

Global Citizens

Empowering Employability and Boosting Inclusion of Women with Disadvantages

A2. Trainings with adults

Outline of the Course

Global Citizens

About the Project

The Global Citizens is an Erasmus Project in the field of Adult Education with the aim of helping disadvantaged women especially migrant women in DE and TR (as well as at EU level) in developing their Global Competencies(GC) which is defined as; a multi-dimensional construct that requires a combination of knowledge, skills, attitudes and values successfully applied to global issues or intercultural situations.

Global Competencies are proven to contribute to;

- Social inclusion of people: GC help people to develop the capacity to analyse and understand global and intercultural issues which results in better understanding of others and better expressing of themselves and thus smooth inclusion of individuals to the society they are living.
- Empowering the employment of people: GC help individuals to be more competitive in the job market by providing them with the skills and knowledge needed to succeed in a globalized world. Employers increasingly value these competencies and seek to hire individuals with a diverse skill set and a global mindset.

Overview of the Activity

This activity of the project is the first step piloting courses with women in partner countries. In this activity of the project, we will be providing trainings to the adults as piloting and dissemination. This will be the first face-to-face training activity for the project but the partnership will continue to provide face-to-face trainings to their trainers. This will give us the chance to directly reach and train the adults as piloting and gather feedbacks on training content from trainers and trainees.

The participants will be introduced to the learning portal and we will look for chances to update it according to their feedback. The partnership has all necessary equipment, regulations and staff to provide this training after this first step training which means that we will be continuing the trainings in our premises to adults freely after the project ends.

Target Group of the Activity

The adult trainers and professionals of partner organizations that are working with adults will be taking part in the creation of the training materials for the disadvantaged women. The main beneficiaries of this activity will be disadvantaged women. Especially the ones suffering from social or economic difficulties due to their cultural or ethical backgrounds. All partner organization in the Global Citizens Project has connections with the target group and already are currently providing trainings to these groups. Besides, they have adult trainers and professionals in their premises.

Content of the Training Activity

Institutions that are partners of the project have completed the "Training Content for Adults" within the scope of A1. The contents of the "Training Module for Adults Women" consisting of 11 modules that were prepared in English and translated into the languages of the partner countries (German and Turkish). The training content, a short summary of which is in the list below, will be used in the trainings in this activity.

(U1) Why does global competence matter?

- (U2) Examine issues of local, global and cultural significance
- (U3) Recognise perspectives and world views of others
- (U4) Communicate ideas effectively across cultures
- (U5) Take action for active citizenship and sustainable development
- (U6) Intercultural communication
- (U7) Global citizenship
- (U8) Cultural competence
- (U9) Critical thinking
- (U10) Adaptability
- (U11) Emotional intelligence

Duration of Training Activity

The trainer from the project teams will provide the training to the adults for around 3 days (suggested total 17 hours)

Number of Participants

The partnership aims at training 36 adults in this step. Each partner will reach at least 12 participants.

Training Programme

The training program will be planned as approximately 17 hours. The number of training hours and days can be planned by the partner institution. Below is a sample implementation schedule and programme. The target time is to reach 17 hours in total, regardless of the number of days.

Day 1: Morning Session; Foundations of Global Competence

Topics:

U1: Why does global competence matter?

U2: Examine issues of local, global, and cultural significance.

Time	Activity	Description
	Welcome & Icebreaker “Cultural Snapshot”	Share one unique thing about your culture.
	Intro to Global Competence (U1)	Short story: Women succeeding through global competence.
	Activity: Global Connections Web (U1)	Use string to connect participants' shared experiences (e.g., food, family, climate).
	Intro to Local & Global Issues (U2)	Present visuals of local vs. global challenges.

	Activity: Collage of Local & Global Issues (U2)	Work in groups to create issue-based collages. Discuss similarities.
	Reflection & Closing of Morning Session	Discuss: "What one action can I take to address an issue?"

Day 1: Afternoon Session; Foundations of Global Competence

Topics:

U3: Recognize perspectives and worldviews of others.

U4: Communicate ideas effectively across cultures.

Time	Activity	Description
	Icebreaker	"What's Your Perspective?": Answer fun "either-or" questions.
	Intro to Perspectives (U3)	Discuss how upbringing shapes worldviews.
	Activity: Empathy Mapping (U3)	Map emotions of someone from a different culture or experience.
	Intro to Intercultural Communication (U4)	Discuss cultural norms and communication styles
	Activity: Role-Play Intercultural Scenarios (U4)	Participants act out culturally sensitive scenarios and discuss.
	Reflection & Closing	Share key takeaways about cultural communication.

Day 2: Morning Session; Citizenship & Cultural Competence

Topics:

U5: Take action for active citizenship and sustainable development.

U6: Intercultural communication.

Time	Activity	Description
	Icebreaker: "What's Your Cause?"	Share one cause participants care about and why.
	Intro to Active Citizenship (U5)	Discuss examples of impactful community actions.
	Activity: Community Action Plan (U5)	In small groups, design a plan to address a local issue.
	Intro to Intercultural Communication (U6)	Role-play cultural communication scenarios.
	Activity: Decode Non-Verbal Communication (U6)	Practice interpreting non-verbal cues from different cultures.
	Reflection & Closing	Discuss: "What did I learn about working across cultures?"

Day 2: Afternoon Session; Citizenship & Building Cultural Competence

U7: Global citizenship.

U8: Cultural competence.

Time	Activity	Description
	Icebreaker: “Around the World in 10 Minutes”	Share interesting traditions or stories from different cultures.
	Intro to Global citizenship (U7)	Give examples of famous people who affects participants life.
	Intro to Cultural Competence (U8)	Intro to Cultural Competence (U8)
	Activity: Cultural Artifact Showcase (U8)	Participants bring and explain an artifact or item from their culture.

Day 3: Morning Session; Critical Thinking, Adaptability.

U9: Critical thinking.

U10: Adaptability.

Time	Activity	Description
	Intro to Critical Thinking (U9)	Teach the basics of questioning assumptions and evaluating information.
	Activity: Spot the Bias (U9)	Analyze media articles or ads for cultural biases or stereotypes.
	Reflection & Closing	Share: “How will I practice critical thinking in daily life?”
	Icebreaker: “Adapting on the Fly”	Participants share stories of adapting to unexpected situations.
	Intro to Adaptability (U10)	Discuss examples of resilient individuals and organizations.
	Activity: Improvisation Challenge (U10)	Solve a surprise scenario in small groups (e.g., organize an event in 10 minutes).

Day 3: Afternoon Session; Emotional Intelligence

U11: Emotional intelligence.

Time	Activity	Description
	Intro to Emotional Intelligence (U11)	Teach self-awareness and empathy with examples.
	Activity: Active Listening Practice (U11)	Pair up to share personal experiences, practicing listening without interruption.
	Final Reflection & Closing	Discuss: “How will these skills impact my personal and professional life?”

Expected Results

- Increased global competencies of the participating women
- Increased skills in digital media literacy
- Developed women in terms of employability and social inclusion
- Better cross-cultural sensitivity and adaptability for women
- Boosted Communication in an effective way in another language and/or cross-culturally
- Better comprehension on international dimensions
- Developed diverse and knowledgeable worldview
- Experienced adult trainers in the premises of partner organizations
- Institutionalized training content
- Well-developed trainers and project coordinators (and workers) of the partnership

Suggested Methodology

1. Key Principles of the Methodology

Safe Space: Create a non-judgmental environment for open discussion.

Participatory Approach: Use interactive activities to encourage contributions and peer learning.

Practical Application: Relate the concepts to participants' daily lives and contexts.

Empowerment Focus: Encourage self-reflection and confidence-building.

Cultural Sensitivity: Respect and celebrate diversity in the room.

2. Training Framework

- Session Structure (3-4 hours per session)
- Welcome & Icebreaker (15-20 minutes)

Start with culturally inclusive activities to build rapport and set the tone for the session.

Example: "Two Truths and a Dream" (share two facts and one aspiration).

- Introduction to the Topic (20-30 minutes)

Present key concepts through storytelling or visuals.

Example: For U1, share a relatable story showing the impact of global competence in someone's life.

- Interactive Activity (45-60 minutes)

Use group work, role-play, or problem-solving tasks related to the topic.

Examples:

U2 (Examine Issues): Create a collage of local/global challenges (e.g., climate change, social inequality).

U7 (Global Citizenship): Map participants' cultural heritage and discuss global interconnections.

- Group Discussion & Reflection (30 minutes)

Facilitate sharing of experiences and ideas.

Use prompts like: “What surprised you?” or “How can this apply to your life?”

- Skill-Building Activity (45-60 minutes)

Focus on practical exercises to apply the skill.

Examples:

U6 (Intercultural Communication): Practice greeting customs or role-play resolving cultural misunderstandings.

U10 (Adaptability): Create a mock scenario where participants adapt to a new situation.

- Closing & Action Planning (15-20 minutes)

Summarize key takeaways and encourage action steps.

Example: Create a personal pledge or group project to address a local issue (U5).

3. Suggested Activities for Each Unit

U1 (Global Competence): Case studies of women navigating global opportunities.

U2 (Issues of Significance): Group debate on pressing local vs. global issues.

U3 (Perspectives): Empathy mapping to understand others' worldviews.

U4 (Communication): Multicultural storytelling circle with shared experiences.

U5 (Active Citizenship): Design a local community action plan.

U6 (Intercultural Communication): Non-verbal communication exercises.

U7 (Global Citizenship): “World Café” discussions on shared responsibilities.

U8 (Cultural Competence): Cultural exchange showcase (foods, traditions, artifacts).

U9 (Critical Thinking): Problem-solving scenarios (e.g., fake news detection).

U10 (Adaptability): “Surprise element” challenges requiring quick thinking.

U11 (Emotional Intelligence): Guided mindfulness or active listening exercises.

4. Evaluation Methods

Formative Evaluation:

Quick feedback sessions after activities (e.g., “What did you learn today?”).

Summative Evaluation:

Self-assessment forms or small group presentations summarizing key learnings.

Would you like a detailed schedule or specific resources for any of these activities?

Detailed Sample Activities for Units 1-3 and sample final activity

U1: Why Does Global Competence Matter?

Activity: Global Connections Web

- Objective: Help participants see shared global connections.
- Materials: Ball of yarn or string, printed icons (food, family, climate, etc.).
- Steps:
 - Form a circle.
 - Each participant shares a connection (e.g., “My culture values family”).
 - If another participant resonates, they catch the string and share their connection.
 - Continue until a web is formed, showing interconnectedness.
- Debrief: Discuss how global competence can strengthen these connections.

U2: Examine Issues of Local, Global, and Cultural Significance

Activity: Collage of Local & Global Issues

- Objective: Explore similarities and differences between local and global challenges.
- Materials: Magazines, scissors, glue, large paper sheets.
- Steps:
 - Split into small groups. Assign each group a theme (e.g., environment, poverty).
 - Use magazines to find images representing local and global challenges.
 - Create a collage and present it to the group.

- Debrief: Discuss commonalities and potential solutions.

U3: Recognize Perspectives and Worldviews of Others

Activity: Empathy Mapping

- Objective: Build awareness of others' emotions and perspectives.
- Materials: Empathy map template (What they see, hear, feel, and say).
- Steps:
 - Each group selects a cultural perspective to analyze (e.g., migrant women).
 - Fill out the empathy map based on research or shared knowledge.
 - Discuss as a group: "How does this help us understand their worldview?"
- Debrief: Relate findings to personal experiences.

Final Activity: Personal Global Citizenship Charter

Objective:

Empower participants to summarize their learning and commit to actions for global competence, intercultural understanding, and active citizenship.

Materials Needed:

- Large sheets of paper or card stock
- Colored markers, pens, or pencils
- Stickers or decorative items (optional)
- A globe or world map for inspiration

Steps:

1. Reflection (20 minutes):
 - Facilitate a group discussion:
 - "What have you learned from this training?"
 - "What does being a global citizen mean to you?"
 - "What actions can you take in your community or personal life to embody these values?"

2. Charter Creation (30 minutes):

- Each participant creates a Personal Global Citizenship Charter with three sections:
 - My Values: Reflecting key principles they value (e.g., empathy, sustainability).
 - My Actions: Specific actions they commit to (e.g., volunteering, reducing waste, supporting cultural exchange).
 - My Vision: A statement or drawing symbolizing their role in the world.
- Encourage creativity, using colors and symbols that resonate with their identity.

3. Charter Sharing (30 minutes):

- Each participant presents their charter to the group, explaining their values, actions, and vision.
- Encourage positive feedback and recognition from peers.

4. Group Photo & Pledge (10 minutes):

- Take a group photo with the charters and make a collective pledge:
“We commit to being compassionate, informed, and proactive global citizens.”

Outcome:

Participants leave with a tangible and personal reminder of their commitment to global competence and action, fostering a sense of ownership and empowerment.