

Grundtvig Learning Partnership 2013-2015 IMPROVING PARTICIPATION IN ADULT EDUCATION

Individual reflection modules - compilation

UAB "Globalios idėjos", Lithuania

Kick-off meeting in Bonn

Agnė: we had a lot of opportunities for personal communication, sharing our interests and experiences. We received a lot of useful information about partners' activities.

Rasa: visit to history museum was very emotional and helped us to communicate more honestly.

Loreta: our stereotypes about countries and nationalities were changed. We met a lot of very interesting personalities, they shared their point of view which was different from ours.

Transnational meeting in Slovakia

Agnė Bliuvaitė

Partnership grown even stronger in the second meeting, we had a lot of opportunities for personal communication, sharing our interests and experiences, also new ideas. We received a lot of useful information about partners' countries and their work. I received a lot of lessons about organizing partnership meetings and managing work effectively, reducing stress. My English language level improved, I got explanations about English language in Great Britain and United States of America. Personal growth and development was higher than I could expect.

Rasa Žilionė

The hospitality of hosting institution was impressive, the atmosphere was very friendly, partners were very helpful. Project coordinator showed extensive experience in organizing and managing partnership meetings and assured structured and effective work. Personally I had a chance to over think aspects of adult education motivators / de-motivators. Our discussions gave opportunity to analyze and develop better understanding of behaviour of adults participating / not participating in adult education and Lifelong learning in general.

Transnational meeting in Lithuania

Agnė Bliuvaitė

Partnership is very strong considering language limitations - not all partners speak English. This meeting provided many opportunities for personal communication and sharing experiences, also partners shared new ideas and future partnership possibilities.

My personal and professional growth was very high. I improved my project management, organizing and problem solving skills. Also, I got experience in organizing partnership meeting and managing work effectively.

Loreta Golubevaitė

We shared our experience and work related to project topic. Comments and discussions with partners were very interesting and insightful. Partnership discussions gave opportunity to analyze psychological barriers and develop better understanding of behaviour of adults not participating in adult education. This knowledge will be useful in planning further company activities. We shared some ideas about the sustainability of the project result and continuing work and deeper analysis.

We gained more experience in organizing meetings and other activities.



Transnational meeting in Brussels

Loreta Golubevaitė (Director)

Project coordinator - hosting institution was very hospitable and created friendly working atmosphere. Once again project coordinator showed extensive experience in organizing and managing partnership meetings and assured effective and efficient work.

My individual learning consisted of ideas and inspiration from project coordinator: how to organize workshops, how to allocated work tasks and how to coordinate projects.

This project was very enlightening, the results are useful to me as a Director of adult education company and on personal level as well.

Agnė Bliuvaitė (Project manager)

The last partnership meeting was organized very efficiently, hospitality of coordinator was very high. I received a lot of useful information about managing work effectively and reducing stress in work environment.

Partnership grown very strong, most of the partners have common grounds and a lot of fruitful discussions took place. I learn a lot of from partners about their experience in adult education, teaching in general and in project management.

Personal growth and development was higher than I could ever expect.

Edvardas Kuliešius (learner)

In was a first time that I've participated in the meeting of European project. Partners from all the countries were very friendly and welcoming.

I learnt many things about barriers of participation in adult education, choices given and perceived. Also, I improved my English language and knowledge of the opportunities offered by European Union.



Škola dokorán n.o., Slovakia

Kick-off meeting in Bonn

Ešte nikdy som nebola v Bonne. Preto som tam cestovala plná očakávania, ale trochu aj s obavami.

Cesta prebehla nad očakávanie dobre a bez problémov. Až na úsek letisko – hotel. Taxikár nás odviezol do zlého hotela. Ale aj v tu sme sa stretli s ústretovými ľuďmi, ktorí radi pomohli.

Prvá obhliadka mesta a prvé stretnutie na spoločnej večery. Bola som trochu nervózna, lebo nehovorím po anglicky a mala som obavy , ako to preklenúť. Členovia z hostujúcej krajiny však boli veľmi ústretoví a srdeční. A mali sme pohotovú a ochotnú prekladateľku.

Pracovné stretnutia prebiehali v srdečnej atmosfére. Každá krajina predstavila svoju organizáciu a aktivity – projekty. Bolo zaujímavé dozvedieť sa s akými problémami

I have never been in Bonn before. So I felt excited and worried during my flight.

The flight was without any problems except the funny misunderstanding with the taxidriver. He drove us to the hotel with the same name but in Koln not Bonn.

The first citytour and the welcome dinner.

I was a little bit nervous because I do not speak English and I was worried about the language barriers. However all the members of the German team were very helpful and kind. And also our interpreter was very efficient and prompt.

Our meetings were filled with warm atmosphere. Each country presented its organization and activities and projects. It was interesting to meet the problems of each country what is also a goal of this project.



<p>sa stretávajú vo svojej krajine, čo nás nakoniec spojilo v tomto projekte.</p> <p>Na pracovných stretnutiach kolegovia – ak ich tak môžem nazvať – boli veľmi trpezliví a ústretový, pri prekladoch a vysvetleniach pre Slovákov, nakoľko sme mali jazykovú bariéru.</p> <p>Ďakujem im za túto ochotu a trpezlivosť.</p> <p>Do krásnej atmosféry prispel aj predvianočný čas. Nesklamali vianočné trhy v meste – úžasná výzdoba, vôňa punču a radosť detí.</p> <p>Už teraz sa teším na ďalšie stretnutie na Slovensku v jar 2014.</p> <p>Jozefína</p>	<p>At the meetings our colleges – if I could call them that – were very pleasant and helpful and patient with translations for Slovak team because of the language barrier.</p> <p>Thanks very much all of them for this.</p> <p>The Christmas time put the accent to the atmosphere of the meeting too. Magic Christmas market with its wonderful decoration, scent of the punch and joy of the children.</p> <p>I am already looking forward to meeting all of them in Slovakia this spring 2014.</p> <p>Jozefína</p>
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Meeting new people and getting new experience is always exiting but also a little bit scary. Before the meeting in Bonn I was worried about traveling to the new city, meeting new people, about language barrier and about training to make this project work. After the meeting I was full of positive attitude that the project started with such a wonderful success.

Different people from different countries always have different ideas about the project goals and the ways how to achieve them. I think this meeting was a great start how to each participant could reached his own goal and also how to reach our common goals together.

I really appreciate the atmosphere of the meeting, friendship of the people and great organization. Organization of this kind of meeting is always about the fact that different people want a different thing and meet one common goal for all of them is always very hard. So there is only one thing to left: Say to host organization – well done and thank you to all of you for your work. Silvia

Transnational meeting in Slovakia

Jana Handzelová

I was involved in participation of this project and I was very satisfied with this possibility to meet new people from different countries and know them on personal and professional level. This meeting was beneficial for all participants.

Our formal discussion arising from the program was focused on improving participation in Adult Education and determines the role of stakeholders in this process. We were working in three groups and the defined the roles of stakeholders in three levels - central, organizational, personal. For example in Slovakia - on organizational level - we do not have developed services provided by the adult educational centers, social private centers.

We discussed about the importance of mobility and about the ways of its organization. We identified the barriers of the mobility. For the Slovak participants this information was very helpful and interesting, other countries had more experiences in organizing adult education. We also identified strategies to overcome barriers for entry into adult education. For Skola



dokoran, n.o. was very important to determine the main objectives, sequential steps and major themes related to the preparation of adult education by our NGO.

Meeting in Slovakia fulfilled our expectations and contributed for strengthening relations between the participants and identified other tasks.

Jozefína Schmidtová

Toto stretnutie sa uskutočnilo v čase krásnych májových dní. Pre mňa samotnú bolo stretnutie veľmi dôležité, lebo som mala zabezpečiť hladký priebeh stretnutia, zabezpečiť spoločnú pohodu a po veľmi dobre zorganizovanom stretnutí v Bonne to bola veľká výzva.

Spoločná večera po príchode partnerov prebehla v priateľskej atmosfére a príjemne ma prekvapila najmä Kerstin, ktorá si pamätala z Bonnu všetky detaily.

Pracovné stretnutia prebehli v priateľskej atmosfére, s mnohými účastníkmi z kurzu vzdelávania dospelých – anglického jazyka a kurzu práca s počítačom. Partneri si navzájom vymenili informácie o prebiehajúcich projektoch, podelili sa navzájom vlastné skúsenosti, a problémy.

Výročie Európskej únie – 10 rokov v roku 2014 sme si pripomenuli pamätnou mincou – 2 eurá. Minca bola vyrazená v Kremnickej mincovni, ktorá sa nachádza nie ďaleko od sídla našej organizácie – v mestečku Kremnica.

Teším sa na ďalšie stretnutie v Litve.

The meeting was held during the nice and warm days in May. I was excited about it because of my responsibility for the smooth organization of the meeting, build the nice surroundings and, also, after the perfect meeting in Bonn it was a challenge for me.

The first meeting – welcome dinner - after the arrival was in a very friendly atmosphere and to my surprise Kerstin remembered all the details from the meeting in Bonn.

The workshops were highly professional, together with the participants of our training for adults – English language and PC trainings. All the partners shared the information about current level of the projects, their problems and experiences.

We also remembered the 10th anniversary of our EU accession by the commemorative coin – 2 € from the Mint Kremnica, city very close to the residence of our organization.

I am already looking forward to the meeting in Litva.

Transnational meeting in Lithuania

Ing. Miroslav Sklenka

Z pohľadu riaditeľa jedného z partnerov, by som rád zhodnotil pracovnú cestu 6 účastníkov zo Slovenskej republiky na nadnárodné stretnutie partnerov Grundtvig – Improving participation in Adult Education.

Stretnutie za účasti partnerov z Belgicka, Litvy a Nemecka sa od začiatku nieslo v maximálne pracovnej, ale i priateľskej atmosfére. Slovenská delegácia pozostávala jednak z pracovníkov Školy dokorán n.o. Žiar nad Hronom, Slovenská republika, ako aj z participantov vzdelávacích programov pre dospelých, ktoré sme v predchádzajúcom období zrealizovali. Participanti vzdelávacích programov absolvovali vzdelávanie pre nezamestnaných zamerané na IT zručnosti, anglický jazyk, komunikačné zručnosti a podnikateľské zručnosti. Vybavení vedomosťami a zručnosťami tohto typu, sme sa aktívne zapájali do práce, predovšetkým v menších skupinách. Ponúkli sme pohľad organizátorov vzdelávania, inštitúcie získavajúcej finančné prostriedky na svoju činnosť z domácich i zahraničných grantových zdrojov, ako aj pohľad dlhodobo nezamestnaných, dospelých ľudí bez motivácie a príležitosti na uplatnenie sa na trhu práce. Avšak, prezentovali sme aj pozitívne príklady, keď dlhodobo nezamestnaný človek získa motiváciu, zapojí sa do ďalšieho vzdelávania a s trochou šťastia, získa aj prácu či samozamestnanie.

Vysoko oceňujem prezentácie našich partnerov, kde sme sa konkrétnejšie zoznámili s ich prácou na území Litvy, ale aj zástupcov mimovládnych organizácií a firiem zo susedného



Lotyšska. Jednalo sa o skúsenosti, ktoré sú do veľkej miery využiteľné aj v našich podmienkach, i keď legislatíva v jednotlivých krajinách je mierne odlišná. V rámci delenia pracovných úloh medzi konzorcium, sme sa rozhodli podrobnejšie venovať tvorbe odporúčaní pre národné i medzinárodné politiky, predovšetkým v oblasti odporúčaní na zlepšenie motivácie a tým i participácie dospelých nezamestnaných na ďalšom vzdelávaní, rekvalifikáciách a doplnení formálneho vzdelávania.

Na záver by som sa chcel veľmi pekne poďakovať organizátorovi, firme Global Ideas z Litvy, za perfektnú organizáciu a množstvo zážitkov z prehliadky mesta a jeho okolia. Litva je nádherná krajina, ktorá robí dobré meno svojim obyvateľom a celej Európskej únii. V neposlednom rade ďakujem našej koordinátorke Kerstin Weertz za to, že spojila takýchto skúsených a odborne zdatných partnerov do tohto jedinečného konzorcia.

From the perspective of the director of one of the partners, I would like to assess the business trip of six participants from Slovak Republic at the Transnational meeting of partners of the project „Improving Participation in Adult Education“.

Meeting was attended by partners from Belgium, Lithuania and Germany, from its beginning marked by a maximum working, but also friendly atmosphere. Slovak delegation consisted both from the staff of Skola dokoran n.o., as well as from participants of adult education organized previously by our organization.

Participants completed education training for unemployed people focused on IT skills, English language, communication skills and business skills. Equipped with knowledge and skills of this type, we have been actively involved in the group work, especially in smaller groups. We offered insight of organizers – educational institution, who is acquiring funding for its activities both from domestic and foreign grant sources, as well as the view of long-term unemployed adults without motivation and opportunities for success in the labor market. However, we also presented positive examples of long-term unemployed persons, who gain a new motivation to be engaged in further education and with their activity became self-employed or employed by an organization or company.

I highly appreciate presentations of our partners from Lithuania, where we got more specifically familiar with their work in Lithuania, as well as all the representatives from another non-governmental organizations and companies from Latvia. These were experiences that are largely useful in our conditions, even though the legislation in each country is slightly different. Within the division of task between members of the consortium, we decided to work on development of recommendations for national and international policies, especially recommendations how to improve the motivation of unemployed adults for further education and training, re-training and supplementing formal education.

Mgr. Denisa Sklenková

Program GRUDNTVIG je programom, ktorý má svoje nezastupiteľné miesto a význam vo sieti projektov, ktoré podporuje Európska komisia. Stretnutia a semináre sú jedinečnou príležitosťou pre profesionálny rast a rozvoj zručností, vedomostí účastníkov, ako i výmenu skúseností medzi participantmi z jednotlivých partnerských štátov.

To sa v mojom prípade udialo v maximálnej možnej miere. Bola som veľmi spokojná. Pre mňa to znamenalo predovšetkým nový zdroj inšpirácie. Myslím si, že teraz viem oveľa viac o tom, ako sa učia dospelí. Najviac zložitou súčasťou celého vzdelávacieho procesu je samotná motivácia nezamestnaných (hlavne z marginalizovaných rómskych komunít). Samotné prinútenie sa k zmene kvalifikácie, respektívne k doplneniu jestvujúceho vzdelania a zručností dospelých osôb si vyžaduje množstvo trpezlivosti a individuálny prístup zo strany realizátorov.



Najviac oceňujem prezentácie projektov, z ktorých som si vzala množstvo inšpirácií do budúcnosti a určite ich využijem vo svojej praxi. Niektoré prístupy našich zahraničných kolegov sú mierne odlišné, nakoľko sa z časti jedná aj o súkromné spoločnosti, nielen o mimovládne neziskové organizácie.

V neposlednom rade by som sa chcela poďakovať riaditeľke hostiteľskej organizácie – Lorete, za vynikajúcu organizáciu, snahu a úsilie, ktoré vynaložili na to, aby sme sa cítili príjemne.

Ďakujem za príležitosť a možnosť byť súčasťou tohto programu a slovenského tímu.

Teším sa na ďalšiu spoluprácu.

GRUDNTVIG Program is a program that has its unique place and significance in the network of projects supported by the European Commission. Meetings and seminars are a unique opportunity for professional growth and development of skills, knowledge of participants, as well as the exchange of experiences between participants from different partner states.

This happened also in my case to the extent possible. I was very pleased. For me this meant primarily new source of inspiration. I think that now I know much more about how to teach adults. The most difficult part of the whole educational process itself is the motivation of the unemployed adults (especially from marginalized Roma communities). To force them to change the qualifications, respectively, to complement the existing education and skills of adults takes a lot of patience and individual attention from implementers.

I appreciate presentations of projects, from which I took a number of inspirations for the future and certainly I will use them in my practice. Some approaches of our foreign colleagues are slightly different, as they are also coming from private companies, not just from NGOs.

Last but not least, I would like to thank the director of the host organization - Loreta, for the excellent organization and their efforts to make us feel comfortable.

Thank you for the opportunity to be part of this program and the Slovak team. I look forward to further cooperation.

Richard Tomko

Projekt Zlepšenie participácie vo vzdelávaní dospelých ma veľmi zaujal a poskytol mi nový pohľad na situáciu v spoločnosti a jej aktuálne problémy. Je mimoriadne ťažké prekonať psychické bariéry pri hľadaní zamestnania a prekonať prekážky, ktoré zo sebou prináša doba. Neustále vzdelávanie a posilňovanie svojho „ja“ má podstatný význam pri udržaní zdravej psychickej rovnováhy, čistej mysle, ktorá chráni pred úpadkom do hlbokej depresie a rezignácie so sebou samým. Ja som absolvoval vzdelávanie v Škole doktorán n.o., získal som novú energiu a vedomosti. Nedávno som začal podnikáť, k čomu mi veľmi pomohli aj vedomosti zo školiacich aktivít. Do toho času som bol dlhé roky nezamestnaný.

Tento projekt má obrovský význam v spoločnosti a bolo pre mňa veľmi zaujímavé dozvedieť sa, ako čelia problémom so vzdelávaním dospelých aj iné krajiny ako sú Litva, Nemecko, Belgicko.

Tieto skúsenosti využijem v praxi a budem sa snažiť čo najviac podporovať svojim príkladom i ostatných v mojej komunite. Slovensko je krajina, ktorá potrebuje takéto projekty, prostredníctvom ktorých sa budú neustále vzdelávať a rásť hlavne nezamestnaní z radov tých sociálne najslabších.

Ďakujem za milé a srdečné stretnutie, prostredníctvom ktorého som mohol nazrieť aj do krásnej krajiny a želám všetko dobré všetkým kolegom.

S pozdravom

Project Improving Participation in Adult Education took me a lot and gave me a new insight into the society situation and its current problems. It is extremely difficult to overcome mental barriers in finding employment and overcome the obstacles that the life brings. Continuing education and strengthening “yourself” is essential in maintaining a healthy mental balance,



lucidity, which protects against decay into a deep depression and resignation with himself. I graduated from the Trainings organized by Skola dokoran n.o., I gained a new energy and knowledge. I recently started a business, to which helped me a lot directly the knowledge and experience from training activities. Until that time I was unemployed for many years.

This project has a great importance in society and it was very interesting for me to learn how are facing problems in adult education other countries such as Lithuania, Germany, Belgium.

I will use this experience in practice and I will try as much as possible to support with my example others in my community. Slovakia is a country which needs projects like this, where especially unemployed people from socially weakest environment would learn and grow.

Thank you for your kind and cordial meeting, through which I could look into a beautiful country and I wish all the best to all my colleagues.

Sincerely, Richard Tomko

Bc. Diana Tomková

Bolo mi ct'ou zúčastniť sa na projekte „Participácia vo vzdelávaní dospelých“. V rámci neho sme poukázali na edukačnú realitu v oblasti vzdelávania dospelých v európskych a slovenských podmienkach, predovšetkým nezamestnaných dospelých, ktorí si potrebujú doplniť alebo zmeniť klasifikáciu.

Po veľmi peknej prezentácii projektových manažérov ma zaujala tímová práca, v ktorej som získala informácie z praktických skúseností kolegov z Nemecka, Litvy a Belgicka. Spoločné „zamýšľanie sa“ nad problémom ma posunulo vpred a dalo mi nové vyhliadky do budúcnosti. Projekt má veľký význam pre ľudí, ktorí potrebujú druhú šancu a verím, že je to projekt na správnom mieste. Ja som mamička dvoch malých detí po materskej dovolenke. Absolvovala som vzdelávanie v Škole dokoran n.o. so zameraním na komunikačné zručnosti, prácu s PC a anglický jazyk. Aj vďaka rozhodnutiu ďalej sa vzdelávať, mám teraz novú prácu v materskej škole. Sama viem, že najťažšie na celom procese bolo rozhodnutie ako a kedy začať. V ďalšom pôsobení sa budem zameriavať predovšetkým na oblasť motivácie nezamestnaných ďalej sa vzdelávať, resp. sa rekvalifikovať.

Ďakujem organizátorom, predovšetkým riaditeľke Lorete za čas strávený s nami, pri spoznávaní takej krásnej krajiny ako je Litva a jej hlavné mesto - Vilnius.

Diana Tomková

It was a big honor for me to participate in the project „Improving Participation in Adult Education“. Within the project we pointed out the actual reality of adult education in European and Slovak conditions, especially the situation of unemployed adults who need to supplement or amend the classification.

After a very nice presentation of project managers, impressed me the teamwork, in which I received information from the practical experience of colleagues from Germany, Lithuania and Belgium. Common brainstorming about the problems has gone ahead and gave me a new outlook for the future. The project is of great importance for people who need a second chance and I believe that it is a project in the right place. I'm a mom of two young children after maternity leave. I graduated from the training course organized by Skola dokoran n.o., which focused on communication skills, PC skills and English language. Also I am thankful to the decision to participate at further education. Now I have a new job in a kindergarten. I know that the hardest in the whole process was the decision how and when to start. In further treatment, we will focus primarily on the motivation of the unemployed people for further education. I thank the organizers, especially the director Loreta, who spent a lot of time with us and showed us such a beautiful country like Lithuania and its capital - Vilnius.



Silvia

I do like the way the hosting organization dealt with the preparation of the meeting – no stress, nothing just effective work. My favourite part of the „free time „was the tour around the city guided by Loreta.

At workshop we discussed the psychological barriers in adult education and it made me think not just about the marginal group but also about people around me who fight the same problem. The discussion opened my mind, brought new point of view and also I had opportunity to develop better understanding of this behaviour.

I had never been in Lithuania before and I liked the beauty of the city, the people that were nothing just friendly and the atmosphere that make me feel welcomed and comfortable.

Jozefína

Po čase sme sa opäť stretli vo Vilniuse – realizátori projektu Vzdelávanie dospelých.

Tešila som sa na stretnutie s kolegami a ich nové poznatky v projekte. Najviac ma zaujali kolegovia z Nemecka, ktorí mali bohaté skúsenosti z praxe.

Na Slovensku tento projekt napreduje veľmi pomaličky. Akoby ľudia nemali v projekty dôveru. Je s nimi veľmi ťažká a namáhavá práca.

Vilnius ma prekvapil svojou čistou a kultúrnymi pamiatkami. Ďakujem kolektívu za prekrásne dni strávené v ich krajine a úžasné zorganizovanie stretnutia.

So we met again in Vilnius – connected in project The Adult Education.

I was looking forward to the meeting with our colleges and their new knowledge from the project. One of the most interesting project was the German project that included lots of their practical experiences.

The project in Slovakia progress quite slowly. Sometimes it looks like people in Slovakia do not believe in projects. The work is much harder then.

Vilnius surprised me by its history and cleanness. I am really thankful to the hosing organization for the lovely time that we spend and for great organization of the meeting.

Transnational meeting in Brussels

Jozefína Schmidtová

I was looking forward to visit and see Brussels. I heard a lot about this city. But the truth is that I was disappointed – too much garbage in it.

I saw a few interesting monuments and European parliament and also the botanic garden, no far away from the hotel we stay in. I enjoyed the parks and gardens with the flowers that I love. And the Brussels lace charmed me. It is beautiful.

The meeting took place in very nice surroundings and I enjoyed the team work and dealing with the problems. I hope that this project will be useful for all of us and it will bring new views to our work. We had safe journey home and I was happy to see my family.

Silvia Schmidtová

I was the last meeting of the project and that was the reason why it was a little bit sad time for me. I was looking forward to see all the partners again. We had a lot of opportunities for sharing our experiences, new ideas and experiences. I liked the way meeting was managed, without any kind of stress and rushing to the fast conclusions.



Jana Handzelová

It was again a great experience for me to take part in this meeting and workshops focused on the project topic „Improving participation in adult learning”. I became more familiar with work of EU Warehouse and through group and individual discussions I learned more about the work of other participants.

I appreciate possibility to be involved in this project and meet wonderful people participated in this project.

Thank you, dear Kerstin for creating a nice and supportive atmosphere during our meeting in Brussels, for your personal and highly professional involvement in this project.



VESBE e.V., Germany

Kick-off meeting in Bonn

Individual reflection (Sylvia) – Bonn-meeting, 27-30 November 2013-12-04

As a member of the hosting organization I naturally experienced things differently than the visiting partners did. Martina and I were more concerned with the smooth running of the meeting and with the hope that we would also be able to fulfil the expectations and deliver the necessary outputs.

For these reasons I was quite apprehensive as to what to expect from our new partners. After the first evening in “Anno Tubac” where we all met for the first time, with the exception of Kerstin who I've partnered in other projects, I must say I was really exhausted and feared that the whole meeting could be an exhausting one. The reason? After sitting with the Slovakian partners and ordering the food, I just couldn't imagine how we were going to cope during the meeting, translating-wise when in their group of 4 only one person could speak English. I'm really glad to say that, thanks to Silvia's great translating skills and effort, this worked out extremely well. The only sad thing though is that there was very little opportunity to have personal face to face conversations with all the group members. But who knows maybe by the end of the project there may be some chance of this happening (:

I learned how crucial flexibility and having plan “Bs” play a big role when organizing a meeting like this.

Now that I have got to know our partners and have an idea of their work, I'm really looking forward to visiting them and learning more from their experiences.

Transnational meeting in Slovakia

Sylvia Wohlfarth-Bottermann, VESBE e.V. (Germany)

After a very long and tiring journey and feeling slightly apprehensive about our destination (a 3-hour bus trip from Vienna airport) in northern Slovakia and with no knowledge of the language, I was really relieved to find myself finally settled in a nice and comfortable hotel – the only larger one, I believe in the town. The feeling of comfort was increased when we had our first informal meeting that evening, drinks on the terrace and nice Slovakian food in the hotel's restaurant. It is always great meeting up again with partners whose company you enjoy! What did I learn and what were my feelings during the conference/stay in Slovakia?

Well first, my biggest faux pas was that I forgot to bring a present of something typically German, a gesture which is typical for such events. This embarrassed me although it wasn't something that anybody really noticed or took offence of. I must remember to make up for it at our next transnational meeting in Estonia.



I was very impressed at the very good work our host partner institution carries out, especially at how closely they work together with local companies and the work they do to integrate Roma communities.

It was obvious to see that the group is really consolidating and I realized how important it is to try and have more face-to-face contact, through an in-between mobility or skype etc.

I was very impressed with my colleague, Darya's mastering of the English language taking that she only started an English course a few months back. I only hope we can manage to keep up her progress by speaking English in our working environment which is not easy to do.

I'm very sorry I didn't manage to interview/talk to the two young ladies who attended a part of the meeting as representatives of a very successful AE programme for mothers. The only question I asked was about the acceptance of Roma among the participants of such programmes. The answer was simply "There's no problem of acceptance at all as long as the Roma themselves are willing to participate.

During one of the partner evening meals, I asked a Slovakian partner what was the difference between the people of Slovakia and the Czech Republic (eg. culture, food, religion, language), no difference, was the answer....only in the attitude to work ☺. It's amazing that this is usually given as a differentiation characteristic all over the world.

Thank you dear Slovakian partners for the great organization and hospitality.

Darya Wagner, VESBE e.V. (Germany)

Date	The most important Topics and Activities (for me)	Achieved / Learned	Notes / Difficulties
22.05.2014	<p>Travelling to Ziar nad Hronom</p> <p>Meeting the partners</p> <p>Eating and getting to know Slovakian food and restaurant culture</p>	<p>-Arrival at Ziar nad Hronom -Arrival in hotel</p> <p>Introducing myself and getting to know the partners</p> <p>Got the first impressions about it</p>	<p>A long journey (train Siegburg – Frankfurt + flight Frankfurt – Vienna + bus Vienna – Bratislava + bus Bratislava – Ziar nad Hronom) The information about bus plans was absent. It made me afraid. It is unusual in Germany to travel by bus. We got the information about buses in Bratislava at the bus station. It was helpful for me to speak Russian and Belorussian. I was able to understand the bus driver.</p> <p>The room was clean and bright. The receptionists (on different days) were very courteous.</p> <p>I was afraid, I wouldn't understand anything but I could a little.</p> <p>The staff was very courteous. My dish choice was very good. The Slovakian colleagues helped me – thanks! ☺</p>
23.05.2014	<p>Small exhibition of handmade decorations made by the Slovakian colleague</p> <p>The presentation of the courses for adults (my favorite part of the meeting this day)</p> <p>Brainstorming in groups with regards to cooperation with businesses and NGOs etc.</p>	<p>Getting to know more about the colleague. Understanding and feeling that the people from different countries sometimes have the same values.</p> <p>Getting many concrete ideas about such courses (structure of the course, methods, close working with employers etc.)</p> <p>The problems and needs in different countries are different but the methods are partially similar. And we can learn from each other.</p>	<p>I got a gift (Christmas ball) of what I liked and was very happy.</p> <p>A good and informative presentation!!! Very useful!!!</p> <p>a fruitful working together!</p>



	Taking some drinks in our hotel	getting to know the colleagues better	very important and enjoyable!
24.05.2014	Brainstorming in groups with regards to cooperation with businesses and NGO etc. Part 2 - saying goodbye to the partners!	Immigrants don't stay long in Slovakia. They go later to other countries. It is another kind of immigration with another type of problems and challenges.	a short discussion about why? It was not the topic of this meeting but it was, and it is helpful, now to understand that the project partners have to adapt the ideas from each other of own country. ☹ because we leave ☺ because we go home Thank you, dear colleagues, for the meeting with you!!!
25.05.2014	Leaving at 5 o'clock		We got our breakfast at 4:40 a.m.!!! Thanks!!!!



EU WAREHOUSE, Belgium

Kick-off meeting in Bonn

Kerstin Weertz

What a good start for a European project! A fantastic host and a dedicated transnational group! I have really enjoyed the kick-off meeting in Bonn.

I was very curious to meet the Lithuanian team, as I have been trying for years to have Baltic partners in a European collaboration. And I wouldn't even have stereotypes about Lithuania, which gave room to a lot of new intercultural learning: Lithuanians are obviously very professional and creative and the pass through revolving doors only in teams ☺ ! Our very intercultural Belgian teams also had a couple of intense intercultural exchanges: there was inspired evening a Capella singing in the Beethoven-Hotel and highly addictive behaviour with regards to an automatic shoe-shine machine.

I'm very thankful for the excellent hosting, enabling a good start and enabling to creating a solid work base. I'm also very happy about the fact, that the core of the product idea was well understood, as well the structured and focused frame we will work in.

I'm very much looking forward to work further in this partnership. Thanks a lot again!

G-G ADANLETE, BELGIUM

Une très belle aventure humaine en somme. A great adventure for any sum.

And yet, I almost did not get there. Exceptional traffic that day, racing results, I just missed my train to Bonn. Everything could have ended there for me, but I was so determined to join this beautiful adventure. With valiant heart, nothing is impossible, as they say, so I started the idea of joining my group at all costs and by all means: a real obstacle course.

Bonn finally that night of 11/27/2013. Bonngasse, 17 Hotel Beethoven, my group from Brussels was waiting for me to go to the welcome dinner and join with other groups: a joy. The return to the hotel after dinner was very special. The hotel management had the bright idea to put a shoe shine machine at the entrance. So we waxed our shoes, and to top it off, we decided, in our spirited childlike mood, to give little tribute to the great Beethoven, who was



born in the street where the we were staying, singing all his 9th Symphony from the scores on the wall of the hotel lobby, and this, in a perfect German course ...

Thursday, 11/28 the real work begins. We were obviously there to work and this work was also of exceptional quality. After the greeting and presentation of each participant, the main theme of the seminar was therefore addressed.

Continuing education of adults, this theme was analyzed and developed on all fronts. Personal motivation problems with financial problems through lack of information, lack of confidence, fear of failure, the language barrier for immigrant communities, the lack of technical and financial support during training, poor guidance, fear of risk which should drop a work training, professional uncertainty after training, the bad experiences of the past, the role of governments to name but a few we can say that nothing has been overlooked.

Solution approaches of proposals were made after mixed group work through an open and enriching debate in which each participant brought yet more other ideas that can further inform the discussion.

I mentioned above the quality of work done, but also I want to state that the atmosphere was a great one to learn. The group leaders and facilitators of the debate were able to put everyone at ease and there was not one minute of boredom. We took pleasure in work.

Other highlights of the day, after the lunch and the visit of the youth training workshop for (young) people with difficulties was the House of History Museum in Bonn, a visit rich in emotion. The history of the war in Europe beautifully told by a charming guide which takes you through time and makes you relive another way this painful period experienced by Europe at some point. The countless photos and other objects in the museum are here to remind you.

Friday, 11.28, closing day seminar. Conclusion of the work done. Each participant was very glad about the very good atmosphere. This is the great brotherhood of all participants. Belgium, Germany, Slovakia, Lithuania:

My thanks to these few lines to all the organizers of this event, and especially our hosts for their hospitality. Three days together were like three months together in joy and good humor. A beautiful human adventure in all.

Amagan KOUEVI, Belgian team

From 27 to 29 November 2013, four participating groups met in Bonn, Germany to build together a project to improve participation in adult education. There were delegation from Germany, Lithuania, Slovakia and Belgium.

In Bonn; we began to identify the causes of the non-participation that depend on several factors.

Participation is the result of a cost-benefit analysis, economic or cultural. It should also be noted that the individual manifests behaviors that are sometimes the resulting of two variables: the subjective attitude and social pressure (the entourage, all family mechanisms).

In the runtime participation is conceived as a competing activity with others, this is explained through such variables as environment; social roles, personality, intellectual capacity, the information available.

Barriers are to be found in three other courses:

- How the individual manages his time
- What are the training offers
- How does the adult perceives education and what is its educational identity?

For a change in the experience of the individual, his/her willingness to engage in a liberating process of building new interpretations is an asset to guide his/her future actions.



We conducted a brainstorming which allowed us to list the key points of the different kinds of barriers: either social, financial or psychological.

Psychologists and physical barriers:

I'm going back in English to be a little to my original note taking at meetings since everything happened in English:

- lack of awareness of the meaning of learning
- fear of committal
- lack of self-reflection
- distance to learning environment
- lack of persistence
- over-education
- quality of offers = mismatch of expectations.
- social benefits depending on mandatory learning
- leads to resistance
- certificate of theoretical contents and mandatory

Social Reasons

- Fear to start
- lack of access to information
- lack of confidence
- don't believe in their value of learning
- no technical support
- bad experience
- no time, difficulties in prioritizing
- -Fear to be disappointed
- lack of information on available offers
- lack of losing the bread winning while running the course

All these barriers highlight the many different explanations of participation - sometimes prioritizing structural barriers, such as lack of time or training costs, sometimes individual factors such confidence in his abilities or the perceived need for training.

But still, the reasons for participation, such as improving someones capabilities or career goals, are often different reasons of non-participation as such.

Many also emphasize the different intra-groups, especially among non-participants.

In summary, the decision to participate is the result of multiple factors, economic, psychological and social.

Medoune Diop, Belgium team

From the 27-29th November we met at Vesbe in the framework of the IPAE adult education project, with partners from Slovenia and Lithuania. After presentations from all the partners we diagnosed various difficulties associated with attending classes for adults. So e.g. the family situation and its constraints as well as well as the weakness of the amounts allocated to allowances was mentioned many times in the discussions. These are among other the reasons why many students drop out half way, as they can't really concentrate on their studies. Difficulties are also related to their choice of profession, some don't have too much freedom to choose the profession that they wish to learn and they sometimes have the impression of being compelled or forced to undergo training although the job prospects are almost zero. Speaking of solutions, it was emphasized that communication and listening are essential to accomplish our mission.

We visited some of VESBE's training classes, e.g. the aesthetics and hair department training center for girls and for technical training.

VESBE can be very proud of their quality work and their good understanding of the approach to be taken to reintegrate these young people into working life.

Thank you for the perfect organization and also for the visit to the museums.



Transnational meeting in Slovakia

Kerstin Weertz

The meeting in Slovakia was fantastic. I really appreciated the warm welcome, the hospitality and the taking care of our well-being. I don't know how to describe this well, but it always has the feeling the contact is much more respectful than I'm used to in other settings. I enjoyed the real good care. The moderation was done so well and with so much care and the information and sharing of best practice was very insightful and well prepared. It was also great that we had local participants, who joined us.

Thanks again to the nice ladies from Ziar who had prepared a wonderful and "real" Slovakian meal for us. Josefina made great efforts to keep us happy and not hungry! In this mixture of being taken care of and having a solid work structure European work can really grow. We had, or, we created ourselves the opportunity to get to know each other in a very unforced manner. I think the impact on work is substantial, because we became much more able to understand the backgrounds and motives of the others better and we became more confident to ask questions. It was also great that we got a first edition print of a Slovakian Euro coin – what a nice idea from the Slovakian team and how thoughtful!

At the occasion of dinner the discussion about the differences between the Czech Republic and Slovakia came up – and to a great deal it reminded me of the Belgian "situation" ... it is just always fascinating to me how impressions / attitudes / approaches can change depending on from which level you look at it; but then again, the meta-level IS still one of my big favorites! For me personally it was a great pleasure to meet Eva Koncokova again, who is very dear to me and who has opened my eyes to many aspects in the field. The meeting gave us the chance to talk again about her work and plans and I hope that I can take one (or more) leaves out of her book.

The team spirit has grown and we work very well, intense and at quite a fast pace. I'm also very happy, that we manage to work really together and that the group is owning the process and the project results. In opposite to many other meetings in my work-life this again was rather a meeting that has refreshed instead of tired me at the end of the day.

It is great that we also managed a step to owning the results we are producing more by transfer a choice of the work results in our organizational interest sphere(s). I'm really proud of that result, and it might be the way to "useful" sustaining of the work.

Personally I'm very happy to have gotten so much positive reviews for the projects management again!

So, looking very much forward to continue this adventure ...

G-G ADANLETE, BELGIUM

Again, as part of the European program on education of vulnerable and marginalized adult, we met again, after the Bonn, in Ziar Nad Hronom with the partners.

After a brief welcome speech of our Slovak hosts and introduction of Kerstin Weertz of EU Warehouse, we were treated to a presentation by each group leader of the report of the preparatory work on this important subject that is the Adult Education here in Europe.

Work groups were formed to develop and establish the different barriers that are problematic in this context.

Different points which were raised, especially on psychological barriers which can be main obstacles to people concerned.

The lack of confidence and the looks/judgements of other people are another important point which leads to a lack of motivation - we can find that back in the community of travelling people.



I do not will conclude this report without mentioning the unprecedented welcome we have reserved our Slovak hosts whose dedication and perfect organization made this event completely successful. Si vous me passer l'expression, je dirai tout simplement qu'ils se sont coupés en quatre pour nous.

My specific thanks goes to Joséphine, who was our disposal and made this stay a pleasant one.

The atmosphere at the meeting was very pleasant and, if you give love to others and moments of joy, I think it is necessary to point this out too. And this is also Europe in my opinion.

Transnational meeting in Lithuania

Medoune Diop, Belgium team

Vilnius, a town rich of history, greeted us with all its charm and softness in the context of the European meeting on training and education.

Each time I visit this part of Europe, I can't think of the history of Russia. My first observation coming to my mind was, that this is a country which is in the phase of constructing itself. We saw very charming places and beautiful landscapes. I also enjoyed our dinner out, which was a very charming place with its beautiful landscape.

I was really impressed by the meeting and the wonderful organization efforts of our hosts as well as their kindness, which made us feel welcome and at home.

The presentations and also the group work were a great learning experience, working in a group with so many different levels of expertise to share. The topic has strong policy connections, but touches on the other hand so many parts of "real lives", that it is easy to relate and share and important to learn and benefit from the others. I'm very grateful for the possibilities of self-reflection made possible and thank you to everybody for the great collaboration.

G-G ADANLETE, BELGIUM

In the framework of our project we met again in Vilnius, at the hotel Amberton.

After the warm welcome address by the Lithuanian group receiving us, a program was proposed to see how we can look and provide together solutions to this problem of adult participation in education in Europe.

Besides the type of population directly affected by this problem we tried to identify the unemployed, migrants, single women with children and other problems often encountered in this area have also mobilized our attention.

The various psychological, structural and personal barriers that curb the motivation and commitment involved in this kind of program are the main themes developed in order to find a solution approach to this problem.

- Lack of self confidence
- Lack of support of all kinds: financial, family and others.
- The lack of determination
- Fear of what other's think
- Fear of the future after such a commitment
- Family problems of all kinds
- Health personnel issues
- Drug Problems and other addictions

These problems listed above, to name a few, have led us to suggest more involvement of the state, associations and other affiliated organizations to provide direct or indirect responses to this phenomenon.



This meeting took place in a very friendly atmosphere, obviously on behalf of our Lithuanian hosts who brilliantly managed to organize this event, which will also remain engraved in our memories. The tour of the city and a few unusual places nearby, added to excellence of good food, made us stay a very pleasant one that marked me a lot personally.

I believe in my humble opinion that we all left with joy in the heart, and that I think this part of the Europe we want to provide our fellow citizens.

Kerstin Weertz

The Vilnius meeting was a real milestone. I was impressed by the fantastic organization of the meeting, combined with the organization of a public seminar at the Amberton hotel in the city centre of Vilnius by our host. Everything was planned in detail and executed smoothly. The programme was so rich and offered so much complementing content for our project. I'm still feeling grateful for this high level European cooperation and enabling of a fruitful debate!

But, also the hospitality and everything what helps to makes team work together well was so nicely chosen and presented. I'm feeling very thankful for these glimpses inside other countries which are far off from the touristic trail, because one can ask questions and share observations. I really loved the stay in Vilnius and the work we did together. Loreta and Agne, again, thank you so much for your wonderful work and for sharing the Lithuanian way with us!

Transnational meeting in Brussels

Kerstin Weertz

All good things come to an end – how quickly two years can end! I felt on one hand very motivated to conduct the meeting, but on the other hand also a bit sad that our joint adventure would end here with regards to IPAE, as it has been such a well-running project.

I was very curious to see how the discussions on the “access and choice” topic would land, which I had based on the book of Sheena Iyengar, which has been one of the main inspirations to start the project.

And it was also very positive for me to see, that the connection to the European level worked out. This can be, e.g. on the occasion of presentations etc., be very frustrating, if the participants can't relate to rather abstract inputs, because they have nothing to do with their (work) reality. But I felt this was different here, as the national and European interests/works match in this case.

G-G ADANLETE, BELGIUM

I was very much looking forward to the meeting and enjoyed to work together again with the colleagues I got so much used to over the two years. It is a bit sad that this is the end, I have really profited from this opportunity to work in a European project. I understood better, why there is something like “European work”. Thank you to the coordinator for the participation and thank you to the group for the very nice atmosphere while working together. My courage to speak in English is still very surprising to me and I take a lot of experiences and nice memories with me. Thank you to everybody and hope to see you all again!

Medoune Diop, Belgium team

The participation topic was very interesting for me throughout the project and I have been profiting very much as a person from all the inputs and discussions. The aspect of “choice” was very touching, I have never realized how choice can be “managed” and which factors can influence it. I think this can be a very important asset to integrate into training(s).

Well, it is sad that the project ends here, thank you very much to everybody and all the best!

