

INTEGRA-TRAIN PROJECT: Monitoring Trainings in Bulgaria

Final Project Workshop
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Aims: Assess the relevance and effectiveness of Training Modules for beneficiaries of International Protection (BG, EL, MT)

Objectives:

- ✓ Relevance and comprehensibility of chosen thematic components (for trainers and trainees);
- ✓ Efficiency of the proposed training methods;
- ✓ Efficiency of the general training approach:
 - trainers' team composition;
 - trainees' group composition;
 - use of translators/ cultural mediators.

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Main respondents:

- *Group 1*: Trainers/ co-facilitators/ translators;
- *Group 2*: Trainees

Methods of data collection:

- ✓ Feedback report form (*G1*);
- ✓ Semi-structured interviews (*G1, 2*);
- ✓ Focus groups, optional (*G1, 2*);
- ✓ Participant observation, optional (*G1,2*).

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Methods of data collection: Feedback report form

- Demographic composition of the training group?
- Was the topic of interest to the trainees?
- Was the topic comprehensible for the trainees? I
- Were the methods proposed useful?
- Did the trainer make any modifications to the: **a)** thematic contents; **b)** training methods; **c)** training materials?

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Methods of data collection: Semi-structured interviews/ focus groups

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- What is **NOT** working well in the Module and why?
- What **IS** working well in the Module and why?
- Any suggestions for improvement of the Module so that the level of understanding and knowledge acquisition on the part of trainees is improved?

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Training session Caritas: 27 Nov. 18 (6 women, 1 child)

- ✓ Participant observation
- ✓ Interviews with: 2 trainers, 1 translator, 2 trainees

Mid-term evaluation training: 13-14 Dec. 18 (Group 1 – 14 women and children; Group 2 – 11 women, 2 men)

- ✓ Participant observation
- ✓ Interviews with: trainers

Training session Bulgarian red Cross: 31 Jan, 19 (2 w)

- ✓ Participant observation
- ✓ Interviews with: 1 trainer, 1 translator, 2 trainees

Training session Reception Center “Voenna Rampa”
forthcoming

MONITORING in Bulgaria: The frame of trainings

Conducted training sessions:

- Reception Centers in Sofia
- Integration Center Caritas
- Information Center Bulgarian Red Cross

Groups of Trainees: women

- Fluid groups with loose frame of attendance
- More stable groups keeping more solid frame of attendance

Key training approach

- The Module is used flexibly (no full training program implemented)
- Two trainers/ 1 translator per training session

MONITORING in Bulgaria: Main Observations

Trainees: The Module responds to a vivid need of refugee women (and men) to understand and feel closer to the Bulgarian host society

- ❑ Sessions are attended with interest (curiosity is provoked)
- ❑ High activity rate during sessions (*women open up*)
- ❑ Sessions bring excitement, serve as field of interaction and seem to help soften anxiety (*stress coming from the unknown*)
- ❑ Sessions seem to bring joy and energy

MONITORING in Bulgaria: Main Observations

Trainees: The Module responds to a vivid need of refugee women (and men) to understand and feel closer to the Bulgarian host society

- ❑ Sessions seem to create space of belonging and interaction with the other
- ❑ Trainees find points of similarity with Bulgarians and Bulgarian culture (*professions, culture, food, education, nature*)
- ❑ Horizontal approach in the training sessions – trainees and trainers interact on equal terms (*experiences matter equally*)
- ❑ Trainees need training based on proactive participation rather than passive reception of knowledge (lecture, film, etc.)

MONITORING in Bulgaria: Main Observations

The trainers and translators

- ❑ The provided visual material is used
- ❑ Trainers often work with their own techniques
- ❑ The groups of trainees differ:
 - More stable and accepting rules
 - More fluid and with fluid frame of attendance and participation (*a lot of noise and movement*)
- ❑ Challenge to keep the frame of the training session (full time attendance, regular attendance)

MONITORING in Bulgaria: Main Observations

The trainers and translators

- ❑ Pre-session discussion with the translator does not seem to be standard practice
- ❑ Spontaneity in the work of trainers seems to be a constructive approach in the delivery of the training session
- ❑ Translators need some guidance in explaining certain terms
- ❑ Training for translators – to avoid acting as trainers/ or trainees
- ❑ Trainers also learn a lot about the cultures of the refugees

MONITORING in Bulgaria: Main Findings

Topics of keen interest: holidays, city structures, transportation, social norms, health, the nature (Geography of the country)

Less interesting topics: Labor market orientation, Civic education

Usefulness: to understand about the city, sites to visit, public transportation across the city, opportunity to get to know Bulgarians (*in formal capacity but in informal manner*)

MONITORING in Bulgaria: Recommendations

The Module Topics

- Holidays relating to the life cycle (*use personal pics*)
- Cultural sites as a way to introduce country's history

The Proposed Training methods/ techniques

4 Themes, 17 Sub-topics, 22 Sessions

- Most sub-topics need more training sessions
- A block with additional training techniques to be included

MONITORING in Bulgaria: Recommendations

The general training approach

- Develop glossary of main terms for each Theme
- Establish clear boundaries of attendance time – more exhaustive discussion in the Introductory session
- Adapt the training frame according to the type of group
- Try to open even more space for participation of the trainees
- Need to involve men in the trainings
- Design measures to facilitate participation (transportation cards, logistical support, care for the children)
- Design for budget allocation for the implementation of the training Program (minor catering for the sessions, training materials)
- It could be useful to include simple activity sessions – to help build up group coherence – for example chess session (proposed by male translator)
- Tie sessions to experience oriented activities – walks, visits, picnics.

MONITORING in Bulgaria: Main discussion points

- ? How to work with fluid groups that do not keep stable frame**
- ? How to present the theme of labor market orientation taken that certain share of the women are not interested in it and do not perceive that this theme concerns them**