

Online training in a compact format

The IQ Minis allow virtual training on intercultural opening to be offered even when restrictions on contact are in place.



iQ | GOOD PRACTICE
in a nutshell

Addressees for transfer:
Employment authorities, education
and training providers, companies

IQ Minis online format
The IQ Minis are an online format offering a brief and focused introduction to various topics surrounding diversity, the development of intercultural competence, and barrier-free communication. The interactive format is a low-threshold way of motivating people to engage with intercultural opening. Regardless of time and place, the IQ Minis stir participants' curiosity and sensitise them to diversity and participation.

Project:
IQ Saxony-Anhalt – Intercultural competence development

Provider:
Auslandsgesellschaft Sachsen-Anhalt e.V. (Saxony-Anhalt Migrants' Association); Hallesche Jugendwerkstatt gGmbH (Halle Youth Workshop)

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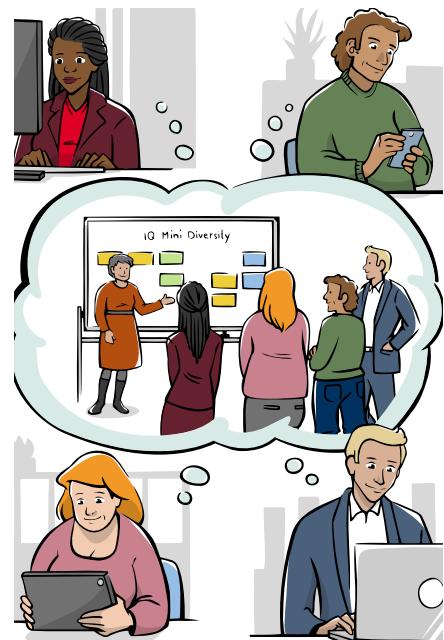
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Provision:
Further information regarding the IQ Minis online event format is available at

All previously published IQ Good Practice examples can be found at www.netzwerk-iq.de.

Starting point/challenge

Contact restrictions due to the coronavirus pandemic have accelerated the development of online events. The IQ Mini online seminars were devised within a brief period of time due to the high demand for the regular training provision of the Service Centre IQ "Intercultural Advice and Training" Saxony-Anhalt of the providers Auslandsgesellschaft Sachsen-Anhalt e.V. and Hallesche Jugendwerkstatt gGmbH in Halle and Magdeburg. The IQ Minis represent a compact form of intercultural training in the Network IQ Saxony-Anhalt, which can be used as a teaser for in-person workshops and training, especially where there are reservations about topics such as intercultural opening and diversity.



Putting the IQ Minis into practice

It was necessary to quickly develop the formats, find digital promoters, and at the same time professionalise working with a virtual learning environment. The new product was ready to be used within two-and-a-half weeks. IQ Minis are an online event format lasting 90 minutes. The aim is to provide a low-threshold introduction to topics relating to intercultural opening. The format can be used prior to or to supplement an in-person workshop. This allows us to present important topics to people even when there are restrictions on in-person workshops. Three events are currently available: "Diversity verstehen und gestalten" ("Understanding and shaping diversity"), "Trauma und achtsame Kommunikation" ("Trauma and attentive communication"), and "Einfache Sprache sprechen und schreiben" ("Speaking and writing in plain language"). All the online events can be adapted to fit various target groups, such as hospital staff. An IQ Mini is a kind of "appetiser" which raises awareness of the not always

obvious need for intercultural opening within organisations. At the same time, the number of participants can increase significantly, as the compact training can be used independent of time and place. Feedback on the first seminars was very positive. Participants registered for additional training events or requested individual advisory services. The IQ Minis will be continued even after the pandemic ends and will be further adapted in the coming years.

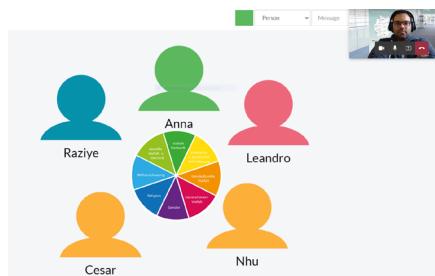
Conclusion

The compact format and easy accessibility of the provision has shown that the online seminars represent a relatively low-threshold option for many people to learn about specific topics. Thanks to the brief duration and easy accessibility of the provision it was possible to provide training in an efficient and straightforward way. The subproject has been able to hold 17 events with an average of ten participants so far.

Inspiring and enjoyable exchange

IQ Minis as a low-threshold way of sensitising people to diversity and participation

"We have struck a chord with our IQ Minis. The Minis offer a compact and focused introduction to diversity, the development of intercultural competence, and plain language," says Gavin Theren, project manager at Service Centre North. "We" refers to the IQ Service Centre "Interculturelle Beratung und Training" ("Intercultural Guidance and Training") of the Auslandsgesellschaft Sachsen-Anhalt e.V. and the Hallesche Jugendwerkstatt gGmbH. Current provision includes understanding and shaping diversity, trauma and attentive communication, and speaking and writing in plain language. The target groups for the 90-minute online training events are employees in job centres,



advice centres for migration and integration, education and training providers, and people involved in associations. "We particularly wanted to make the online training interactive, despite its brevity," says Leandro Gamboa, who leads the

Hallesche Jugendwerkstatt's involvement in the project. "Our Minis serve an introductory purpose, they aim to sensitise people to diversity and participation and make them curious to know more. For this purpose we had to concentrate the focus of our core issues." In this way, a training concept can be developed which, in the long-term, quickly generates and communicates responses to societal developments. Of course, the exchange process should also inspire and be enjoyable. As well as providing information, every Mini includes a small group task. All participants need is a stable internet connection. The link to download the free software is sent by email.

Three questions for Gavin Theren, project manager at IKÖ-Team Nord, and for Ronald Schütz, project manager at IKÖ-Team Süd

"IQ Mini – motivating to learn more"



What is innovative about the event format?

We wanted to provide our target groups with low-threshold provision even during the coronavirus pandemic. We focused in particular on raising awareness of topics such as intercultural opening

and diversity. The aim of IQ Minis is to introduce people to a topic, make them curious to learn more, and subsequently participate in more in-depth training formats. This allows us to overcome reservations towards our training provision and create new target groups thanks to easy accessibility.

Is the format easily transferable?

The IQ Mini online seminars are essentially a compact version of

the core topics of our regular training provision. Every event offers an introduction to an IQ-specific topic. They are informative in nature, but also meant to stimulate self-reflection and motivate participants to engage more deeply with the topic. The mini seminars contain elements that encourage participants to engage in discussion and reflect on their own attitudes. The recipe used – encouraging participation, exchange, and curiosity – is transferable to other online concepts and can be used by other IQ service centres.

For how long can the format be used?

The very low-threshold digital access facilitates learning and sensitisation processes and can help to dismantle barriers and encourage intercultural opening on both an individual and structural level. IQ Minis are a successful concept for the ongoing digitalisation of training formats. They allow us to interest clients in our service centre topics and establish a connection to further services.

Publication details

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Network IQ

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