



Education and Culture DG

Lifelong Learning Programme



<b>TITLE</b>	<b>The MUTUAL competencies</b>
Time	90'
Material	Beamer, laptop, handout
Description of content	<p>The trainer presents the MUTUAL competency model which was developed in the transnational European project "MUTUAL - Training migrants for multicultural work in childcare".</p> <p>The model is based on a theoretical concept by Urie Bronfenbrenner and sees the caregiver in an interaction network between children, parents, team and the wider community. Depending on the interaction level a list of competencies is allocated which help the caregiver to communicate effectively and react adequately in different situations.</p>
Aims of exercise	After having collected experiences on different concepts of childcare and education in the morning the participants are finally presented with a competency model that helps them reflect their findings.
Reflection of exercise	<p>The participants are split into groups according to the competency levels presented and discuss whether they find the list of competencies allocated adequate or whether they would like to add something. They also try to find a practice example for each of the levels.</p> <p>See following example:  <u>Competency Level caregiver - children</u></p> <p><u>Competencies needed are:</u></p> <p>TO BE ABLE TO COMMUNICATE EFFECTIVELY WITH CHILDREN OF DIFFERENT CULTURAL AND RELIGIOUS BACKGROUNDS.</p> <ul style="list-style-type: none"> <li>• Demonstrate knowledge of Child Development</li> <li>• Demonstrate knowledge of techniques that enables children to understand the value of ethnic diversity</li> <li>• Give examples of resources that can assist the child care centre when teaching children to understand diversity in society</li> <li>• Explain language strategies used by the host country to develop the child's additional language(s)</li> </ul> <div style="border: 1px solid black; padding: 10px; margin-top: 10px;"> <p style="text-align: center;"><b><u>Good practice example: Learning new skills</u></b></p> <p>Barbara's kindergarten is in an area with a large Turkish minority. Sometimes 20 children out of 25 have a Turkish background. Barbara had no knowledge on the children's religious backgrounds, but a Turkish colleague explained a lot to her. She is now very careful what kind of food she serves, tries to take into account the religious and cultural background of the families and even plans the festivities in the centre according to the Muslim traditions.</p> </div>



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Benefits of exercise	Delving into the subject and finding practical examples for a theoretical model.
Obstacles of exercise	The participants need to have developed skills for (self) reflection in order to benefit fully from this exercise.
References	The MUTUAL Compendium