

Volunteer P.A.T.H

Capacity Building Training



Villandraut, FRANCE

06 - 12 April 2017

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INTRODUCTION

BACKGROUND

The White Paper for International Voluntary Service (2011-2021) draws the strategic objectives for Cultural Heritage and Diversity with the vision to ‘Preserving, protecting, and promoting cultural heritage and diversity through International Voluntary Service activities in order to foster mutual understanding and respect within the global community’. The Strategic objectives aim at:

- creating a global community where mutual understanding and respect are brought by active citizens that preserve protect and promote cultural heritage and diversity
- developing and expanding cooperation between organisations, institutions and government bodies in the field of Cultural Heritage and Diversity
- raising awareness about the impact of IVS in cultural heritage and diversity issues

Heritage has been an important element of local communities where IVS organisations have set up projects since 1920 (1st workcamp). Throughout the years organisations, mainly in Europe, have developed cooperation with various stakeholders, involving young and adult volunteers in the protection, preservation and valorisation of our tangible and intangible heritage. This topic has been taken until recent years in other regions of the world demonstrating the value of non-formal learning as the IVS educational approach to disseminate the values and expertise developed at the inter-governmental level to a large public and in particular to young people, based on a dynamic dialogue between the different stakeholders.

The aim of the PATH project is to work towards the strategic objectives of the White Paper and to promote the work of IVS organisations and Non Formal Learning, whilst valorising local customs and the diversity of these. The reasons why this topic was chosen is linked to the current socio-political scenario: the world is under an increasing threat from globalisation and extremism and these two factors contribute to the breaking down of cultural norms, traditions and the destruction and loss of heritage sites.

This project will thus celebrate diversity and both tangible and intangible heritage. The applicant organisations propose actions which focus on food, culture, language, cultural and natural sites indigenous traditions and many other elements. The aim is to be as diverse as possible and to show the richness of this diversity, including local people as educators, emphasizing the bottom up approach of IVS, the work in local communities and with young people with fewer opportunities.

The partners are grassroots IVS organisations from Africa, Asia and Europe for a 24 month project. The different actions of the PATH project include:

- Stakeholders Forum (6-11 February 2017)
- Capacity building trainings on Volunteer and Heritage Management: one in France and one Uganda (April/May 2017)
- Local Awareness Raising Actions (June 2017 – December 2017)
- Global Communication Campaign (January 2017 – March 2018)

OBJECTIVES

The Capacity Building Trainings have the following objectives:

- Improve the quality of youth work and lead to new partnerships
- Create multipliers who will continue to implement actions in their local communities and follow up with the young people involved in the Local Awareness Raising Actions
- Produce results which will be implemented in the Local actions
- Share best practices and resources
- Guarantee that the individuals in charge of volunteer management and heritage projects will gain and develop the knowledge and skills needed to plan and implement heritage actions with community and individual engagement, and institutional support and local and national co-funding and certify these.
- Contribute to establishing common practices and standards for the participants to reproduce at the organisational and local level the capacity building process and multiply the impact and outreach of the project.

PARTICIPANTS

NAME OF THE PARTNER	ABBREVIATION	COUNTRY
Volunteers for Peace Vietnam	VPV	VIETNAM
DreamWalker China	DWC	CHINA
CONCORDIA	CONCORDIA	FRANCE
Solidarités Jeunesses	SJ	FRANCE
SCI Hellas	SCI	GREECE
Center for Intercultural Dialogue	CID	MACEDONIA
Good Word Society	GWS	BARHEIN
Rural Centre for Human Interests	RUCHI	INDIA
NICE	NICE	JAPAN
Volunteers Initiative Nepal	VIN	NEPAL
VolTra	VolTra	CHINA
IWO	IWO	SOUTH KOREA
Association National Etudes et Chantiers	ANEC	FRANCE
DreamWalker China	DWC	CHINA
REMPART	REMPART	FRANCE

The facilitators / trainers for this training were Rita ALBUQUERQUE OLIVEIRA and Mauro CARTA. They were supported by Fabrice DUFFAUD from REMPART and Marie-Georges PAGEL-BROUSSE from ADICHATS. Laura SOULARD, Sarah GRANT and Teresa NOVOA took part in the training as experts, during specific workshops and theoretical sessions.

PROGRAMME

Day	6 Thursday	7 Friday	8 Saturday	9 Sunday	10 Monday	11 Tuesday	12 Wednesday
MORNING		THEORY I VOLUNTEER Getting to know each other activities Presentation of the project Contributions & Expectations Voluntary action, voluntary workcamps How to re-use an historical site, local development The restoration project The educational project	THEORY III Working on tangible heritage Presentation of the different types of sites (cultural, natural, mixed, landscapes, endangered) Rural Heritage: study case	PRACTICE II Working on Intangible Heritage Visit of Budos Castles and discovery of the vineyards	PRACTICE IV Heritage project management and volunteers management Debriefing of last sessions Volunteers management Conflict resolution, team management Equipment and material management Cooking Workshop	CREATIVE MEDIA Communication in and about heritage Youth as actors for heritage education: photos, film-making, social media The Global Communication Campaign	Departure of Participants

AFTERNOON	Arrival of Participants	THEORY II HERITAGE	PRACTICE I Learning from Hands-on Work / Archeology – Stone Masonry	PRACTICE III Learning from Hands-on Work / Archeology – Stone Masonry	THEORY IV Working on Intangible Heritage	Evaluation and Plan of Action	
	Informal Opening and Intro of Pax	The law (heritage and archaeology) The institutions in charge of heritage protection Architecture and techniques history The survey: analysis, research, etc. Deontology : The Venice Charter Walk in the village (optional)	Restoration work on historical sites in the hosting region managed by REMPART association Practical introduction to archaeology Practical introduction to Stone cutting and Masonry Security rules at work and group management	Practical introduction to archaeology Practical introduction to Stone cutting and Masonry Security rules at work and group management	Intangible Heritage and Cultural Identity and Diversity Indigenous Knowledge Human Treasures Social and cultural mapping Conservation Reproduction and transmission methods Workshop on games and activities for intercultural projects Drink with the Municipality	Farewell event	

The PATH Capacity Building Training

FIRST DAY: Thursday 6th

After the arrivals, the hosting organization Adichats welcomed the participants with an informal opening and the group had a first dinner together.

SECOND DAY: Friday 7th

MORNING : Theory / Volunteer



The first PATH Capacity Building Training started on the morning of the second day with name games in order to break the ice and learn each other names.

The game was followed by an official speech by Marie-Georges PAGEL-BROUSSE from the hosting organization Adichats. She gave some information about the accommodation rules, the roles of the hosting organization and their link with REMPART.

The first session was managed by Mauro CARTA and Rita ALBUQUERQUE in order to present the different phases of the PATH project. This allowed participants to understand the main role of this training and the following steps.



After this presentation, participants were invited to share their challenges, expectations and contributions regarding the training. Here below are some reflections from the participants during this activity:

CHALLENGES: Doubts you might have about this training or heritage field

- *Knowledge:*
 - A lack of practical knowledge of heritage
 - To be energetic, to understand the theoretical parts of the schedule because of my short experience in workcamps
 - Cultural and experience exchange
 - Different culture, context and tradition
 - Making sure my contribution is adapted to the participants' interests and needs
 - How volunteer organisations can solve the problem of sustainable development / is the decline of the village a global problem?
 - How to make the workcamps impact sustainable?
 - Taking notes for the report
 - To grab as much as possible in limited time
- *Weather:*
 - Having a bad weather for the practical workshop
- *Time:*
 - To be able to do some works during the training
- *Language:*
 - Improve my English
 - Speaking English / communicate in English

EXPECTATIONS: What you expect from this training

- *Gain theoretical knowledge:*
 - Technical knowledge
 - To have a great knowledge about heritage and archaeology management
 - To meet new people and organisations for building together
 - To learn about diverse cultures / theoretical and practical knowledge about heritage and preservation
 - To bring more knowledge and skills for my association
 - Tools for my future workcamps this summer
 - To try understand how heritage project improve our local project
 - To learn about PATH project
 - To draw attention of youngers in cultural heritage preservation, especially intangible heritage

- *Networking:*
 - The situation of each volunteer organization/success and failure experience about volunteer organization
 - To get a tip of organizing international workcamps or event
 - Getting to know other organisations working in the heritage / volunteering areas

CONTRIBUTIONS: What you can offer for this training of heritage field

- *Sharing technical knowledge:*
 - To share my knowledge and my experience
 - Sharing the experience about international voluntary service in heritage site
- *Sharing culture:*
 - Experience of China's rural construction
 - Knowledge about different projects that I can share with everyone/situation in my country about this topic and everything that is currently going on
 - A glance into African heritage
- *Group dynamic:*
 - To give a good effect to the each motivation of individual for international cooperation
 - Playing volleyball / barbecue night
- *Eating and drinking:*
 - To treat my traditional food



The activity in the second part of the morning session was presented by Fabrice DUFFAUD. It was meant to explain the link between voluntary work and heritage. To start, he asked the participants' experience in the field of heritage. Some of them have already been involved in some projects, universities class or they have visited heritage sites in their countries.

Fabrice explained the role of the European associations involved in voluntary actions. He pointed out that, although the scope of civil society organizations active in the field of heritage is large, only a few of them have a specific interest for youth. Fabrice made a short presentation about the diversity of organizations involved in this field as professional organizations (ICOMOS, ICOM...), intergovernmental organizations (UNESCO, ICCROM...) and all the international organizations members or not of the CCIVS network.

The next session was presented by Teresa NOVOA from Palombar association (Portugal) and Marie-Georges PAGEL-BROUSSE, who explained the role of associations in the field of voluntary service, especially for rural heritage projects.

Due to the fact that rural heritage is sometimes connected with a negative reputation; it is complicated for organizations to obtain supports and funds from donors when working in this specific area. Considering this challenging context, it is important to spread actions and to create alliances or partnerships so that the organisations active in this field can get more support and visibility. Teresa emphasized that this field requires passion and commitment, and should not be seen only as a job. Marie-Georges talked about the strong link between youth and heritage preservation, stressing also the bind between the association and the owner of a cultural site when the two parties work together for a common project.

AFTERNOON: Theory II Heritage

The participants met two French experts:

- **FLORIE ALAR, FRENCH CURATOR FROM THE FRENCH MINISTRY OF CULTURE**
- **LAURA SOULARD, ARCHAEOLOGIST WORKING FOR ADICHATS**

Florie ALAR explained the geographical and administrative situation of the Nouvelle Aquitaine, the area where the training took place, presenting the three departments for culture in the area which (the headquarters of Artistic Creation of Cultural Industries in Poitiers, the headquarter of Art and Cultural Education in Limoges and the headquarter of Cultural Heritage and Architecture in Bordeaux). Florie illustrated some important elements about the French law in the field of culture and heritage. She focused on the two types of registration: classified monuments and listed monuments. Concerning the work of preservation and restoration, she explained that there are several phases, such as the historical study of the monument, the sanitary state of the monument and the restoration program. One of the most famous documents about culture is the Venice Charter but we have to keep in mind that every project is different. At the end of her presentation, she presented some examples to illustrate her speech (Saint-Emilion city, Saint Denis Basilica, Berlin, the cathedral of Poitiers).

Laura SOULARD spoke briefly about the history of archaeology and techniques and the link with the architectural history in general. She provided further details on the topic, such as the way people were living, with two different types of excavations: preventing / rescue and programmed archaeology. She also presented the different steps needed for a project (the prospection, the documentation and the definition of the research issues). The last phase of this type of project is the post-excavation with the drawing, the artefacts treatment and the mediation. These actions were later brought up again during the practical workshops in the castle of Villandraut.

After each speech, participants had enough time to debate and to ask their questions to the experts, who were glad to share their experiences about culture and heritage.

After this theoretical session, the two trainers coordinated a non-formal education activity (the World Café) and participants were invited to create three groups about three thematic:

- Heritage, protection and law
- Architecture and techniques history
- What is your own experience in your organization / country?



At the end of this activity, each group presented their reflections, sharing the results in plenary. Through this session, each participant shared the state of the art on the topic from their countries in order to compare the administrative functioning, the diversity of stakeholders and the projects.

Here below are some contributions brought up by participants:

“Stakeholders are pushing to allow changes in the building sector in China, compared to Greece where the law is protecting historical sites in order to keep it the same.”

“Some organizations try to raise awareness through schools, some others use social media to promote their activities or they try to create links with the local community.”



“In most of the European countries we can find cathedrals, castles and stone buildings, compared to Uganda where buildings are mainly from natural material

At the end of this day, each participant joined a reflection group to share thoughts, feedback and needs about the training. These informal meetings allowed the trainers to make adjustments to the agenda

and to adapt the contents according to the feedback received by the participants, in order to ensure a good atmosphere, a positive group dynamic and an effective learning process.

THIRD DAY: Saturday 8th

MORNING: Theory III Working on tangible heritage



The day started with energizers combined to name games.

Rita ALBUQUERQUE presented the first session of the morning with an introduction about the different types of heritage the organizations can deal with during their projects. Heritage can be seen as tangible or intangible heritage such as cultural heritage sites, languages, events, rites and beliefs, literature, handicrafts, oral traditions and many others types. In the 80's, people started leaving the rural areas, which risked to remain empty. Nowadays the interest is focused again on the pragmatic and “smart architecture” represented by the rural world: in the past, people needed to find solutions to adapt to the climate and to the local conditions, creating clever solutions to these challenges. This session presented also the different traditional construction techniques that can exist such as stones, lime, wood or wrought iron.

Following Rita's session, **Sarah GRANT** presented some works in rural heritage based on her experience in Terre de Pierres association in Périllos “Keeping our heritage alive”. This association was



created in 2006 with the purpose of restoring the local architecture and making the village alive again. Terre de Pierres is a member of the REMPART network and organizes every year a workcamp from June to September with 10 to 20 volunteers, aged from 18 to 70 years old. Thanks to the work of the association, some buildings in the village were restored, such as the place used as accommodation for

volunteers, a common space and the cemetery of the village. The volunteers taking part to this project have to

face severe challenges as the climate is dry and hot; it rains seldom and there is no direct access to drinkable water. Participants were interested about this project and asked many questions to Sarah during the debate. Several of them were interested to participate in one of the next workcamp on this site.

Teresa NOVOA presented the last session of the morning, focused on rural heritage and more specifically on pigeon houses, in a Portugal area called “Behind the hills”. These typical buildings are the perfect example of sustainable and traditional architecture. Teresa explained the link between pigeons (which offer an extra source of meat and natural fertilizers) and the local community (who offers safe place for pigeons). Sustainable development is an important aspect of Palombar project because the association is situated in a natural area and its main aim is to propose effective solutions to protect the ecosystem and to restore the rural heritage. Volunteers from different countries, whose placement has been possible through Rempart, provided later on an added value to the project.. This presentation was followed by an open debate that allowed participants to share their impressions.

AFTERNOON : Practice / Learning from Hands-on work (Archeology, Masonry, Stone cutting)

During the afternoon, the first practical workshop of the training took place. Its main purpose was to present the restoration work on historical sites in the hosting region, with the setting of the castle of



Villandraut, managed by Adichats. Participants had the chance to be engaged in three different activities under the coordination of three experts: Laura as an archaeologist, Sarah as a masonry specialist and Alex as a stone cutter.

Before the hands-on activities the participants visited of the castle and Marie-Georges from Adichats explained

its history. The castle, very known in France for being the residence of Pope Clement V (Bertrand de Got), was classified as “monument historique” in 1886. The visit of the castle was the occasion to enjoy a nice panorama on the top of the towers and to understand the geographical organization of the city around it.

After this visit, each participant was invited to join one of the three groups. During the two days dedicated to the practical workshops, they had the possibility to take part in all the three activities, thanks to a rotation system that involved them in each workshop for around 90 minutes.



MASONRY



ARCHEOLOGY



STONE CUTTING

FOURTH DAY: Sunday 9th

MORNING: Practice II Working on intangible heritage

On Sunday morning two visits in the area of Villandraut were planned. The first one was the visit to Budos Castle where the first project of Adichats took place. Marie-Georges told about the commitment of the volunteers of Adichats to renovate this site. Further details about the architecture of the castle and its link with the environment were later provided by Laura. After this short explanation, volunteers were invited to take part in a group activity to reflect about the potential projects they could create in this site involving volunteers. Each group was given a questionnaire to fill in with some questions about the implementation of possible future projects. During this activity, the participants used their time to visit the castle in order to find the inspiration and write some ideas about what they could create (activity, new restoration projects, tourism development, and new partnerships). After 20 minutes, participants shared their results in plenary and many ideas emerged from this activity



The venue of the second visit was the vineyard of Budos Castle, which provided the opportunity to better understand the impact of wine production in the local economy and to make links between cultural heritage, tangible and intangible heritage. The visit included a wine tasting and a walk in the wine cellar with the owner.



AFTERNOON: Practice III Learning from hands-on work (Archaeology, Masonry, Stone cutting)

The same activities organized on Saturday took place on Sunday in the castle of Villandraut, to allow participants to take part in all the workshops. Besides having a strong “team building effect”, these sessions allowed them to have a better understanding of the archaeological work and its applications in voluntary activities.



Before / After the masonry work

FIFTH DAY: Monday 10th

MORNING: Practice IV Heritage project management and volunteers management

The morning started with a short mid-evaluation session, particularly focused on the feedback after the practical workshops.

- The participants stressed that they did not have enough time to share their thoughts after the theoretical presentations and that they would have appreciated to have more space to present their local projects and organizations, and to learn about the diversity of actions in the network.
- Participants agreed to say that the visit of Budos Castle and the wine tasting were great opportunities to learn about the local cultural heritage and to discover the wine area. They enjoyed the practical workshops, which gave them the chance to discover three different activities that can be organized in a workcamp on cultural heritage and rural heritage. Marie-Georges and Fabrice explained that the hosting organization planned the visits and the workshops with the intention to show an example of volunteering in the topic of cultural heritage. They preferred to stay in the same area and to recreate the same atmosphere of a workcamp in order to better highlight the activities and the role of camp leaders.
- Finally, the participants proposed the idea to create a document including the different aspects discussed during the training (a sort of “workcamp leader guideline”) and also a folder to collect and share some best practices from each organization.

WHO WANTS TO BE MILLIONAIRE?

After this feedback, participants played a game called “Who wants to be millionaire”. They were divided in five groups and each of them has to answer to one question asked by the trainer.

The questions and answers were:

Which of these examples is not a rural heritage ?

Wind mill

Stone wall

Pigeon House

Pyramid

Which of these materials is not used in rural heritage ?

Earth

Lime

Stone

Steel

What was the pigeon house traditionally used for ?

Manure

To produce energy

To store straw bales

To grow pigeon posts

What was Opoul-Perillos before Terre de Pierres started working there ?

Construction site

An abandoned village

A resort

A university campus

Which of these techniques is not traditionally used in rural heritage ?

Adobe

Concrete formwork

Tabique

Dry stone

The following session focused on **workcamp management:**
conflict resolution, team and equipment management.

Marie-Georges and Fabrice introduced this session with explanations about the general management of a workcamp. In their network, workcamp are usually coordinated by two people: the technical leader and the “daily life leader”. Both have their own missions and have to be sure that the workcamp is going to be organised according to specific criteria, to ensure good conditions.

After this short introduction, participants were involved in a problem-solving activity. They were split in three groups, each with a specific task related to the topic of workcamp management. Here below are the descriptions of the three different scenarios:

- **MISSING TOOLS:** You are about to lead a workcamp. Due to a misunderstanding, the tools which were supposed to arrive are still not there. You are informed that the tools will arrive three days after the beginning.
- **NEGATIVE LEADER:** One of the volunteer has a negative and disruptive approach, never agrees with other opinions, he’s driving the others in his direction: what are you going to do ?
- **LACK OF LEASURE ACTIVITIES:** The workcamp takes place in an isolated place, no leisure activities are possible around and no interesting place to visit nearby: what can I do to ensure a good group dynamic?

Participants were given 15 minutes to reflect about possible solutions, which were presented in plenary.

MISSING TOOLS

- Borrow tools from the local people
- Create more team building activities in order for the group to feel better and the leaders to know the expectations
- Start morning with theoretical information and activities without tools
- Do some research about the local community
- Make a party

Participants shared their opinions whether to inform or not participants that the tools are not available. At the end, they agreed that the best option is to share this information in a positive way in order to keep a good group dynamic. This situation can be difficult to manage, especially considering their demands and expectations (for example, REMPART volunteers usually join workcamps because they are particularly motivated to renovate heritage sites and they want to work as much as possible).

NEGATIVE LEADER

- Give him/her responsibility in order to let him/her feel important;
- Face-to-face meeting to better understand his/her personality;
- Emotional intelligence: leader has to influence the negative people;
- Motivate other participants to achieve the goal of the project because if you lose control on the participants, this will have an impact on the work which has to be

Most of the time, the group dynamic can be a resource to reduce the disruptive potential of the negative attitude from a participant. If on one hand s/he will realize that the group is not supporting his approach, on the other hand is important to make efforts to integrate this person in the group, to help her/him to adapt and to support her/him in finding a place in the group.

LACK OF LEISURE ACTIVITIES

- Ask volunteers to bring material for cultural exchange (foods, games)
- Learning / helping / meeting local people : create a link between the workcamp and the local community (participate in local festival for example)
- Prepare a questionnaire about culture, habit, people...
- Music (play guitar, learn to sing) : music is very important in some cultural context
- Camp fire (exchange info, barbecue, drink)
- Walk around the place and/or create a task (for example, taking pictures)
- Teaching each other's language
- Learn how to make handcrafts / local work

At the end of the game, participants shared some of their own experiences during workcamps and thought that will be a good idea for CCIVS to create a new platform about good practices for workcamp leaders.

A second activity on workcamp management focused specifically about conflict situations. Each participant received a drawing illustrating different challenging scenario that can occur during the implementation of an intercultural voluntary project. Participants were invited to reflect about these scenarios and to express their opinions and possible solutions, sharing their previous experiences and strategies to manage the problems.

A cooking workshop featuring Marie, the cook of the training, concluded the morning session. Food and cooking is an important factor in international workcamps, and the purpose of the discussion was to provide workcamp leaders with inputs on how to manage this aspect. Participants asked many questions as the ones following:

Do you imagine the recipes and the menus before the training? Yes, because you always have to think about food restrictions (religious, healthy reasons) and you have to buy everything in advance.

When cooking with the participants, do you speak about hygiene rules participants have to respect? Yes there are signs in the kitchen to explain the rules.

How much time do you need to prepare for 20 people? Between 20 and 40 people it is almost the same time needed which is five hours in the morning and four hours in the afternoon, every day.

How do you manage to cook good and cheap? You have to transform the products, you have to buy cheap products as chicken instead of beef and you have to use season products, possibly from the



How do you manage if you have something to prepare for a group trip?
Do not always prepare sandwiches,

Do you have any situation we should know that could be helpful? If your meal is completely burnt, you can buy something at the last moment in the village, you can cook something easy as pasta.

How do you manage cooking for so many people? You have to think the recipe for six people and multiply. It's better to cook family recipes and to try to have as balanced menu as possible.

AFTERNOON: Theory IV Working on Intangible Heritage

This presentation was made by Rita who started by presenting the different concepts of intangible heritage. This kind of heritage differs from one country to the other so it is important to show some examples to understand this diversity.

Key words for intangible cultural heritage:

- Traditional & contemporary
- Inclusive
- Representative
- Community-based
- Self-identification
- Authenticity

During the presentation, Rita asked the participants to share examples about their country. This was an opportunity to discuss about intangible heritage and the potential for developing workcamps on this topic. One of the most important questions of this presentation was to know how to preserve and conserve this kind of heritage. This protection is possible thanks to different actions as the inventory of UNESCO but also with the social and cultural mapping, used to conserve intangible cultural heritage.

The second part of this afternoon was used to give a short guideline about the local actions which will take place for the PATH project. Mauro explained the next steps of the project and showed the list of projects identified as local actions for PATH. Next to this short explanation, every participant has the opportunity to create a short presentation which allowed them to present their organization and future local actions.



The last part of this afternoon was a workshop on games and activities that can be useful for intercultural projects. The two objectives of this session were to:

TWO OBJECTIVES

- Think about the different kinds of games and their use
- Provide ideas and inspiration for non-formal education tools that can be used in workcamps and intercultural projects with a focus on cultural heritage and diversity

The three golden rules of games

- 1) *There is nothing more serious than having fun:* if you improvise you will have bad surprises
- 2) *You realize how important these activities are only if you don't do them:* when you notice that somebody feels bad or the group has a bad dynamic, it's sometimes too late to act to change things
- 3) *Preparation = 99% of the work*



Categories of games

- Name games
- Getting to know each other games
- Energizers
- Team building games
- Puzzles
- Group splitting games
- Outdoor games
- Geography games

The session provided practical examples on games, inviting participants to reflect on additional aspects: social inclusion, involvement of participants with disabilities, preparation of the setting before starting the activities, impact on team building, possibility to adapt the activities to the topic of cultural heritage and diversity.



At the end of this day all the participants and the training team were invited to the municipality to meet the mayor of Villandraut, Patrick Breteau, who welcomed the group with a speech and a pleasant aperitif. The meeting at the Town Hall gave the opportunity to present CCIVS, PATH, Rampart, Adichats and to emphasize the importance of the link between local communities and the projects organized by the IVS movement.



SIXTH DAY: Tuesday 11th

MORNING: Creative Media

The last session of the training focused on impact measurement and media production. The trainers explained in details the instructions related to the questionnaire that will be submitted to the volunteers joining the PATH workcamps on cultural heritage and diversity. The main purpose of the research is to prove the positive impact that intercultural projects organized by the members of the IVS movement has in the life of the volunteers. The research includes also indicators on cultural heritage, which were developed in a participatory way by the representatives of all 27 organisations during the PATH Stakeholders Forum held in Paris in February 2017.

Additional information were also provided about the production of digital material (videos and pictures) during the PATH workcamp.

In order to inspire the participants and their organisations, Fabrice presented some communication productions created by REMPART, providing specific examples on media creation in the field of heritage. He suggested focusing the message on hands-on activity, to adapt the contents according to the potential audience and to produce material possibly in English, to give the message a global dimension. When designing a communication strategy, it is important to keep in mind that communication is evolving all the time and organizations need to adapt to new trends, tools and models. Teresa from Palombar integrated these tips with reflections about their artistic dimension in a communication strategy and the importance of communicating with social medias.

To conclude the session, a final activity on media was proposed, in order to collect and share ideas from participants about communication strategies. Working in three groups, they were invited to exchange about three different aspects of the Global Communication Campaign

- 1) LOCAL VISIBILITY: How to raise awareness in the local community? How to involve the members of the local community? How to promote the project locally?
- 2) ONLINE PROMOTION: how to promote your project effectively online using different channels?
- 3) PRODUCTIO : What to produce (ideas, inputs, formats) ?

Here below are the final results presented in plenary by a representative of each working group.

LOCAL VISIBILITY

- Organize awareness campaigns in the local communities, schools, colleges and universities
- Launch online promotional activities through local medias and so on
- Participate with local members in various games, fairs, exhibitions
- Visit local places with national and international volunteers
- Invite local people to see the activities of the project site

ONLINE PROMOTION

- Social media: Facebook, Instagram, LinkedIn, Twitter, Snapchat, Youtube, Wechat, WhatsApp, Flickr
- Live stream : Wikipedia
- Website : newsletter, direct mail, application of project
- Google advertising : free promotion for NGO is possible
- Contents: photo, short information, video with different information. One volunteer in charge of SNS, Dropbox, Google photo with tips and guidelines

PRODUCTION

- Produce : movies, posters, flyers, booklets, ebooks, postcards, banners, t-shirts, pencils, bracelets
- Share on : local media, tv, radio, blog, internet portal, social media, open events in schools and universities, stand on NGO fairs (stakeholders), press release (specific papers), exhibition, theatre
- Formats : info about project, logo of organization, contracts, equal parts of leisure and work

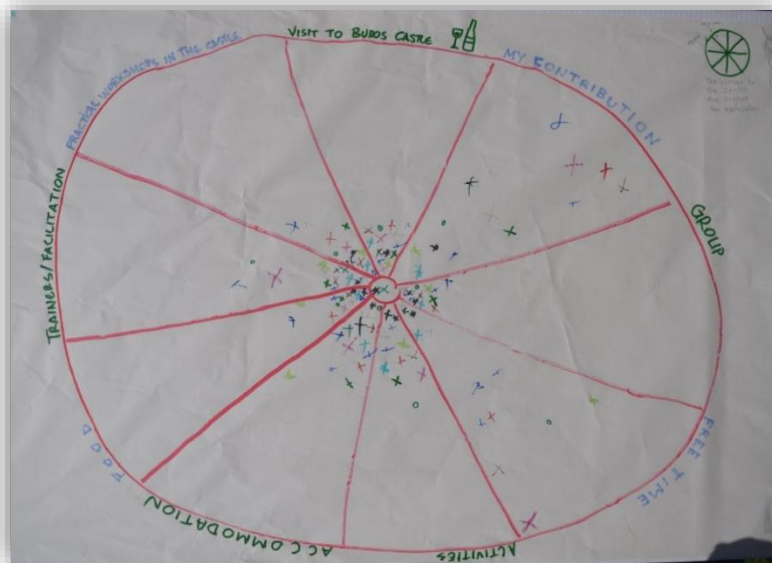
AFTERNOON : Evaluation of the training

In conclusion the PATH Capacity Building Training, a final evaluation was organized to obtain a feedback from the participants about the event and the logistic. The assessment included different methods:

- a written questionnaire
- a visual evaluation tool
- a final interactive evaluation based on the concept of space distribution

The questionnaire was distributed to each participant who had ten minutes to fill in with their reflections, recommendations and expectations about this training that can be used for the next steps of the project.

The visual evaluation tool was meant to assess participant's appreciation of accommodation, food, trainers/facilitation, practical workshops in the castle, visit to Budos castle, their own contribution, the group, free time and activities. The results show that the most appreciated elements were the group, the food and the visit to Budos castle. Trainers/facilitation, accommodation, activities and practical workshops received also a positive feedback. The free time and the contributions from the participants were evaluated with mixed judgements.



The last methods focused on the elements assessed in the previous activities, including an interactive dimension to bring up suggestions and open discussion aimed at further improvement (for the next PATH training, for the trainers and for the hosting organization). Participants were invited to place themselves in the room, according to their appreciation (positive feedback on the left, negative in the right). After each “distribution”, the trainers ask participants to express their opinion on the topic. Here below are their suggestions and feedback:



After this last session, participants were invited to cook traditional food and everybody shared a specialty from their country.

During this last meal, Mr Eric Suzanne (Sous-préfet d'arrondissement de Langon) paid a visit to the group. After delivering a short official speech, he was glade to meet all the participants from the training and took some time to speak to all of them. This was a great opportunity for everyone to meet a representative from the French Government and to discuss with him about the IVS movement, non-formal education and cultural heritage.



CONCLUSIONS

The PATH Capacity Building Training in Villandraut can be considered as a successful event, as assessed by the final evaluation. The logistic and the contents of the training were appreciated, and all the participants enjoyed particularly the practical workshops in the castle of Villandraut. As expected, the program was very dense, especially at the beginning and participants would have preferred more time to share their experiences. However, trainer put efforts in finding a balance between theoretical and practical sessions, providing also sessions to share experiences and knowledge, as the main purpose of this training was the acquisition of capacity and skills for the potential workcamp leaders. This is why theoretical sessions and the presence of experts were needed during this training.

The meeting was not only an occasion to gain technical abilities: during the activities, participants had the chance to learn about other organizations and the IVS movements and to establish contact for possible future projects together. To facilitate this, a Facebook group and a platform on Dropbox were created by CCIVS in order to share the contents of the training.

Regarding the project management and organization of the event, this first PATH Capacity Building Training represented a challenge for CCIVS, Rempart and the hosting organization Adichats. After a final evaluation with the trainers, Fabrice and Marie-George, it was agreed that the cooperation was constructive and successful, and gave each organisations and person involved an opportunity to learn from one another and to enlarge his/her personal perspectives. These positive results of this first training will be useful for the planning of the second PATH Capacity Building Training in Uganda. The training will keep the same structure but will be adapted to the needs and expectations of the organisations attending this event.

The two training courses will be followed by the local actions implemented by the 27 partners of the PATH project, whose results will be highlighted through the Global Communication Campaign coordinated by the CCIVS.