



International Amateur Radio Union, Region 1

26th General Conference - Zlatibor, Serbia

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Subject	Amendment of Train The Trainer program		
Society	Youth Working Group	Country:	IARU Region 1
Committee:	C3	Paper number:	<i>To be provided by the Secretary</i>
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Introduction:

The purpose of this paper is to introduce a new form of the Train The Trainer (TTT) program to better meet the needs of the Member Societies and the IARU Region 1 Youth. The new form aims to involve amateurs above the target age group of the Youngsters On The Air program to more efficiently and sustainably get more young amateurs into the hobby.

Background:

Train The Trainer as a program was originally requested by the Member Societies in the 2017 General Conference in Landshut to further spread the Youngsters On The Air program on a national and local level and to invest resources in training volunteers to develop youth amateur radio programs within the societies. With a goal to have more young people joining the hobby of amateur radio.

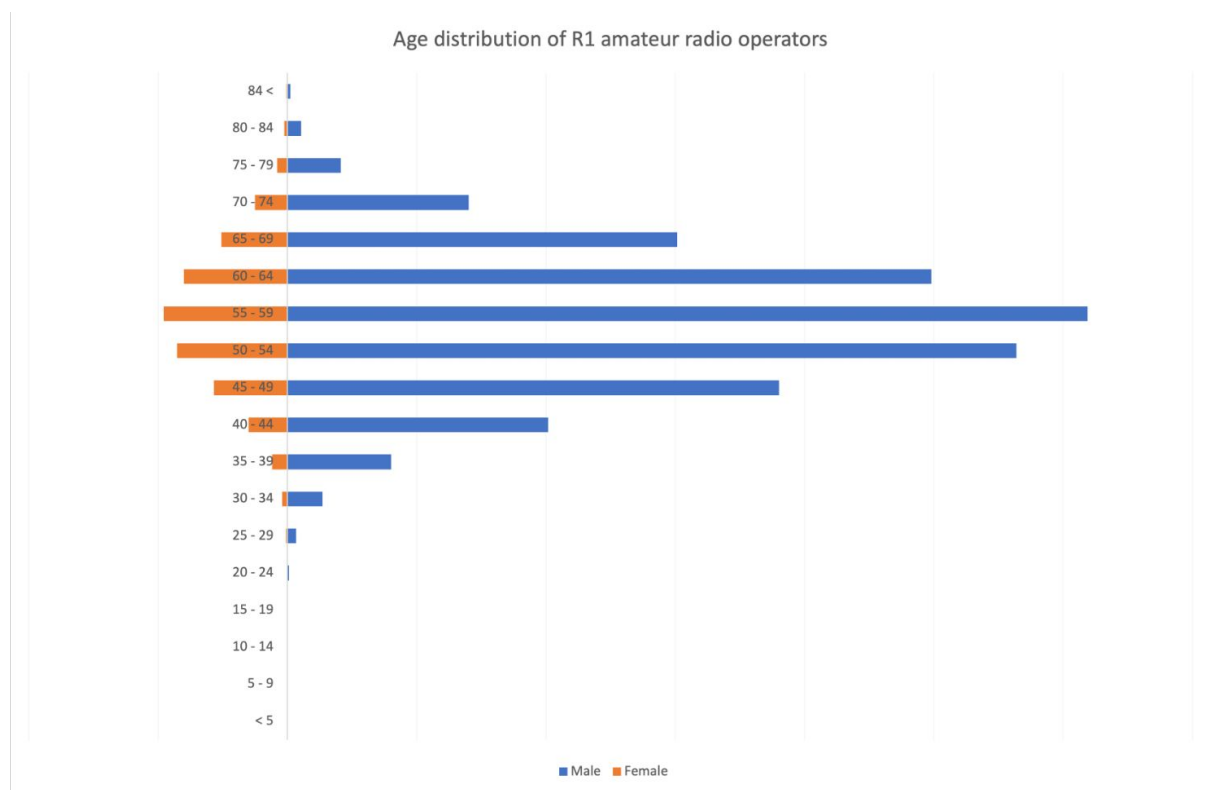
The Youth Working Group (YWG) implemented [two methods](#) to achieve the goals. The first method is quarterly reports about the status of the member societies' youth work. The second method implements training programs at IARU Region 1 youth events such as the YOTA Summer Camps and other similar regional events.

The 26th IARU R1 General Conference will mark the completion of 6 years that the TTT program has been running (2 GC periods). It is the view of the YWG that feedback of the member societies is required, aiming to evaluate how the MS view the TTT program and how they feel this program should evolve going into the future, as the YWG receives only limited input or no input from a majority of the MS during the years

Moreover, considering that the average age of the amateur radio operators is around 60, it becomes apparent that a major generation gap exists, which programs such as the TTT fail to consider or address. In essence the current TTT program is aiming to train young trainers, to train the youth. It also seems that the content of the TTT program needs to be revamped.

There is a limit to the knowledge a young trainer can transfer, when he/she is lacking the long-term experience that older radio amateurs have.

In the Youth WG meeting at the General Conference 2023 the Youth WG got introduced to a proposal by Petar 9A7PP (HRS) (see **Appendix 1**) regarding a new approach on how to make the Train The Trainer program more efficient. Instead of training the youth to train more youth, it would be better to aim to train more experienced mentors to guide the youth into the hobby.



As the graph shows, the vast majority of amateurs in Region 1 are above the age of 40 and likely have a lot more experience with different aspects of the hobby.

Due to the extremely small number of youngsters in the age group, the likelihood of finding motivated individuals for youth work is exceedingly low. Therefore, it is advisable to tap into the significantly larger group to identify potential mentors. Using that potential can result in getting more young amateurs into the hobby. The Croatian society (HRS) has had great results with this type of approach with a growing number of young amateurs getting their licences.

Petar, 9A7PP proposed to organise a camp for mentors from all the member societies to educate them on how to reach the youth. Each member society can send two participants to the camp, for example the youth coordinator and a board member. The focus of the selection of the attendees is on their motivation and capability of acting as a mentor. These participants can then take the information back home with them and train more mentors in their respective Member Societies. The camp would use the services of education specialists, psychologists and others specialising in working with the youth.

Key points and proposal:

In the current situation, Train The Trainer may not completely fit the needs of the youth and may not have reached the desired results. As a solution the YWG would perform an evaluation of the TTT program by collecting feedback, experiences, and ideas from the Member Societies, establish ways to measure the program's success and in cooperation with 9A arrange a camp for mentor training. The necessary change in the program should be made based on input from the member societies so their individual requirements can be considered. For this, we need the support of the MS.

Introducing a Train the Mentor program as proposed by the Croatian Member Society would reduce the generation gap and provide a stable environment for the new young amateurs to learn and find their places within the hobby. Not limiting the mentors' age range enables selecting suitable candidates from a larger and more experienced population. The plan involves organising an extended weekend camp open to all age groups, with a specific target audience of young adults aged 18 and above. The program will take place in a location within IARU Region 1 with a duration of three or more days and the MS can send up to 2 participants.

The Youth Working Group wants to emphasise that the idea has originated from the Croatian society and was presented by Petar 9A7PP, and the Youth WG sees it as a great opportunity for cooperation.

Recommendations:

The YWG recommends to:

- a) Perform an evaluation of the TTT program, by inviting MS to provide their feedback and possible improvements in a structured manner in the coming 2-4 months.
- b) Set up a structured training evaluation methodology via specific training evaluation metrics, aiming to measure the TTT program effectiveness, for future training sessions. This should also be applied to any other training programs implemented by the YWG in the future.
- c) Set up and run a pilot Train the Mentor program where the participants to this program will learn how to transfer knowledge via courses and workshops introducing the necessary techniques for working with youngsters, employing the services of education specialists, psychologists and others specialising in working with youth.

Financial implications:

For the new pilot program it is expected that there will be an additional one-time expense of 5000 CHF.

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Cover sheet for Conference Paper

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Name of Society Submitting paper:

IARU Region 1 Youth Working Group

Society contact person for this paper:

Otava Tuomi, OH3OT

Title of Paper:

Amendment of Train The Trainer program

For consideration in Committee, (select one):

- C2 - Credentials and Finance Committee
- C3 - General Administrative and Organisational Committee:
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