

Anidra Traineeship

Mentor for professional activities: Prof. Denis Lupo

Erasmus Trainee: Yasemin Ulker

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

Period: from the 2nd of July 2017 to the 1st of September 2017

Number of Hours: 392

Training Plan

TARGET

This training plan has as target the acquisition of technical and professional competences in the field of Economics and Business. 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.

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.

¹ European Centre for the Development of Vocational Training

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

Final Essay

Professional Activities (Referee Prof. Denis Lupo):

1. Pilot project

First 2 weeks I have tried to follow technical data sheet which has been given to me by my referee. I have searched the EU legislation, training program, opportunities for trainees in EU, agro food sector, national and EU funding, and I prepared a very general report. After the arrival of my referee, we have realized that my findings were not so useful, and the way of my search was not good enough because of misunderstanding then we created a new guideline and working plan for me together. I had a chance to work with my referee during 5 days. Then my real work has started. During 1 week, I searched human resources consulting companies in Europe and their services I focused on. In the end I prepared the report which had some cluster, and companies' links so this way was good for our data collection.

After finishing the competitors, agriculture and food sector in Europe became our new search area. The research started from Genova then continued with 5 different cities in Italy.

Then my referee came again and we have worked together during 2 weeks. During that 2 weeks I have searched training programs in Israel just because they are well organized and in order to get a new site we have taught that it could have been helpful. Then search continued with this question 'how the companies look for a candidate, which skills they look for and through which channel'. Our second target area which is an architectural sector has searched the same method – of agricultural sector. When we couldn't get useful information, we asked to Valia who is an architect. According to her suggestion I searched more companies about this area. The results that we reached did not satisfy our expectation, and we decided to not to use it in my final report.

After all these researches my referee wanted me to write a proper, well developed, detail report. I have been writing this report for 2 weeks, and each time we found some mistakes of writing, or the way I explained my idea was wrong. It taught how inattentive I am on writing a report.

Transversal Activities (Referee Giovanni Simonelli):

2. Outdoor activities:

First week I have worked with Kevin and Rico in the farm with Luigi. We took off the bad herbs from the grass during 3 hours. I had a chance to practice my Italian thanks to my friend. Then outdoors activities differentiated many times. Next week Kevin and me cut the trees and collected them it was a hard and heavy works because of big trees. But again it was enjoyable. Then we continued to 'orto sinergico' for 1 week with Lior. We took of the bad herbs which prevent the growing of edible plants.

Except from farming as an outdoor activities we made a bed, chairs and some furniture which were like a puzzle we had to follow the instruction of Ikea and in the end we made a furniture. I could say that this work not only needs the physical power, you have to use your brain to make a puzzle. It make me feels intelligent when I figured it out very early.

Now time to share my lovely activity which calls painting. I do love paint the tables, chairs. Many time I painted some object with a pleasure.

After painting I have started to collect 'sambuco' with Gigio who is 70 years old with full of love and energy. We drove out of Centroanidra, tried to find Sambuco and cut them with a specific tool.

Watering the plants is another work we do here. During 1 hours after 6 p.m. giving water to plants make herbs happy☺.

Acquisition of key competences of European citizenship:

Not being the member of EU

Learning and practice of the Italian language:

Learning Italian was my second dream. When I reached my first dream which is being a researcher in the university. My second dream became the first one. And now thanks to Centroanidra I am reaching my dream day by day. I do work by myself everyday but the support of Anidra encourage me more than any other things. The people are so helpful, so friendly that you can ask everything whenever you want. First thanks to my new Italian mother Claudia then my new father to Paolo. Then thanks to everyone. I have my teachers such as Rico, Kevin, Giulia, Lidia. We had a real Italian class with them. And now after 1 month I really believe that I can speak Italian and after 1 more month I am pretty sure that I will be much better.

3. Individual research:

How to learn better Italian,

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

- Farming, watering plants
- Painting
- Tai Chi
- Transformation
- Collecting Fruit
- Making Ikea furniture

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

In the beginning our relationship with my referee wasn't really good because of some misunderstanding. But when I shared my thoughts about him everything changed very quickly. We became real colleague. We made plan, did brainstorming and solved some specific problem about my research stile.

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

Being part of ICARO project was a real entrepreneur project. I worked for this project during 2 months. I had a chance to be in the business meeting with professionals.

Rota&Jobs (Referee Antonella Tarditi):

Corvée:

According to me this is the hardest work in Centroanidra. Working 2 intense hours in hot and small kitchen with a 5, 6 people make person very stressed. It teaches you how to work in difficult environment. As a management student I can put in order some soft skills which gain during the corvée;

- You have to organize (sometimes 100 people eats and too many things has to cleaned)
- Time management (at most 2 hours it takes but your aim always finish it earlier)
- Leadership (you have to manage all the works in the kitchen at the same time being supervisor of 4-5 people, and as a real manager you should motivate your colleagues, giving some order but you have to say in a good way). As a master of management student, I had a chance to apply all theoretical information of mine in the kitchen
- You have to plan (starting from which work and go on with which job, put them on an order)
- Conflict Management (sometimes under the stress your colleagues may have some conflict between each other, and as a one of leadership skills you should know how to be a mediator)
- How to work under stress (difficulties make person stronger, hot and crowded dishes make person quite stressful and you learn how to be not nervous)
- Team work (how to work in group)
- Language opportunity: working with people who are from different countries. Improving English and learning Italian
- Cultural diversity: having a chance to learn different cultures habit, cuisine...

KEY COMPETENCES

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

1. Communication in mother tongue:

Turkish is my mother tongue and here there are many Turkish intern that I can use my mother tongue.

2. Communication in foreign languages:

English is main communication language, almost everyone knows English at least for communication it is enough. After having an Italian lecture and learning Italian this language became main communication language. If you want to learn an Italian this place would be the best opportunity.

3. Competences in math, science and technology

To do my professional work I had to use Microsoft Word Program.

About the science, in overall this place is a real social science. Each activity I have done changed my way of thinking and improved my soft skills.

In order to get better 'sambuco' I made some calculation, during making of Ikea furniture again I made calculation.

4. Learning to learn:

First task is to learn Italian which is my biggest dream for now, and each day I am getting closer to my dream.

Thanks to many international people I have learned some specific information about some nationality such as tradition, body language.

5. Interpersonal, intercultural and social competences, civic competence:

As an extraverted person being social and talking with many different person made me very happy, and everyone in this place is so friendly, open that you can ask whenever you want.

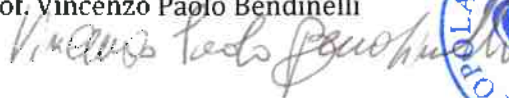
This place would be the best place for the one who want to be social and extraverted.

6. Entrepreneurship

Working for ICARO who is a startup project teaches me how to be an entrepreneur.

Borzonasca, li 30/8/17

UNIVERSITÀ POPOLARE
THE PRESIDENT
Prof. Vincenzo Paolo Bendinelli



THE MENTOR
Prof. Denis Lupo



THE TRAINEE
Yasemin Ulker



PORTFOLIO OF WORKSHOPS AND LABS

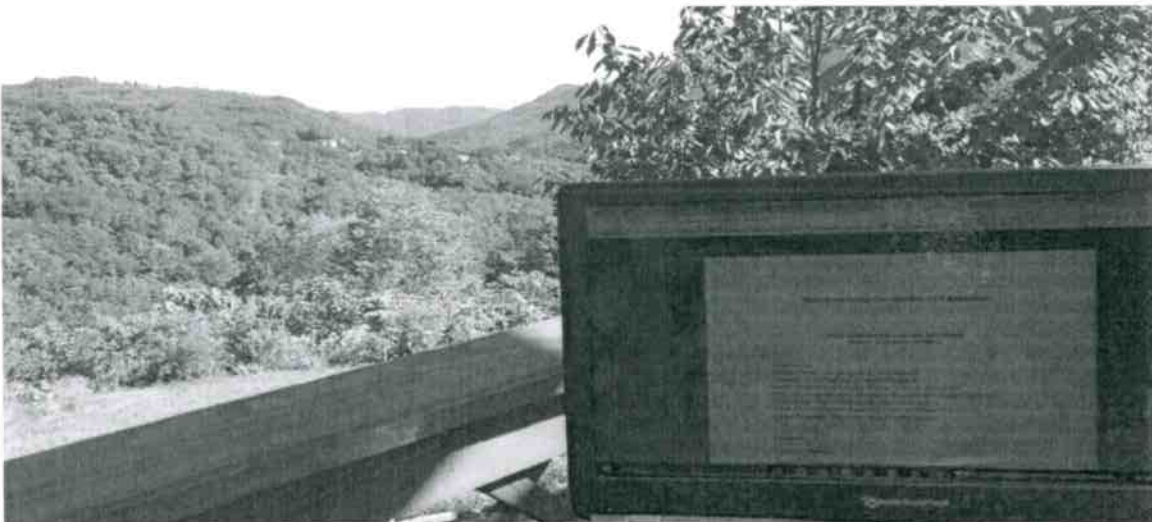
1. Cutting the trees



2. Painting the trees



3. Doing market research with this beautiful view





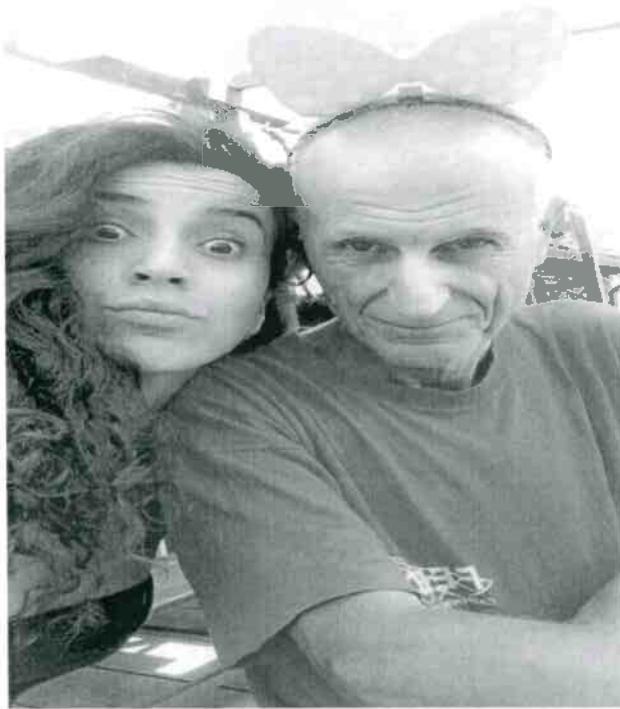
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Attachments:

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



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AAAAAAND MY PROJEEECTTTT!!!





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Italian Lesson with our lovely teacher Lidia: she is so funny and enjoyable.



When the cat get stuck in my hair



Chilling in this amazing waterfall every week



Always having organic breakfast in this nature



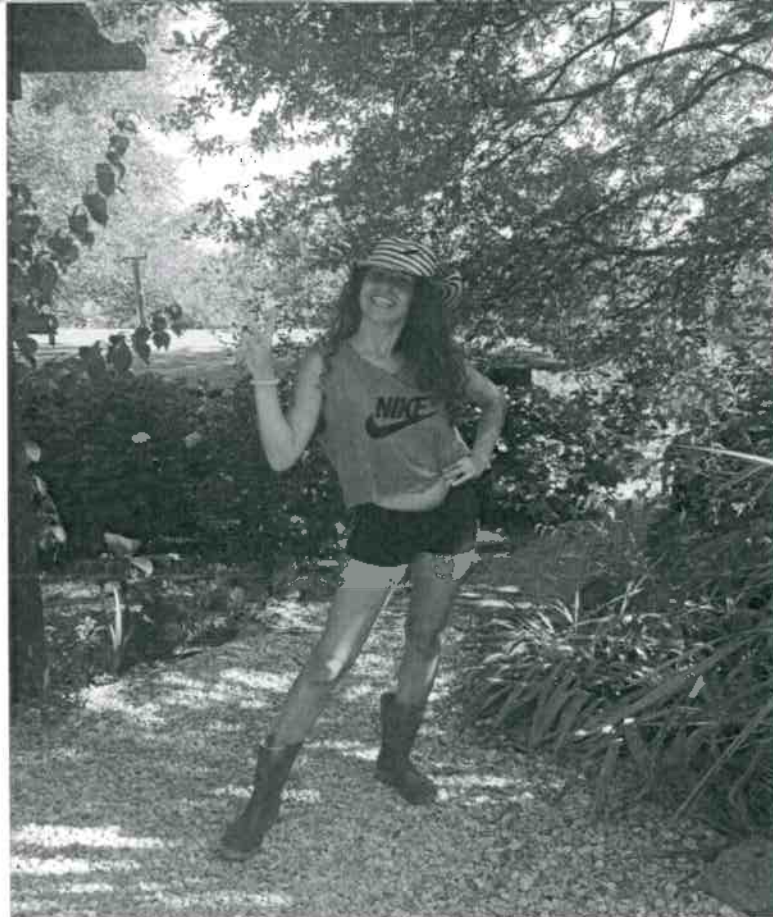
Cooking traditional food 'Manti' with my Italian Mamma Claudia without her we could not success it, love you mamma.



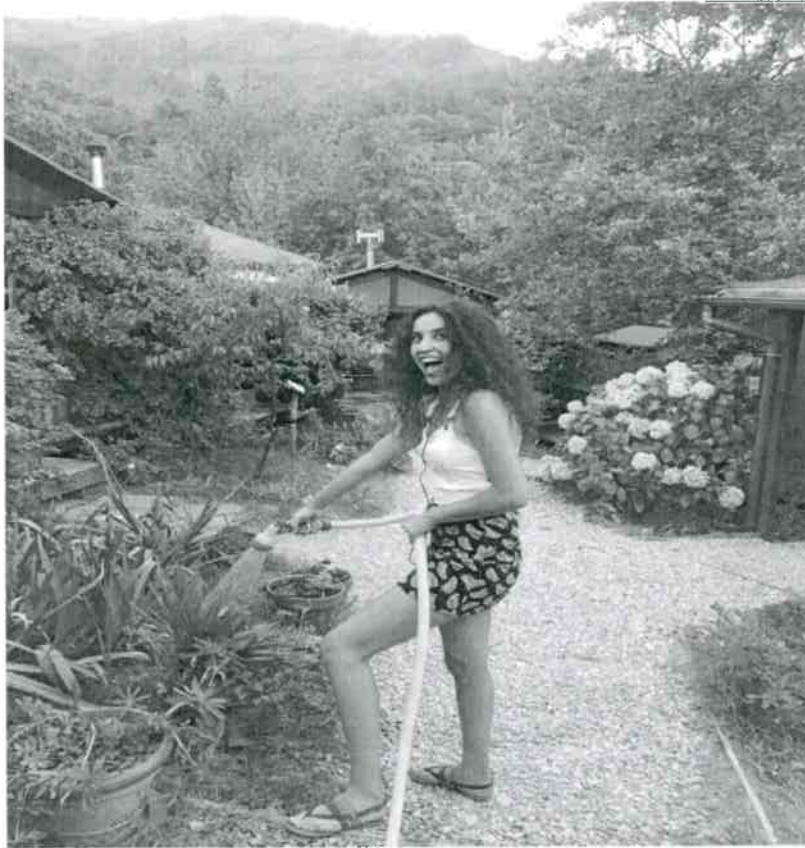
Turkish night with Turkish girls: they all are amazing, right? 😊



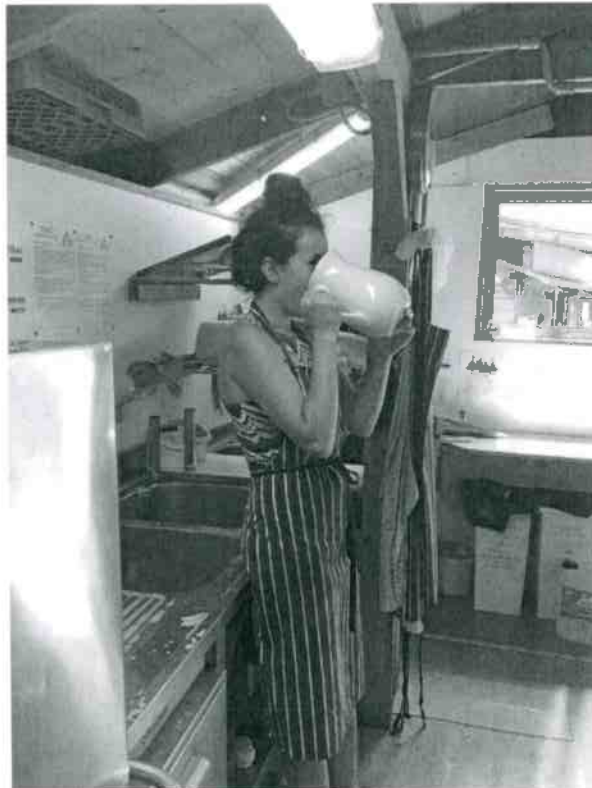
Orto with Naya and Lior: you can even enjoy under the sun when you do farming.
On the right side there is a purple bean, first time in my life I have seen it.



Annaffiatura (watering plants): listening music, dancing and giving life to these beautiful herbs.



Corvée: should I say something else about corvée? I do not think so 😊😊

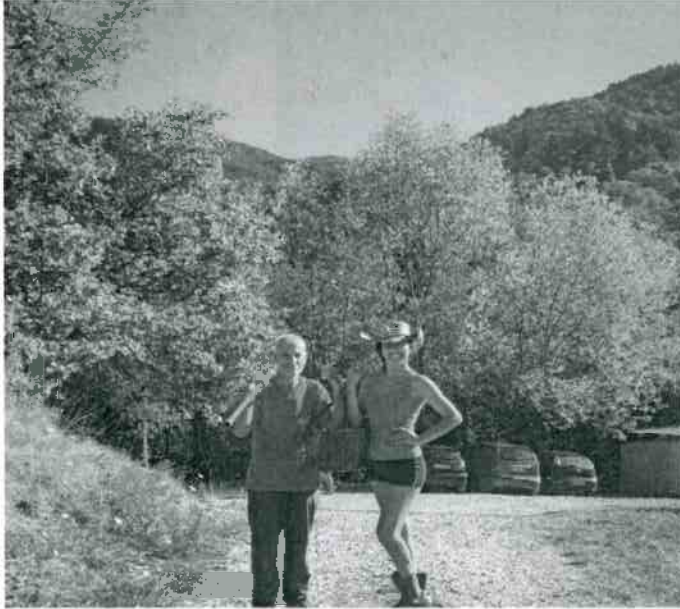




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Collecting sambuco with my best friend Gigio: Gigio is 70 years old but his energy is unbelievable, also his happiness. During our work he is teaching me Italian. I cannot really express my feeling when I work with him.

One day he showed me his picture which has taken many years ago. He said 'I was handsome when I was young but I did not notice the meaning of life, now I am here, I am old, and I am working here every day. I prefer to be 70 years old and continue to live here. I found the meaning of life when I come to here.' I will never forget this speech. He is full of life.





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