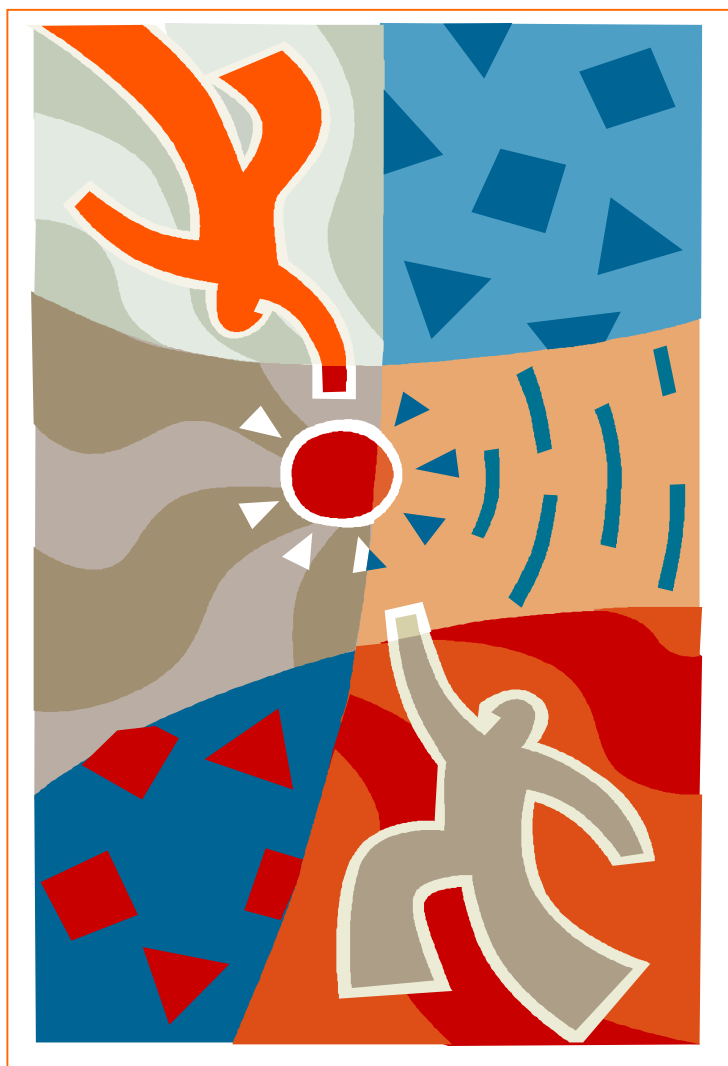


# Evaluation report and documentation of the Training Course



## “Changing Locally - Cooperating Internationally”

Olsztyn, Poland, 9th - 15th June 2008

Report by

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## Background:

The Training Course took place in Olsztyn, Poland, from 9 -15 of June 2008. Participants of the TC were youth workers and youth leaders from 13 countries of EECA region and European Union countries. All of them had different backgrounds, work experience and local realities, which made this training unique and different.

### Goal of the Training Course:

- To encourage participants to use the opportunities of the international youth cooperation within the Youth in Action Programme in order to put positive changes within their local communities

### Objectives of the Training Course:

- To explore the meaning of youth participation and active citizenship;
- To learn about needs analysis and how to use opportunities of international cooperation to answer those needs;
- To highlight possibilities of creating local partnerships as a follow up of an international youth activity;
- To increase the knowledge on the Youth in Action Programme (especially Action 2 and 3.1);
- To exchange experiences in the youth participation work;
- To create contacts between participants and their organizations coming from Programme and Eastern & Caucasian countries.

### Main Program Elements of this TC were:

- Group building activities;
- Youth participation and changes that could be made by young people;
- Analyzing of local realities and local needs;
- Organizers Spiral Model;
- Developing strategy for local changes;
- International impact to local realities, and influence of local experience to international cooperation.

**Methods Used:** based on the principles of non-formal education, such as exercises, simulations, cases, mini-presentations, working in sub-groups, energizers, ice-breakers, evening reflections. The main principle during the training was learning by doing, active involvement and participation of all participants of the training.

**An important role during TC played the “Organizers Spiral Model”.** The Spiral became the basic model and symbol of the TC.

## Training Course “Changing Locally - Cooperating Internationally”

9<sup>th</sup> – 15<sup>th</sup> June 2008 POLAND

<i>Time</i>	<b>ARRIVAL 9<sup>th</sup></b>	<b>DAY 1, 10<sup>th</sup></b>	<b>DAY 2, 11<sup>th</sup></b>	<b>DAY 3, 12<sup>th</sup></b>	<b>DAY 4, 13<sup>th</sup></b>	<b>DAY 5, 14<sup>th</sup></b>	<b>DAY 6, 15<sup>th</sup></b>	
<b>8.30</b>		<b>Breakfast</b>	<b>Breakfast</b>	<b>Breakfast</b>	<b>Breakfast</b>	<b>Breakfast</b>	<b>Breakfast</b>	
<b>9.30</b>	Arrival of participants	Context of the Training course: Objectives, methodology, learning objectives of participants Programme presentation	Exchange of experiences  Brainstorming on which areas youth organisations can make a change in the different countries	The magic circle: local reality – international impulse – how you can use it?  Youth in Action Quiz & Info	Presentation of strategy + feedback	Action planning (individual and/or in international teams)  Dissemination and exploitation of results	Departure	
<b>11.00</b>		<i>Intercultural Coffee Break</i>	<i>Coffee Break</i>	<i>Coffee Break</i>				<i>Coffee Break</i>
<b>11.30</b>		Getting to know each other	Introduction to the organizer’s spiral model  The analysis of community needs	Expert Groups “Different aspects of the “Youth in Action” Programme	The international Bazaar of co-operations, project ideas and resources	Exploring evaluation tools		
<b>13.00</b>		<b>Lunch</b>	<b>Lunch</b>	<b>Lunch</b>	<b>Lunch</b>	<b>Lunch</b>		
<b>15.00</b>		Group building on themes: “Change” & “Participation” – what does it mean to you?	My motivation/mission  The Aim: What do you want to change in your local community?	Continuation of strategy development  Departure for local activities	Supporting factors of the European youth policy (OMC, Structured Dialogue, etc.) for the local work 15.45 Workshops	Final evaluation (Youthpass)		
<b>16.30</b>		<i>Coffee break</i>	<i>Coffee break</i>					<i>Coffee break</i>
<b>17.00</b>		Organization’s market Presentations on stands	Scale of aim acceptance: Who is with you, whom you have to win?  Presentation&Feedback	Exploring local reality  Outdoor activities	Tools, know how and intelligent questions – workshops by participants, SALTO, NA, trainers	Official ending words  Time for participants to prepare the farewell evening		
<b>18.30</b>		<b>Reflection groups</b>	<b>Reflection groups</b>		<b>Reflection groups</b>			
<b>19.30</b>		<b>Dinner</b>	<b>Dinner</b>	<b>Dinner</b>	<b>Dinner out</b>	<b>Dinner</b>		<b>Dinner</b>
<b>20.30</b>		Welcome evening	Common free evening	Evening programme by participants	Free evening	Free evening		Farewell evening (Certificates)

## Description of the sessions

### Day 1, June 9

#### *Welcome evening*

Learning Aim: Setting a warm but not too tiring starting point

Methods/Description: Welcome words, physical map of Europe, human bingo. As far as arriving of participants happened later then we were expecting we didn't include name game in this session, and decide to do it next day.

### Day 2, June 10

#### *Session 1(1,5 hour)*

Learning Aim: Show the context of the TC, give opportunity to understand why & how the TC is done like this, reflect on participants self responsibility for learning, ask for their expectations and show in how far they are covered by the programme.

Methods/Description:

⇒ Context of the Training course: Official words from organizers, speech about why they invited for this TC, Info about the house & Olsztyn.

⇒ Objectives, methodology, Programme presentation: Presentation of the spiral model of the TC, Day by day presentation of the programme.

⇒ Exploring learning objectives of participants: Each participant got a template of a spiral (base: expectations, middle part: contributions, top: fears), we asked participants to fill all three parts and put templates on the wall and then read main ideas.

⇒ Group learning agreement: Small groups discussing + fixing on the poster how the whole group should work not to make the fears come true and to fulfil the expectations, then short presentations.

Results:

#### ***Expectations***

- To explore some useful workshops and tools of non-formal education
- To get international experience
- To learn new things about other countries and local youth work
- I want to find new people, new experience, new changes, new addresses
- I want to learn English language
- I want to learn, then help in my town
- Good cooperation
- Exchange of ideas
- Teamwork
- New ideas

- New projects
- More information about YiA/SALTO
- To get acquainted with people from different organizations
- To learn something from other participants
- To share experience
- Building new contacts and new projects
- Learning more about Eastern Countries
- To learn some methods useful while doing an international workshops (ice-breakers, brainstorming)
- To find partners for international cooperation
- To get to know what should be the priorities in international projects to write
- To learn about YiA Programme
- Good time
- Different organizations
- Interesting people
- Friends
- To receive information about YiA Programme
- Set up collaboration with other organizations and try to plan common projects
- Over bridge cooperation between “SALTO Countries” and other EU Countries
- To learn various people ideas
- To know more about different cultures
- New skills for being multiplier or organizer next time
- Concrete model of implementation of Youth in Action Programme in my country
- Fun
- Great time
- To get concrete tools on how to motivate young people to participate
- To acknowledge myself with the experience of other participants
- To find out about successful practices applied on this area



### ***Contributions***

- Presentation of my organization
- Practical experience considering my youth work on local level
- I like speak, I can dance, I can teach Latino Dancing
- Help
- Ideas
- Fun
- Sharing experience in youth related sphere in my country
- Present my organization and our experience on the cultural field
- Share my experience at local level and with “Youth in Action” Programme
- Experience in youth work
- Knowledge of my local reality
- Teaching methodologies
- Organizations exchange
- Participation examples
- Knowledge about countries
- I can share my experience of youth work on local and national level
- Try to connect somehow the ideas of youth participation + youth power + my skills on this area
- Smiles and emotions
- Share my experience how to work with majority and minority groups

### ***Fears***

- Fears considering my personality:
- -It's first international TC for me
- -Lack of international experience and Youth in Action Programme
- Only my knowledge of English language
- People are spending too much time with computer (working)
- Too much Russian language
- Stay hungry?!!
- Language understanding? :-)
- No ideas for common projects
- Lack of time
- Football not played right
- Less of experience of youth work on international level
- In such a nice collective I'm not afraid
- Everything is based on communication, everything depends on us!!!
- We should be a team, because together we can achieve more!

- To be misunderstand
- To be not able to write in this spiral 😊
- To get a cold
- Reality of my country is different from realities of EU countries, will it work?
- I want to find concrete steps for local environment
- The project won't be supported on local level
- Passiveness
- Sleepy attitude
- I don't want to have fears

**Agreements:**

- To be communicative and active
- To be active listener
- Respect and Accept each other
- Be a

Together

Everyone

Achieve

More

- Keep in touch after the training
- Have good fun
- To implement what we've learned in practice
- Speak English
- Be on time
- Be tolerant
- Be open-minded and positive
- Implement common project
- 😊 😊 😊
- To be tolerant concerning different level of English language
- To speak language that each participant will understand
- To focus on common interest(s)
- To be open enough, active and share experience
- If there misunderstanding just talk and communicate
- SAC (Self access corner)
- To have enough time to agree on, so as not to be rushed
- Energizers

### **Session 2 “Getting to know each other” (1,5 hour)**

Learning Aims: Getting to know individuals and their backgrounds, getting in touch a bit.

Methods/Description:

⇒ Partner interview about personal and professional background + “Sherlock Holmes” - Participants were divided in to pairs, in 10 minutes they were sharing their personal and professional background, then presented each other in front of hole group, they presented 2 things that is true and one lie.

⇒ “Ice floes” Exercise

“Your task is to cross the imaginative river; you can do it only by using Ice floes (paper formed as Ice floes); if one of participants loose footing all group start exercise from the beginning. You can’t step other side while the entire group won’t be on the river.”

This exercise gives an opportunity for group to find out their strategy, physical contact, team work experience; after there was a debriefing on these topics.

### **Session 3 “Group Building on the topics “Youth Participation - Changes” (1,5 hour)**

Learning Aims: Tackling the topics of the TC, understanding different backgrounds and show the relativity of these definitions.

Methods/Description:

⇒ “Rainbow of competences” (experience in youth work, youth participation, experience in Youth in Action Programme)

⇒ Group building on themes:

“Change” & “Participation” - what does it mean to you?”: Participants give an individual definition of what “youth participation” and on the base of that “change” means for them, then agree on common definition in groups of 4, then in groups of 12. Reflecting the four definitions in plenary.

Results:

#### **Group 1**

**Youth Participation:**

It is a process of active & voluntary involvement of young people in the society based on support of different actors by using ideas, attitudes, skills, knowledge in order to produce positive changes.

**Changes:**

Result of process of youth participation on the different levels to develop skills, attitudes, knowledge, environment & society that comes from bottom to the top.

## Group 2

### Youth Participation:

It is involvement of young people in community life for its improvement and development.

Young People + X     C →

X = social responsibility, competences, motivation, being active, being tolerant, being a team

### Changes:

1<sup>st</sup> Step - To change youth themselves

2<sup>nd</sup> Step - Youth change environment in which they live

3<sup>rd</sup> Step - Finally civil society is achieved and everybody participates actively

## *Session 4 “Organizations Market”*

Learning Aims: Giving time for presentation of organisational background, getting to know organizations of each other.

### Methods/Description:

Participants prepared a poster with main info about their organisation (name, type of activities, target group, what makes them special) and then present it to group (each participant had 2 minutes for presentation, time were regulated by yellow and red cards). Then we



formed “Organisations gallery” in one of the corridors of the venue.

### *Reflection Groups*

Learning Aims: Give time to reflect and feed back on the day, express feelings.

### Methods/Description:

Dividing in groups of six people, facilitated by one team member, using blobs template, and free time for reflection.

## *Common Free Evening*

Learning Aims: Giving free time for further exploration of materials of the organisation such as films, homepages etc.

Methods/Description: Free time for extended project presentation, chatting etc.

## Day 3, June 11

### Session 1 “Our local realities” (1,5 hour)

Learning Aims: Explore similarities and differences in local realities

Methods/Description:

⇒ Brainstorming on which areas youth organisations can make a change in the different countries: Dividing participants in four groups of 6, mind map (individual) on areas where youth organisations have an influence to change social environment, find similarities and differences (make a new mind map of the working group), 4 presentations of results, plenary discussion.

Results: Participants found out many common areas, but there were a lot of differences as well.

### Session 2 “Spiral Model in Action”

Learning Aims:

- Work with an easy-to-adapt model for strategic development and increase of impact of the organisations
- To connect areas of change, local needs and organisational mission
- Identify similar fields of change
- Start with in-depth analysis of the community needs and its environments

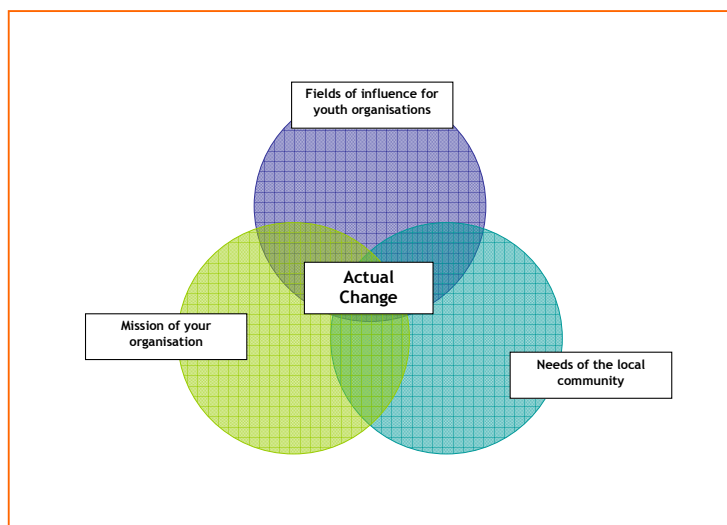
Methods/Description:

⇒ Spiral video: video about spiral in our world (5 min)

⇒ Introduction to the organizer’s spiral model (Annex 1): Real spiral model with the seven project development steps and the 7 aspects introduced and explained

⇒ Starting point: Participants analyse individually the connections between areas of change, local needs and organisation’s mission (Annex 2)

⇒ The analysis of community needs: Participants started to work out a community analysis on the base of a questionnaire (Annex 3) individually.



### Session 3 “Setting up aim of change”

Learning Aims: Participants connect the cognitive analysis with an emotional approach; what has a real meaning for me?

Participants come up with a concrete aim description which has relevance to them, their organisation and their local community.

Methods/Description:

⇒ My motivation/mission: Sociometric chair positioning: Describe the main problems that your analysis has identified, write it on a paper and lay it on your chair, find your position, how far or close you feel to this problem and its solution;

⇒ The Aim: What do you want to change in your local community? (each participant individually)

⇒ Presentation, clustering of small groups of similar aims, group work to make aims SMART

### Session 4 “Scale of aim acceptance”

Learning Aims: - Diagnose who are possible allies and possible opponents of the intended change, to identify possible partners and hopeless cases;

-To receive feedback on the quality of the intended aim and its relevance for the social environments.

Methods/Description:

⇒ Scale of aim acceptance (Annex 4): Who is with you, whom you have to win?: Explanation of the scale then working in small groups “Position the “players” in your environment on a scale from +3 to -3 (“I fully support your aim, and will do all what I can to realize it with you” to “I absolutely disagree with your aim and will do all what I can to stop you to realize it”). Participants made it individually, then shared results in small groups

⇒ Conclusion & feedback from participants on the plenary

⇒ Conclusion of the day by trainers

*Reflection Groups: was the same as the day before + participants started to reflect on key competences for filling in Youthpass*



## Day 4, June 12

### Session 1 “The magic circle - Local reality - international impulse” (1,5 hour)

Learning Aims: To make participants aware about the benefits of connecting the local activities with an international dimension.

Methods/Description:

⇒ “Lord of the Ring” activity: in the room 6 circles, one in the middle with different stuff inside and 5 empty circles around. Divide Participants into 5 small groups and give them the task “Your task is to get as much resources as possible from the central circle into yours, you have 5 minutes”. After that make a short discussion about common resources and own resources and sharing resources, make a connection to local realities (circles around) and international impact (circle in the middle). Presenting “Magic circle model”

⇒ The magic circle: local reality - international impulse - how you can use it?: let participants answer: “How can my organisation benefit from international impulse?” and “How can my local activities/resources have an impact on the international level?”, Writing answers on post-its and put it on both sides of the circle model, presentation by trainers.

Results:

Benefits from international impulse	Local impact on international level
<ul style="list-style-type: none"> <li>- New Theory, new cooperation, new contacts with new organizations and new meetings</li> <li>- Extra Grants given for international cooperation</li> <li>- Methodology and experience of development of local society</li> <li>- Concrete examples of intercultural dialogue</li> <li>- Understanding of other cultures</li> <li>- Partners to make Youth participation process more interesting</li> <li>- increasing number of young people engaged in international cooperation</li> <li>- documents, signatures</li> <li>- Good source of information</li> <li>- Members of my community can discover</li> </ul>	<ul style="list-style-type: none"> <li>- Working in a permanent network at international level</li> <li>- Sharing our experience and exchanging resources, information, ideas</li> <li>- Caring out activities, educated trainers, volunteers, leadership trainings, social collaboration</li> <li>- Democratic ideas</li> <li>- We can give our contribution, carrying people into our “world”, spreading and sharing what we are and what we have</li> <li>- Sharing ideas through youth exchanges</li> <li>- Ecologically fresh products</li> <li>- Excellent places for rest and vacations</li> <li>- Big smile</li> <li>- Information Campaign aimed at tolerance</li> <li>- Web site to share the project</li> </ul>

<p>cultures and traditions unknown to our reality</p> <ul style="list-style-type: none"> <li>- Smile. Friends</li> <li>- Financial support</li> <li>- Experience, skills, knowledge from the others</li> <li>- Experience about Youth Policy</li> <li>- Volunteers to help in the Project</li> <li>- International trainers</li> <li>- Opportunities to develop competences</li> <li>- More attention</li> <li>- increased interest from local youth to my activities</li> <li>- Ability to learn different languages</li> <li>- the techniques, mechanisms useful in multicultural classes</li> </ul>	<ul style="list-style-type: none"> <li>- Comments based on a practical level about youth</li> <li>- Examples of young people being happy to discover the cultural diversity between them</li> <li>- uniqueness of my reality can bring diversity to international projects</li> </ul>
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This session became a good starting point for discovering international opportunities for youth work and developing local communities.

### ***Session 1, part 2 “Youth in Action Quiz and Info” (45 minutes)***

Learning Aims: Give info about the YiA in a light hearted way

Methods/Description: Divide into 4 small groups, introducing the possibilities for cooperation and personal development by the YiA programme by the quiz and the programme guide.

The Quiz was made that way to give participants opportunities to get to know basic info about programme and to start thinking about deeper details, next session gave them the opportunity to share personal experience within the programme and to get to know practical details.

### ***Session 2 “Expert Groups “Different aspects of the Youth in Action Programme” (1,5 hour)***

Learning Aims: Give participants an opportunity to share personal experience within the Youth in Action Programme and to get to know practical details.

Methods/Description: We used the method of experts groups, first we choose with participants’ most interesting topic in the frame of YiA (brainstorming + prioritizing ideas), then find out experts from group who was experienced on this field, then there was 2 sessions 30 minutes each, provided by our experts, other participants choose which group to attend and ac-

tively participated in it. To give an opportunity for every participant to take part in these groups as participants, there was a reporter in each group, during first expert group they were making notes, and at the next they became experts.

Topics of the groups:

- Youth Democracy Projects
- EVS
- Youth Exchanges
- SALTO + EECA Projects
- Project management in the frame of YiA + problems solving

***Session 3 “Developing of changing strategy” (1,5 hour)***

Learning Aims: Participants get practical skills for strategic development of their organisations and use them for setting up a concrete strategy for the intended change

Methods/Description:

⇒ Presentation of the strategy development model (Annex 5)

⇒ Participants individually work on the objectives and tasks according the Aims the already setting up on previous day (participants were working individually, but we unit them in small groups in order to help each other, and during all the process trainers walking around helping and clarifying questions of participants)

**Day 4, June 13**

***Session 1 “Presentations of the Strategies” (1,5 hour)***

Learning Aims: Letting the participants present their strategies and use the opportunity to hear and give feedback

Methods/Description: Participants present in 3 min their strategy, feedback from other participants and team

***Session 2 “The international Bazaar of co-operations, project ideas and resources” (1,5 hour)***

Learning Aims: Participants get an opportunity to set up new partnerships, share experiences of specific questions of international projects, we have the possibility to advice how to include international dimension into local projects

Methods/Description: We build three corners: int. partnership, resources, question mark. On the base of the strategies, participants go to the corners, find there other participants or

team members to discuss cooperation ideas, additional international components to the strategy

***Session 3” Supporting factors of the European youth policy for the local work” (45 minutes)***

Learning Aims: Show in how far the “big European Policy” has an impact on the parameters of youth work all over Europe (geographical!)

Methods/Description: PowerPoint presentation, add information about CoE and European Youth Forum, Questions & discussion.

***Session 3 part 2 and session 4 “Tools, know how and intelligent questions - workshops by participants, SALTO, NA, trainers” (2 hours)***

Learning Aims: Give a space to answer the not yet answered questions or knowledge of participants.

Methods/Description: Workshops on aspects of interest of participants and on service of SALTO. Workshops were providing by participants and team members. There were two parts, 1 hour each.

Workshops Part 1

TOPIC	WHO
SALTO Support	Tomek Szopa
Youth Democracy and Youth Policy	Andrea Tittelová
Extra Curricula Youth activities in education	Kostiantyn Iakovliev
Large Scale Projects	Jochen Butt-Posnik

Workshops Part 2

TOPIC	WHO
Youthpass	Natalia Gore
One Experience of Youth Exchange	Lucinda Packham
One experience of Cultural Exchange	Giuseppina Rossi
European Youth Foundation - practical issues	Ekaterina Sherer



**Day 5, June 14**

**Session 1 “Final Steps for our strategy” (1,5 hour)**

**Learning Aims:** Leave the TC with concrete next steps for development of change;  
Get a taste of importance of DEOR.

**Methods/Description:**

- ⇒ Action planning (individual and in international teams) (Annex 9)
- ⇒ Dissemination and exploration of results; Presentation made by Polish National Agency and SALTO EECA on the base of real examples (Annex 10)

**Session 2 “Exploring Evaluation Tools” (1,5 hour)**

**Learning Aims:** Exploring tools and methods for evaluation of product and process quality and checking if the aims are reached on the base of T-Kit Nr. 10

**Methods/Description:**

- ⇒ Introduction of the evaluation cooking pot, including their elements for the evaluation. (Theoretical input)
- ⇒ Evaluate aims of the TC with a target model (Practical tool for using in work)
- ⇒ Position participants according to the main change that happened on four fields (personal growth, knowledge, behaviour, results for organisation/transfer) (Practical tool for using in work): Making the line on the floor, one of the end is 0, opposite - 10, ask participants to take their position according to level of change that was made in themselves on this TC.

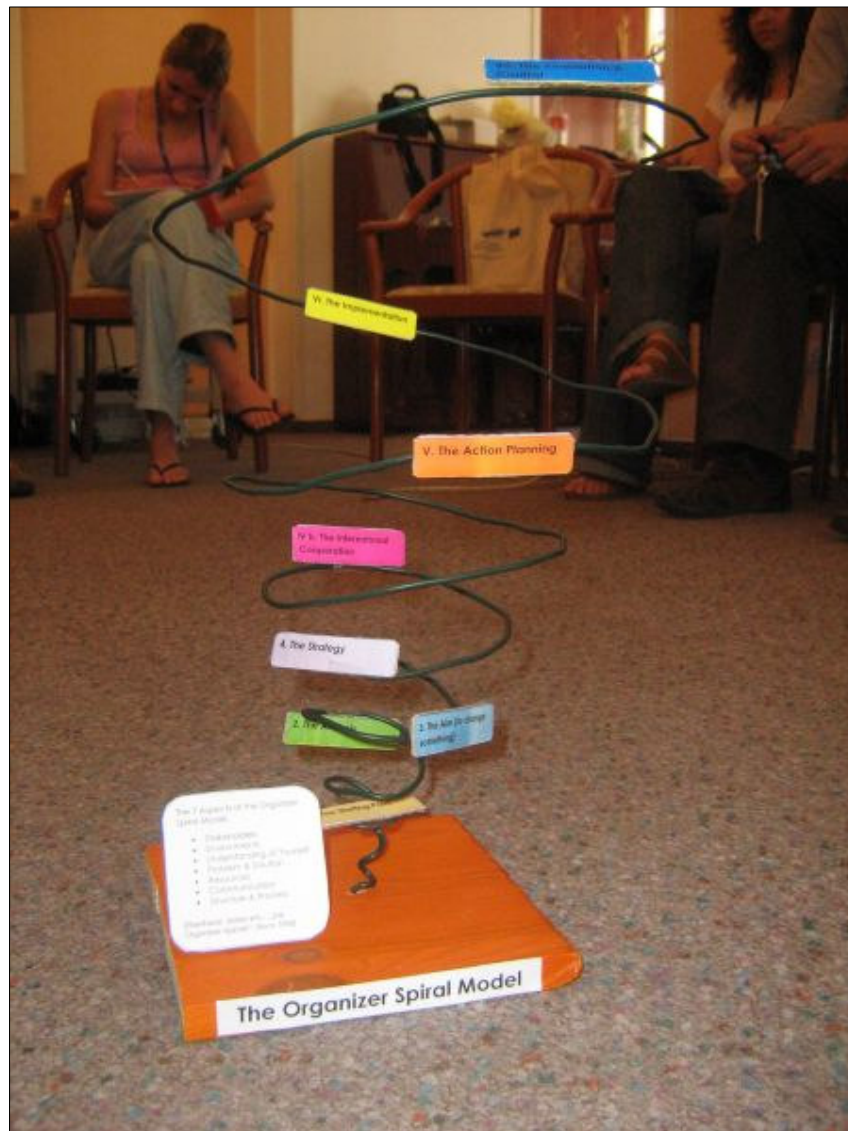
**Session 3 “Final Evaluation of the Training Course” (1,5 hour)**

**Learning Aims:** To get an in-depth evaluation of satisfaction of participants with the programme elements, give them a space to get and give personal feedback and get a post-TC evaluation result to compare impact and learning effects before and after.

**Methods/Description:**

Evaluation on three levels:

- programme day by day (poster with programme elements (for each session one poster) with post-its with comments or proposals (+ means what was good, and deltas - what can we improve next time);
- personal evaluation (suitcase or backpack) - each participant stick A4 Paper on the back, other participants can write there positive feedback for him/her;
- post-questionnaire



## Results of the team evaluation after the TC “Changing locally, cooperating internationally“ on 15<sup>th</sup> of June 2008

### Round of feedback:

Tomek: Very satisfied, I think we reached what we wanted to reach. Group was very diverse, some will have direct benefit, some might have it later, some won't have a benefit most likely. Thinks about problem of participants' selection. Happy about organisation, and about work of trainers, saw an increase of cooperation between them with every day. Would be good to have a menu about the food.

Magda: I would have changed some things in the organisation, such as talking about food earlier, make sure there is always a dessert. It wasn't a very integrated group; people that wanted to integrate will do that even after the TC. Most of people learned a lot. Trainers cooperated really great. I really liked the reflection groups.

Katya: Now I am happy with the TC; in the first 2 and a half way it was hard to make the TC go in a smooth direction. The change happened in the day with expert groups. First two days were very important for development; not necessarily making all participants happy at that time. First days I had some fears that some stupid things would happen, was goods to overcome it. The cooperation with Jochen was not so developed in the first two days, now it was smooth. Happy to see that I am capable to do the TC in the EU/EECA field. I liked the diversity of the group, even the language barrier was a factor that helped to integrate. We had experienced and not so experienced people, the first were not so happy about the first days.

Jochen: At the beginning unhappy with the lack of participation and energy of some participants. Later ok with that. Is still asking himself if the spiral model and ideas about youth organisations and a political strategy is maybe too “western”?

### Aims reached?

Almost all participants mentioned an increase of participation (90%); integration of participants could be higher (70%), great that we have such an amount of cooperation, including the EECA region (90% of satisfaction). The aim to transfer the political change ability of youth organisation was maybe the least reached. Perception of non-formal education of some of EECA participants differs from ours...

### Further programme development:

Linking the programme at some point with the deeper and more theoretical knowledge or materials for the more experienced participants would be good. About the topic of participation it might be maybe good to start with practical examples as definitions about it differ a lot or presenting definitions after their group work. The possibilities of change by youth organisa-

tions could be shown by illustration including some “historical” examples (Odpor, Serbia, etc.) to make sure that there is more you can achieve than doing only youth fun.

Explaining the European institutions is crucial. Theory should come rather in the end. Study visits or visits of politicians as a possibility - here the focus is rather on social participation. How to bring it in? Maybe dealing with the CoE Charta of Participation.

### **Session by session evaluation (including participants’ feedback from the posters):**

Welcome evening (day 0):

Everything ok.

Intro to the training course (day 1 morning):

Everything ok.

Getting to know each other (day 1 morning):

More name games would have been needed; but there was no time at the day 0). More group and team building activities are needed at the beginning (one more session on that).

Group building on themes (day 1 afternoon):

Illustrate better the topic, other comments see above, changing the way of presentation of participants (more creative)

Organisations’ market (day 1 afternoon):

Very good to come back to it the next day with a refreshment and connection to the people who are involved in the organisations. Maybe do more attractive and creative presentation in the common free evening (e.g. a show).

Exchange of experience & brainstorming on change (day 2 morning):

Make clearer that it is not aimed to find a common change fields, trainers could go around and check results. Make sure that group work is for the sake of exchange and not agreement. Stronger link to local reality (like closed eyes brainstorming “what I don’t like in my community”).

Introduction to the spiral model & analysis of community needs (day 2 morning):

Stronger connection with the local community needs; maybe even before coming to the TC, rather thinking about problems than change in the first place (see above).

My motivation/mission & aim development (day 2 afternoon):

More concrete questions, better start with problems to group them, more active method to be found. Trust building method was good and should stay in the programme.

Scale of aim acceptance (day 2 afternoon):

Good. Was as well helpful for group building and get to know different realities.

The magic circle: local reality - international impulse (day 3 morning).

Good energizer (lord of the rings). Good results of participants.

Youth in Action quiz & info (day 3 morning):

Very good! Good that they had written info before.

Expert groups to go deeper (day 3 morning):

Good choice to put it in the programme! Team has to be prepared to go in the groups to assure quality of information.

Working groups on strategy (day 3 afternoon):

Add more time, team should go around, ask thought-provoking questions.

Free time for exploring local realities:

Nothing to change.

Presentation of strategy (day 4 morning):

It was quite long, maybe energizers in between would be helpful. Good to have it on the second day; and good to give 20 min for preparation at the beginning of the session.

International bazaar of cooperation (day 4 morning):

Letting the participants better divide themselves in groups. Should be longer 1,5 h. It was the right time to do it.

Supporting factors presentation (day 4 afternoon):

Add info about European institutions.

Workshops (day 4 afternoon):

Workshop leaders should have a chance to give a 1 min info about their topic.

Action Planning and DEOR (day 5 morning) - in reality was only action planning

Action planning nothing to change, for DEOR not needed here, quite clear thing on difficult way☺ - can be part of action planning (add new column) or as a workshop, or in the way of brainstorming without presentation.

Exploring evaluation tools (day 5 morning)

It was good that the examples of possible methods were about this TC.

## Results of the Evaluation:

We received 19 evaluation questionnaires filled by participants. Most of people answered all questions and gave quite extended comments and suggestions which could be seen as another way of being really involved in the TC. In general evaluation is very positive, starting from the working atmosphere and conditions and ending on accommodation and organizational issues. All people felt very comfortable to learn in the setting offered by organizers (100% - 19 positive answers). Comments done by participants refer positively to Olsztyn and the hotel as well as to the training atmosphere and team attitude toward participants and are seen as very important part of learning conditions.

Most of participants (80%) met their expectations, some of them said that they got more than they were expecting. People refer to contact making and setting future cooperation possibilities, good atmosphere and professional work of the trainers, good and interesting methods and reflection models, information about YiA and youth participation in their free comments space. One fifth of participants partly met their expectations. Those who made comments on that issues mentioned that it was not enough of cooperation as the result of the TC (1 comment) and it was too much theory (1 comment).

People felt appreciated with their youth work experiences during TC - 80% (14 answers) of participants had the feeling that their experiences in youth work were taken into consideration during the training (which was expressed for example by sharing own experiences and learning from others). 4 people (15% of all applications) said that their experiences were partly taken into consideration due to diversity of experiences, different level of experience and failure of one workshop. One participant did not have any opinion about that.

Most of participants were very satisfied with their learning from other participants during TC - 85% gave positive answer, only 15% said that they learnt partly. In comments people refer to knowledge gained during workshops, presentations, information about YiA and CoE, sharing knowledge about different experiences in youth work and youth projects and approaches toward youth field and also to ideas for future cooperation.

Concerning active participation in the TC majority of the people said that most of the time they were very involved in the programme (60%). Being interested in the topic, sharing own experiences, willing to take active part in the programme stands next to obstacles of expressing own opinions in foreign language, not getting enough of sleep, finding some programme's elements not so interesting, being busy with computer or even corrupted by temptation of shopping. Almost 40% claim that they were active all the time and active methods made it

quite easy. Only for one participant active participation was very challenging due to problems with language.

According to participants TC met the aims and objectives set by organizers (80% of answers). They said it was a success, trainers did their job professionally, people were supporting each other, aims presented in invitation applications were coherent with those realized during TC and activity itself was well planned. For 20% TC partly met planned aims and objectives. Only one participant made a comment and it suggests that participants could have different aims that those planned by organizers.

Majority of participants found methods used during TC appropriate in most of the time (53% of all answers). Positive recognition was given to innovative character of some methods. Critics concerned length of some workshops, not enough of active methods and not enough of 'in depth' which is seen as a weak point of YiA programme. For 40% of participants methods used during TC were all time appropriate.

When it comes to the learning effect of the training course on the knowledge about youth participation, a remarkable change took place. While most of participants stated that they have a knowledge equal "3" or "4" (in average 3,32) before the course, they state now mostly to have a knowledge of "5" (average of 5,05). Even though the question of the state of knowledge before the training course was asked only in the post-questionnaire (as there was no pre-questionnaire) we can be sure of a big impact regarding the knowledge on youth participation.

When comparing how much participants took under consideration a link between the local and the international level of youth work as well a big number of participants noticed a change: Whereas before 11 participants saw only very little connection (answers 1 - 3 and the average of answers was 3,16, after the course 16 participants saw this connection now (answering 4 - 6) with an average of 4,79. This shows that the "magic circle" was understood by most of the young people and that one of the main aims of the TC was achieved!

The majority of participants (68 %) found the materials and resources available during the resources fully satisfying, the rest who was partly satisfied, had some concrete remarks such as: "I got a lot of materials unfortunately most of them in English", "Not every organisation could make copy for everybody, handouts of presentation would be useful", "List of websites would be good too" and "More T-Kits!". This should be taken under consideration for a possible next TC.

After being tortured with spirals in every sense during the TC ☺, 12 of 19 participants named the Organizers Spiral Model the method they will take home, followed by energizers (10x) and evaluation methods (6x). This illustrates that we succeeded to bring in an “easy to adapt” model which is hopefully going to be always connecting people’s memory to this training course.

The quite open question of attitudes that participants reflected most during the training brought very diverse answers. The “willingness to share my experiences in youth work” was highlighted in various ways by 4 participants. Other attitudes referred more to approaches in intercultural settings like ours such as: “Openness, inclusiveness (3x)”, “sharing cultural experiences, intercultural understanding (3x)” and “tolerance (3x).”

The work of the team of trainers and organizers was evaluated highly positive. An open and professional attitude, good organization and structure were highlighted as much as the teams’ willingness to support and help. Comments were e.g.: “All the team was perfect, everything has been calculated properly for the best use of time”, “Team of organizers and trainers: they supported very much, they did their best for us! Team of participants: I had support from most of them; really nice people!”, “Yeah, great team; good combination of competences”. On the other hand it was twice criticized that there should have been more integration and teambuilding for the group.

All 19 participants said that they found a partner during the course which is a surprisingly positive result compared with other courses which offer a lot more time for partner finding. Of course reality has to prove if the 17 youth exchange, 5 EVS projects, 4 Youth Democracy Project about youth participation, 3 leadership training, active citizenship trainings course or projects on youth unemployment would really be implemented (of course here we have incorrect numbers because of several partners referring to the same cooperation activity...).

Regarding the working conditions in the venue, the food and the organizational aspects of the training courses, the results for both the working rooms and the organization are very positive (93%), two participants said that the working rooms were too small for them. Food naturally had a lower level of satisfaction; still 82% enjoyed the Polish cuisine.

Suggestions how to improve the quality of the training course ranged from: “I think it would be better to have more group building activities”, “more team work, more partner finding work, more time needed”, “better energizers”, and “simulation games”. Some ideas referred to the core of youth participation and youth policy: “More space to the charter of youth par-

ticipation at local and regional level with a specific presentation because it is very useful for EECA countries” and “invite also political representatives or someone from Youth Forum”. Still a lot of comments expressed only their high satisfaction with what was delivered to them in this way: “Keep the same high level!” or “everything was fine, I wouldn’t change anything; maybe more yoga classes☺”

The other comments left space for various expressions of gratitude, farewell wishes, but as well further ideas how to improve the training course, such as: “Provide more general information about EECA countries, the context, some data about youth conditions” or political statements such as “I think that the problems are at political level, not at technical level, young people should vote with 16 already to change the reality”.



## Detailed results of the evaluation questionnaires

### 1. Was the TC held in environment where you felt comfortable to learn?

- **Yes 19x 100%**
  - excellent place, great atmosphere, good working conditions (2)
  - the environment has given chance to everybody to feel comfortable
  - This was the best place, and the best atmosphere I have ever been
  - A lot of people were friendly and helped me with my English
  - Training was very useful
  - There was no criticism
  - Olsztyn is a very nice town, a bit far from airport...
  - I could feel this positive attitude of trainers and participants towards me
  - It was in the city centre - and most important: all the sessions were nicely organized in the hotel
  - Excellent hotel in a good town
  - TC was held in comfortable environment
  - But little bit bigger city would be excellent, maybe Krakow
- Partly
- No

### 2. Did you meet your expectations?

- **Yes 14x 80%**
  - Yesterday I thought that programme was not well chosen, now at the end I realized that it was very well done training programme. Cycle of all topics connects today!
  - I have learnt a lot of new methods strategies
  - It was just exactly really "soul-depth" analysis into; even myself contributing to the participation...
  - I found wex contact, address, cooperation
  - I know more about YiA programme, I see more possibilities to cooperate internationally, I think I found partners I can cooperate with. I met great people here and the training was delivered in professional way.
  - Even overcame my expectations
  - I got more from it than I expected
  - Completely
  - I expected to receive info about YiA and youth participation - so I received it, thank you
  - I met new friends and partners for future projects
- Partly 5 20%
  - less theory
  - I wanted more cooperation as the result of the training course
- No

### 3. Where your experiences in youth work taken into consideration in the Training Course?

- **Yes 14x 80%**
  - Yes, always! In most activities we had possibilities to share experience.
  - I have shared my experience with other participants
  - I tried to share them with the others; chose what is more important, "to involve them somehow" (the others who are not so experienced...)
  - I appreciated the possibility to organize the workshop
  - We set our experiences, we talked about them during the training
  - During workshops
- Partly 4x 15%
  - There was a big field of diverse experiences
  - Workshop failed

- I haven't big experience of youth work on international level only regional and local; and on regional level it's a different reality - that's why partly
- In my organisation I would share these experiences
- No

I don't know (1 pax did not choose any answer and made such comment) 5%

#### 4. Did you learn from other participants during the TC?

- **Yes 15x 85%**
  - during group works and presentations
  - I learnt other ways of approaching youth field and it has been very useful for me
  - Life is whole one about learning
  - Sharing experiences, reach group!
  - A lot of things: experience about youth policy, youth in action
  - Participants were really open, they were sharing their knowledge. It was connected with formal stuff and really useful tips
  - Everybody was very helpful
  - I learned a lot
  - I did, I met people who are more involved in YiA projects - motivates me to learn and to make other projects
  - Quite a lot
  - I got to know about projects in the frame of CoE
- **Partly 4x 15%**
  - Not all ideas suit my organisation
- No

#### 5. Were you actively participating in the TC?

- **All the time 7x**
  - I am sure ;-)
  - I liked it, it was easy to follow the activity because of the non-formal method
  - I tried to do my best
- **Most of the time 11**
  - I tried to be active, because it's quite well known topic for me. I think I was active
  - I gave my active participation well stimulated by trainers
  - I was trying to talk too much during the training as well as during the sessions and also during the free time
  - Sometimes I did not get enough sleep
  - I could not express all of my thoughts in English that way that I wanted
  - I missed the last session because of the shopping - my apologies!
  - I needed some time for my work and studies on computer
  - All programme wasn't so interesting
- **Some of the time 1**
  - I did not understand all things, but I was struggle on all things
- Not at all

#### 6. Did the TC meet the aims and objectives set by organizers?

- **Yes 14x**
  - now I think yes. Sometimes you realize later if the training is well done or not
  - I suppose yes
  - I think they succeeded. [...] Good job!
  - Nice team of trainers, good planning of the activity
  - I had help from participants and trainer. I think that I met my aims and objectives
  - I think so. It was the same as it was written on the website
  - I think it did
- **Partly 5x**

- But some participants had other aims
- No

## 7. Were the methods used appropriate to training on youth participation?

- **All the time 7x**
  - we were working all the time using non formal education, brain storming, working in groups, results of the work were really on the good level
- **Most of the time 10x**
  - It would be good if trainers would involve 'action methods' in spite of some group works
  - Methods were very innovative
  - Sometimes it even could have been deeper, but... not probably so much YiA involved
  - There were good methods
  - Some workshops were too long
- **Some of the time 2x**
  - for my English
  - a lot of work in the groups but not creative and energetic
- **Not at all 0x**

## 8. What was your knowledge on youth participation before TC?

- 1 -
- 2 3x
  - I knew a bit about the field
  - I didn't know this term
- **3 5x**
  - I was on training only on local level, it was first time on the international level
  - I had some experiences
  - Not much about YiA
- **4 8x**
  - I took part on other training also on the topic connected to youth participation
  - I know the European countries better than others
  - I know a lot but there is still a lot of things I would like to get to know
- 5 2x
- 6 1x

## 9. What is your knowledge on youth participation now?

- 1 -
- 2 -
- 3 -
- 4 2x
  - I improved a lot my knowledge about methods
  - I think that I have better knowledge on that
- **5 14x**
  - it increased, now I feel more competent
  - I know more information about EECA countries and I found good other experiences of projects
  - I see more possibilities how to activate more people
  - Great improvement!
  - I shared diverse cultural ideas on youth participation
  - Many valuable information from SALTO about YiA and other organisations
  - I learned from experience of participants
- 6 3x

## 10. How much you took into consideration the relation between local and international youth work before TC?

- 1 2x
  - I was not before on international training
- 2 6x
  - I did not think about that link before tc
  - I didn't had concrete experiences with international youth work
- 3 3x
  - as a organization we work on the global level but I never thought about cooperation with organizations from abroad
  - I did it but not within YiA
- 4 5x
  - We are already involved in YiA programme. I think this relation is the key strategy for the future of the European Union.
  - I knew about similar exchanges
- 5 2x
- 6 1x

## 11. How much you take into consideration the relation between local and international youth work now?

- 1 -
- 2 -
- 3 3x
  - I think that in the middle of after this training course
- 4 1x
- 5 12x
  - I confirmed my engagement in this direction
  - I see that it's very fruitful and useful to find partners abroad. They can be resource of knowledge and many other things
  - I think it will be a strategy of work for our new organisation
  - I realized the meaning of connection between local and international youth work
  - I know more about exchanges from Europe
- 6 3x

## 12. Were the appropriate resources (materials) available to use and take away?

- Yes 13x
  - it was all needed materials and resources.
  - All materials were totally appropriate
  - I am very pleased to take that "Strategy Planning book": very useful!
  - Not only to learn, but also to transfer and use again...
  - I had a lot of information from different countries
  - I got a lot of help from them
  - They are very useful
- Partly 6x
  - maybe cooperation
  - a lot of knowledge for my organization. Methods of providing the knowledge - nothing new for me
  - I got a lot of materials unfortunately most of them in English
  - Not every organisation could make copy for everybody, handouts of presentation would be useful
  - List of websites would be good too
  - More T-Kits!
- No

**13. Please list the methods and work models that you will take home after this Training:**

- **Spiral Model** 12x
  - very interesting
  - wish to use spiral for youth project and teaching in parliament
- **Energizers** 10x
  - Evaluation methods 6x
  - Other Methods 5x
  - Workshops 3x
  - “Learning through experience” methods (magic cycle 3x)
  - Work on strategies 3x
  - Stating aims & objectives 3x
  - Action plan 2x
  - Football on the chairs 2x
  - Quiz on YiA 2x
  - Scale of Acceptance 1x
  - Peer-to-peer education 1x
  - Reflection groups 1x
  - List of contacts and friends, pictures of a great week 1x
  - Trainers willingness and support 1x

**14. Which personal attitudes you had reflected upon mostly during this training?**

- **Willingness to share my experiences in youth work** 4x
- **Openness, inclusiveness** 3x
- **Sharing cultural experiences, intercultural understanding** 3x
- **Tolerance** 3x
  - Being a team, team work 2x
  - Positive feelings 2x
  - Smile, friendly attitude 2x
  - I was feeling that I can be helpful & share my knowledge
  - Preparing a project
  - Mutual understanding
  - Smartness
  - SWOT analysis of even myself (inner part)
  - Your own spiral
  - Activism
  - Attention and listening to others with curiosity
  - To be open to the change
  - Passive idea
  - Being active learner
  - Empathy
  - Motivation on learning
  - My self confidence
  - Meaning of working for similar mission on different fields
  - Personal attitude towards me - not my organisation, but my person. Attitude of some people to my computer
  - Some times I was very satisfied with training course; sometimes I misunderstand sth.
  - Development of competences
  - Sense of entrepreneurship

**15. What do you think about the work of the team of the TC? Did you receive appropriate support from the team during this TC?**

- Was much more than I was expecting. Million thanks!
- All the team was perfect, everything has been calculated properly for the best use of time
- Team of organizers and trainers: they supported very much, they did their best for us!  
Team of participants: I had support from most of them; really nice people!
- Team: really composed of open minded people
- Yeah, great team; good combination of competences
- Use of spiral on the project, I muss go step by step
- We could be more integrated
- Very helpful and willing to support us
- They were very interested to answer all questions about connected issues
- Work was ok, but we could have been more integrated; more team building needed
- Team work always brings better solutions, and more positive and creative energy. The team of this TC was quite effective, we were active, motivated, from diverse local communities so they were really diverse and offered different ideas
- It was a real team support I could feel. Team works, gave opportunities to handle several difficulties very quickly. With this support it was very easy to work.
- Trainers cooperated greatly.
- Good presentation of the programme, concept and materials, good support of the work, appropriate integration.
- I received answers to all my questions. Team was very positive, thanks!
- Yes, good cooperation between trainers
- Super!
- Most of them were supporting, but not all
- They did their best, they were ready to explain and help participants. I saw the commitment after the reflection groups

**16. Did you find any partners for YiA or other programme projects? What kind of projects would you like to develop after coming back home?**

- **Yes 19x**
- **Youth exchange 17x**
- EVS project 5x
- Youth Democracy Project about youth participation 4x
- Leadership training, Active citizenship trainings course 3x
- Implementing projects together on youth unemployment 2x
- Exchange probably 2x
- Maybe send Italian EVS in EECA countries
- Conflict resolution training
- I found few potential partners - project about tolerance, activating young people, unemployment
- Legend projects
- Internship
- Applying to be multipliers
- TC events

**17. Please note the following (1 - very bad, 9 - very good) about your satisfaction with:**

Food: 140  
Accommodation: 159 (not enough space 2)  
Organization: 159

## 18. Suggestions:

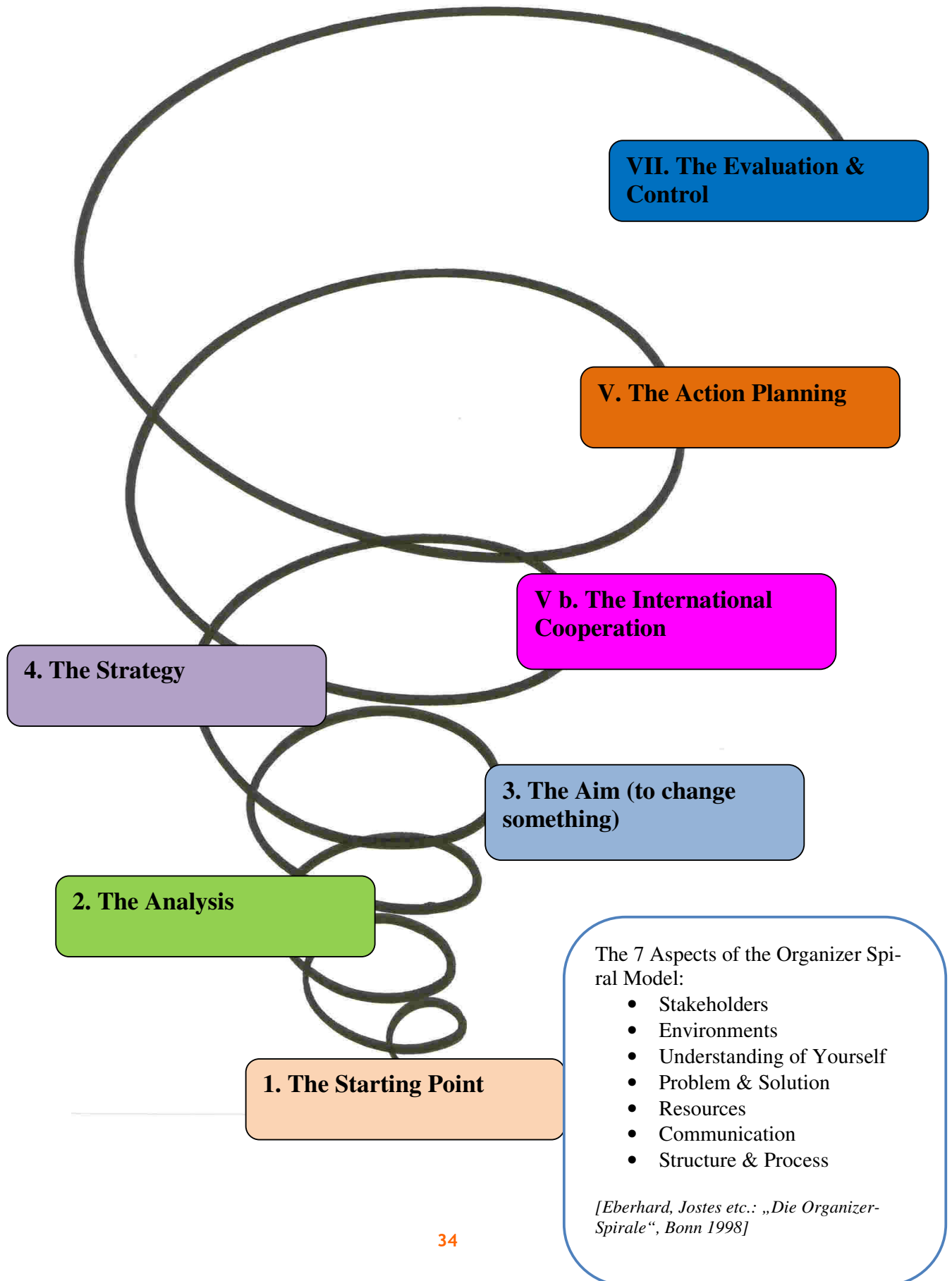
- Do as much such trainings as [...] possible
- To go on with these beautiful courses
- I think it would be better to have more group building activities
- More space to the charter of youth participation at local and regional level with a specific presentation because it is very useful for EECA countries
- Simulation games
- Invite also political representatives or someone from Youth Forum
- Keep the same high level
- Everything was fine, I wouldn't change anything; maybe more yoga classes
- Better energizers
- More team work, more partner finding work, more time needed.
- More common activities for group building.
- To use more role play games
- To ask participants to be as creative as they can in presenting the results

## 19. Other comments:

- I wish you to make many, many of such trainings, because [...] they would be very useful for the youth.
- I hope to enjoy again.
- Sometimes I felt that the programme was not relevant for me; sometimes it was more interesting than I expected; finally I am very satisfied! Thank you!
- I think that the problems are at political level, not at technical level, young people should vote with 16 already to change the reality
- Provide more general information about EECA countries, the context, some data about youth conditions
- Thanks a lot; I am full of energy and motivation for my future project
- Thank you for great work, new experiences and lot of useful knowledge.
- Taking the opportunity to thank to Tomek, Ania, our wonderful trainers Katya and Jochen for bearing my craziness
- Farewell evening
- Thank you
- Keep going!

Annex 1:

The Organizers Spiral Model



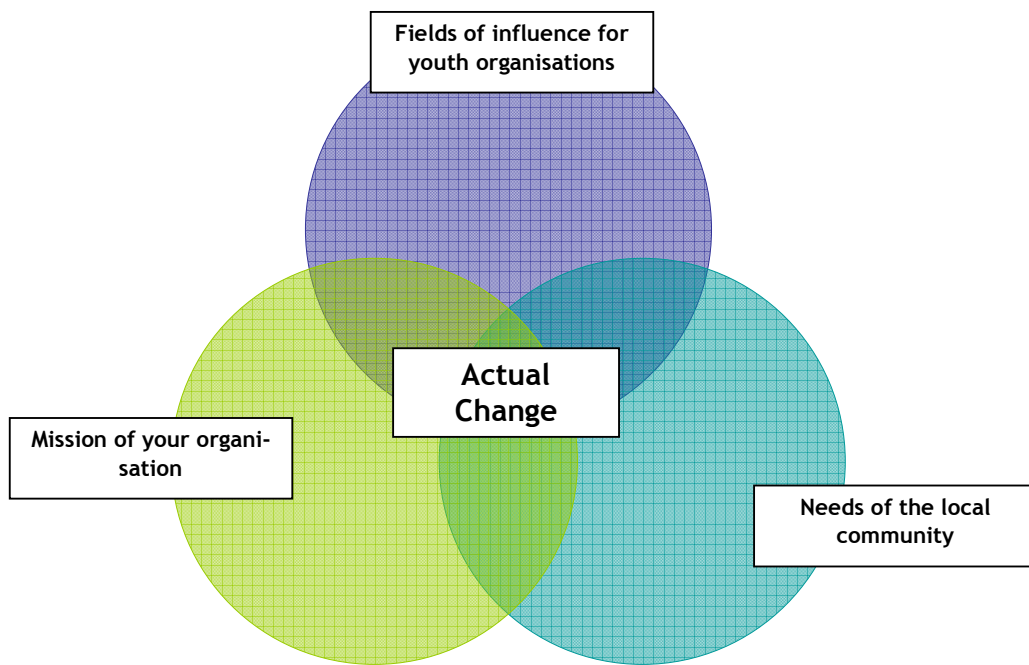
**Annex 2:**

**The Starting Point - Step 0:**

Once you identified the areas where youth organisations can make a change in the social reality of the different countries, you should now bring them together with two more aspects:

- the fields your organisation is active in (your mission & activities)
- the fields you can identify as most important to be changed for your community.

This can be done in a graph like the following:



Firstly try to fit the identified areas of change (from the previous session) to the three circles: Is there a **field of influence** which fits to your **organisational mission** and fulfils a **community need**? How would you describe in a few words (not more than 30 words!!!):

.....  
.....  
.....

### Annex 3:

#### **Aspects of the Analysis - Step I:**

*In the analysis phase the problem should be investigated as the main reason why your initiative or organisation is acting in this field. It might be that some members would like to start activities right from the beginning - but if you want to work sustainable and for a longer period it is necessary to find out at first what the main pillars of the problem.*

*Please note that before this phase stands the “starting point” phase, when you collect assumptions and hypotheses about the problem, its reasons and the solutions you aim at. There you should agree upon a direction of your interests (what is relevant for you to know, what is not) not to be paralyzed by analysis (by collecting endless facts and lose the action to change out of view).*

#### **Problem & Solution**

- Are there already existing definitions or descriptions of the problem by scientists, politicians, journalists, people affected by the problem or opponents?
- What are reasons mentioned by specialists?
- Who are stakeholders (participants, people affected by the problem, interested people...) in relationship with the problem?
- What kind of history or development stands behind the problem; how is the actual situation, how are prognosis of experts how the problem might develop, how do we see it ourselves?
- Are there any proposals how to solve the problem among us already?

#### **Environments**

- What are the relevant environments of the problem: who is basically interested to get rid of the problem or to make the problem last?
- What are potentials of these supporters/opponents?
- In how far the stakeholders are interlinked?

*Wanna go deeper? No problem...*

## **Aspects of the Analysis - Step II:**

### **Problem & Solution**

- What kind of relation the members of your group have towards the problem?
- Which (direct or indirect) advantages or disadvantages you face because of the problem?
- What kind of relations or approaches you have to the relevant environments?

### **Resources**

- Which resources (things, money, information, abilities, contacts etc.) are necessary to enable our group/organisation to work on solving the problem?
- What are the actual resources of your initiative/organisation?
- What are our possibilities to get the necessary resources? Which of our existing means and possibilities we can use for this?

### **Structure & Process**

- What were experiences we made in the past with our structures and ways of working?
- Are there agreed functions for members (such as moderators of meetings, time-keepers, contact person for press or partners...)?
- How decisions are made? In which cases do you use majority decisions; when do you aim at reaching a consensus; what are decisions single members can take?
- What are rules which are assuring in a productive way good cooperation (e.g. being punctual, being reliable)?

### **Communication**

- How do we communicate in the moment with our target groups or relevant publicities?
- What are means of communication we can use in the moment? What is there range and effect - and what it isn't?
- How do we have to present the problem to enable the highest number of people to see that they are affected and motivate them to work with us/support us to solve the problem?

### **Understanding/Picture of Yourself**

- What relevance and what kind of impact the analysis has on the understanding or picture your initiative/organisation has of itself (especially analysis of the problem, the relevant environments, and the relations of the stakeholders)?
- Do you have to revalidate your image of the world?
- Do you have to change relevant assumptions, values, prognosis?

After finalizing the analysis phase you should now have an overview of the problem, its possible solutions as much as the possibilities of your initiative or organisation to address the problem.

#### Annex 4:

#### Scale of Aim Acceptance:

+3	+2	+1	-1	-2	-3
I share this aim and I am going to do everything possible I can to make us reach it.	I am going to do everything that you can reach this aim.	I respect your aim, but I don't feel obliged to help you.	I have nothing to do with your aim, because I don't care about it.	I don't want to have anything to do with your aim because I am against it.	I will do everything possible to stop you from reaching your aim.

#### Aim Acceptance and Consequences for Action

Level of Aim Acceptance	Members/Stakeholders	Environments
I share this aim and I am going to do everything possible I can to make us reach it.	Engaged effort, full collaboration in the initiative/organisation.	Becoming member or start similar initiative.
I am going to do everything that you can reach this aim.	Support in the frame of own possibilities without becoming active themselves.	Support with signatures, donations, sympathy, information, contacts etc.
I respect your aim, but I don't feel obliged to help you.	Let them do what they want.	Observe.
I have nothing to do with your aim, because I don't care about it.	Ignore.	Ignore. Step back.
I don't want to have anything to do with your aim because I am against it.	Distance. Talk against. Leave the initiative /organisation.	Distance. Talk against. Change sides. Maybe support opposing initiative.
I will do everything possible to stop you from reaching your aim.	Oppose them. Veto. Block them. Start opposing initiative.	Resist. Found contra organisations. Take away resources. Use repression.



Annex 6:

# Dissemination and exploitation of results

Changing Locally  
Cooperating Internationally  
Olsztyn 13.06.2008

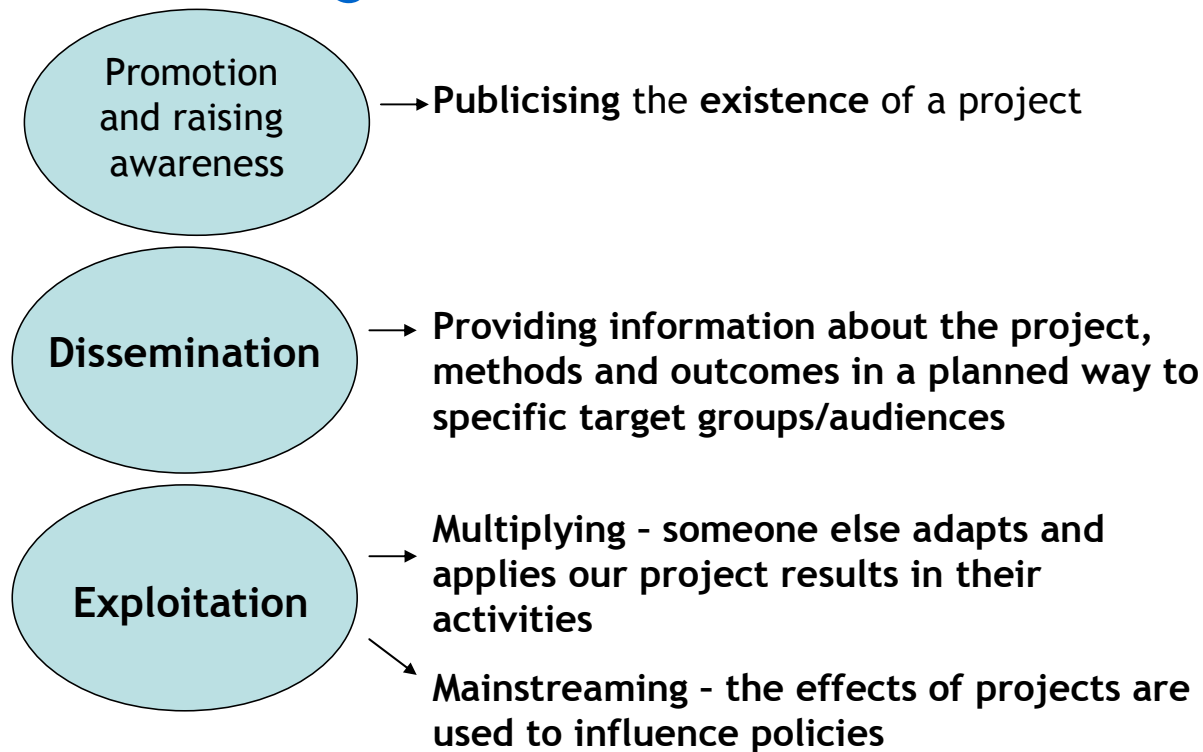


DG Edukacja i Kultura  
Program „Młodzież w działaniu”



Fundacja Rozwoju Systemu Edukacji

## What are we talking about?



DISSEMINATION AND EXPLOITATION OF RESULTS



## Dissemination and exploitation of results according to the YiA Programme Guide

**„Dissemination and exploitation of results relates to the use and practical application of a project's outcomes. It is achieved through transfer and adaptation of existing results to the needs of new target groups... (Project organizers) should carry out activities aimed at making their projects and the results more visible, better known and sustainable. This means that the results of a project will continue to be used and have a positive effect on the largest possible number of young people once the project has come to an end.”**

DISSEMINATION AND EXPLOITATION OF RESULTS

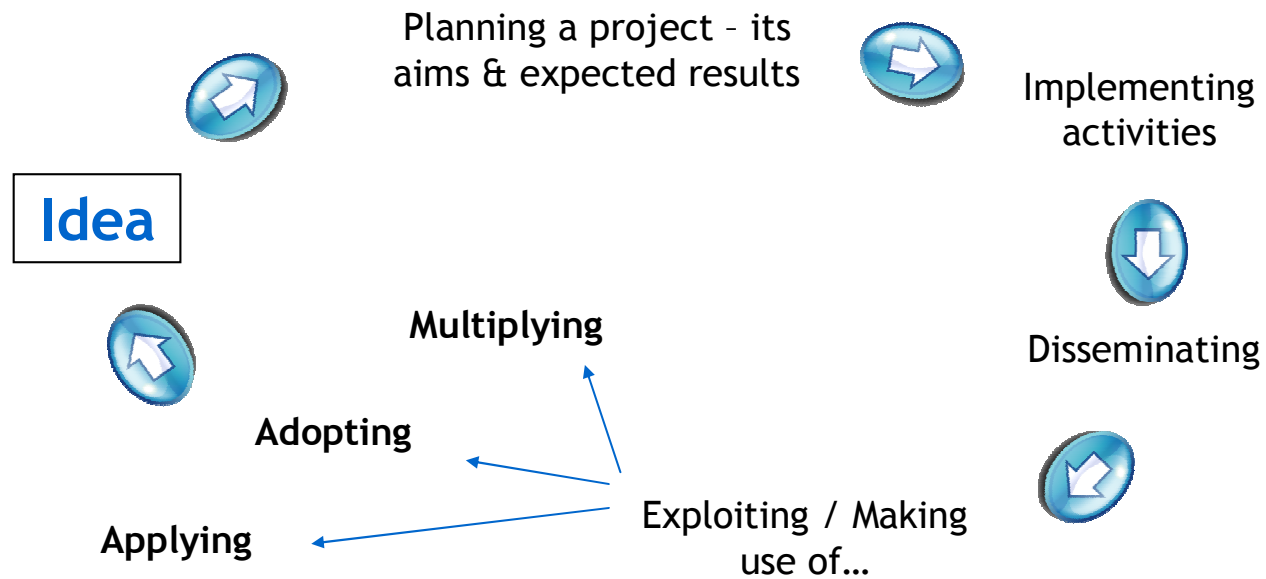
## What for?

- To strengthen the value of Youth in Action projects
- To strengthen the impact of projects
- To transfer results
- To improve the long-lasting effect of results
- To improve quality of work
- To learn from each others experience









DISSEMINATION AND EXPLOITATION OF RESULTS

## How does it work?



DISSEMINATION AND EXPLOITATION OF RESULTS

## Important factors of DEOR

-  **CREATIVITY**
-  **INNOVATION**
-  **DEVELOPMENT**
-  **WILL TO SHARE**
-  **TRANSFER OF GOOD PRACTICES**
-  **REACHING DIFFERENT TARGET GROUPS**

DISSEMINATION AND EXPLOITATION OF RESULTS

## How?

There are different tools that can be used depending on the target group and what is to be disseminated

## Examples?

Media	MULTIMEDIA	Publication	Blog
COMPENDIUM	Contests	MEETINGS	
	Information activities	EXHIBITIONS	
Training sessions	WORKSHOPS	Web based activities	

DISSEMINATION AND EXPLOITATION OF RESULTS

## Examples from real life? Of course! Here you are!

**What:** Youth exchange in Poznań organized by SCI Poland

**Aim:** combating racism, xenophobia and discrimination by focusing on intercultural learning

**Activities:** Youth from different countries was exchanging about their cultures. They also prepared scenarios of lessons for kids at school about cultural diversity and discrimination issues.

**Dissemination of the results:**

- a brochure - educational material that will be helpful for planning and running workshops in that topic including also some methods.

## And...

**What:** European Voluntary Service organised by STRIM in Cracow.

**Activities:** working with handicapped kids in the kindergarten, working in a youth club in the suburbs of Cracow and also working in the office of the hosting organisation.

**Dissemination:**

- they will organise **series of meetings** for local community
- they are also working on **a handbook/guide** for future volunteers using materials collected during their EVS experience (published on **the website** and in a **paper version**)
- **blogs** - check it out at <http://www.europejskiwolontariusz.blog.pl/>

## That's not all. Take a look at...

**What:** Youth exchange in Cracow organized by Siemacha Foundation for youngsters from difficult backgrounds.

**Aim:** to build their feeling of community, belonging and civic involvement.

**Activities:** building a federation with an own name, language, anthem, symbol, dance and food.

### Dissemination:

- an **exhibition of photos** one month after the exchange. It was sent also to the partner groups and shown in their communities
- a **brochure** about a project that was distributed among partner organizations, institutions and friends of Siemacha Foundation

## And the last one...

**What: European Voluntary Service** organised by Borussia Foundation running numerous EVS projects in Warmia & Mazury region, focused mainly on preserving cultural heritage of the region.

**Activities:** In autumn they will organise **a conference** with participation of volunteers, participants of their activities, hosting and sending organisations and special guests (local authorities and media).

**Dissemination:**

- they will **present different results** of their projects: **publications, folders, brochures, postcards**
- part of the conference will be focused on the **15 Anniversary of voluntary service** in Warmia and Mazury. Borussia wants to **present changes** that took place in the region thanks to presence and work of the volunteers. They also want to **begin a discussion** about future and development of international voluntary service.

## More actors involved on various levels

Local communities

Regional and national educational bodies

National and international organisations

National Agencies (who also have their DEOR strategy)

SALTO

National decision makers

European Commission

Policy makers

DISSEMINATION AND EXPLOITATION OF RESULTS



## For more

Read: Youth in Action Programme Guide

Available at [http://eacea.ec.europa.eu/youth/index\\_en.htm](http://eacea.ec.europa.eu/youth/index_en.htm)

Visit:

[http://ec.europa.eu/dgs/education\\_culture/valorisation/why\\_en.html](http://ec.europa.eu/dgs/education_culture/valorisation/why_en.html)

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