



2023-1-DE02-KA220-VET-000157237

NEW FUTURE METHODOLOGY & HANDBOOK DEFINITION

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1. Introduction

1.1 Scope of the Project

The NewFuture project aims to improve mental wellbeing for refugees by equipping VET professionals with the skills and knowledge necessary to support refugees effectively. The focus is on addressing the psychological and cultural complexities refugees face when integrating into new labor markets and social environments.

1.2 Purpose of the Document

This document outlines the training methodology for 'Train the Trainers' sessions as well as for local piloting sessions that will be conducted to prepare VET professionals to implement the NewFuture curriculum. It describes training modules, learning outcomes, and the assessment and certification process.

1.3. Trainer's Profile

Trainers should have expertise in psychology, social work, or education, with additional training in cultural competence, trauma-informed care, and refugee integration processes.

2. Training Program Overview

2.1 Course Structure

- Training will be modular, with each module targeting specific competencies related to mental well-being and cultural sensitivity
- Modules are organized from foundational to advanced topics, enabling trainers to build on their knowledge as they progress through the course.
- Each module will combine theoretical knowledge with practical exercises, ensuring that trainers can apply learning in real-world settings, which is crucial for handling the complex scenarios often faced when working with refugees.
- Each module is designed to be scalable, accommodating different group sizes and adapting to various learning environments, from individual self-paced study to large group workshops.

Total Duration	42 hours
Training Modules	10
Each Module Duration	4 hours
General Feedback and Sum-Up Sessions	2 hours

2.2 Training Modules Structure

Module 1: Understanding Trauma and Resilience	<ul style="list-style-type: none"> • Duration: 4 hours • Responsible Partner: Mindshift • Learning Outcomes: Understand the impact of trauma, recognize signs of trauma, understand resilience factors, develop empathy for trauma survivors.
Module 2: Culturally Sensitive and Cultural Competence	<ul style="list-style-type: none"> • Duration: 4 hours • Responsible Partner: Gewerkstatt • Learning Outcomes: Enhance cultural awareness and sensitivity, understand cultural influences on mental health, build cross-cultural communication skills.
Module 3: Understanding Refugee Experience	<ul style="list-style-type: none"> • Duration: 4 hours • Responsible Partner: Gewerkstatt • Learning Outcomes: Explore challenges faced by refugees, address displacement and acculturation stress, promote empathy for refugee experiences.
Module 4: Psychological First Aid	<ul style="list-style-type: none"> • Duration: 4 hours • Responsible Partner: Gewerkstatt • Learning Outcomes: Understand principles of providing immediate psychological support in crises, promote mental health during emergencies, build strategies to manage stress.
Module 5: Trauma-Informed Care and Teaching Techniques	<ul style="list-style-type: none"> • Duration: 4 hours • Responsible Partner: RCF • Learning Outcomes: Implement trauma-informed teaching practices, create a trauma-sensitive learning environment, apply cognitive behavioral approaches, support refugees tailored to their goals.
Module 6: Integration and Social Inclusion of Refugees in Training Sessions	<ul style="list-style-type: none"> • Duration: 4 hours • Responsible Partner: BEST • Learning Outcomes: Promote social integration and inclusion of refugees, support refugees in building community connections, foster a supportive environment.
Module 7: Community-Based Interventions	<ul style="list-style-type: none"> • Duration: 4 hours • Responsible Partner: Mindshift • Learning Outcomes: Explore the role of community support in mental well-being, engage community resources in mental health support, promote collaboration between VET professionals and community organizations.
Module 8: Self-Care for Professionals	<ul style="list-style-type: none"> • Duration: 4 hours • Responsible Partner: BEST

	<ul style="list-style-type: none"> Learning Outcomes: Develop strategies for self-care, prevent burnout and compassion fatigue, enhance personal and professional well-being.
Module 9: Legal and Ethical Considerations	<ul style="list-style-type: none"> Duration: 4 hours Responsible Partner: RCF Learning Outcomes: Understand legal and ethical responsibilities related to mental health support, adhere to professional standards, protect refugee rights.
Module 10: Referral to Health Professionals	<ul style="list-style-type: none"> Duration: 4 hours Responsible Partner: All partners Learning Outcomes: Identify when to refer refugees to certified health professionals, collaborate with mental health experts, develop culturally sensitive referral guidelines.
Feedback and Sum-Up Sessions	<ul style="list-style-type: none"> Duration: 2 hours Activities: Reflect on the training experiences, consolidate learning, discuss implementation strategies, and gather feedback for future improvements.

2.3 Teaching and Delivery Methods

- To maximize engagement and retention, interactive methods such as simulations, group discussions, and role-plays will be used. These methods are designed to enhance empathy and understanding among trainees.
- Where appropriate, digital tools such as animated videos as well as multimedia, will be integrated into the training.

2.4. Module specific Lesson Plan and Teaching Methodology

Lesson Plan for Module 1: Understanding Trauma and Resilience in Refugee Students	
Session Name & Duration 4 hours in total	Content & Activity
Session 1: Understanding Refugee Trauma Duration: 45 minutes	<p>Content</p> <ul style="list-style-type: none"> Overview of refugee trauma, causes, and triggers (conflict, displacement, family separation). Psychological consequences of trauma (PTSD, depression, anxiety, adjustment disorders) in refugee learners. <p>Activity</p> <ul style="list-style-type: none"> Presentation on refugee trauma whereby participants engage with case studies and media resources to understand the various

	<p>manifestations of trauma (Activity 1 from toolbox).</p> <ul style="list-style-type: none"> - Group Discussion and reflection on real-life refugee experiences and their impact on learning and behavior.
<p>Session 2: Resilience and Coping Strategies Duration: 1 hour</p>	<p>Content</p> <ul style="list-style-type: none"> - Exploring the concept of resilience and how it develops in refugee learners facing trauma. - Practical coping strategies, including social support, mental health interventions, and cultural practices that promote resilience. <p>Activity</p> <ul style="list-style-type: none"> - Storytelling & discussion whereby participants share or role-play stories of refugee resilience (Activity 3 from toolbox). - Group discussion on ways to build resilience through community support and peer-to-peer engagement.
<p>Session 3: Active Listening and Empathy Duration: 1 hour</p>	<p>Content</p> <ul style="list-style-type: none"> - The importance of active listening and empathy in trauma-informed teaching. - Techniques for using verbal and non-verbal communication to offer emotional support to refugee learners. <p>Activity</p> <ul style="list-style-type: none"> - Role-Playing scenarios whereby participants practice active listening and empathy using real-life inspired scenarios (Activity 2). They take turns providing support to a refugee learner in distress, practicing empathy and non-verbal communication.
<p>Session 4: Building Trauma-Sensitive and Resilient Learning Environments Duration: 1 hour</p>	<p>Content</p> <ul style="list-style-type: none"> - Strategies for creating trauma-sensitive and resilience-focused environments in VET settings. - The role of VET professionals in promoting emotional stability and support for refugee learners. <p>Activity:</p> <ul style="list-style-type: none"> - Group art project whereby participants create a collective artwork representing resilience and recovery, using symbols like a tree or phoenix (Activity 2). This activity encourages creative reflection on trauma and recovery.
<p>Closing and Assessment Duration: 15 minutes</p>	<p>Content</p> <ul style="list-style-type: none"> - Recap of key concepts (trauma, resilience, and empathy). - Discussion on applying trauma-informed strategies in vocational settings.

Lesson Plan for Module 2: Culturally Sensitive and Cultural Competence

Session Name & Duration 4 hours in total	Content & Activity
<p>Session 1: Cultural Norms and Values of Refugees 45 minutes</p>	<p>Content</p> <ul style="list-style-type: none"> - Explore diverse cultural norms and values of refugee groups. - Impact of cultural identity on social and educational

	<p>behavior.</p> <p>Activity</p> <ul style="list-style-type: none"> - Cultural Quiz testing knowledge of cultural practices of refugees (Activity 1 from the toolbox). - Discussion reflecting on how cultural norms shape classroom interactions.
<p>Session 2: Building Cross-Cultural Communication Skills 1 hour</p>	<p>Content</p> <ul style="list-style-type: none"> - High-context vs. low-context communication styles. - Overcoming language barriers. - Developing empathy and active listening skills. <p>Activity</p> <ul style="list-style-type: none"> - Role-Playing scenarios whereby participants act out communication breakdowns due to cultural differences - Group discussion to analyze role-playing scenarios and discuss alternative communication strategies.
<p>Session 3: Respecting Diversity in Mental Health Support 1 hour</p>	<p>Content</p> <ul style="list-style-type: none"> - Explore how cultural beliefs influence perceptions of mental health. - Addressing mental health stigma in refugee communities. <p>Activity</p> <ul style="list-style-type: none"> - Case study whereby participants analyze real-life mental health challenges faced by refugee students. - Brainstorm on culturally sensitive mental health support strategies.
<p>Session 4: Creating Inclusive Learning Environments 1 hour</p>	<p>Content</p> <ul style="list-style-type: none"> - Strategies for creating inclusive classrooms. - Incorporating multicultural curricula. - Supporting refugee students through mentorship and language support. <p>Activity:</p> <ul style="list-style-type: none"> - Participants design action plans to create inclusive learning environments. - Participants share and discuss their action plans for implementation.
<p>Closing and Assessment 15 minutes</p>	<p>Content</p> <ul style="list-style-type: none"> - Recap of key points. - Discussion on how to implement strategies in professional contexts. <p>Activity</p> <ul style="list-style-type: none"> - Quick quiz assessing cultural norms, communication techniques, and mental health support. - Open feedback and Q&A.

Lesson Plan for Module 3: Understanding Refugee Experience	
Session Name & Duration 4 hours in total	Content & Activity
Session 1: Exploring Refugee Challenges Duration: 45 minutes	<p>Content</p> <ul style="list-style-type: none"> - Overview of the challenges faced by refugees, including displacement, loss, and acculturation stress. - Emotional, social, and economic impacts of these challenges on refugee learners. <p>Activity</p> <ul style="list-style-type: none"> - Cultural perspectives and positionality workshop whereby participants role-play different refugee profiles to understand various societal and cultural positions (Activity 1 from toolbox).
Session 2: Recognizing Acculturation Stress Duration: 1 hour	<p>Content</p> <ul style="list-style-type: none"> - Impact of acculturation stress on refugee learners' adaptation and well-being. - Balancing cultural retention and adaptation through cultural fusion theory. <p>Activity</p> <ul style="list-style-type: none"> - Cultural artifact exchange whereby participants bring cultural artifacts to discuss how cultural practices affect refugee integration (Activity 2 from toolbox).
Session 3: Addressing Trauma in Refugee Learners Duration: 1 hour	<p>Content:</p> <ul style="list-style-type: none"> - Understanding trauma-specific experiences of refugees and their manifestations in behavior and learning. - The effect of trauma on learning and the refugee experience. <p>Activity</p> <ul style="list-style-type: none"> - Screening of the animated video on trauma developed by NewFuture followed by a group discussion on strategies to support traumatized learners (Activity 3 from toolbox).
Session 4: Building Supportive and Inclusive Learning Environments Duration: 1 hour	<p>Content</p> <ul style="list-style-type: none"> - Strategies for creating culturally inclusive and trauma-sensitive learning environments. - The role of empathy in fostering supportive learning communities. <p>Activity</p> <ul style="list-style-type: none"> - Scenario building exercise whereby participants develop complex scenarios where refugee learners face challenges in VET settings, creating strategies to address these challenges
Closing and Assessment Duration: 15 minutes	<p>Content</p> <ul style="list-style-type: none"> - Recap of key points covered during the session. - Discussion on how to implement strategies in professional contexts. <p>Activity</p> <ul style="list-style-type: none"> - Participants discuss how they can implement the strategies learned, focusing on empathy and cultural sensitivity

Lesson Plan for Module 4: Psychological First Aid	
Session Name & Duration 4 hours in total	Content & Activities
Session 1: Introduction to Psychological First Aid (PFA) Duration: 1 hour	<p>Content</p> <ul style="list-style-type: none"> - Introduction to the concept of PFA and its relevance in vocational education. - Key PFA principles: safety, calm, connectedness, efficacy, and hope. <p>Activity</p> <ul style="list-style-type: none"> - Group discussion on PFA misconceptions whereby participants share their experiences and clarify misunderstandings about PFA.
Session 2: Recognizing Signs of Distress Duration: 1 hour	<p>Content</p> <ul style="list-style-type: none"> - Understanding emotional, cognitive, and behavioral signs of distress in refugees. - Cultural and linguistic sensitivities in identifying distress. <p>Activity</p> <ul style="list-style-type: none"> - Scenario-Based quiz (Activity 1 from the toolbox) whereby participants answer multiple-choice questions based on practical situations, focusing on empathetic listening, cultural sensitivity, and non-verbal communication.
Session 3: Communication Skills and Empathy in PFA Duration: 1 hour	<p>Content</p> <ul style="list-style-type: none"> - Techniques for empathetic listening and effective communication in crises. - Understanding and applying non-verbal communication strategies. <p>Activity</p> <ul style="list-style-type: none"> - Role-Playing scenarios (Activity 3) whereby participants practice PFA communication techniques, focusing on cultural sensitivity, body language, and verbal communication in simulated crises.
Session 4: Scenario Building for PFA Application Duration: 1 hour	<p>Content</p> <ul style="list-style-type: none"> - Developing practical PFA strategies for real-world scenarios involving refugee learners in vocational settings. <p>Activity</p> <ul style="list-style-type: none"> - Scenario building (Activity 2 from the toolbox) whereby participants work in groups to develop complex PFA scenarios based on vocational realities, such as language barriers and cultural misunderstandings. They then brainstorm and discuss appropriate PFA strategies to address the emotional and psychological needs of learners.
Closing and Assessment Duration: 15 minutes	<p>Content</p> <ul style="list-style-type: none"> - Recap of key concepts covered in the module. <p>Activity</p> <ul style="list-style-type: none"> - Reflection through art (Activity 3) whereby participants express

their understanding of PFA principles through artistic representations, followed by group discussions on how they will apply these concepts in their vocational settings.

Lesson Plan for Module 5: Trauma-Informed Care and Teaching Techniques

Session Name & Duration 4 hours in total	Content & Activity
Session 1: Introducing the Neurobiology of Trauma Duration: 45 minutes	<p>Content</p> <ul style="list-style-type: none"> - Overview of how trauma impacts cognitive and emotional functioning through neurobiology. - Understanding key brain structures involved in trauma responses: amygdala, hippocampus, and prefrontal cortex. <p>Activity</p> <ul style="list-style-type: none"> - Brain’s response to trauma whereby participants discuss how trauma affects learning, memory, and decision-making. - Q&A session to clarify the neurobiological aspects of trauma (Activity 1 from toolkit)
Session 2: Creating Safety and Building Trust in Learning Environments Duration: 1 hour	<p>Content</p> <ul style="list-style-type: none"> - Key strategies to foster safety and trust in trauma-sensitive learning environments. - Understanding cultural sensitivities and establishing predictable routines to ensure emotional safety for learners. <p>Activity</p> <ul style="list-style-type: none"> - Scenario-Based exercise addressing safety and trust whereby participants work with scenario cards that depict challenges related to building trust with refugee learners and discuss how to resolve them using trauma-informed practices (Activity 2 from toolkit)
Session 3: Cognitive and Art Techniques for Supporting Refugees Duration: 1 hour	<p>Content</p> <ul style="list-style-type: none"> - Introduction to cognitive behavioral approaches and how art therapy supports emotional healing. - Techniques such as mandala coloring and movement-based art therapy for emotional expression and trauma recovery. <p>Activity</p> <ul style="list-style-type: none"> - Mandala coloring & movement-based art therapy whereby participants engage in creative expression through art, choosing between mandala coloring or movement-based painting to explore emotions and develop coping skills. - They reflect on the experience in a group discussion (Activity 3 from toolkit)
Session 4: Building a Trauma-Sensitive Learning Environment Duration: 1 hour	<p>Content</p> <ul style="list-style-type: none"> - Designing trauma-sensitive learning spaces that cater to the emotional and physical needs of refugee learners. - Practical considerations, such as room layout, lighting, and noise

	<p>management, to reduce hypervigilance and create a calm learning atmosphere.</p> <p>Activity</p> <ul style="list-style-type: none"> - Participants collaborate to redesign their own learning environments to be trauma-sensitive, considering aspects like seating arrangements, noise control, and lighting adjustments. - They create plans for making their training spaces more supportive (Activity 4 from toolkit)
<p>Closing & Assessment Duration: 15 minutes</p>	<p>Content</p> <ul style="list-style-type: none"> - Recap of trauma-informed care principles. - Discussing how to implement trauma-sensitive teaching techniques in daily practice. <p>Activity</p> <ul style="list-style-type: none"> - Participants reflect on their experience throughout the module and discuss how they plan to implement the learned strategies.

Lesson Plan for Module 6: Integration and Social Inclusion of Refugees in Training Sessions

Session Name & Duration 4 hours in total	Content & Activity
<p>Session 1: Understanding Refugee Recognition Duration: 45 minutes</p>	<p>Content</p> <ul style="list-style-type: none"> - Defining "refugee" in the context of vocational education. - Importance of recognition and how it impacts group dynamics, trust, and professional identity. <p>Activity</p> <ul style="list-style-type: none"> - Participants reflect on their perception of refugees through an image association exercise, followed by group discussions to uncover personal biases and assumptions about refugees. (Activity 1 from toolkit)
<p>Session 2: Addressing Cultural Differences and Building Empathy Duration: 1 hour</p>	<p>Content</p> <ul style="list-style-type: none"> - Impact of cultural differences in training and strategies to address them. - Developing empathy and cultural sensitivity for inclusive teaching. <p>Activity</p> <ul style="list-style-type: none"> - Participants reflect on emotional experiences similar to those faced by refugees, discussing their family history and personal resilience to build empathy and awareness. (Activity 2 from toolkit)

<p>Session 3: Creating a Welcoming and Supportive Environment Duration: 1 hour</p>	<p>Content:</p> <ul style="list-style-type: none"> - Strategies for creating a culturally sensitive, trauma-informed, and welcoming environment for refugees in vocational training. <p>Activity</p> <p>Welcoming Environment checklist whereby participants review and adapt a welcoming environment checklist for cultural sensitivity, relevance, and practical implementation. (Activity 3 from toolkit)</p>
<p>Session 4: Building Community Connections and Networking Duration: 1 hour</p>	<p>Content</p> <ul style="list-style-type: none"> - Strategies to foster community connections for refugee integration through collaboration, networking, and mentorship. <p>Activity</p> <ul style="list-style-type: none"> - Life journey timeline map whereby participants create visual timeline maps of their life journeys, reflecting on significant moments, challenges, and inner strengths. This exercise fosters personal growth, self-awareness, and peer support, while also exploring career and personal development (Activity 4 from toolkit)
<p>Closing & Assessment Duration: 15 minutes</p>	<p>Content:</p> <ul style="list-style-type: none"> - Recap of key points covered during the session. - Discussion on how to implement strategies in professional contexts. <p>Activity</p> <ul style="list-style-type: none"> - Participants reflect on their timeline maps and share insights about how they will apply these strategies in their professional roles. concepts.

Lesson Plan for Module 7: Community-Based Interventions

Session Name & Duration 4 hours in total	Content & Activity
<p>Session 1: Understanding Community-Based Interventions Duration: 45 minutes</p>	<p>Content</p> <ul style="list-style-type: none"> - Definition and significance of community-based interventions in supporting the mental well-being of refugees. - Key components of successful interventions (e.g., counselling, social support networks, peer support groups). <p>Activity</p> <ul style="list-style-type: none"> - A presentation summarizing the concept and importance of community-based interventions for refugees' recovery (Activity 1, Step 1). - Real-Life stories whereby participants review stories of successful interventions, followed by a group discussion on their impact (Activity 1, Step 2). - Group discussion reflecting on how these interventions can be applied in VET settings (Activity 1, Step 3).

<p>Session 2: Identifying Key Components of Successful Community-Based Interventions Duration: 1 hour</p>	<p>Content</p> <ul style="list-style-type: none"> - Exploration of the essential components that contribute to successful community-based interventions. - Stakeholder collaboration, needs assessment, resource mapping, and cultural sensitivity. <p>Activity</p> <ul style="list-style-type: none"> - Individual reflection whereby participants reflect on community-based interventions they are familiar with, using a worksheet to explore key components (Activity 2, Step 1). - In small groups, participants map out local community resources that could support refugee students (Activity 2, Step 2).
<p>Session 3: Collaboration Scenarios with Community Organisations Duration: 1 hour</p>	<p>Content:</p> <ul style="list-style-type: none"> - Understanding the challenges and benefits of collaborating with community organisations to support refugee well-being. - Importance of sustainable partnerships for long-term success. <p>Activity</p> <ul style="list-style-type: none"> - Scenario-Based exercise whereby participants are divided into groups and presented with real-life collaboration scenarios (e.g., setting up mentorship programmes, health fairs, job training workshops). They must identify community resources and partners to collaborate with for each scenario (Activity 2, Step 3).
<p>Session 4: Designing and Implementing Community-Based Interventions Duration: 1 hour</p>	<p>Content</p> <ul style="list-style-type: none"> - Step-by-step framework for designing, implementing, and evaluating community-based interventions. - The importance of participatory approaches involving refugees in decision-making processes. <p>Activity</p> <ul style="list-style-type: none"> - Participants apply the step-by-step framework to design a community-based intervention plan for refugee recovery, considering vocational and mental health needs (Activity 3, Step 2). - Group reflection on the importance of participatory approaches, with participants sharing challenges and solutions (Activity 3, Step 3).
<p>Closing & Assessment Duration: 15 minutes</p>	<p>Content</p> <ul style="list-style-type: none"> - Recap of key points covered during the session. - Discussion on how to implement strategies in professional VET contexts. <p>Activity</p> <ul style="list-style-type: none"> - Participants share how they will apply the learned strategies, focusing on collaboration with community organisations, followed by a quick quiz to assess understanding of key concepts.

Lesson Plan for Module 8: Self-Care for Professionals	
Session Name & Duration 4 hours in total	Content & Activity
Session 1: Personal-Professional Motivation Duration: 45 minutes	<p>Content</p> <ul style="list-style-type: none"> - Exploring the motivation behind working as a trainer in adult education with refugees. - Understanding how personal-professional identity influences self-care. <p>Activity</p> <ul style="list-style-type: none"> - Personal-Professional motivation – Vision Board whereby participants reflect on their motivation for becoming trainers and create a vision board to represent their personal-professional identity. - They discuss key motivators, such as control, security, or fulfillment (Activity 1 from toolkit).
Session 2: Identifying Personal Stressors Duration: 1 hour	<p>Content</p> <ul style="list-style-type: none"> - Discussion on common stressors in the trainer profession, including burnout risks and compassion fatigue. - Raising awareness of how stress manifests physically, emotionally, and behaviorally. <p>Activity</p> <ul style="list-style-type: none"> - Collage activity identifying stressors whereby the participants create a collage that visually represents their personal stressors related to their role as trainers. - They discuss their stressors and reflect on how these contribute to burnout (Activity 2 from toolkit).
Session 3: Personal Self-Care and Wellness Planning Duration: 1 hour	<p>Content</p> <ul style="list-style-type: none"> - Introduction to self-care and the importance of the "window of tolerance" for maintaining emotional regulation. - Strategies for preventing burnout, setting boundaries, and promoting well-being. <p>Activity</p> <ul style="list-style-type: none"> - Wellness plan creation whereby participants create a personalized wellness plan incorporating specific self-care strategies to manage their identified stressors. - They write these strategies on post-its and place them on their vision board (Activity 3 from toolkit)
Session 4: Creating a Well-Being Blueprint for the Work Community Duration: 1 hour	<p>Content</p> <ul style="list-style-type: none"> - Strategies for fostering a culture of well-being within the work community. - Exploring short-, medium-, and long-term interventions to support self-care for professionals. <p>Activity</p> <ul style="list-style-type: none"> - Well-Being blueprint whereby participants collaborate in small groups to design a visual blueprint that represents interventions to support self-care within their work community.

	- They brainstorm interventions for immediate, mid-term, and long-term impact (Activity 4 from toolkit).
Closing & Assessment Duration: 15 minutes	<p>Content</p> <ul style="list-style-type: none"> - Recap of key points from the session. - Discussion on applying the self-care strategies in the professional context. <p>Activity</p> <ul style="list-style-type: none"> - Participants reflect on their self-care plan and share how they intend to implement it in their work life.

Teaching Plan for Module 9: Legal and Ethical Considerations	
Session Name & Duration 4 hours in total	Content & Activities
<p>Session 1: Overview Legal rights of refugees</p> <ul style="list-style-type: none"> • Duration: 45 minutes 	<p>Content</p> <p>Introduction to International and European legal framework.</p> <p>Activities</p> <ul style="list-style-type: none"> - presentation, - videos, - initial group discussion to identify participants' existing knowledge and expectations.
<p>Session 2: Ethical guidelines for mental health support</p> <ul style="list-style-type: none"> • Duration: 45 minutes 	<p>Content</p> <p>Identifying and presenting ethical guidelines for mental health support.</p> <p>Activities:</p> <ul style="list-style-type: none"> - interactive role-playing to identify ethical issues in working with refugees for mental health support, - story telling - discussion.
<p>Session 3: Confidentiality and privacy issues</p> <ul style="list-style-type: none"> • Duration: 45 minutes 	<p>Content</p> <p>Identifying and presenting 45 minutes.</p> <p>Activities</p> <ul style="list-style-type: none"> - story-telling - discussion.
<p>Session 4: Exercises</p> <ul style="list-style-type: none"> • Duration: 30 minutes 	<p>Content</p> <p>exercises about ethical principles specific to working with refugees; Informed Consent and Confidentiality; trust-building; handling situations where mandatory reporting may be necessary, multidisciplinary work</p>

Closing and Assessment: <ul style="list-style-type: none"> • Duration: 15 minutes 	<ul style="list-style-type: none"> • Activities: Use case studies and role-plays. • Content: Recap of the session, feedback, and assessment through a quick quiz or verbal review to ensure understanding of key concepts and techniques. • Activities: <ul style="list-style-type: none"> ○ Quick quiz, ○ open feedback session to discuss implementation and clarify any remaining questions.
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Lesson Plan for Module 10: Referral to Health Professionals	
Session Name & Duration 4 hours in total	Content & Activity
Session 1: Understanding the Need for Referrals Duration: 45 minutes	<p>Content</p> <ul style="list-style-type: none"> - Overview of situations that necessitate referral to health professionals for refugee learners, including mental health challenges like PTSD, depression, or severe anxiety. <p>Activity</p> <ul style="list-style-type: none"> - Participants discuss common scenarios requiring referral to specialists. They identify key indicators for referral and collaborate to develop step-by-step referral guidelines (Activity 1 from toolkit)
Session 2: Building a Referral Network Duration: 1 hour	<p>Content</p> <ul style="list-style-type: none"> - Importance of building a referral network for supporting refugees' mental health. - Exploration of community-based services and country-specific organizations. <p>Activity</p> <ul style="list-style-type: none"> - Participants map their professional networks, listing healthcare providers, mental health professionals, and social service organizations. - They create visual maps of these connections and discuss strategies to strengthen and expand their referral network (Activity 2 from toolkit)
Session 3: Cultural Sensitivity in Referrals Duration: 1 hour	<p>Content:</p> <ul style="list-style-type: none"> - Principles of culturally sensitive referrals. - Recognizing and respecting cultural differences when referring refugees to health services. <p>Activity</p>

	<ul style="list-style-type: none"> - Participants engage in role-playing exercises where they practice culturally sensitive communication while referring refugees to health professionals. - They receive feedback on their approach to ensure cultural appropriateness (Activity 3 from toolkit)
<p>Session 4: Effective Collaboration with Health Professionals Duration: 1 hour</p>	<p>Content</p> <ul style="list-style-type: none"> - Key benefits and challenges of collaborating with health professionals. - Strategies for maintaining effective communication and partnerships with health experts. <p>Activity</p> <ul style="list-style-type: none"> - Participants work in small groups to develop strategies for improving collaboration with health professionals, focusing on practical steps such as establishing clear communication channels and protocols for follow-ups
<p>Closing & Assessment Duration: 15 minutes</p>	<p>Content</p> <ul style="list-style-type: none"> - Recap of key points covered during the session. - Discussion on how to apply referral strategies in real-life settings. <p>Activity</p> <ul style="list-style-type: none"> - Participants reflect on the role-playing and network-mapping activities, sharing how they plan to implement the referral guidelines in their professional roles.

3. Assessment and certification

- Throughout the training, assessments will be conducted to measure understanding and to provide continuous feedback, helping trainers to adjust their learning paths as necessary.
- At the end of each module, summative assessments will test the trainers' mastery of the material. These might include written tests, or oral presentations.
- Upon successful completion of the modules, certificates will be issued, which are recognized across partner organizations and potentially across EU borders.