

# **“APPETISER” TRAINING SEMINAR**



## **JOINT REPORT**

**2004 – 2007**

# Table of contents

<b>TABLE OF CONTENTS</b> .....	<b>2</b>
<b>INTRODUCTION</b> .....	<b>4</b>
...OF "APPETISER" .....	4
...OF THIS PUBLICATION .....	6
<b>STATISTICS</b> .....	<b>7</b>
ABOUT PARTICIPANTS .....	7
COURSE OBJECTIVES .....	9
PROGRAM ELEMENTS .....	12



*We would like to dedicate this publication to the people that have suffered our craziness so far...and especially all participants of the previous "Appetiser" seminars.*

*Above all, to Ciske van Beek and Regina Kalodiki from the Dutch and the Greek National Agency of the "Youth/Youth in Action" program, respectively, without which "Appetiser" wouldn't be possible...*

*Thank you! We are now even more appetised!!!*



#### **AUTHOR**

Athanasios (Sakis) Krezios

[sakis@entertrain.gr](mailto:sakis@entertrain.gr)

<http://www.salto-youth.net/find-a-trainer/681.html>

#### **CONTRIBUTORS**

Monika Kezaite

[monikele@centras.lt](mailto:monikele@centras.lt)

<http://www.salto-youth.net/find-a-trainer/404.html>

Yvor Broer

[yvor@thesparkle.org](mailto:yvor@thesparkle.org)

<http://www.salto-youth.net/find-a-trainer/12.html>

Reproduction of material included in this publication is authorized for non-commercial educational purposes only, provided the source is mentioned. We would appreciate your feedback. Contact us at the email addresses referred above.

# Introduction

## ...of "Appetiser"

"Appetiser" is a training seminar that bridges the gap between local and international youth work. It was born as a response to the ever growing demand from youth workers across Europe to "go international". It is a lot about introducing "Youth/Youth in Action"<sup>1</sup> Program but there are a lot more things happening and being explored during the seminar: core educational approaches of international youth work, sharing of experiences, development of intercultural sensitivity and last but not least, fostering of the idea of European citizenship.

The above constitutional elements of "Appetiser" have been discussed upon several times and most recently during the Progress Meeting, June 2007, they were verified and consolidated; "Appetiser" as a new Network training course has a lot to offer to future beneficiaries as it did so far. As well, during the Progress Meeting, the trainers' team with the support of the Dutch National Agency adapted "Appetiser" so that it fits the format of "Network training".

The rationalization of the training seminar can be seen below:

- **"Appetiser" has a clear and concise AIM:**

*To give a strong positive first experience of international youth work and motivate participants to use the **Youth in Action** program.*

- **"Appetiser" steadily steps on a set of specific OBJECTIVES:**

- a) *To enjoy a first intercultural youth project experience*
- b) *To taste non-formal and intercultural learning*
- c) *To exchange local youth activities in the international context*
- d) *To explore possibilities of support available for international youth activities such as the "**Youth in Action**" program.*
- e) *To analyze the examples of quality youth projects supported by the "**Youth/Youth in Action**" program*
- f) *To see how participants' local youth work practice can benefit from the international context.*

- **The TARGET GROUP is explicitly identified:**

*"Appetiser" aims at youth leaders and/or youth workers working actively in the local and/or national level willing to extend their youth activities into international level.*

*"Appetiser" is mainly addressed to inexperienced individuals, not only to inexperienced organisations, i.e. an organisation, which is already implementing international activities can send a representative, who does not have international experience. Thus, important criteria for participation in this training seminar are:*

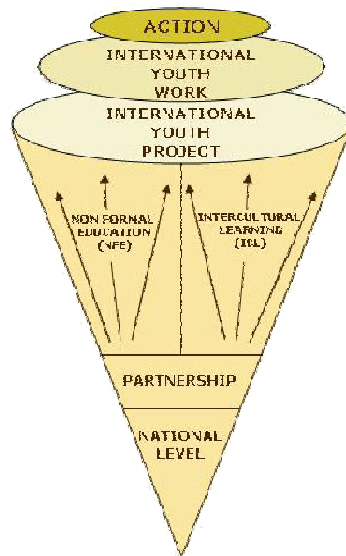
- *participants should have some experience in developing youth activities in local/national level;*

---

<sup>1</sup> Youth/Youth in Action: This publication was realized in 2007, the year that "Youth in Action" Program started as a continuation of the "Youth" Program, therefore we mention both of them when needed, or the former when referring to the future and the latter when referring to the past.

- participants should not have participated in other network trainings and/or have participated in multiple international youth activities;
- participants should be motivated and considering to broaden their organisation's activities into the international context;
- participants have to be able to communicate in English and be at least 18 years old.

- **Its elements have been graphically conceptualized as an ice cream!!!**



- **The daily program of activities that has been followed until now, can be seen in the table below** (slight modifications will be done in the future as it was decided during the Progress Meeting).

Arrival	1 <sup>st</sup> day	2 <sup>nd</sup> day	3 <sup>rd</sup> day	Departure	
Arrivals of the participants	Group Building	Non Formal Education <b>II</b>	"YiA" presentation	Departure of the participants	
	Introduction of the seminar	International communication <b>I</b>	Good practices		
	<i>Lunch</i>				
	Sharing of experiences	International communication <b>II</b>	The value of international youth work		
Welcome evening	Non Formal Education <b>I</b>	Intercultural Learning	Evaluation of the seminar		
	Dessert groups	Dessert groups			
<i>Dinner</i>					
Getting to know each other	Intercultural Evening	Visit and dinner in town	Farewell party		

The following table gives us an overview of the "Appetisers" realized so far:

COUNTRY	DATES	No OF PAX
MALTA	26/06/2004 - 30/06/2004	25
POLAND	27/05/2005 - 31/05/2005	20
GREECE	08/06/2005 - 12/06/2005	21
NETHERLANDS	24/06/2005 - 29/06/2005	25
AUSTRIA	18/05/2006 - 22/05/2006	15
GREECE	09/06/2006 - 13/06/2006	27
CYPRUS	16/11/2006 - 20/11/2006	15
UK	27/04/2007 - 01/05/2007	24
<b>TOTAL</b>		<b>172</b>

172 people have taken part in a total of 8 editions. In the pages below, the analysis is based in a bit less than 172 questionnaires once some participants, for different reasons (e.g. early departure) haven't provided us with their forms.

### **...of this publication**

The realization of this report was decided during the Progress Meeting (see above).

The fact that from the current year "Appetiser" is changing its status into a new Network training course, brought up the need of summarization, consolidation and popularization of what has happened so far. We aim with this publication:

- 1) To create a thorough understanding between the main stakeholders of the achievements of the so far implemented courses.
- 2) To promote the idea of "Appetiser" as a well-tested educational activity that promotes international youth work for "beginners" among the network of National Agencies, and possibly other related persons or institutions.
- 3) To see "Appetiser" as a whole; to get an overall perspective and be guided by this towards its improvement in the future.

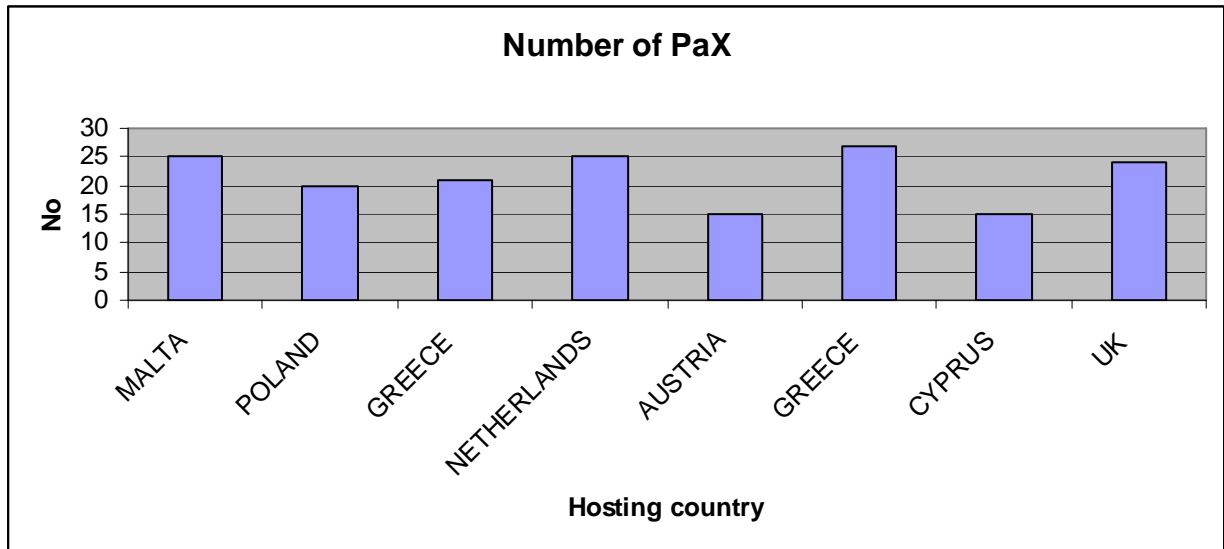
This document has been finalized before the TCP meeting of 2007, in order the National Agencies to get to know the concept and to decide if it would fit their national TCP plans. Of course, it can be also used afterwards.

It was a quite demanding and complicated task. Unfortunately, we hadn't standardized a format of statistical analysis in the beginning of the courses' series and therefore in some cases the results are not integrated (it was not possible to merge the different formats of statistical presentation). There will be clear notifications in the following pages about this issue.

## Statistics

### About participants

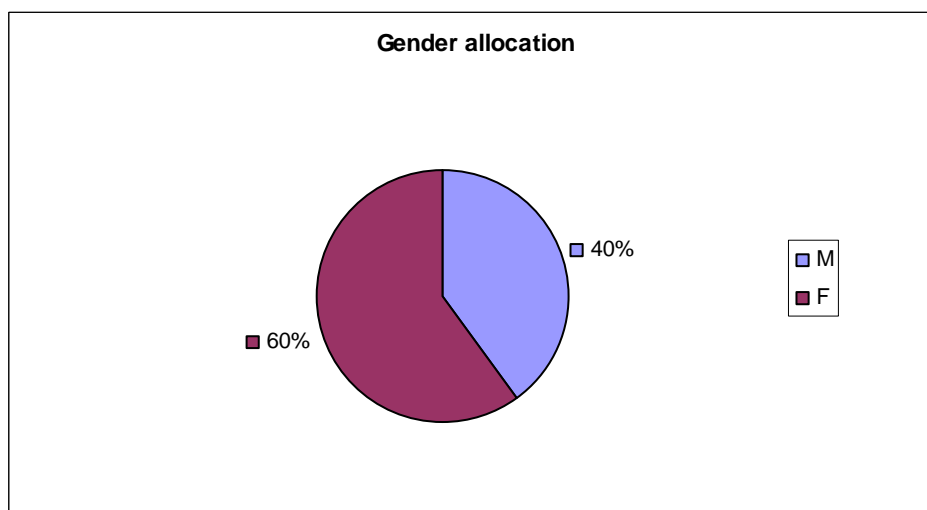
#### a) No of participants in every "Appetiser"



#### Comments

The edition with most participants was the one realized in Greece (2006) where 27 people participated (plus, it was attended by 2 staff members of the UK and the Bulgarian National Agency respectively) while the least participants, 15, were in Austria and Cyprus.

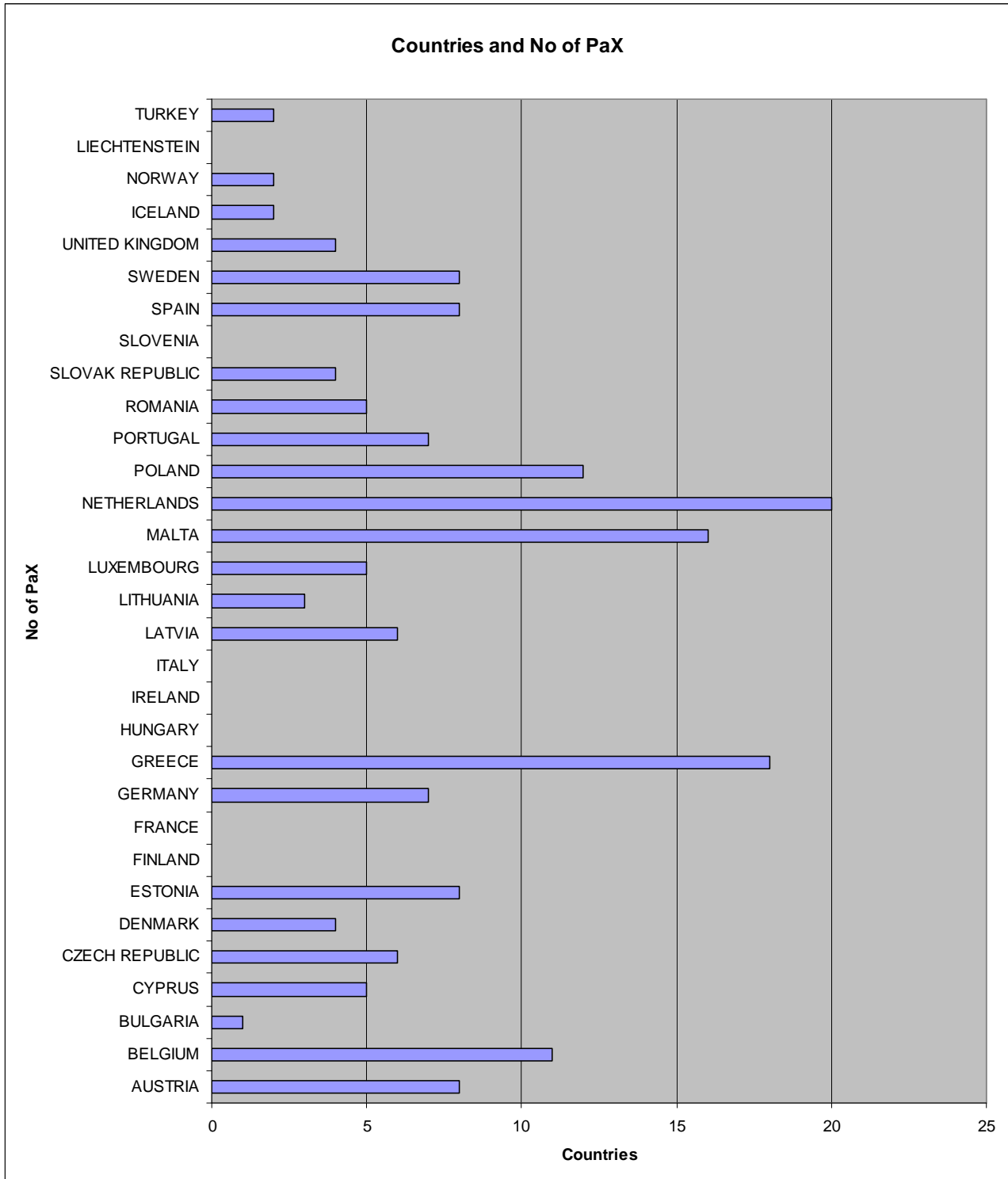
#### b) Gender allocation



#### Comments

There is a significant difference between *males* and *females* that have participated in "Appetiser". In numbers, of a total of 172 participants, 69 were males and 103 were females. As a conclusion, National Agencies should be reminded of the gender balance factor in their processes of recruitment.

### c) Countries represented

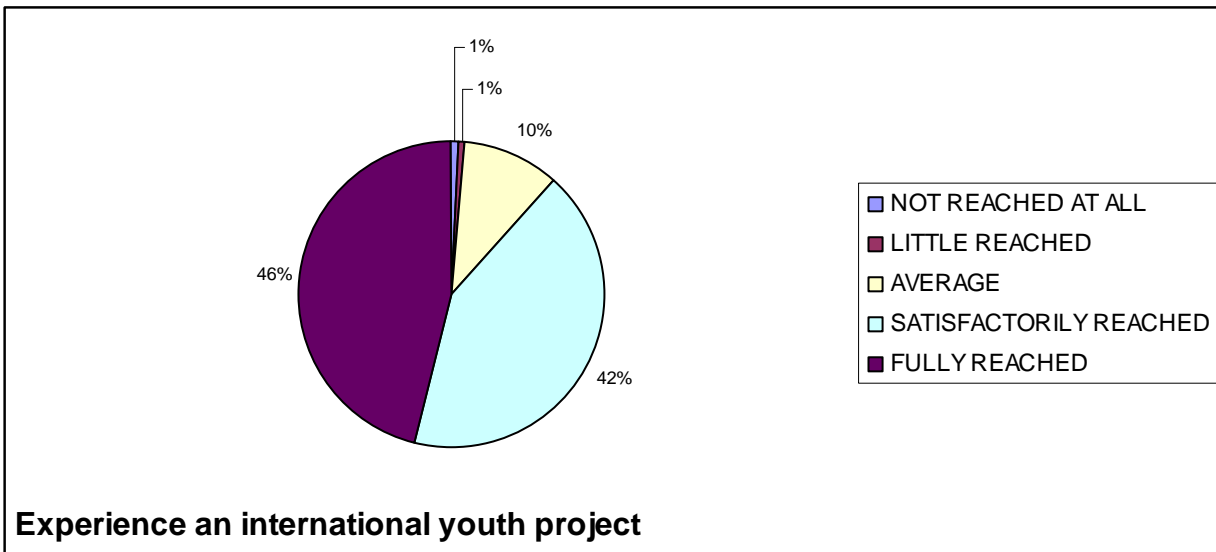


#### Comments

The National Agencies from The Netherlands, Greece and Malta are the ones that have sent the most participants so far (in numbers, 20, 18 and 16 respectively). Countries such as Liechtenstein, Slovenia, Italy, Ireland, Hungary, France and Finland have never been represented in any of the seminars. A suggestion could be that the future Hosting NAs pay extra attention to providing with information National Agencies of these countries, without of course reducing the quality and accuracy of information that the other National Agencies will be provided with.

## Course objectives<sup>2</sup>

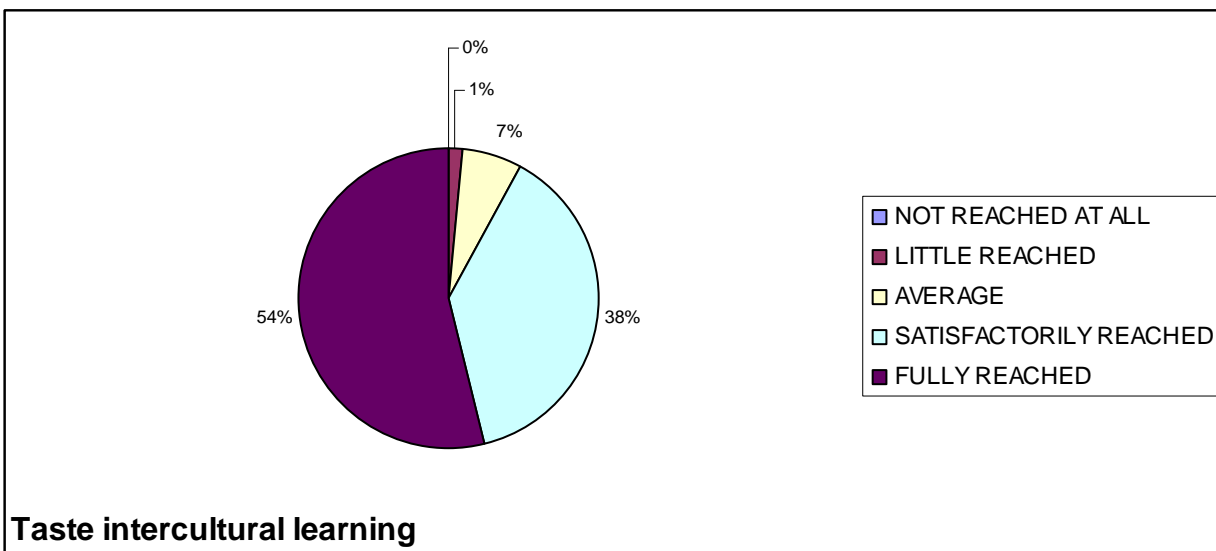
### a) To experience an international youth project



#### Comments

A highly achieved objective as 88% of the participants' rating is on the "positive side" (Fully + Satisfactorily reached). It's interesting to mention that quite a few times, participants coming to "Appetiser" have previous *international youth* experiences, mainly out of the "Youth" program.

### b) To taste intercultural learning



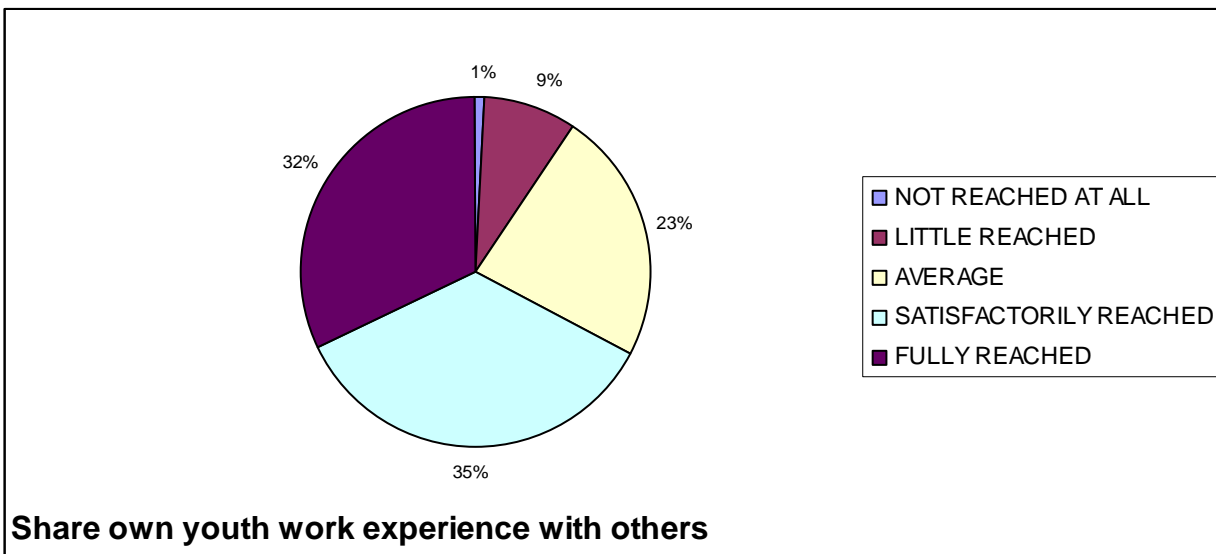
#### Comments

A highly achieved objective as well. 92% of the participants' rating is on the positive side! Still, it remains an issue of discussion and attention, the fact that the presence of different "cultures" is on itself translated by the participants as *learning*; this notion surely influences the above rating. On the other hand, intercultural

<sup>2</sup> For this section, Appetiser in Malta is not taken into consideration because of the lack of data.

learning constitutes the core of our methodology and thus is present constantly in the evolution of the program of activities.

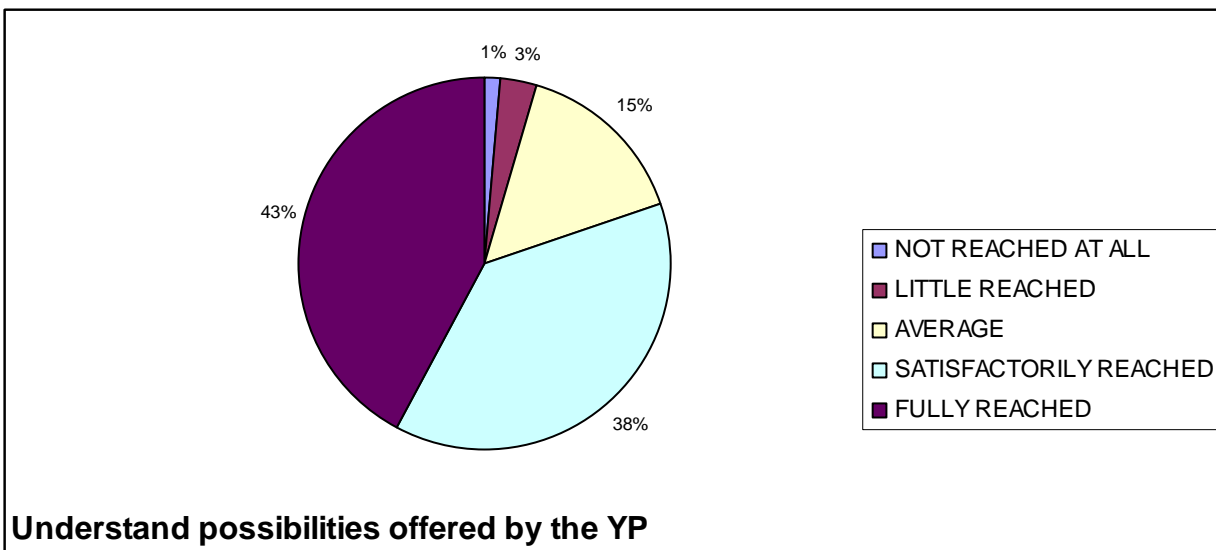
### c) Share own youth work experience with others



#### Comments

A lot of "Average" votes in addition to a relatively high percentage of "Little reached" votes. Extra attention should be given to *sharing* and if there is not more available time than the amount given so far, then other methods and techniques should be utilized by the trainers (which by itself constitutes an issue for discussion among them).

### c) Understand possibilities offered by the Youth Program

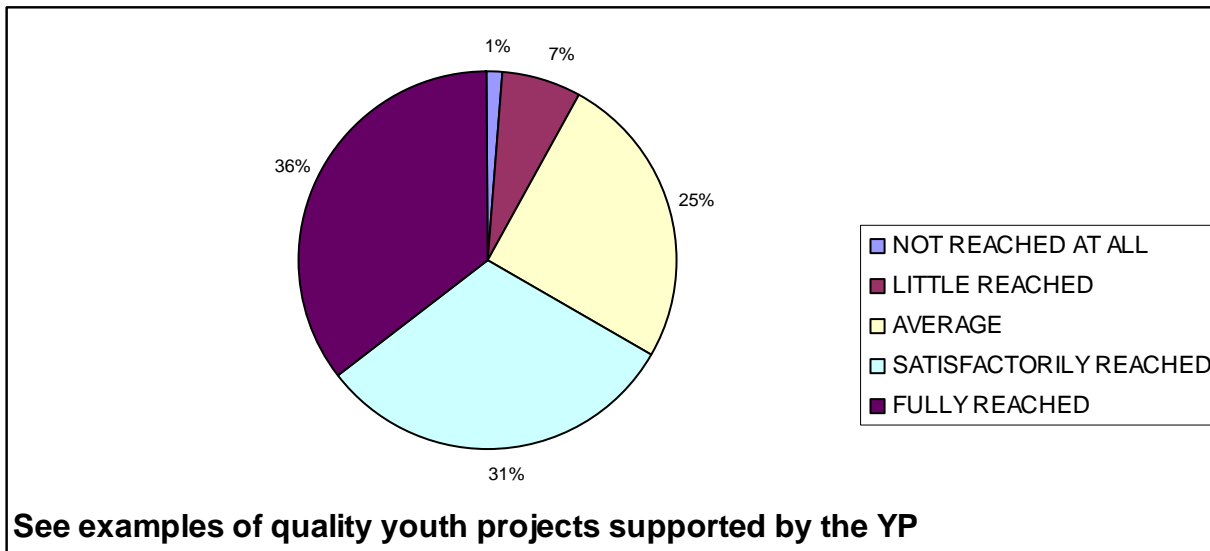


#### Comments

Highly achieved objective while a relatively high number of participants have given "Average" rating. It's necessary to mention here that the main activity tackling this objective is basically not delivered by the trainers and its format is changing in every "Appetiser" (something that means it is not possible to "build" on the mistakes and improve it). Trainers agreed during the Progress Meeting that for the next

“Appetisers” a short session on Youth in Action program will be incorporated in the 1<sup>st</sup> day’s program and the full session remains as such for the 3<sup>rd</sup> day of activities. Additionally, trainers will set a framework for the presentations, under which the National Agencies will have to operate.

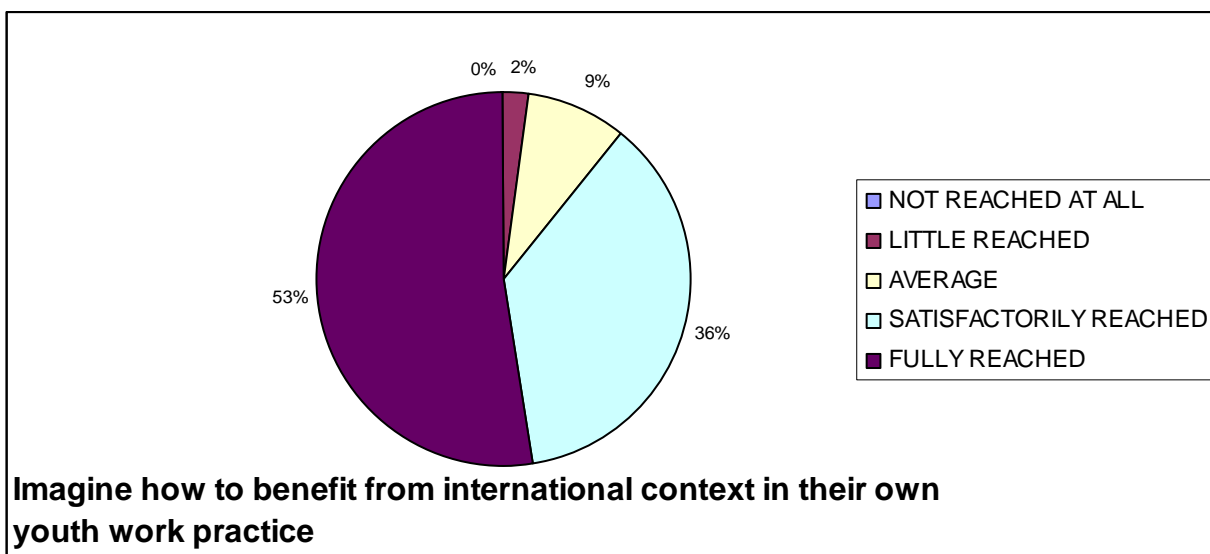
**d) See examples of quality youth projects supported by Youth Program**



**Comments**

A high number of “Average” ratings. This information must initiate discussions again, on what is the best format of activities to tackle this objective: participants can be visited by ex Youth beneficiaries, or participants themselves visit organizations that are (ex) Youth/Youth in Action beneficiaries, or maybe a combination?

**e) Imagine how to benefit from international context in their own youth work practice**

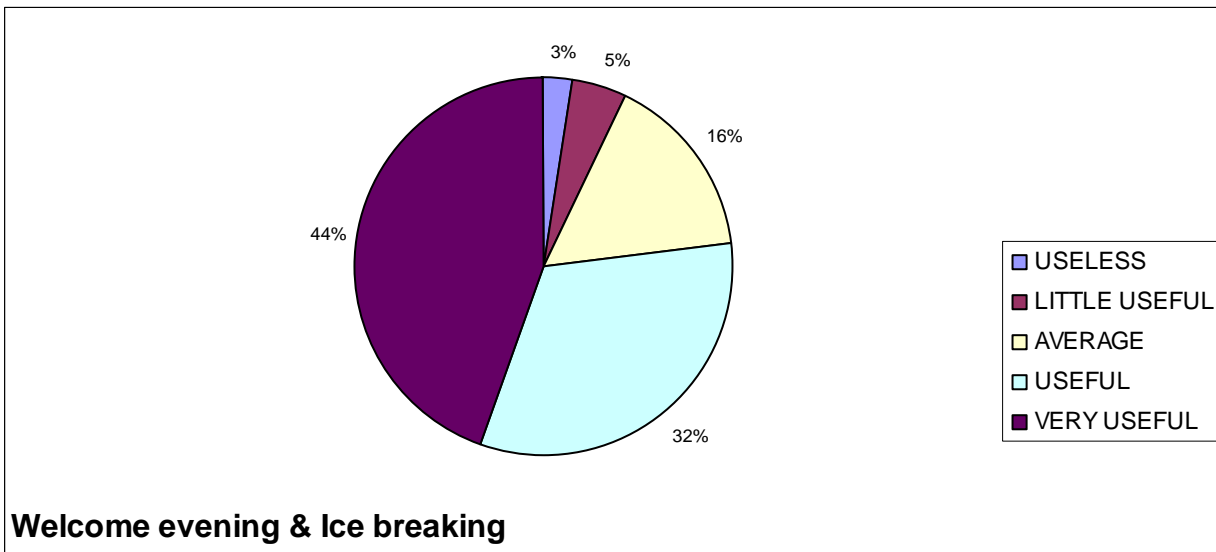


**Comments**

The high rating on the positive side proves, at least, that “Appetisers” have been really inspiring for their participants.

## **Program elements**

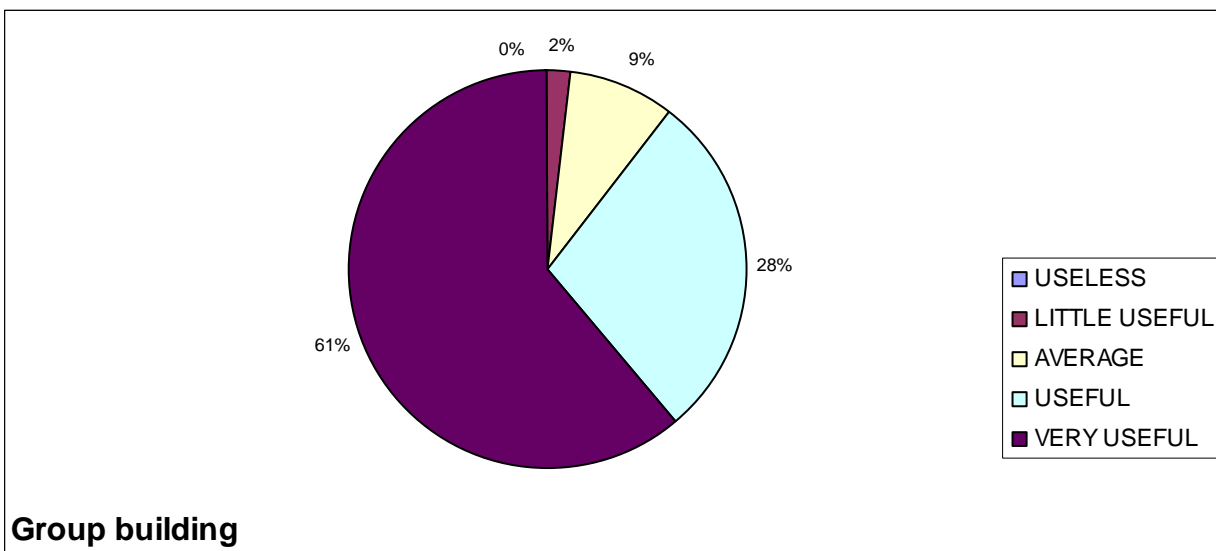
### **a) Welcome evening and ice breaking**



#### **Comments**

Some *Welcome Evenings* have been well organized and some others not; but the latter was not due to the unwillingness of the organizers and the team but mainly due to circumstances like late arrival, long, domestic trip etc. Anyway, the overall rating is very satisfactory.

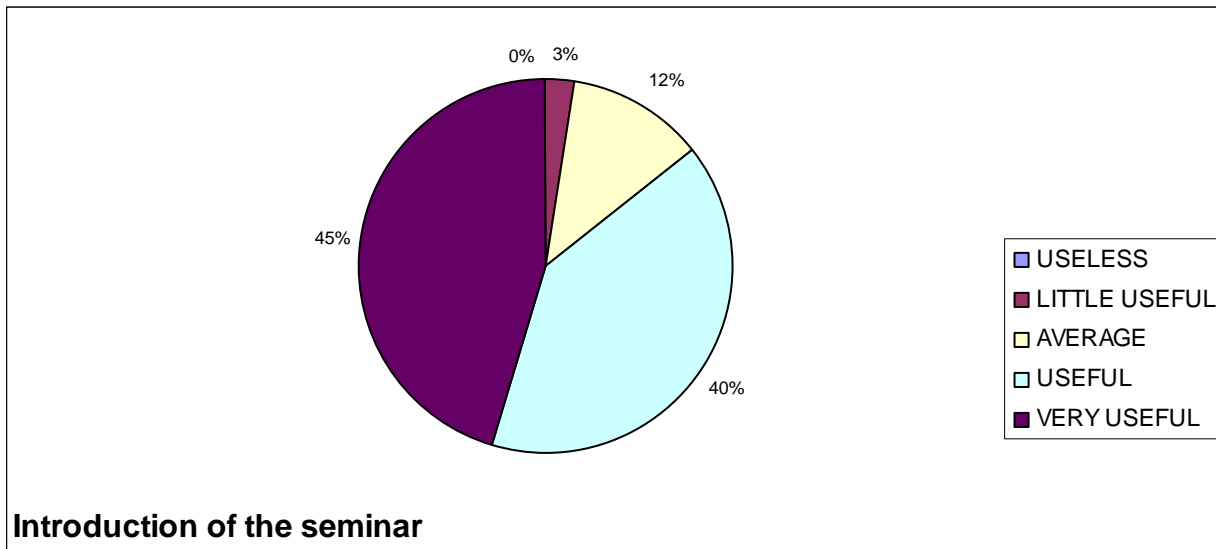
### **b) Group building**



#### **Comments**

A highly appreciated program element! It always creates the necessary basis for cooperation, interaction and understanding to grow. Group building so far has taken place indoors but outdoors as well, whenever the chance was given. The combination of both indoors and outdoors usually lead to better rating (either because of the pluralism of the activities realized or, simply, because participants have the chance to start to feel more familiar with the venue).

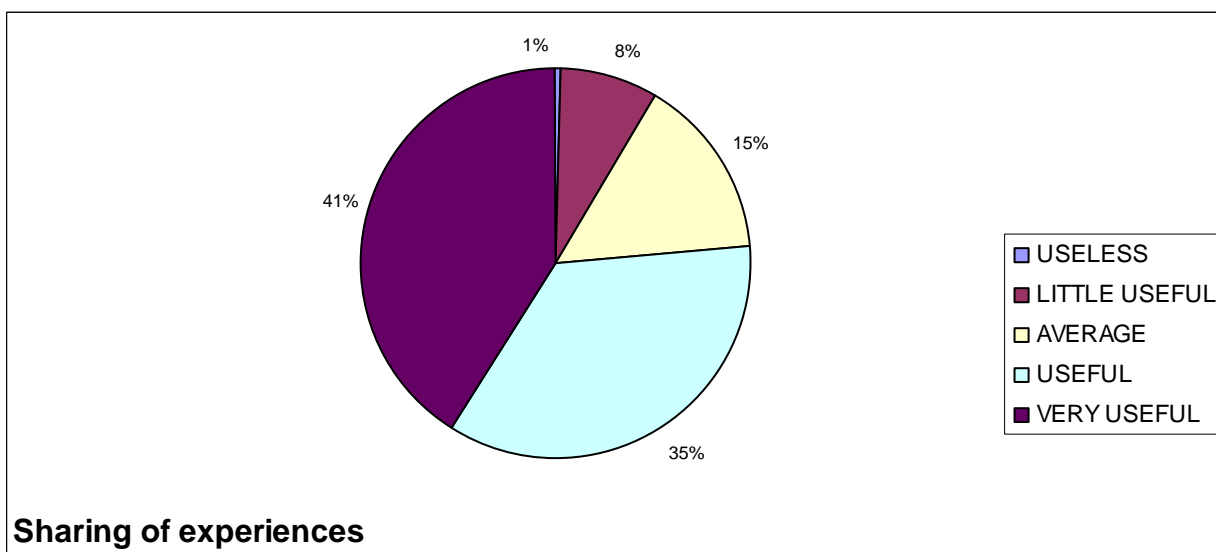
### c) Introduction of the seminar



#### Comments

What is important to mention here, is that the trainers have designed their own method for delivering this session called "AppetisAir" which simulates a *flight safety instruction* with the introduction into the philosophy of the seminar. It has worked very well so far and it has been agreed to be maintained and improved.

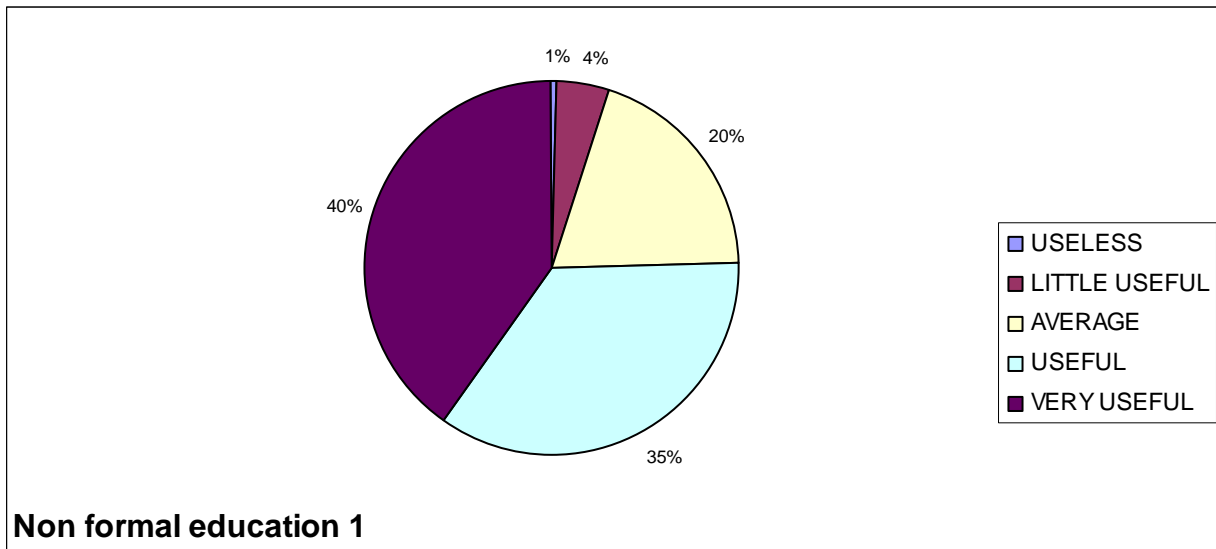
### c) Sharing of experiences



#### Comments

The rating lies highly on the positive side. What is interesting to be referred is that as we have seen in the previous pages, the *objective* of "Sharing own..." has been rated not so well in relation to the other objectives. This might mean that the session of *sharing* is good and useful itself but it is not enough to tackle the objective and therefore measures should be taken.

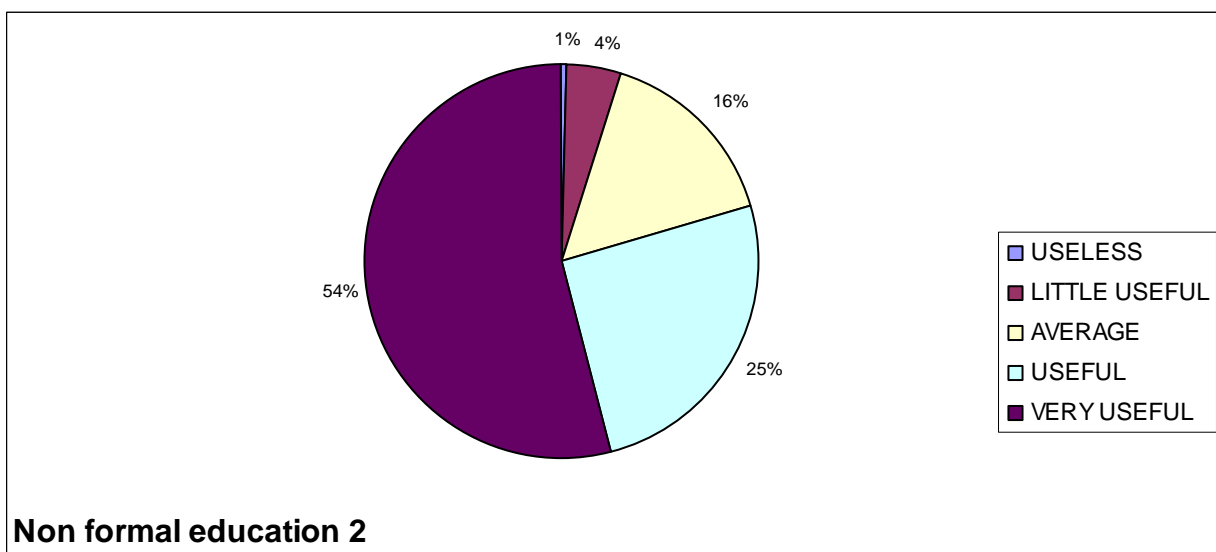
#### d) Non formal education 1



#### Comments

This is an introductory session and although highly appreciated, the 20% of Average votes must initiate discussions toward the refinement of its elements. It's a session that after *travelling* from the 1<sup>st</sup> day to the 2<sup>nd</sup> day and back, only recently has settled down as the *closure* session of the first day.

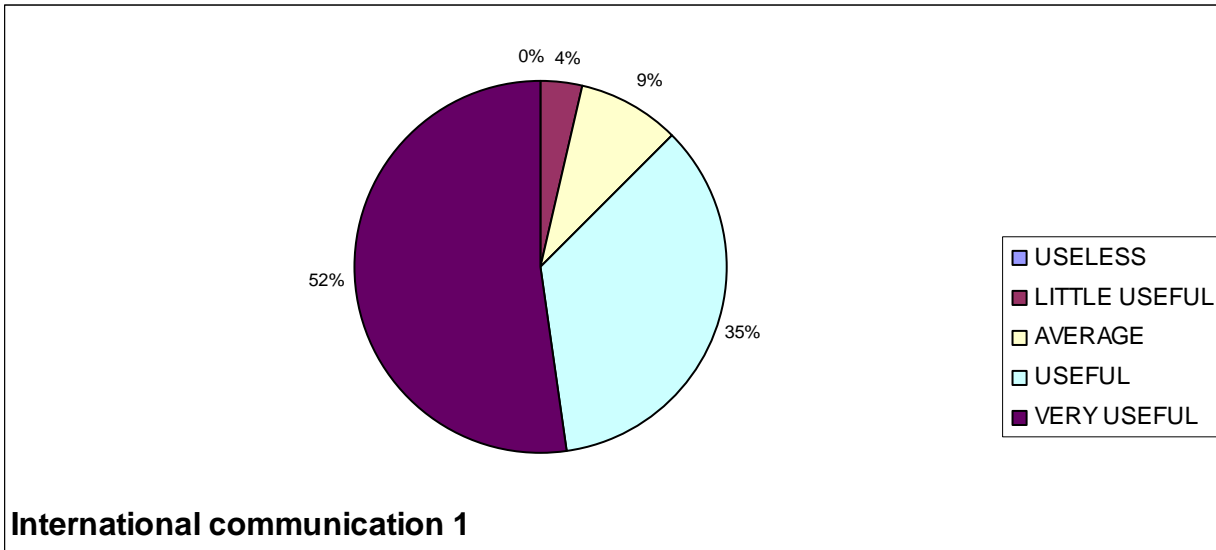
#### e) Non formal education 2



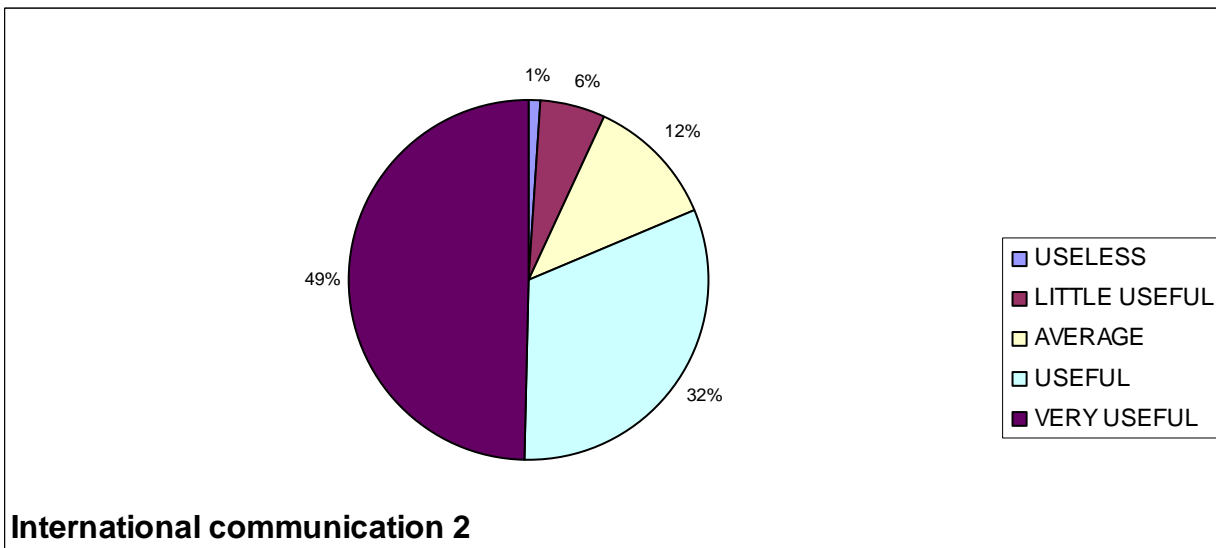
#### Comments

The rating sets this session as highly successful. It smoothly builds up on the elements raised during the previous session (NFE 1) and by the end it creates a wide understanding of the concept and practice. The 17% of the people (the ones that rated it as Average) were mainly familiar with the concept and practice and therefore the session has not more than refreshment to offer to them.

### f) International Communication 1



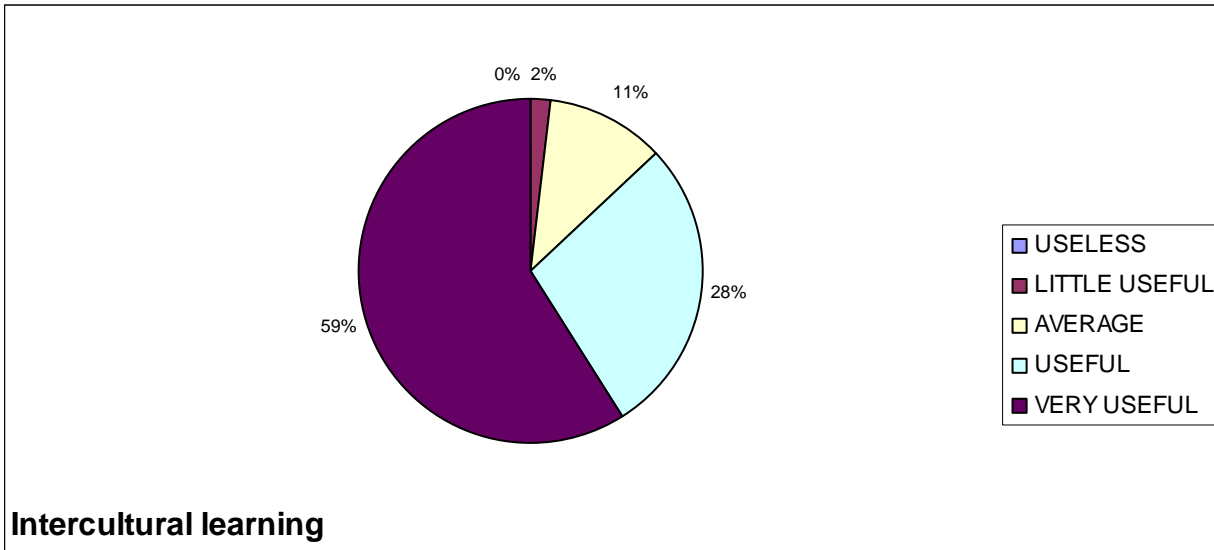
### g) International Communication 2



### Comments

The "3 colours" exercise from the "Travelling, cultural diversity" manual has been used in the last 5 "Appetisers" and it seems to be very effective (based on what we can conclude from the above graphs).

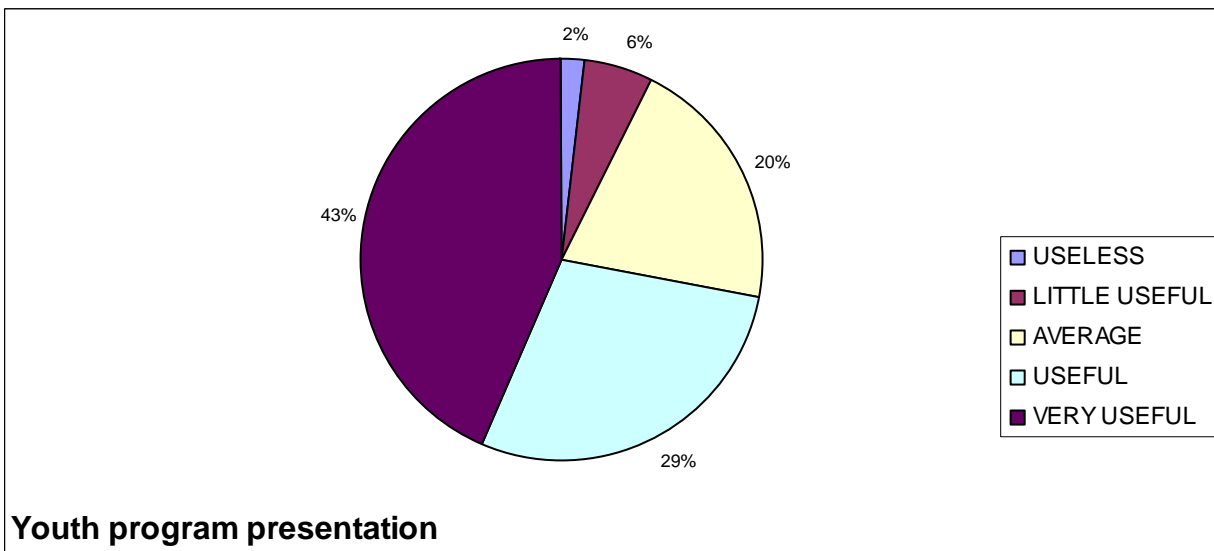
## h) Intercultural learning



### Comments

The combination of methods (such as small group work, short lectures, plenary discussion and visualization) has set this session as one of the most appreciated. It is also important that this session comes after the "3 colours" exercise and thus there are a lot of stimuli to start discussion and go deeper into the exploration of culture and learning.

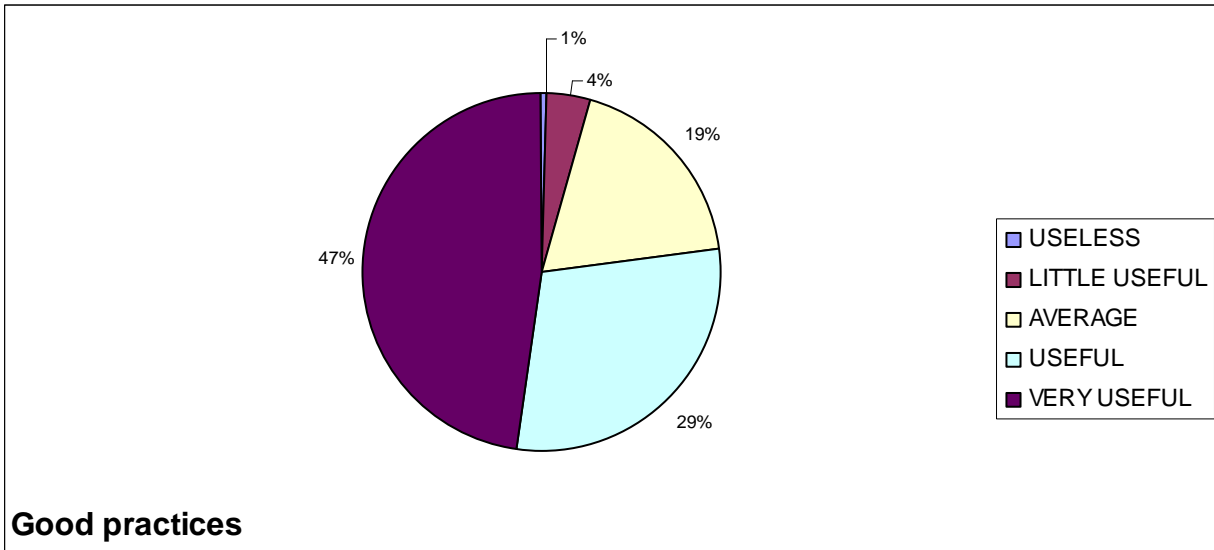
## i) Youth Program presentation



### Comments

A relatively high number of Average ratings is most possibly based on the fact that so far we haven't ended up in a single framework to which we can build upon every next "Appetiser" but we set up the session based on the input provided on each event (which simply means that there is not enough time for preparation of the session).

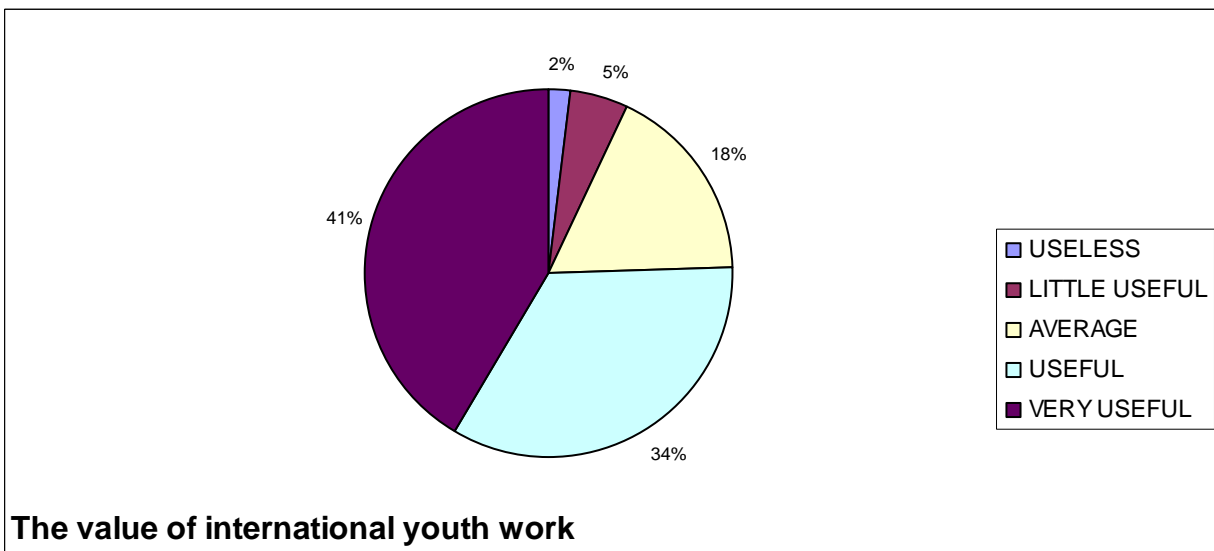
## j) Good practices



### Comments

Although quite successful session, it has to be discussed again how we want to achieve the encounter of participants with good practices: through multimedia or through live visits; and of course to explore the possibilities for both on a case by case basis.

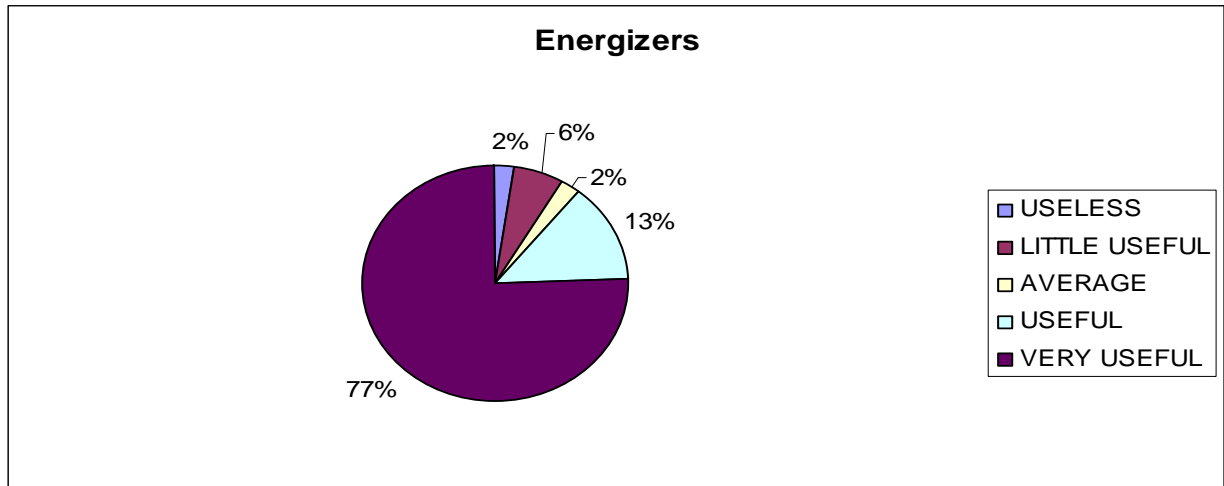
## k) The value of international youth work



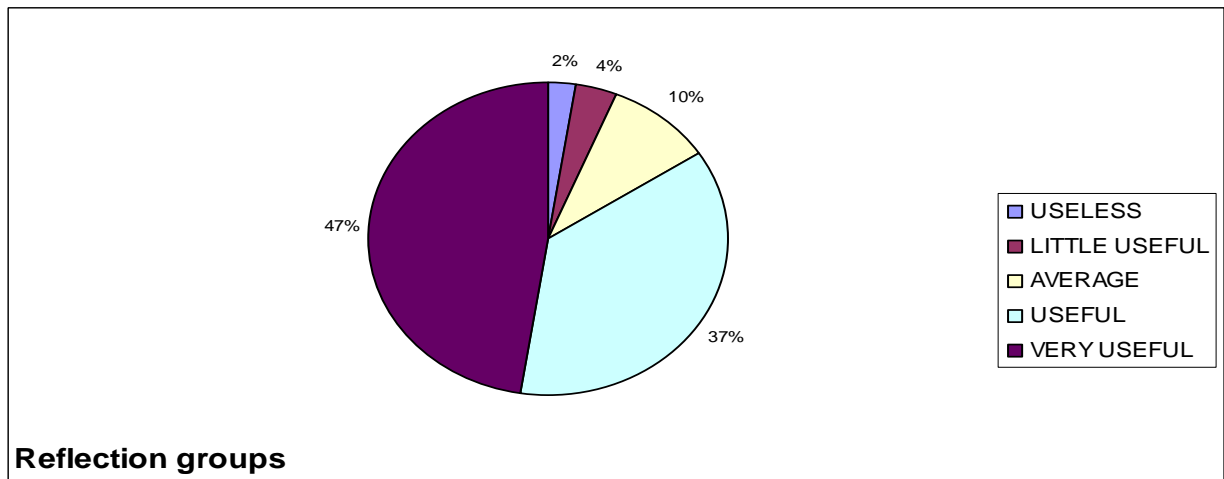
### Comments

A rather successful session that trainers already plan to restructure it by utilizing an activity designed specifically for this session. At the moment of writing this publication this activity is still being designed and during the Preparatory meeting it was embraced by everyone present.

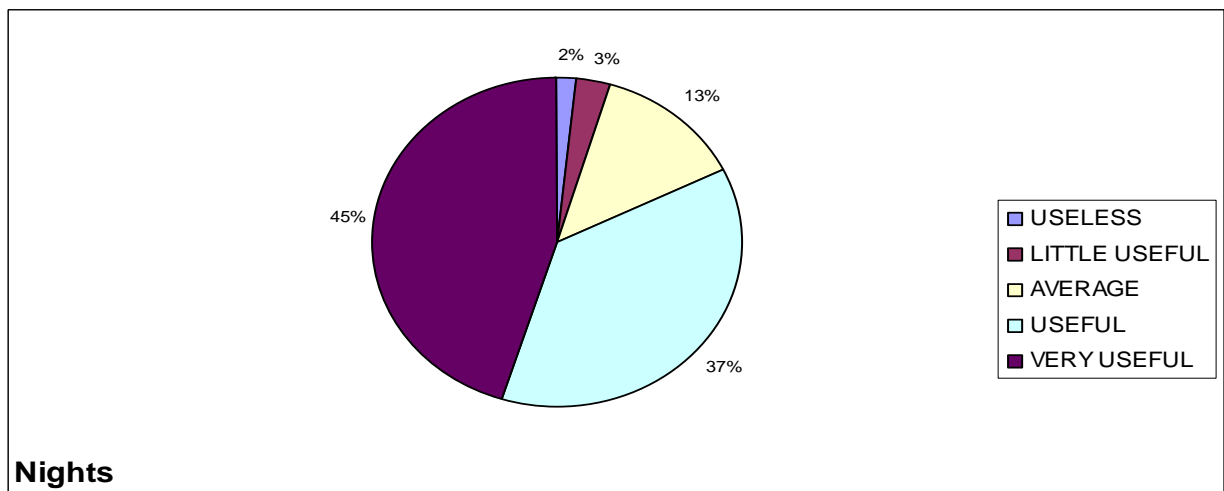
### I) Energizers <sup>3</sup>



### m) Reflection groups <sup>4</sup>



### n) Nights <sup>5</sup>



<sup>3</sup> Data from Greece (1), Austria, Greece (2) and UK.

<sup>4</sup> Data from Greece (1), Austria, Greece (2) and UK

<sup>5</sup> Data from Austria, Greece (2) and UK

# **JOINT REPORT**

**2004 – 2007**

**“APPETISER”  
TRAINING SEMINAR**

*Aug 2007*