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Selection Criteria for InMEDIATE Training

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BACKGROUND

Civil mediation in international disputes is yet to see an uptake, despite the numerous initiatives in place at EU level to foster the practice of civil mediation for settling cross-border disputes, the effective uptake of mediation is still hindered by multiple obstacles. One of the main challenges in this field is the lacking uniformity in mediation training standards and selection procedures, due to heterogeneous national regulatory frameworks. The development of EU standards related to mediation skills and training would contribute to steering the quality of the mediation services. Building on these critical issues, InMEDIATE intends to establish a European vocational profile of the International Mediator.

AIMS

This goal is achieved by designing, implementing and delivering a learning outcomes-oriented training curriculum for mediation practitioners, aimed at providing a comprehensive set of certified qualifications, enabling trainees to act as international mediators in cross-border civil disputes.

RESULTS

- 1) Enhanced acknowledgement and deeper understanding of the mediation training standards in the EU countries.
- 2) Professional training curriculum designed to provide certified qualifications for international mediators.
- 3) 36 mediation practitioners fully trained and equipped with a final certification validating their learning outcomes according to quality standards set by partner universities.
- 4) Enhanced professional development of mediation trainers and educators through intensive and fruitful exchange of knowledge, methods and practices.
- 5) Online collaborative platform designed and developed for mediation trainees, educators and stakeholders for networking and community building purposes.

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6) Collection of existing OERs and new OERs developed and freely accessible through the InMEDIATE e-Platform.

METHODOLOGY

The focus of the training will be on preparing the participants to practice cross-border mediation. The interactivity will be enhanced through: i) online Group Discussion (peer coaching activities in small groups of professionals), moderated by an expert; ii) mediation labs with learn-by-doing approach to stimulate brainstorming and teamwork; iii) Online forum to facilitate interaction among participants; iv) networking opportunities with leading experts in the mediation field.

STRUCTURE OF THE TRAINING

Phase 1 – Leipzig, GERMANY - Face-to-face preparatory course (3 days)

This phase will allow trainees with different cultural backgrounds to know each other and to share their professional experiences, ideas and perspectives on mediation practice, styles and methods. The participants will be introduced to the structure, organization and methodological framework of the training program.

Phase 2 – ONLINE - 54 hours of Online training course: 9 h of recorded video lessons, 27 h of self-study and self-assessment, 18 h of Group Discussion among small groups of professional trainees

Topics for Modules

- ODR
- LEGAL FRAMEWORK AND MEDIATORS' RESPONSIBILITY
- NEGOTIATION TECHNIQUES
- COMMUNICATION AND MEDIATION TECHNIQUES
- CO-MEDIATION
- CONFLICT ANALYSIS
- MEDIATION STAGES
- MEDIATION STYLES AND CODE OF CONDUCT

Phase 3 – Warsaw, POLAND - Mediation lab and follow-up of the training course (3 days)

This face-to-face laboratory builds on the theoretical knowledge and technical competences gained during the online training to provide practical skills through learn-by doing experiences. With regards to methodological aspects, the activities will be carried out by working in small groups and through practical exercises, case studies and role play. The expected results are the following:

- i) mediation practitioners more aware about the impact that cultural differences, stereotypes and attributions have on key dispute resolution processes and on conflict generally;
- ii) enhanced capacity of mediators to settle cross-border cases and to handle possible risks thanks to the practical approach of the teaching activity;

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- iii) improved ability to work within international environments and to deal with professionals holding different cultural and linguistic backgrounds.

TARGET GROUP

The training curriculum is designed to meet the needs of trained and experienced mediation practitioners from EU member States.

IMPACTS

With regards to target group, the following main impacts will be envisaged:

1. Mediation practitioners equipped with an additional set of interdisciplinary competences and intercultural skills, enabling them to effectively handle cross-border mediation cases.
2. Mediation practitioners equipped with a final certification validating their learning outcomes according to uniform training standards and quality assessment criteria.
3. Improved cooperation and synergies among learners interested in the cross-border civil mediation sector
4. Increased professional mobility of international mediators across EU countries.

ASSESSMENT

The assessment and validation of the learning outcomes gained by the trainees on completion of the course is jointly developed by the 3 universities involved in the project and specific arrangements have been undertaken to ensure and guarantee quality standards of the validation process.

At the end of the training course a certificate of participation in the course will be issued to each participant. The acquisition of the certificate is subject to compliance with the attendance requirements, equal to 100% of the hours On-line mode and 80% of the hours in presence.

APPLICATION, PROCEDURE AND SELECTION OF PARTICIPANTS

The application form must be submitted on-line with the support letters before 23:59 (CET), at this link. For additional questions, please write to

A) ADMISSION REQUIREMENTS

- 36 trainees, 18 women and 18 men, will participate in the InMEDIATE training, on the base of gender and national equality;
- the first 80 applicants will participate in the selection;

The minimum requirements for selection are:

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language qualifications	EU certifications or other certificates or self-evaluation - equivalent to B2
education	University degree
basic mediation training	Minimum 50h
civil mediation experience	at least 10 cases

B) EVALUATION CRITERIA: 1st step

SELECTION CRITERIA	
mediation experience (max no of points)	15
Mediator in national mediation cases (of at least one joint meeting)	
up to 30 cases	1
31-60	3
more than 60	5
Mediator in international mediation cases (of at least one joint meeting)	
1-3 cases	3
more than 3	5
Co-mediation experiences - number of cases conducted in co-mediation	
1-5 cases	1
6-10	3
more than 10	5
trainings (max no of points)	12
other national trainings on mediation (trainings, workshops, study groups) (in hours)	
41-60 h	1
61-100 h	4
more than 100 h	7
other international trainings on mediation (trainings, workshops, study groups) (*training conducted by a foreign trainer and in non native language) (hours)	
1-15 h	1

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16-40 h	3
more than 40 h	5
others (max no of points)	8,5
Accreditation following a selection procedure as mediator to a National or International Mediation Center or to a Mediators Network/Association (any)	0,5
Attendance of Conferences or Seminars or Webinars on Mediation of at least 4 hours each	
1-5	1
6 or more	2
Publication of books or articles on mediation	
1-3	2
4 or more	3
Training as trainer (only including trainings of at least 16 hours)	
less than 80 h	0,5
80-160 h	1
161-240 h	2
more than 240 h	3

Other Skills

n) Knowledge of ADDITIONAL languages (points 3). If yes, indicate which ones.

o) Significant personal and/or work experiences of an international nature (points 2)

C) EVALUATION CRITERIA: 2nd step

Following the first step of selection, a ranking will be drawn up. The first 50s of the ranking will pass (including the tie with the last one in the ranking) to the second selection step:

Web based interview for verification of skills and motivations:

- excellent (points 5)
- good (points 3)
- low (points 2)

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D) RESULTS

The first 36 candidates who, on the basis of gender and national equality and the score acquired at the outcome of the selection, will be admitted to participate in the training, will be informed via email of the acceptance of the application. In case the candidate renounces the selection, the next most eligible candidate will be selected for the training and informed via email.

FINANCIAL AND PRACTICAL CONDITIONS OF PARTICIPATION

The training is free of charge. Travel and accommodation expenses for the training will be reimbursed according to terms and conditions defined in the project. Only the participants who attend the entire training course can be reimbursed. The payment will be made by bank transfer after the end of the course.

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