

# Vignette on andragogy and education for volunteering

## CLIMATE FOR LEARNING

### TIPS FOR EFFECTIVE IMPLEMENTATION

#### 1 Arrange physical environments

In preparation for training, consider light, noise, air quality, temperature, easy access to refreshment and rest rooms, furniture layouts, scents and wall colours.



**! Make sure to get familiar with venues in advance or inquire as much information as possible to ensure adequate physical comfort.**

#### 2 Foster collaborative relationships

Learners need peers for support and cooperation. The facilitator has an important role to bring people together and to stimulate them to learn together.



**! Make sure to use initial climate-setting exercises to establish a sharing environment, fostering collaboration from the start.**

#### 3 Encourage mutual trust and respect

Establishing a conducive learning environment involves ensuring participants feel safe and respected, with articulated ground rules fostering trust, including open dialogue and constructive disagreement.



**! Make sure to model the behaviours you would like the participants to display. Show respect for differing opinions.**

### REFLECTING ON THE PRINCIPLE

Upon reaching the training venue, the trainer discovers an unexpected challenge – the designated room is occupied by another training group. Quick on their feet, the trainer decides to pivot and leverage the available outdoor space for the session. Despite the initial hiccup, the outdoor setting adds a refreshing and dynamic dimension to the learning experience.

**? So, you should ask yourself: How my use of the outdoor space can impact the participants' engagement and overall learning experience?**

When starting a new volunteer season, organise a team-building day. Sharing personal stories and unique experiences, the initial awkwardness fades. The facilitator's emphasis on getting to know one another creates a comfortable space. This day spent together lays the groundwork for a close-knit group, enhancing a collaborative learning journey.

**? So, you should ask yourself: How might a team building day positively influence the volunteers' collaborative learning and working journey?**

In a design thinking workshop aimed at solving real-world sustainability challenges, the facilitator places a strong emphasis on fostering a positive learning environment. The participants, a mix of environmental enthusiasts, engineers, and community activists who were initially strangers, are prompted to share their ideas on reducing carbon footprints.

**? So, you should ask yourself: Which rules can I implement as a facilitator to create an atmosphere of mutual trust and respect in a mixed people workshop?**

## TEACHING AND TUTORING PRINCIPLES

in adult education on how to train and upskill adults belonging to vulnerable social groups