

THE EUROPEAN CERTIFICATE IN DIVERSITY TRAINING

BACKGROUND

In the context of the DIVERSE EUROPE AT WORK (DEW) project a certificated train-the-trainer programme. The training programme is entitled The European Certificate in Diversity Training and will initially involve three (3) European-level 'Europe at Work' In-Service Training Courses offered under Grundtvig/Comenius Actions.

The DEW Project, financed by the European Commission as a Key Activity 4, responds to needs in European education for training materials in cultural diversity. The innovative DEW training materials adapt pedagogical strategies taken from other sectors - such as human resource management, business training, and applied linguistics - to diversity education.

The European Certificate in Diversity Training is based on these materials and draws on the successful curriculum model developed in the UNEC project (chosen as an example of best practice by the European Commission in 2008). This In-Service Training Course promotes diversity training for all citizens by focusing on the workplace and by making intercultural communication a key competence in lifelong learning. It will assist trainers in adopting a learner-based approach to knowledge transfer, which will enhance and develop learners' ability to experience diversity as something which they can control, contribute to, and benefit from.

LANGUAGE

English. All courses are conducted in English. There will be a mix of nationalities on each course.

AIMS OF THE GRUNDTVIG/COMENIUS IN-SERVICE TRAINING COURSE

The aims of each course are to

- develop a thorough understanding of mobility issues in Europe
- develop the skills and competencies to promote diversity training
- identify and evaluate key diversity and inclusion issues arising through cultural diversity
- assess the training and development needs of training delegates in participant countries
- develop critical awareness of and sensitivity to cultural issues affecting performance in the workplace
- provide trainers with training in the principles of and practice of training for diversity management.

TARGET GROUP

Appropriate candidates for the European Certificate of Diversity will be primarily teachers and trainers involved in organising and delivering training programmes related to intercultural communication and civic education. Language trainers and teachers in schools and colleges may also benefit from this training.

MAXIMUM NUMBER OF PARTICIPANTS

20 (Twenty). There will be twenty participants at each seminar, making a total of 60 for the project.

There may be further opportunities to attend similar seminars in the countries of the project, and details will be posted on the website at www.DEW-net.eu.

OUTCOMES OF THE GRUNDTVIG/COMENIUS IN-SERVICE TRAINING COURSE

By the end of each course participants will

- demonstrate the ability to apply models and theories of intercultural differences
- be able to identify and overcome resistance to dealing with cultural diversity
- understand and evaluate the training instruments and certification developed by the project
- as trainers, have an enhanced ability to apply the training materials both face-to-face, or through facilitated work groups and self-access
- as trainers, have an enhanced ability to administer and prepare candidates and local staff for the certification process.

METHODOLOGY OF THE GRUNDTVIG/COMENIUS IN-SERVICE TRAINING COURSE

The seminar will employ an interactive methodology, inviting participation from all members of the course. The methodology will be incorporated within the presentation of the content and follows the learning cycle of *Experience, Debrief, Conclusions* and *Implementation*, as well as focusing on attitudes to learning and the teaching of good teaching and study skills. This methodology follows the core principles evolved during the UNEC project:

- Cultural competence
- Externalisation (contrast)
- Empathy
- Intercultural skills
- Intracultural competence

CORE COMPONENTS OF THE GRUNDTVIG/COMENIUS IN-SERVICE TRAINING COURSE

Seminars include an outing of cultural importance and ample time for networking and intracultural understanding. The core components of the courses are spread over five days.

DAY 1 Sessions of the day

PRINCIPLES OF DIVERSITY AND INCLUSION

- Greetings and introduction to the course
- 'Get to know you' cross-cultural activity
- Introduction to the DEW project (DVD)
- Introduction to the principles of diversity and Inclusion in the European workplace.

INTRODUCTION TO THE DEW PROJECT

- Presentation in detail of the DEW DVD materials.
- Review of the DEW DVD materials
- Presentation of the DEW training manual
 - express skills version
 - full version
- Distribution of DVD and manual to delegates.

Day 2 Sessions of the day

TEACHING A UNIT OF DEW

- Demonstration of a DEW Skills Express unit
- Review of demonstration lesson
- Principles of good training practice
- Introduction of the learning cycle, learning objectives and learning outcomes.

TEACHING A UNIT OF DEW

- Demonstration lesson of DEW full version unit
- Review of demonstration lesson
- Group lesson preparation of DEW Skills Express and DEW full version

Day 3 Sessions of the day

PEER GROUP TEACHING

- Group lesson presentation- Skills Express
- Group lesson review
- Group lesson presentation- Full version
- Group lesson review

Day 4 Sessions of the day

SELF ACCESS USE OF DEW

- Principles of using DEW with self-access students and workplace groups
- Practice of using DEW with self-access learners
- Motivating and monitoring self-access groups using DEW
- Review of self-access group organization and monitoring procedures

Day 5 Sessions of the day

CERTIFICATION

- Discussion of the rationale of the European Certificate in Cultural Diversity
- Presentation of the European Certificate in Cultural Diversity (subject to various conditions)

COURSE ROUNDUP

- Review of course programme
- Matters arising from the course
- Action planning and distribution of a Certificate of attendance that qualifies them to teach the DEW curriculum.

PREPARATION FOR THE IN-SERVICE TRAINING COURSE

Participants on each course will complete a pre-event questionnaire which will invite them to define their personal requirements, needs and objectives in attending the training.

FOLLOW-UP

Participants will be sent two questionnaires, after three months and after nine months. These will be used to assess the degree to which participants are using the knowledge and materials from the courses in their daily work. They will also measure changes in attitudes towards diversity issues induced by the training. The course tutors will remain available during the first three months to provide support in using the materials via the DEW web-platform. Once the materials are integrated in the curriculum of the institutions, the ICC may be requested to provide a quality check and issue the institution with the right to award the European Certificate of Diversity on behalf of the ICC, which is a Council of Europe International Non-Governmental Organization.

1ST COURSE LOCATIONS

Details of host institutions and contacts are on the project website www.DEW-net.eu
The three locations chosen for the five day induction programme are:

FINLAND

Västra Nylands folkhögskola, Karjaa
Contact: Radu Szekely +358 19 222 6041
1-5 February 2010
Fax: +358 19 222 6011 radu.szekely@vnf.fi

TURKEY

Governor ship of Elmalı, Antalya
Contact: Radu Szekely +358 19 222 6041
24-28 May 2010
Fax: +358 19 222 6011 radu.szekely@vnf.fi

BULGARIA

ECET, Sofia
Contact: Boian Savtchev + 359 2 988 4220
23-27 August 2010
Fax +359 2 981 1474 ecet@ecet.bg

COURSE MANAGEMENT AND TRAINERS

The three Grundtvig/Comenius **IN-SERVICE TRAINING COURSE** Courses are facilitated by various project partners.

In all cases the ICC provides of the certification for the participants.

In Finland, Turkey and Bulgaria, the hosts are the project partners: Västra Nylands Folkhögskola (VNF), the Governorship of Elmalı, and the European Centre for Education and Training (ECET).

The trainers are drawn from Language Training London (LTL Training); Regius Ltd Turku (Regius), and VNF. The team for Finland is Barry Tomalin, Ulla Ladau-Harjulin and Radu Szekely.

TRAINER PROFILES

The trainers for the course in Finland, 1-5 February 2010, are key members of the *Diverse Europe at Work* project.

Barry Tomalin, representing LTL, is a world authority on diversity training and has worked extensively in Europe, Africa, Asia, and the Americas. Barry Tomalin is Director of Cultural Training at International House London, and lectures in Inter-cultural Communication at the University of Westminster. Barry Tomalin has published widely in this area, including materials for learners of business English. Barry Tomalin's role will be to co-ordinate the training programme and to deliver key training and presentations.

Ulla Ladau-Harjulin, representing Regius, was a pioneer of using video in cross-cultural training in Europe in the 1980s, working among others for the BBC and as a Board member of IATEFL (UK) and TESOL (USA). She has considerable expertise in using stories and text analysis to bring cultural issues to the fore, and has conducted extensive research in communication in Europe, especially between Nordic and Mediterranean cultures. Ulla Ladau-Harjulin lectures in Intercultural Communication at the Hanken School of Economics, Helsinki. Ulla Ladau-Harjulin will run training sessions, drawing on her international experience in communication training and numerous intercultural training publications.

Radu Szekely is Director of the DEW project. He represents VNF, where he lectures in Intercultural Studies. He is an expert in non-formal adult education based on the Grundtvigian philosophy and has significant experience in teaching, gained in Romania and Finland, as well as at sessions run by the Council of Europe. He coordinated the quality control and evaluation in the European Intercultural Workplace Project and other EU-funded projects, and has run numerous Comenius/Grundtvig in-service training courses. Radu Szekely developed the methodology behind these courses and he will run various training sessions.

GRUNDTVIG APPLICATIONS AND DEW TRAINING COURSE ENROLMENT

To apply for the 2010 DEW training courses, you must do three things:

1. Register for the courses with www.icc-languages.eu.
Be in good time for the 15 September 2009 deadline for Finland in February 2010.
2. Contact your national agency for a grant to cover course fees, accommodation and travel. All EU countries as well as Croatia and FYR Macedonia are eligible: see http://ec.europa.eu/education/programmes/llp/national_en.html#mac
3. Inform the course organiser (ICC at www.icc-languages.eu) as soon as you receive the decision regarding your funding (positive or negative) from the National Agency. so that you can confirm or cancel your place on the course.

Note that anyone can attend these DEW courses at their own expense: contact the ICC.