

EYP Training Academy 2023

Draft Concept

This document is a draft concept, prepared by the EYP Governing Body (GB) and the International Office (IO) in Spring 2023. It offers their vision of what the EYP Training Academy is meant to be.

The Head Trainer (to be selected in the first half of July 2023) will play a key role in further developing this concept and format, together with the GB and the IO. Therefore, this document should be read as a framework, inside which some elements can be fine-tuned or further developed.

Objectives

Trainings for EYP Trainers (T4ET) have been an **integral element** to the development of the EYP as an organisation, contributing to the personal and professional growth of our active members and **enhancing EYPers' educational experience**. Ultimately, it also played a strong role in increasing the quality of EYP events and strengthening EYP as **a training-based organisation**.

By reframing the T4ET into the EYP Training Academy (TAC), the aim is to guarantee a stronger and more direct impact on the network. To ensure that, the TAC has two main aims:

- 1) to enable participants to become confident, competent, experienced **trainers ready to go out in the network and give training**;
- 2) to shape the following year's network-wide training events, by already enabling trainers' teams to **conceptualise and develop the expected outcomes of those trainings**.

Format

Where & When

The EYP Training Academy will take place in **Berlin, Germany in November 2023** (exact dates to be defined with the selected Head Trainer in July).

Who

The EYP Training Academy will gather up to 25 participants, at least:

- 1 Head Trainer
- 3 Trainers
- 15 Trainees
- 2 representatives (1 each) from the International Office and Governing Body

Concept

Concretely, the point of the Training Academy 2023 is to train (some of) the future trainers and head trainers of the 2024 network-wide training events (i.e. Summer Academy, Media Academy, Active & Inclusive Citizenship Lab, Safe Persons Trainings, etc.).

When applying to the EYP Training Academy, the candidates will be asked to pick **two** training events they ambition to be a trainer or head trainer at in 2024.

When they apply, candidates explicitly commit to apply or attend **at least one** of these two training events in 2024. In practical terms, this means that:

- Upon satisfactory completion of the EYP Training Academy curricula, spots at the 2024 training events will be **guaranteed** to TA graduates¹.
- During (but especially after) the Training Academy, the TA graduates are expected to develop training programmes and/or modules for their **two** events².

Insights on the programme

The Training Academy will last 4 days (5 days for trainers):

- The first half of the programme will be based on learning and developing innovative training methodologies and activities (content similar to previous years' T4ETs)
- In the second half of the programme, trainees will focus on conceptualising the 2024 training they have picked and set as their goals.

The second half of the event will be *prep-meeting-oriented*: the team of trainers will conceptualise and develop training ways to achieve the objectives of the event they commit to implement.

¹ This guarantee for trainer spots is notwithstanding **fair and open selection procedures** for all 2024 events:

1. The IO, GB and TA 2023 Head trainer will agree on clear criteria to confirm the completion of the TA curricula. Formal evaluations confirming that the trainees are ready and confident to be trainers at an event will be provided to the selection panel before any trainer spot is offered to a TA graduate.
2. Head Trainers of the events will always be given the opportunity to veto the participation of a TA graduate, and the panels will also carefully consider any IRCST measure before any trainer spot is offered to a TA graduate.
3. The guarantee only works for *trainers'* spots at network-wide, capacity-building events. The selection panels and processes should not be undermined nor create unfair conditions to EYPers who could not attend the TA:
 - a. There will always be open calls for trainers for the remaining spots of each training event. The International Office will ensure that under no circumstances, all trainers spots would be taken by TA graduates.
 - b. There will always be an open call for Head Trainer(s) for each training event, so TA graduates who ambitioned to be a head trainer have to apply and are not guaranteed a head trainer spot.
 - c. Selections for International Sessions will be held as prescribed by policy; TA graduates who ambition to lead IS' academic teams (and/or train at IS' chairs academic trainings) have to apply and are not guaranteed a President or Vice-President spot.

² TA trainees develop programmes and/or modules for **two events** instead of one to prevent situations such as:

- A TA graduate is not available on the dates that are eventually chosen for the training event,
- A TA graduate cannot work with the selected head trainer and/or other trainers team members,
- A training event is cancelled, or its concept significantly revamped.

An important part of this phase will also focus on methods for the contents of all trainings to reach out to different NCs. It will not be expected from participants/teams of trainers to have a full training programme developed by the end of the EYP Training Academy, but rather to have leads on topics and tracks, a clear definition of their target groups, and a clear idea on the participative methodologies they'll use.

Medium-term and follow-up

The trainees will be expected to attend at least 3 online meetings in the aftermath of the Training Academy. These meetings will be coordinated by the head trainer and trainers' team, with support from the Governing Body and the International Office.

These meetings should also be organised in close consultation with the [Pool of Trainers](#).

The aims of those online meetings will be to:

- 1) further develop the programme of the 2024 upcoming CB trainings, and
- 2) allow knowledge-exchange and transfer between TA participants and the consolidation of the EYP Pool of Trainers.

Draft Timeline

By 15 July	Head Trainer selected
By 1 August	First call with the Governing Body and the International Office has taken place
By 15 August	EYP Training Academy concept finalised Calls for Trainers and Trainees opened
By 15 September	Trainers team selected
By 1 October	Trainees selected
By 1 November	Final programme of the EYP Training Academy shared with trainees
By 30 November	EYP Training Academy has taken place

The EYP Training Academy is a new event, piloted for the first time in 2023, and aiming to have a more direct and visible impact on the network. If you have ideas, or wish to contribute to further developing the concept, do feel free to write to Janis at j.fifka@eyp.org and Milica at m.mijatovic@eyp.org from the Governing Body. Milica can also be contacted by Direct Messaging on the EYP Discord.

We are excited to further develop and test this new format together with you!