent and combat racism and intolerance." "TUT" collects best-practise examples of inclusive education for refugees in Europe, develops standards and is going to give recommendations for inclusive education according to the refugees needs in Europe.

The refugee movement is challenging education and training in different ways. Teachers have to tackle high diverse learners groups, with different background, educational level, languages. To train teachers, trainers and helpers according to this challenges is the aim of "TUT".

the aim of the project is to extend training offers in the framework of the refugee movement in Europe, especially to that kind of trainer, teachers and helpers, who have not good access to high quality training offers. In view on the refugee movement, this affects professional and voluntaries trainer, teachers and helpers as well. Under this priority the project is going to work on the following questions:

- How to open better access for the target group to training events according to the needs of the refugees.
- How to design training events to raise the skills of the target group according to the refugee movement.
- How to guarantee good quality and a standardized framework of trainings for the target group.
- How can the target group get recognized and useful qualification and certification (e.g. according to the European qualification framework, Europass etc...).

## Diecézní charita Brno (Czech Republic)

Diocesan Caritas Brno is a non-profit organization founded in 1922 and the mission is concerning in variety needs of people with social disadvantage. Our projects annually attend more than 50,000 people in need.

Our mission is to help the unemployed cope with their difficult situations and support them in finding work .

To use our service you must be over 18 years old , unemployed and meet one of the following conditions :

- persons unemployed for more than six months
- Persons aged 50 years
- People with basic education
- A person without a stable job - the person who is in the last year can not find a job for longer than three months , or only works occasionally
- Person released from prison - up to 6 months after the end of the sentence

## Evangelical - reformed Church (Germany)

ErK is involved in different activities and event for the refugees, who comes to Germany or left Germany to Scandinavia in the last month. ErK is working in a lot of different specialized fields (e.g. diaconia, youth, gender, theology, formal and non-formal education, inter-religious and intercontinental exchange etc...). In view on the present project the following sectors are most important.

Non-formal-education: Together with the Konföderation Evangelischer Kirchen in Niedersachsen ErK runs the Evangelische-Erwachsenenbildung Niedersachsen. Diaconia: The diaconia of ErK is member of the diaconia union in Lower Saxony, which runs about 3.000 different institution. In view on the present project the focus is on that 38 institution, who are working with migrants and refugees. To ErK belong 144 parishes, which are working on religious services and many different voluntary and professional social and civil society services. Many congregations are very active in the work with migrants, refugees and asylum.

## eeb Nordrhein

The office of eeb-nordrhein in Düsseldorf coordinates, administers and accompanies the events of adult and family education developed in the branch offices according to the Law of Further Training.

Apart from this, trainings for salaried, voluntary and additional staff are being offered. New forms of work are being developed in projects and being tried out in practice. eeb-nordrhein is financed by allowances according to the Law of Further Training of North-Rhine-Westphalia, church taxes, fees paid by participants and project funds that have to be requested for every project. Overall, 9 People are working in the main office.

eeb-nordrhein is well-known for varied courses of family education and senior education.

## The Project Priorities

### HORIZONTAL PRIORITY

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from diverse backgrounds, to impart common fundamental values and to prevent and combat racism and intolerance." "TUT" collects best-practise examples of inclusive education for refugees in Europe, develops standards and is going to give recommendations for inclusive education according to the refugees needs in Europe.



## Challenges for Adult Education

The refugee movement is challenging education and training in different ways. Teachers have to tackle high diverse learners groups, with different background, educational level, languages. To train teachers, trainers and helpers according to this challenges is the aim of "TUT".

## Challenges on Volunteers

According to the target group the aim of the project is to extend training offers in the framework of the refugee movement in Europe, especially to that kind of trainer, teachers and helpers, who have not good access to high quality training offers. In view on the refugee movement, this affects professional and voluntaries trainer, teachers and helpers as well. Under this priority the project is going to work on the following questions:

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- ⇒ How to design training events to raise the skills of the target group according to the refugee movement.
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- ⇒ How can the target group get recognized and useful qualification and certification (e.g. according to the European qualification framework, Europass etc...).

## Innovation is coming from the target group

Many educational programmes in Europe work on the question: "How to evaluate and use skills and competences of learners, who acquired this skills in "informal way". The present so called "refugee crisis" in Europe shows, that many people all over Europe have a lot of special competences and skills, which are high important to treat the challenges, which raise according to the "refugee movement" (e.g. language skills, social skills, technical competences, interreligious and intercultural competences, etc...). The project is going to link the informal sector of help and training with the non-formal sector of education a training. To be successful in this task, the project partners presents each other innovative "best-practise" about the following topics in "non-formal" education:

- ⇒ innovative measures to give access to training opportunities for the "unknown trainers".
- ⇒ innovative training methods for trainings in diverse students in non-formal education (e.g. trainings for refugees to become trainer for refugees).
- ⇒ Innovative is the aim of the project to define indicators for good quality trainings for "unknown trainers" according to the needs of the target group.
- ⇒ Development of new qualifications and certifications according to the needs of the "unknown trainers"

*„Emden experienced cultural and economic prosperity. With religious refugees (6.000) many merchants, ship owners and craftsmen had come and became an asset to the city.“*

## Impacts

The project will introduce critical thinking about own traditions and customs as well as tolerance towards other European countries and cultures. It is going to increase of teaching competences in view on trainings for refugees and migrants and of the intercultural attitude of the participants. Furthermore the project will

- ◇ Raise awareness about the situation of the refugees and migrants in different European countries.
- ◇ Participants will be able to have their learning experience evidenced and validated by European widely recognized documentation (e.g. Europass)
- ◇ Teachers and staff of the management will be more professional and competent in the field of training the "unknown trainers" for teaching intercultural learners groups.
- ◇ Learners and staff will get a new and wider horizon on education and culture.
- ◇ Real chances for career improvement due to the internationalisation of the project activities and the European recognition system of certifications released. The Participants will become more self-confident and tolerant towards other cultures and learning environments.

For the participating organizations the project will develop standards for training activities for "unknown trainers" in view on the refugee movement in Europe and will define indicators for good training offers and recommendations for a better quality for training offers in the churches.

- ◇ The project will develop recommendations for training offers for "unknown trainers" involved in trainings and support for refugees and migrants in Europe.
- ◇ The project will raise the profile and prestige of participating churches / institutions and their staff at the local, national and international levels
- ◇ The project will increase participation of "train the trainer" programmes of participating organizations and their staff.
- ◇ The partner churches / institutions to which participants belong will exchange and compare information and review ways of applying best practice from each country and this will end up in internationalizing the dimension of the activities undertaken during the project
- ◇ Creation of multiplied networks development of new training activities for "unknown trainers"

For the Unknown Trainer the impact will be To find easier access to trainings according to their engagement with refugees and migrants.

- ◇ „Unknown Trainers" will raise their competences regarding to their training activities.
- ◇ The competences and skills of the "Unknown Trainers" will be easier recognized and evaluated for professional use and for job applications.
- ◇ The quality of trainings for "Unknown Trainers" will raise.
- ◇ Unknown Trainer" will get easier support



## Magyarországi Református Egyház

The Reformed Church in Hungary (RCH) is the second largest denomination - religious organisation, registered as Church, in Hungary. RCH has appr. 600 000 active members. RCH has 1,249 congregations (local communities) organized into 27 presbyteries, belonging to 4 districts. The RCH operates 129 educational institutions from kindergarten to university level, including 4 theological seminaries and a hospital. The RCH has around 390 Reformed diaconal services, serving 22,800 people in need. In its different fields of work RCH provides trainings for pastors, church members and professionals in their different capacities. RCH has thus extended experience in training adults especially in fields of Diaconia, Crisis intervention. We train and support hundreds of volunteers the network coordinated by our charity agency, called Hungarian Reformed Church Aid.

## Eesti Evangeelne Luterlik Kirik

Estonian Evangelical Lutheran Church (EELC) is part of the Lutheran World Federation, which is the biggest church organization offering practical help in refugee camps all over the world, having been an official partner of the United Nations for decades. After World War II Lutheran World Federation offered their help also to the Estonians escaping war and violence. Estonia will not be a spectator of the Crisis of the Mediterranean but a country that wants to offer help. The same principle goes also for EELC. Estonian Evangelical Lutheran church have 164 congregations and church government (consistory). Department for Diaconia and Social Action is part of the Consistory Office. Head of Department Rev Avo Üprus. He will be responsible for coordination of project in Estonia.

## A Future Perspective

Because all participating churches and organisations are part of a wide and well working network of stable relationships, which represents a strong framework of cooperation between the partners of the Project, including other associated organisations and partners of the churches. This network will support the sustainable future orientated process of developing high qualified trainings for "unknown trainers", who are engaged in trainings for refugees and migrants in Europe.

- The results of the Project will be embedded in the regular activities of the participating churches and organisations. So that the new and innovative results of the project will be spread in the present networks of the project partners, for further development and raising of the quality of training offers of the churches, offered to the target group of the project.
- The results of the Project may be integrated into the national/regional/local policy aims related the refugee movement in Europe.
- The project will develop products, activities, innovative approaches and methods that can be easily applied by any other training provider for the needs of the project target group.

Evangelisch-reformierte Kirche  
Erasmus+  
TRAIN THE UNKNOWN TRAINER  
Saarstr. 6  
26789 Leer  
+49 491 9198150  
E-mail: [infor@reformiert.de](mailto:infor@reformiert.de)



Co-funded by the  
Erasmus+ Programme  
of the European Union

