

Mentor for professional activities: Prof. Antonella Tarditi

Erasmus Trainee: Lior Melloul

Host Institute: Università Popolare Anidra - Borzonasca (GE), Italy

Period: from the 1st of July

Number of Hours: 183 (92h Professional Activities; 56 Job related Activities; 35h Rotas & Jobs)

Training Plan

TARGET

This training plan has as target the acquisition of technical and professional competences in the field of Marketing. The path within the Anidra People's University envisages also the development of job-related/transversal skills through the inclusion of the trainee in the daily life of Centroanidra, Anidra Campus and Anidagri. The transversal nature of key competences makes them essential for future employment, social cohesion of young people, permanent source of learning in terms of adaptation and integration capabilities.

THE ANIDRA METHOD FOR THE EVALUATION OF COMPETENCES, NON-FORMAL AND INFORMAL LEARNING

According to the EUROPEAN GUIDELINES for validating non-formal and informal learning of CEDEFOP¹, validating non-formal and informal learning is increasingly seen as a way to improve lifelong and life wide learning. The informal learning results from daily activities related to work, relationship with staff members of Centroanidra, leisure activities, and participation to residential seminars of Università Popolare Anidra. The center of the validation process is the individual, and the impact of the traineeship on the individual. Sharing experiences and the full functioning of a community is a part of the development programme for trainees. The interaction between trainee's mentors and the teachers of Anidra, the immersion in a natural environment, and the immersion in a multicultural, multi-vocational environment, led to an alternative way of validation.

¹ European Centre for the Development of Vocational Training

We herewith state that guidance, counseling and information about these systems and approaches have been provided; external observers participated to the training activities as external auditor and observers.

The vocational activities are both practical and theoretical. Theoretical activities involve the writing of daily reports: the trainee with the student's tutor of Anidra wrote this final essay about procedures, data and analysis.

The evaluation of competences considers the use of the following factors:

1. Direct observation by the Anidra and Anidagri mentor of the relationships and learning activities in order to obtain an evaluation of behaviors and their variability depending on the work context
2. Observational context, i.e. definition of the aspects that have been explored, preparation and organization in the most effective way to pursue the objectives of the researcher
3. The observer has assumed the role of guide and identified the subject to observe: aspects of character and skills acquired during the training

Tools of validation:

1. Observational table: set of behavioral descriptions related to specific reports, used to notice the phase of development skills
2. Q-Sort method: technique that uses a set of predefined item to evaluate specific aspects of conduct
3. Sociometric techniques: the indicator of social competence is the position occupied by the individual within the working group
4. Evidence, simulation, tests, final essay

Professional Activities (Referee Prof. Antonella Tarditi):

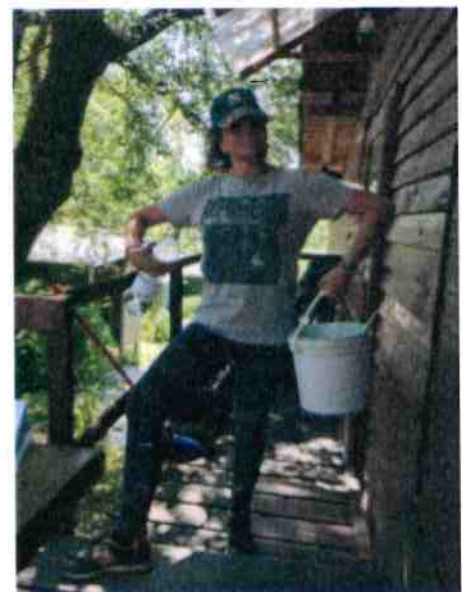
1. Pilot project:

During the month I spent in Centroanidra, professional activities and tasks assigned to me did not follow a special guiding thread. From one perspective, it was interesting because I was directly following the rhythm of tourism activities. Daily tasks were directly or indirectly connected to tourism activities. First, I discovered how to interact and build good contact with tourists, scouts and groups. This means that I have been in charge of welcoming them, waitressing, or attending some particular events. In addition to these aspects, I also followed the registration of visitors, mandatory or not, into various systems, databases and websites. However, these activities were interspersed with other activities directly connected to the maintenance of the site and the life in the community.

Transversal Activities (Referee Giovanni Simonelli):

2. Outdoor activities:

During the first weeks, my outdoor activities were mostly: treating trees to avoid dears to eat their trunk, removing weeds, painting chairs in a shabby style. It was nice to experiment different activities, of course, there were some activities that I liked more than others. I liked what I learned during these afternoons, even if I wish I could have got more knowledge about agriculture, such as the harvest of fruits and vegetables. Mostly, I was happy I could share these moments with new people, an opportunity to get to know them and to share various experiences and opinions.



3. Acquisition of key competences of European citizenship:

I believe that acquiring the 8 key competences of European citizenship is a long process that is difficult to reach in a month. However, having already experienced Erasmus in Finland for

a year and currently doing a European Master, I can say that the process started for me 2 years ago. However, this unique framework allowed me to build or strengthen specific competences. Firstly, I have communicated in Italian, a language I thought I had forgot. Then, I got the opportunity to learn how to use software such as InDesign or Photoshop. Finally, I have learned to challenge myself while living in this community, making efforts to understand and appreciate ideas that can be very confusing and unusual for me. Regarding the other competences, I think that it is difficult to get them in this structure that is after all far from the present European reality.

4. Learning and practice of the Italian language:

During my stay in Centroanidra, I can say that I improved my ability to speak Italian more than I thought. Indeed, at the beginning, I was very surprised I could understand most of the words and follow a discussion. In the end, I also surprised myself, as I was able to make a speech and use words I thought I forgot about. Of course, it would have been nice to get a language course that matches my Italian level, it would have helped me speak without making mistakes.

5. Individual research:

As I will work on my final thesis for a year starting this September, I asked my tutor Antonella if I could get some time to make my own research. Thanks to her flexibility, I have been able to spend some time working on this, it helped me thinking about what I want my thesis to be focusing on. Of course, my next free month will be dedicated to this research, and will allow me to take the time to develop my thinking.

6. Inclusion in the daily tasks of the circuit Centroanidra residents (rota&jobs, emergency management) in order to acquire soft skills:

In order to acquire soft skills, I have been mostly working as a waitress. I enjoyed it first, but then it became very tiring. I am happy Jack taught me the right behavior, when facing a client. I also enjoyed getting different perspectives on this job. As I waitressed for different types of guests (groups, "à la carte", staff), it was also interesting to get an overview of the various styles of service. I have also been in the kitchen, washing dishes, and it was a unique experience.

7. Contact with professionals in the field of interest who provided to the trainees their knowledge:

I truly believe that each people living in Centroanidra have professional backgrounds of quality. I can say I got new knowledge from people specialized in fields such as design, organizations, thinking, architecture, construction... I have never seen that much diversity of specialization in such a small perimeter. For example, I learned a lot from talking with Valia about the architectural history of the place, the way the place have been thought, the history behind the road and the ecological aspects of the structure.

I learned things I never thought I would and this was one part of my experience I enjoyed the most!

8. Performance of tasks and assignments that can be inserted in the CV:

- Familiar with the website Mail'up;
- Improved level of Italian (both speaking and understanding);
- Unique experience in a unique place that is Centroanidra: living in a community, working and living with the same people;
- Adaptation skills: changing tasks and roles every day.

Rota&Jobs (Referee Antonella Tarditi):

Extra activities: visits to companies and workshops:

For one afternoon, with Antonella, we prepared the 'piazzetta' which is a common space, because a "Bio Riposo" conference was taking place. I also attended the conference and I learned things about the influence of electronic devices such as wi-fi and sockets on the human health and well-being. It was interesting to see how it can be measured and how a bedroom can be adapted to make sure these types of waves are not damaging people's health. Even if this is not directly connected to my professional path, I think that I learned something new, and it opened my mind a bit more. However, being critical was difficult as I have never read anything related to this field. Through these activities that are not in relation with tourism, I used my curiosity to enlarge my professional horizon. In fact, I realized that is necessary to listen to every point of view, even if they are not in line with what we are used to. In a way, curiosity is a part of my education and is an aspect I am trying to consolidate it through every experience, through everywhere I am going and living, through every person and cultures I am meeting.

KEY COMPETENCES

The trainee has acquired the eight key competences of the European Union framework:

1. Communication in mother tongue:

I rarely communicated in French, however, I consolidated my skills in other languages such as English or Italian. I also learned some Turkish and Greek words.

2. Communication in foreign languages:

I communicated in English with interns, it is a language I am used to as I am studying my Masters in English. However, I improved my Italian language skills, as I am now able to speak more fluently, to formulate sentences, and build a speech.

3. Competences in math, science and technology:

During my stay in Centroanidra, I did not have to use math, science or technology.

4. Digital competences:

I used several software, for instance, I became more familiar with InDesign. Francesca showed me how to use it and the various ways to manipulate it. I enjoyed the sessions, because while showing me the different aspects of the software, I could directly apply it on my computer and learn faster than if I had to learn theory and use it afterwards.

5. Learning to learn & Interpersonal, intercultural and social competences, civic competence:

Learning to learn is very linked to the ability to adapt to different styles of learning. In the previous years, I have experienced different types of learning and the education style I felt the most empowered by, was in Denmark. For four months, I have been given the freedom to choose what I want to study, and how I want to study it. This relation built on trust is in my opinion, the most rewarding learning method. Even if through this process, I have been very confused, I have been confronted to diversity of opinions, I have been most importantly given the possibility to make my own choices. Indeed, it is during this period that I grew up the most, because I started to think by myself, to give importance to my point of view. I became more confident, always keeping in mind that one problem can be approached with various perspectives and by various people.

In here, the situation is different because it is necessary to keep harmony between people, their work and the visitors, which means that rules are needed. In Centroanidra, I was exposed to learning in various ways and fields. I was taught competencies that will be useful in my daily life. I also increased my flexibility and ability to adapt. I already believed that one way of learning is not enough, but here I understood that being open to learning from other field of study is equally enriching. In this structure, I lived my learning, and it was mostly a confusing, powerful and exhausting experience. I met people that I would not have met anywhere else in my life. I appreciated the time they took to teach me the skills they are the most specialized in. During this period, they were not only my working colleagues, but we were part of each other lives for a month, as we shared food, discussions and living spaces. I must admit I had a hard time connecting dots, but eventually, after reflecting on the topic, I have started to understand how deep Centroanidra's philosophy impacts the work of everyone. It is a community that keeps evolving and changing faces; that builds new projects every day and that is focused on people and on how fast they can change roles, always testing their limits.

In my opinion, the most crazy and exciting thing about life is how unpredictable it can be. I believe my presence here is part of this journey, but not being able to disconnect did not foster my creativity and desire to engage my heart and mind in various tasks.

6. Entrepreneurship:

During this internship, I thought more responsibilities would be given to me. It is a key competence I really wanted to improve but I didn't. This aspect was a bit disappointing for me, because I think I am reliable and I could have been given more empowering, long-term tasks. Unfortunately, I couldn't use my theoretical competencies in tourism or in business to benefit your organization.

7. Cultural expression:

According to lifelong learning and key competences, cultural expression is the "ability to appreciate the creative importance of ideas". I truly believe that the best way to empower and motivate people is to engage them in any creation process they feel concerned by. Indeed, by valuing one's ideas, a dialogue takes place that can enhance the level of involvement of someone to the community; which consequently improves the sensation of belonging to the latter.

In my opinion, a relationship of equals between a teacher and a student is the key to build trust. It allows the student to make mistakes, to take responsibilities, learning leadership methods and evolving at his/her own pace, considering and giving importance to differences.

Borzonasca, li 28/7/17

UNIVERSITÀ POPOLARE ANIDRA

THE PRESIDENT

Prof. Vincenzo Paolo Bendinelli



THE MENTOR

Prof. Antonella Tarditi



THE TRAINEE

Lior Melloul



Attachments:

1. Portfolio
2. Certificates of the visits of the companies
3. Anidra evaluation
4. Letter of reference

PORTFOLIO OF WORKSHOPS AND LABS