

Training is process of transfer of knowledge, skills and attitudes. For the purpose of most efficient realization of this process, MCIC applies scientifically confirmed approach titled adult learning cycle. This approach is based on participatory learning and is focused on exchange of experience and its application in practice. The adult learning cycle implies direction, participation. It is based on experiential learning and provides feedback. At the same time, it provides respect for the participant, safe environment and it is realized in pleasant working conditions.

This approach offers four levels in which the learning takes place:

- acquisition of knowledge (the participants will be knowledgeable about the appropriate concepts)
- acquisition of skills (the participants will be able to realize certain tasks)
- acquisition/change of attitudes (the participant believe/support the appropriate approach)
- acquisition/change of attitude (the participants apply the acquired knowledge, skills, and stances in their work)

All training participants receive appropriate supporting materials which provide support to the process of learning as well as additional support in the process of application of the knowledge in every day practice. These materials encompass theoretical concepts, case studies and practical examples. The teaching materials are available in Macedonia, Albanian and English language. MCIC has secured the rights of use of the materials submitted to the participants.

MCIC regularly applies measures which secure high training quality. Besides the standardized training process and methodology, as well as application of appropriate training materials, it also includes provision of appropriate profile of trainers and regular evaluation of the conducted trainings. The training evaluation is conducted by the participants at the end of the training, through questionnaires specially designed for this purpose. Short feedback sessions are organized as need arises, for improvement and adjustment of the contents and process of the training.

MCIC conducts training through:

- [Courses](#)

- [On-job training](#)
- [Mentorship](#)