

Need Analysis

Question 1: Did you offer trainings for one or more of our target groups before the start of this project? (If yes, please specify the groups and context.)

All of the SMART partner organisations already had experience with the training of one or more of the target groups before the start of the project. Except for Civil Radio all the other partners (Antxeta, nearFM, klipp+klang and Radio Corax) had offered several trainings for migrant women beforehand. Antxeta, klipp+klang and Radio Corax mentioned, that those trainings were conducted in cooperation with local institutions, associations or migrant and feminist organisations, who had subject knowledge of this field.

All of the partners, except Antxeta, also had held trainings for people with learning disabilities. Cooperation with different institutions played a key role here, too. Civil Radio specified that the people they worked with had life managing problems, which means that it was a more complex group and learning difficulties only were a part of their impairments. Except for Antxeta and Radio Corax all partner organisations had already worked with the target group of visually impaired people.

All of the above mentioned experiences with the three target groups stretched over a time between four months and five years, depending on the partner organisation. NearFM admitted that they didn't have any specific resources or expertise at that time and that their training methodologies and resources were improvised and never formalised.

Question 2: Which obstacles did you meet in the past when you wanted to offer basic radio training for visually impaired, migrant women or people with learning disabilities?

Visually Impaired

The partner organisations who already had experience with visually impaired admitted, that one of the biggest obstacle was the lack of expertise in this field of work. Klipp+klang mentioned, that they didn't have a trainer who had worked with this target group before. For Radio Corax this was the reason to decline the request of the regional association of blind people offer a training for the visually impaired.

Another hindrance was the technology. For one, the technical radio equipment was difficult to use for the visually impaired. On the other hand the radio trainers didn't know anything about the supportive technologies the visually impaired themselves used and how they used it. Also other (structural) needs constituted an obstacle. For example the mobility of the people. All organisational things like the rooms and the infrastructure had to be well prepared.

All of the above mentioned factors lead to another problem: The trainings with visually impaired took much more time than calculated and it was not possible to be flexible or spontaneous.

The cooperation with institutions of the visually impaired sometimes determined the quality of the trainings. Civil Radio explained that the success of the trainings always depended on the assistants those institutions sent to help with the radio trainings.

Migrant Women

The biggest problem in working with migrant women was the precarious situation they are in. It is hard to achieve consistency in the group attendance. The possibilities for the migrant women to attend the trainings and the time they can spend there are limited. Antxeta also mentioned that the contact with migrant women is only possible through partner associations and organisations. It is nearly impossible to contact women who are not associated with them.

Also the training sessions were often interrupted through social exchange. For the women the exchange was necessary and the training sessions were a social outlet to share their experiences and to support each other.

For Radio Corax there were two other difficulties: For one, it was hard for them to find female radio trainers and on the other hand they experienced communication difficulties because of the language barrier.

Learning Disabilities

The trainings with the learning disabilities group were perceived as very difficult for all partners. As with the other groups time was an important factor. NearFM delivered the training without any adapted materials or any expected learning outcome. Klipp+klang found it a challenge to understand the needs and wishes of the participants. In the end of their training there was no possibility to continue doing a radio show with the group and that's why it was not possible to build on the progress the people made during the training. Radio Corax also mentioned that the collaboration with the organisations of people with learning difficulties was essential to have a continuity in the training with the groups and therefore any learning outcome. NearFM also pointed out the importance of the cooperation with the organisations.

Civil Radio found it hard to be flexible concerning the training. They had a clear concept of the desired outcome: a magazine type radio show which centred on the interests of the participants. The problem was, that the interests and ideas of the participants differed extremely from each other and from Civil Radios vision. When Civil Radio tried to push them gently towards their concept the people lost their motivation and didn't want to cooperate anymore. The emotions of how successful the training sessions were, were very mixed.

Question 3: Which resources (concept/material/personal) do you need to offer trainings for our target groups in the future?

Migrant Women

Personal: female trainers with experience in working with migrant women and social training

Material: Portable recorders because you have to move to places where the women are comfortable.

Concept: plan the duration; repetition of the content (for late or absent participants); understand social needs of the group

Visually Impaired

Personal: skilled in the use of access software and specific mobility needs (or supplementary a dedicated assistant from a partner institution if the visually impaired have little to no technical knowledge)

Material: software to ensure accessibility of studio ICTs (Zoomtext, Jaws, station playlist, editing software); new hardware to ensure the software can be used (high spec computer, larger monitors); enhanced/bumps for keyboards; portable recorders with voice guidance

Concept: Mobility training, room preparation, resource accessibility (preparation of handouts and documents); a lot of time (every step takes longer) – rewrite the whole time schedule

Learning Disabilities

Personal: skilled in the delivery of the training, using practical and participative methodologies and know the specific habits of members of the target group

Material: less theory – training has to be hands-on from the start; barrier-free studio; Hand-outs in easy language

Concept: room and session preparation (handouts may not be of use for this group, so it's important to repeat key concepts during the training to ensure that learning outcomes are achieved); the concept must create easy success moments for the trainees

Other: real need and request from the target group and/or organisation

Question 4: Which criteria must the developed resources of our project fulfill to make sure that you'd like to use them in your radio training activities?

The developed materials have to be very practical, adaptable and easy to implement in the trainings. The descriptions have to be very clear and on point. Therefore no long descriptions are needed. The same applies to the learning outcomes. The materials have to be easy accessible (good search engine). Good keywords are essential.

Question 5: Finally with SMART, we have developed a very good and usable Online-Tool. What challenges do you think you might meet when working with this material to train members of our target groups?

Antxeta and nearFM don't see any problems in this point of the project. Klipp+klang Civil Radio and Radio Corax mention that it is necessary to tell the potential users of the materials, that they can't be used one-to-one and have to be adapted to the special needs of the trainees or trainers because every group/situation is different. This is one of the reasons why there should be a possibility to add new, adapted and improved material to the website. This way the website can be kept interesting for trainers over a long time period.