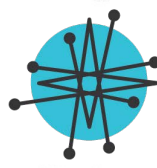


GUIDELINES

IMPLEMENTING A PEACEJAM NATIONAL PEER-TRAINING



PEACEJAM
EUROPE

SUPPORT TOOLKIT FOR PARTNERS ACROSS EUROPE

This handbook has been created as part of the Erasmus+ project "PEACEJAM : Nobel Peace Prize Laureates mentoring youth to build an inclusive Europe".



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WHY THIS GUIDE?

Young people are not only the future, they're the present! For decades, we've been inspiring young people aged 5 to 18, and building on the capacities of 18-25... It is time to bring that programme farther!

In our region, we have noticed that peer-education is better received than working with teachers. This guide has been conceived to allow all of PeaceJam partners across Europe to train their own local youth to become PeaceJam trainers and facilitators.

We've been working *for* and *with* young people, now we're launching programmes that are conceived, conducted and implemented *by* them!

What do we aim for?

With PeaceJam peer-training programme for trainers and facilitators, we aim to **foster youth engagement and leadership** by equipping young people with **facilitation and training tools** to make systemic social change for a more inclusive society.

How do we do that?

- We build on young people's **training and facilitation capacities!**
- We make **support material** available: this guide for our partners across Europe, a How-To Guide for young people on implementing their own youth-led workshop, PeaceJam famous curricula, PeaceJam Peer-Training Activity Handbook, among others ;
- We support you with **advice and guidance** in building and leading your activities;
- We find **opportunities** to implement and train your skills and knowledge!
- We build **community!** With PeaceJam, you belong to an international community of young peacebuilders.

What is this toolkit?

In this toolkit, you'll find information on how to successfully build a six-days PeaceJam training for trainers and facilitators. This will allow you to develop a national pool of trainers that can implement PeaceJam activities with their younger peers.

This toolkit can guide you; although keep in mind that such training should be developed with the support of a professional peer-trainer too.

We start with detailing some important methodologies, and then go to step-by-step building preparation.

Contact us at europe@peacejam.org for more information!

WELCOME TO PEACEJAM!

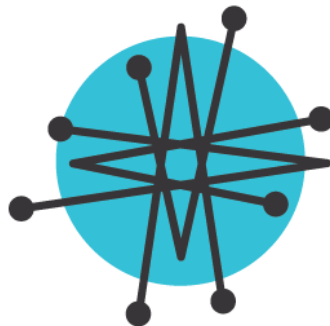
PeaceJam's mission is to **create young leaders committed to peace** in themselves, their communities and the world. We rely on the inspiration of **Nobel Peace Prize Laureates** who pass on the spirit, wisdom and skills they embody.

In Europe, we're relying on young people to inspire, train and support their younger peers. If you're reading this toolkit, it probably means that, as a partner, you're wishing to implement your own national peer-training. Good luck!

What do we aim for?

The leadership development of young people! Both for young people as mentors, trainers and facilitators and for their younger peers, our programme beneficiaries (being trained on PeaceJam award-winning curricula).

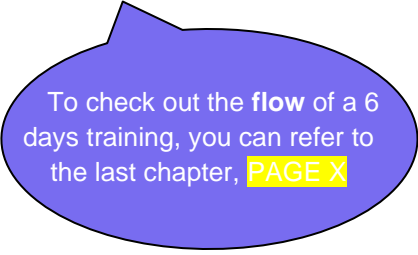
As these guidelines are targeting our partners across Europe, we won't go further in PeaceJam description. If you need a reminder, check our website or one of the numerous resources you should have access to.



KEY CONCEPTS AND METHODOLOGIES

With PeaceJam, we put strong emphasis on **peace** and **nonviolence**, as do our 14 Nobel Peace Prizes.

Before and during a training, it is crucial that both the trainers and the participants get to know PeaceJam key concepts. This is an important part of your training session.



To check out the **flow** of a 6 days training, you can refer to the last chapter, **PAGE X**

What is peer-learning and why do we use it?

The **European Peer Training Organisation**, one of PeaceJam key partners in Europe and also at the basis of this toolkit, defines peer education as a “**non-formal learning process that gives empowerment, confidence and independence to young people whatever their background**”.¹

Peer education happens when young people carry out informal or organised activities with their peers, over a period of time, to **develop their knowledge, skills, beliefs and attitudes** enabling them to be responsible for themselves and others and to create a space where they can feel well, safe and respected.²

Peer education relies on one main methodology; Non-Formal Education.

What is Non-Formal Education?

Non-Formal Education, also called NFE, is the method PeaceJam, and many other youth organisations, are working with. NFE is especially used for peace and human rights education.

Using NFE, PeaceJam aims to transfer **knowledge** and **skills**, and to transform **attitudes and behaviours**.

With PeaceJam, we also talk of “**head, hands, heart**”.

When you will be designing your training for trainers and facilitators, it is important to remember these categories.

¹ SALTO Youth Cultural Diversity Resource Centre. PEERing In PEERing Out: Peer Education Approach in Cultural Diversity Projects.

² Adapted from United Nations Population Fund and Youth Peer Education Network (2005). Youth Peer Education Toolkit. Training of Trainers Manual, New York (USA).

You can ask yourself questions such as:

- Which knowledge are you trying to bring to the group?
- What do you deliver to them?
- Which skills will they train through your activity?

These are questions you should ask yourself for **every activity** you will implement in the course of your training for trainers.

Refer to the last chapter, **page XX** to check the **objectives** and **expected outcomes** of **PeaceJam peer-training for trainers and facilitators**

You can also check the **programme**: Activities are referenced

There are **three types** of education:

- **Formal education** - it is compulsory, it is one you learn at school
- **Informal education** - this is life learning. You burn yourself touching the oven, you learn not to touch it again
- **Non-formal education (NFE)**: Rather than bringing knowledge, NFE aims to **develop paths of reflection**: the learning outcomes derive from the participants rather than the trainers.

Non-Formal Education is:

- Voluntary
- Accessible to all and inclusive
- Learner-centred
- Based on the needs of your specific target group - a community, an age group, etc.
- Flexible - you should adapt your training and activities depending on the flow of your training, the needs of your group, etc.
- An individual and group process
- Process-oriented
- Participatory
- Non-hierarchical: the trainers are not more important than the participants, they are not delivering knowledge, rather facilitating ways of reflection.

You can implement NFE with different **techniques**. Through our curriculum, PeaceJam is presenting you a few.

- Brainstorming
- Fishbowl
- Simulation (role play, theatre play)
- Case studies
- Films, audio
- Small group discussions
- Sharing of experiences
- Small group brainstorms



Peer-Training for Trainers and Facilitators in Brussels, September 2020

Safeguarding Children and Young People

As you know, **PeaceJam** is founded on principles of **inclusion and celebration of diversity**. A key component of PeaceJam's transformational model is the creation of safe spaces for dialogue, reflection, **personal growth**, and **positive change**.

Within PeaceJam, we are dedicated to fostering a **safe and secure environment** for all those who participate in our educational programmes and activities. This is the case for the children and young people you will be interacting with, and it is also the case for you, when you implement our trainings! We want to protect all of our programme beneficiaries - as well as PeaceJam employees and volunteers - from compromising situations and misunderstandings.

Please commit with us to promoting safe practices that respect children's, youth's and vulnerable adults' physical and mental integrity, space, and privacy, regardless of ability, ethnic origin, religion or belief system, gender identity, sex, or sexual orientation. Together with you, we will challenge and will not tolerate harm, discrimination, inequality, neglect, exclusion or abuse.

As one of our partners across Europe, you should have followed staff trainings on PeaceJam Safeguarding Policy for Children and Young People.

If you haven't done so yet, please read and sign our Safeguarding Policy.

[Access here](#)

DESIGN - GUIDING STEPS

Conception and Implementation phase

1. Be Clear with your Purpose

Why are you doing this training for trainers and facilitators? Of course, feel free to replicate the PeaceJam Training for Trainers that was already built, you can use it as a template. Check out the objectives below, and the programme in the last chapter.

You can follow three easy prompts to help you write it:

- 1) what is your purpose? (what need will you address?),
- 2) how will you fulfill your purpose? (what do you do?),
- 3) what beliefs or principles guide your work?

You should always keep in mind that capacity building with non-formal education aims to develop **knowledge** and **skills**, and to transform **attitudes**. Your objectives should reflect these three pillars.

We have implemented our first pilot in Belgium in September 2020, together with EPTO.

Check out the objectives, expected outcomes and programme to help you build your national peer-training. You can use it as a template.

Outlines for each session are in the Partners Common Drive under WP 4 > Peer-Training Pilot > 2020

General objective:

Fostering youth engagement and leadership (ATTITUDES) by equipping young people with facilitation and training tools (KNOWLEDGE AND SKILLS) to make systemic social change for a more inclusive society (ATTITUDES)

Specific objectives:

1) To enhance participants' understanding of peace education, service-learning and youth-led social change through a holistic and experiential approach, in particular by training participants on PeaceJam curriculum "Compassion in Action" -

KNOWLEDGE

2) Develop skills in training, facilitation and coaching for social inclusion, more specifically to build on young people's capacity to deliver PeaceJam curriculum "Compassion in Action" -**SKILLS**

3) To provide young people with tools for individual and common action for change, including intercultural dialogue, compassionate leadership, building inclusive and cohesive communities – **SKILLS & ATTITUDES**

EXPECTED OUTCOMES

- 1) Participants can deliver PeaceJam trainings and facilitate other trainings; they are confident in doing so;
- 2) Each participant has gone through the exercise of facilitating at least one PeaceJam activity or another activity of their choice;
- 3) Participants consider their training and facilitation skills to have increased;
- 4) Participants consider that their knowledge on peace and peace education has increased, they consider to have learnt additional tools for change;
- 5) Participants indicate that they are willing to continue working together after the end of the training;
- 6) Participants have implemented a PeaceJam workshop after the end of the training and cooperate together in doing so;
- 7) Participants continue to implement PeaceJam programming with their peers in the year following the completion of the training;
- 8) Participants have become certified PeaceJam trainers;
- 9) Participants are autonomous in the self-reflection of competence

Programme

	DAY 1	DAY 2	DAY 3	DAY 4	DAY 5	DAY 6
09:15 - 11:00	Welcoming breakfast! Getting to know each other Name games and group games	Introducing facilitation + facilitation methods 1 Facilitation toolbox - practising active listening and summarizing SKILLS	Exploring non-violence (+ how this corresponds to Laureates' values) and non- violent tools KNOWLEDGE	Introductions to: PeaceJam EPTO NFE Erasmus + KNOWLEDGE	SIMULATION: Implementing your own workshop Receiving feedback SKILLS	Preparing follow-up: Incubator of tools and approaches Preparing your PeaceJam workshop
11:00 - 11:30	COFFEE BREAK					
11:30 - 13:00	Introduction to the training, Creating the working space: Introducing the programme, Introduction of the team, group norms, Introducing the objectives, Collecting expectations, fears and possible contributions and needs	Culture of peace - holistic approach to peace (positive vs. negative peace outer peace vs. peace in everyday life) KNOWLEDGE	Exploring and Practising Non-Violent Communication SKILLS	Exploring CiA Chapters 4 & 5 KNOWLEDGE AND SKILLS		SKILLS AND ATTITUDES
13:00 - 14:30	LUNCH				LUNCH	
14:30 - 16:00	Teambuilding	Laureate Activity & Exploring CiA Chapter 1 KNOWLEDGE AND SKILLS	Power structures and intersectionality ATTITUDES	Exploring CiA: encouraging and supporting actions using BAOP SKILLS	Evaluation from the morning & Dissemination SKILLS AND ATTITUDES	Evaluation: Focus group 2
16:00 - 16:30	COFFEE BREAK					COFFEE BREAK
16:30 - 18:00	Speaking the same language: Defining terms: eg. peace, violence, culture of peace, empathy, stereotypes, etc. social cohesion, peace education, service-learning and youth-led social change, inclusion KNOWLEDGE	Facilitation methods 2: facilitation tips, safe space, engaging your group, asking open questions, giving and receiving feedback SKILLS	Exploring CiA Chapters 2 & 3 KNOWLEDGE AND SKILLS	Building your own session: preparing for tomorrow SKILLS	Space for participants' contributions	Evaluation and closing
18:00 - 18:30	Reflection Groups	Reflection Groups	Reflection Groups	Reflection Groups	Reflection Groups	

Evaluate and share!

You can share with the network lessons learnt, challenges you've overcome, best practices, updates in the programme and objectives. We'll be happy to learn from your experience!

*And remember to log in your training on **BillionActsofPeace!***

The facilitator's Toolbox

As a facilitator and trainer, there are several tools you can use to lead a group-activity. This toolbox has been developed during PeaceJam and EPTO Peer-Training for Trainers and Facilitators, that took place in September 2020 in Brussels.



GOOD LUCK!

We hope this guidelines will be encourage you to and support you in organising your national peer-training!

Of course, please do **reach out** if you have any questions, concerns, points you'd like to discuss or clarify.

National peer-trainings implemented by affiliates will be shared with the rest of the network, you will continuously be updated about lessons-learnt, best practices and overcome challenges.

