

# The Process Learning and Intergrowing of Trainees and Trainers in Youth Work Training

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This paper aims to explain the process of how trainers and trainees learn and intergrow, through practice in qualification programs for those who want to be youth workers.

By analyzing their stories, the following process was declared. (1) Trainers practice the theory of “youth work” with trainees. Trainers are aware of the importance of providing a safe atmosphere in which the trainees can frankly speak their feelings. Trainers, with their sense and experience as youth workers, encourage the trainees’ trial & error process, sometimes taking notice of a trainee’s good points or strength, sometimes providing advice from a youth worker’s point of view. (2) Trainees understand how to record information, what to focus on, methods of thinking, methods of approach, and the concept of “what youth work actually consists of,” repeating the cycle of practice, self-reflection, feedback from trainers, and practice development. While doing that, trainees acquire a sense of relief and assurance, and gradually open their mind. (3) Trainees repeat redefining what they experience in their practice, benefiting from the trainer’s perspective. (4) Trainers also repeat a redefining attitude and interaction, as a reliving of the experiences of their trainees. (5) Repeating trial and error, the trainers and trainees put their attention on more essential challenges. In these processes, they change their own framework and create a sense of knowing in practice. Their acquired experience covers both the intrinsically ethical and the philosophical.

This study thus discloses what processes are in action when a trainer and trainee learn and grow together in a mutual relationship.