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COMPASS  
**Training of Trainers in Human Rights Education**  
(TOTHRE 2023)

Initial e-learning modules from May to September 2023

Residential 9-day seminar **24 September - 2 October 2023**  
**European Youth Centre Budapest**

Follow-up activities, including e-learning (October-December 2023)

**Call for Participants**

Deadline to apply **31 January 2023**

## BACKGROUND

The Human Rights Education Youth Programme of the Youth Department of the Council of Europe was introduced to support the mainstreaming of human rights education in youth work and youth policy. Within this programme a manual on human rights education with young people, the [COMPASS](#) manual was first published in 2002 and fully revised in 2012. The work on human rights education of the Youth Department touches on the essence of the Council of Europe in promoting a culture of human rights in Europe. With the adoption of the [Charter on Education for Democratic Citizenship and Human Rights Education](#) in 2010, emphasis is given to the role of member states of the Council of Europe in making human rights education a reality for every person in Europe and the importance of quality education to promote human rights, democracy and rule of law, the core values of the institution. The Charter provides the basis for advancing human rights education at local and regional level by defining objectives and principles applying to policy, legislation and practice.

The work of the Youth Department of the Council of Europe, especially the COMPASS manual, provides youth organisations, youth leaders and young people throughout Europe with tools that could help them in their projects and activities relating to human rights and human rights education.

The Human Rights Education Youth Programme is included in the Youth for Democracy programme and it plays a central role in the [2030 Strategy of the youth sector](#). It safeguards its key features:

- Dissemination and update of the educational resources for human rights education
- Advocacy for the inclusion of human rights education and recognition of the role of non-formal learning therein
- Renewing the informal networks of trainers and multipliers and supporting the qualitative development of training for human rights education
- Supporting key national activities for training of trainers, multipliers and advocates for human rights education – the programme of national and regional training courses for human rights education with young people.

Within the programme, the course Training of Trainers in Human Rights Education (TOTHRE) occupies a central place. It prepares trainers with the aim to multiply the Human Rights Education approaches and standards at local, national and international level. Furthermore, it supports the quality and sustainability of training activities for human rights education at national level.

## TOTHRE 2023

The 2023 edition of TOTHRE will be held between May and December. It will build on the experiences with human rights education of the past years and incorporate the conclusions and recommendations of the [3<sup>rd</sup> review of the Council of Europe Charter on Education for Democratic Citizenship and Human Rights Education](#) and of the [Forum on Citizenship and Human Rights Education](#).

The training process will consist of three phases:

1. An initial e-learning phase (May-September 2023)

2. A residential 9-day training course to be held at the European Youth Centre Budapest from 24 September to 2 October 2023.
3. Follow-up activities, including e-learning (October-December 2023)

## **Aims and Objectives**

This training course will develop the competences of participants to act as trainers or multipliers for human rights education in the context of regional, national or local training courses organised by partner organisations making use of COMPASS and supporting the implementation of the Council of Europe Charter on Education for Democratic Citizenship and Human Rights Education.

## **Objectives**

1. To strengthen participants' understanding of key concepts of human rights education with young people.
2. To review and address the essential competences, skills and attitudes for trainers working with human rights education in non-formal learning settings.
3. To familiarise participants with the approaches and activities of Compass (the manual on human rights education with young people) and with how to best use it and adapt it to local contexts and realities.
4. To analyse current developments and new trends in human rights education, including online learning and activism, throughout Europe.
5. To motivate and enable the participants to actively use information and communication technology as part of their own learning and in their human rights education activities.
6. To associate the participants and their organisations with the priorities of the Youth Department of the Council of Europe related to human rights education and to the implementation of the United Nations World Programme on Human Rights Education.
7. To contribute to the development of networks of trainers on human rights education with young people and to the mainstreaming of human rights education in youth work and non-formal learning.

## **Competences to be developed through the course**

The course contents and methodology are designed so that the participants will be able to develop (or begin developing) core competences for trainers in human rights education with young people. The list of competences below will be the reference for planning and monitoring learning in the course:

1. Knowledge of major instruments for the protection and promotion of human rights and the ability to connect them with the lives of young people;
2. The capacity to converse and to facilitate conversations on global and contemporary human rights threats and challenges;
3. The ability to introduce human rights education as an educational concept in an autonomous and credible way;
4. Awareness about human rights violations and abuses at both global and local level, and the ability to act upon them using human rights education;
5. Knowledge about the relevant programmes and instruments of the Council of Europe for youth and human rights education and ability to connect with global initiatives such

- as the Sustainable Development Goals and the World Programme on Human Rights Education;
6. Critical thinking skills and the ability to create multiple perspectives on contemporary human rights issues and dilemmas;
  7. The capacity to recognise and address the values and ethical norms underlying human rights education;
  8. The capacity to be an advocate for human rights education and to liaise with stakeholders concerned with the promotion of human rights education at a regional, national and local level.
  9. Intercultural learning competences, including empathy, tolerance of ambiguity, and distance to social roles in training situations;
  10. The ability to use COMPASS including the adaptation of its activities taking into consideration local realities, social contexts and the needs of target groups;
  11. The ability to constructively deal with conflict in the context of human rights education activities;
  12. The capacity to develop and manage human rights education activities following the quality standards for education and training activities of the Youth Department of the Council of Europe;
  13. Practice in and awareness of the use of information and communication technology in training and the related human rights issues;
  14. Understanding key principles of non-formal education and their application in human rights education;
  15. Knowledge and understanding of different approaches to learning;
  16. The capacity to assess and evaluate the results of human rights education activities and programmes;
  17. The ability to work co-operatively;
  18. The capacity to design and deliver human rights education activities;
  19. The ability to facilitate learning processes in non-formal education based on Compass
  20. The ability to recognise and translate human rights value framework into personal, social and professional actions;
  21. The ability to plan own learning.

## **Methodology and Structure of the course**

The course is designed to give participants the opportunity to experience and reflect upon activities and concepts central to human rights education based on experiential learning approaches. It is also designed as a mutual learning situation, where participants can compare their approaches to training and to human rights education across Europe in a dialogical intercultural approach and environment. Contributions from experts in the field of human rights will establish a theoretical framework and a common reference point for learning and communication, and there will be opportunities learn by using COMPASS. The course is also built around the expectation that participants will put in practice their learning by developing and implementing a human rights education project throughout the course. The e-learning and follow-up phases are a full part of the course structure and approach, even if the training seminar at the European Youth Centre Budapest remains the most important and visible phase.

### **Phase 1 – E-learning – Preparing and developing a common knowledge basis (May-September 2023)**

This phase will support participants to acquire core knowledge on human rights and human rights education which will be further addressed in the residential seminar. This phase includes also work with self-assessment of competences and personal learning planning. Full participation in this phase is a pre-condition to be invited for the residential seminar.

## Phase 2 – The residential training seminar (24 September - 2 October 2023)

The seminar is an important moment for learning and skills developments within the training: the trainers and participants work together face-to-face in an intercultural environment where intensive group work supports individual learning. Participants will experience and explore activities and approaches from Compass as a starting point for learning further about training and human rights education. The seminar will finish with the finalisation of the planning of the human rights education projects to be implemented by the participants after the course. The seminar will take into account the evaluation of phase 1 and set the individualised learning objectives for phase 3.

## Phase 3 – Follow-up (October-December 2023)

This phase will consolidate learning of participants through their follow-up projects and activities, supported by the network of participants and trainers. Some new learning units will be proposed based on individual needs and priorities of participants.

## Profile of participants

The course is designed for participants who are:

- trainers or facilitators in non-formal education, especially within youth organisations and associations, in youth work activities and in other NGOs concerned with human rights education;
- teacher trainers with a multiplying role within formal education systems interested in introducing non-formal learning methodologies in their activities on HRE;
- Youth workers, human rights activists, volunteers experienced in and intending to function as trainers and advocates for human rights education.

All participants must also:

- be able to work in English
- be aged between 18-30 years old, exceptions can be made if justified
- be resident of one of the countries state parties to the [European Cultural Convention](#); in exceptional cases some participants from other continents may also be invited
- be supported by a youth organisation or institution within which they can act as multipliers of HRE
- already have experience in working as trainers or facilitators with young people
- be able and committed to act as multipliers or trainers in HRE as a result of the course
- be motivated to develop their competences in human rights education and to share their experiences with other participants
- be committed to attend for the full duration of the course, including the preparatory and follow-up phases (approximately 2 hours per week during Phases 1 and 3)
- be interested and able to develop and implement human rights education training project with young people. All participants in the training course are expected to implement HRE projects or programmes, such as national training courses in human rights education, translation and dissemination of Compass, advocacy projects on human rights education or others.

The Council of Europe welcomes applications from all candidates who fulfil the specific profile of the activities, irrespective of gender, disability, marital or parental status, racial, ethnic or social origin, colour, religion, belief or sexual orientation.

## Application, procedure and selection of participants

All candidates must apply on-line at <http://youthapplications.coe.int> Applications must be accompanied by a letter of support from their sending organisation/institution, to be uploaded on the platform. This letter should clearly state why the organisation thinks the candidate is suitable for the course; how their participation will benefit the organisation and that it is ready to support the applicant in the organisation of the human rights education project or activity. In case of several applicants from the same organisation, the support letter should indicate the priority of the applicants.

The Council of Europe will select up to 35 participants on the basis of the profile outlined above. It will try as far as possible to respect the organisations' priorities, but also to ensure a balance between genders, geographical regions, different types of experiences, cultural backgrounds and organisations, institutions and projects. A waiting list may be established. Candidates will be informed whether their application has been accepted or rejected, and if they have been put on the waiting list, by 1 March 2023.

The full application form including the support letter from sending organisation must be submitted on-line with the support letters **before 23:59 (CET), 31 January 2023**.

## Financial and practical conditions of participation

### Travel expenses

Travel expenses and visa fees for the training seminar in Budapest will be reimbursed according to the rules of the Council of Europe. Only the participants who attend the entire training seminar can be reimbursed.

### Accommodation

Board and lodging for the residential training seminar will be provided and paid for by the Council of Europe at the European Youth Centre Budapest. The European Youth Centres are accessible to people with disabilities and can take measures to accommodate for any access needs of participants in this respect. Please provide the necessary information in your application form.

### Enrolment fee

An enrolment fee of **60 Euros** is payable by each participant. This amount will be deducted from the amount to be reimbursed for travel expenses or paid at the EYCB during the residential seminar.

### Working languages

English will be the working language of the training course, both for e-learning and the residential training seminar. Participants are required to be able to express themselves autonomously in English.

## Further information

For any questions, please don't hesitate to reach out to the Youth Department of the Council of Europe at [eyc.programme@coe.int](mailto:eyc.programme@coe.int)

**The deadline for applications is 31 January 2023, 23:59 CET**  
<http://youthapplications.coe.int>