

Follow-up: From training into practice

A follow-up meeting among ToT participants, project team representatives and trainers from *Akcija Združenska* was organized on 18th April, 2008 at Skopje. A plan for further engagement of the ToT participants in the Training Program was made. According to their self-assessment, teams of co-trainers were established to assist in training delivery on pre-selected topics. Each ToT participant had to attend the selected trainings as participant firstly, afterwards as co-trainer in order to practice the training skills.

In accordance with the plan, with support of project team, ToT participants established contacts with selected training deliverers on respective topics, participated in trainings and negotiated their involvement as co-trainers. The realization of their engagement was as follows:

- On the topic *Mechanisms and instruments for creation of public policies and advocacy for minority rights* 6 ToT participants assisted in delivering of a training session or practical exercise (Dimce Velev, Lazar Gjurov, Mandika Nica, Mujo Skenderovic, Daniela Janevska and Naser Bislimi).
- On the topic *Communication and conflict resolution and development of multiethnic approach for Public relations* there were 3 co-trainers from ToT (Dimce Velev, Lazar Ljurov and Sead Ismail);
- On the topic *Human rights concept and legal standards for protection of minority rights* there were 6 co-trainers (Arberesha Vlashi, Elizabeta Risteska, Sead Ismail, Marija Nikolova, Naser Bislimi and Ivica Zlatkovik);
- On *Networking and partnership* 6 co-trainers were involved (Arberesha Vlashi, Elizabeta Risteska, Mandika Nica, Mujo Skenderovic, Marija Nikolova, Erol Ademov). Erol Ademov was also involved as a trainer in a case when the training was scheduled and the trainer was not able to deliver it;
- On *Decentralization and governing multiethnic communities*, 2 co-trainers from ToT were involved (Dimce Velev and Ivica Zlatkovik).