

Entrance criteria for a Libre Foundation training

- **A participant has to clearly identify why he/she wants to participate**
 - *Importance for Libre: participants with a clear focus who know what to expect.*
- **A participant has a leading/decision making role in an existing Civil Society Organization, and needs to have at least one year experience as a leader**
 - *Importance for Libre: maximum impact as multiple people benefit from realized learning goals.*
 - *The table with job levels on page 2 will help you identify which leaders to invite.*
- **A participant will attend for all components (= 5 days) of the training. Those who are absent for (more than) one day cannot continue the training.**
 - *Importance for Libre: intrinsic motivation of people to participate.*
- **A participant is unable (privately or via employer/Civil Society Organization) to attend a communication training**
 - *Importance for Libre: to ensure that our budget is not being utilized for wealthier participants.*
- **A participant is responsible for transportation and accommodation cost**
 - *Importance for Libre: intrinsic motivation of people to participate.*
- **Participants are advanced or fluent in the training language**
 - *Importance for Libre: keeping pace in the training. Simplifying the learning process.*
- **The Community Organization fits in the smaller Civil Society Organization category**

Need help dividing small and large organizations? When a CSO has a website, has an annual report and an annual budget exceeding € 100.000, we consider them a large CSO.

 - *Importance for Libre: to ensure that our budget is not being utilized for wealthy organizations. They master their own priorities. If they are not focused on training / education, that's a clear choice.*
 - *An exception can be made for maximum two participants of larger CSOs. They will be charged a fee of € 80.*
- **Also invite candidates other than from your own network**
 - *Importance for Libre: all CSO's have equal opportunities to participate. See page 2 for possible focuses of CSO's.*
- **A maximum of two participants per Civil Society Organization**
 - *Importance for Libre: to give about seven Civil Society Organizations the opportunity to acquire new leadership skills.*

Candidates who don't meet the criteria will be notified by the LPC.

Levels of candidates

Please not that we rather have (more) level 1 and 2 candidates than level 3 candidates

Role in the organization	Included	Why	Exception if...
Level 1 <ul style="list-style-type: none"> (Co-)founder Board members ((Vice)-President, Secretary, Treasurer, Member) 	Yes	The people who are taking (strategic) decisions and lead the staff are the target group of Libre Foundation courses	N/A
Level 2 <ul style="list-style-type: none"> Director CEO Managing Director General Manager Program manager Executive Committee Secretary General 			
Level 3 <ul style="list-style-type: none"> Head of Department Project Manager/Coordinator Administrator Finance Manager HR Manager 	No, unless... See far right column	Depending on position within CSO, job responsibilities and answers on Application form we might accept them.	<ul style="list-style-type: none"> This person is actually in daily charge of a group of employees/volunteers This person is part of the so called 'decision making unit', or is an important advisor of the CSO (= leading role). This person is the LPC This person is part of the organizing CSO and takes the 'reserved seat'.
Level 4 <ul style="list-style-type: none"> Staff member Field officer/field agent Program officer Facilitator Educator Social worker 	No	These people are not our target group	No exception

Focuses of CSO's

Possible focuses of CSO's
Poverty eradication/livelihood/economic development
Family support
Women's empowerment/women's rights
Youth development
Child protection
Education
Health
Physical abuse
Environment
Human rights/peace/conflict resolution/counseling