

Inauguration of Skill Development Centre in Jaipur, Rajasthan

A three days residential workshop was conducted with Trainers, Centre Managers and counsellors from Jaipur and Noida locations. The objectives of the workshop were;

- i. To explain learning needs and methods of engaging with young learners
- ii. To describe and practice various tenants for Dynamic facilitation and 21st century learning
- iii. Identify strengths, areas of improvement as facilitator and draw out plan to improve

Day 1: Coming Together

On the first day of the workshop, started with a community building exercise, as this was the first event where teams from both locations met. The exercise was conducted in pairs of two individuals for three rounds, and interchanges in each round. The activity helped trainers to learn about each other and made them comfortable.

After this, foundational norms were established, and the team agreed on achieving workshop objectives. Mr. Sulab Kumar facilitated the workshop. He has experience in developing and overseeing youth programmes and facilitating national and state-level skill cohorts for master trainers for NSDC and other institutions.

A short film was projected to understand the socio-economic profile of Indian youth, their challenges, fears, and aspirations Group discussion followed by a session covering youth policies and programmes in India was conducted to understand possible opportunities for Youth Policy in India. Since these trainers work directly with youth, they need to learn about such programmes and policies. There was no youth policy till 1987, though programmes like NCC and Nehru Yuva Kendra Sangathan (NYKS) have existed. UN highlighted the focus on youth programmes by proclaiming 1985 as an International Year of Youth. However, National Youth Programme was launched in 2014.



Participants from Delhi, Noida and Jaipur teams

Trainers were also briefed about the difference between Pedagogy and Andragogy and adult learning principles for designing and facilitating effective learning spaces. Participants discussed a young learner's learning challenges and limitations and recognised the best-suited methods and practices of teaching a young person.

In the second half of Day One a session was conducted on 21st century facilitators. Here they learned on the qualities that are required from a facilitator; difference between teacher and facilitator and the principles of Physical Safety, Intelligence Safety, Emotional Safety and Social Safety (PIES) for creating an effective learning space. During this session, the team did an exercise to assess their skills and marked themselves out of 5 based on the skills required for a 21st-century facilitator and the skills they had acquired. The average was 4, which reflected that they have skills but need to strengthen them in facilitation.

The last session of day one was on self-awareness to world awareness for experiencing deeper bonds with peer groups and relating with the power of self-awareness as a tool to become an effective youth facilitator. The day was summed up with a feel check and sharing insights by the trainer.

Day 2: Growing Together

The second day started with *Morning Manan*. Participants were asked to share key learnings, insights, clarification or questions from the previous day, followed by the first session on the Experiential Learning approach. The facilitator explained the Experiential Learning approach, described the Experiential Learning Cycle, and participants listed various methods of experience-based learning. Experiential Learning is a philosophy and methodology in which educators purposefully engage with students in direct experience and focused reflection to increase knowledge, develop skills, and clarify values. The next session was conducted on Management for effective learning. The facilitator asked participants to share their preferred learning styles after participants discussed various learning styles and strategies to manage learning diversity. The session helped participants reflect on their experiences as an educator and identify possible solutions for challenges they face while instructing due to the diverse learning styles of students.

The next session was on Dynamic Facilitation; firstly, aspects of Dynamic facilitation were described, and then participating facilitators were asked to analyse individual strengths and areas of improvement to become dynamic facilitators. Dynamic Facilitation involves the creativity of a facilitator to make the group open for discussion, participation, leadership, and critical thinking and allow people to use all their capacities to achieve breakthroughs.

The last session of that day was on 'Constructive Feedback'. Participating trainers were explained the concept of constructive feedback and asked to share the feedback from two days of learning in a productive format. Burger / Sandwich models of sharing feedback were also used while sharing feedback.



Ms. Jyoti Sharma, Programme Officer, DA (Right) felicitating certificate of participation to participating Trainer

Day 3: Demonstration

The third day was dedicated to participating trainers to demonstrate their learning from the past two days by delivering 30-minute sessions on their respective trades.

Trainers chose topics and delivered sessions in pairs of two. The chosen topics were *Savings, Basics of Computers, Scope of Sewing Machine Operator's course, General Life Skills etc.*

The trainers delivered the session with techniques and 21st century facilitation skills such as the inclusion of technology, being a facilitator and not a teacher, two ways participation, and others that were discussed in the previous two days of workshop assessment was done at three levels – self-reflection, peer assessment and feedback by a supervisor for all pairs of facilitator.

The workshop ended with summarising the learnings and feedback from participants. A few of the feedbacks are listed below,

“This was the first time I have attended a ToT. The workshop was really fruitful for me as a facilitator of 21st century, I got to know about KAB method (Knowledge, Attitude and Behavior), youth policies etc.” - Manik Yadav.

“Each of the sessions of the workshop was relatable and useful for our work at Vocational Training Centre, they were interesting, engaging and informative. Difficult topics were taught in an easy way for a better understanding of the participants.” - Ashu.



Facilitation of session on dynamic facilitation