

Training Framework

The training framework consists of:

- First half day workshop
- Period of self directed study and optional mentoring
- Second half day workshop

1. First Half Day Workshop

The purpose of the first workshop is to introduce and explain intercultural skills and the counselling model.

Activities

- Introduction and ice-breaker exercises
- Presentation of the model and the national context
- What are intercultural skills? Presentation and participatory exercises
- Cultural Stereotypes. Participatory exercises
- Interaction. Exercises looking at communication
- Case studies. Discussions of case studies based on real events
- Simplified Language. Presentation and role play exercises and some written examples to discuss in groups

CIVET partners trialled some common materials and those that worked well are included in this section. During the trial period, we also produced some materials relevant to our own country which are also included here. There will not be time to use them all. You can choose the ones that work best for you.

2. Period of Self Directed Study

Following the first workshop, participants have a period of time to reflect on the workshop content and try out some of the things they have learnt. This period can be anything from 6 weeks to 3 months. When we tested the model, we found no difference in outcomes using different time periods.

Participants are presented with a range of activities to try in this period. They may choose to do more reading or research or to observe experienced colleagues or be observed themselves. They may want to try out some of the techniques or materials presented in the first workshop. They may want to discuss their own practice or experience with colleagues or a mentor. Mentors are knowledgeable and experienced colleagues who can offer constructive feedback and help participants to look critically at their own practice and try new things to improve it. Participants should be encouraged to write down their experiences in this period and, if appropriate, share them in the second workshop.

3. Second Half Day Workshop

The purpose of the second workshop is to bring participants together to share their experiences and to build on what was learnt in the first workshop. It is also a chance to do more work on areas the group are interested in or feel they need more work on.

Activities

- Learning from experience. Students bring situations from their self directed study to discuss and role play. Materials from the Guide are also used to ensure coverage of a broad range of situations
- The Counselling Model. Discussion of use of the counselling model and how it can be developed in practice
- Simplified Language. More role play exercises and written examples for participants to work on, some from their own experience.
- Best practice. What we have learned that we will use in future practice. Where we can find more help and information.
- Information for teachers and trainers. What information we might need to know to help students and trainees coming from abroad. For example, information about work visas or routes into particular jobs.
- Each country also included sessions that were relevant to their own situation in this workshop.

4. Running Your Own Workshops

This is just an outline of how the model works. If you would like to know more about how the workshops were delivered, please contact us. Contact details are on the introductory page.