



SALTO-YOUTH
EASTERN EUROPE AND CAUCASUS
RESOURCE CENTRE



Training Course LAB 3 Active



REPORT



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Background

The idea of LAB 3 Active training emerged already in 2006. SALTO Eastern Europe and Caucasus (EECA) Resource Centre together with Turkish National Agency (NA) organised then an "Eastern Express" training course for youth workers and leaders interested in organising Youth Exchanges projects with EECA region (www.salto-youth.net/eetc2006).

As "Eastern Express" become very successful activity, Turkish NA director, Sefa Yahsi and officer Oya Bumin agreed with SALTO EECA Resource Centre that the cooperation between both institutions is very necessary and a future training, which will focus on a youth participation will be organised.

The idea of LAB 3 active was then developed and based on active learning principles, where participants might practice and discuss in safe environment their participation experiences and tools. That is what we called a Laboratory.

Why "LAB 3 active"?

- **LAB** because it was laboratory, as we were working on methods;
- **3** as we wanted to be innovative, there are three possible activities for cooperation with neighbouring partner countries (EVS, Youth Exchanges, Training&Networking) and action 3 is associated with this cooperation;
- **active**, because we focused on the youth participation!

We had decided to host the training in eastern Turkey, small town of Maçka, Trabzon region. We believe that the participation of young, local people is much more visible and possible to research better in a small place than a huge city. Moreover, we took into consideration the local impact and finally the possibility to create comfortable and calm space for exchange and learning.

LAB 3 active took part between 7-13 April 2008.
www.salto-youth.net/lab3active

Have a nice reading!

Aim and Objectives

LAB 3 Active was a training course for experienced youth workers that aimed at exploring non-formal education methods for increasing the youth participation within Youth in Action Programme in cooperation with EECA neighbouring partner countries.

The objectives of the course were:

- √ To increase the knowledge on Youth in Action Programme (especially Action 2 and 3.1);
- √ To exchange experiences in the youth participation work;
- √ To share and construct non-formal education methods for increasing the youth participation;
- √ To create contacts between participants and their organizations coming from Programme and Eastern & Caucasian countries;

Organizers and team of trainers

The organizers of the course were SALTO Eastern Europe and Caucasus (www.salto-youth.net/eeca) and Turkish National Agency (www.ua.gov.tr).

The team consisted of three trainers, coming from different parts of Europe (Evelina Taunyte from Lithuania, Ufuk Atalay from Turkey and Pervana Mammadova from Azerbaijan) with different background, working style, experiences. Additionally Handan Boyar, officer of Turkish National Agency of the Youth in Action Programme and Tomasz Szopa from SALTO EECA Resource Centre composed the Team.

Participants

24 participants have attended the training course, 11 from EECA region representing 6 partner countries (Armenia, Azerbaijan, Georgia, Russia, Moldova and Ukraine) and 13 from programme countries (Germany, Poland, Czech, Italia, Portugal, Spain, Sweden, Bulgaria and Turkey). Please see Annex C (page 34) for the list of the participants.

Overall, participants responded to the desired profile defined. They were:

- Motivated
- Representing a wide range of organizational contexts and regional balance
- Variety of people with various experience and knowledge on youth participation;
- Committed for follow-up and cooperation

Methodology used

The working methods of the course facilitated the exchange of information and provided training for the development of new competences. The entire course was designed as a mutual learning situation, where the personal experiences of the participants served as a basis for reflection and discussions. The participants were also provided with essential theoretical information needed in addressing youth participation. A diversity of non formal education working methods was used. A particular emphasis was put on developing and sharing youth participation tools and transferring it into participants' reality.



Welcome evening

On the arrival day in the evening we welcomed the participants in a short session. The idea was to have very short introduction and icebreaker session for the group of the people who did not know each other and who have not worked together before. Aiming at welcoming the group, allowing the participants to meet in an informal setting, breaking the ice, creating a relaxed atmosphere for interaction and communication, the participants had a possibility to learn each others names and backgrounds in a light manner. The session was followed with a welcoming drink.

Introduction to the training

This was the first formal moments of a training course that provided an idea of the atmosphere and context of the activity. After brief introduction of the participants (round of name, country and an organisation) the organizers of the course Tomasz Szopa, SALTO EECA Resource Centre and Handan Bayar from Turkish National Agency officially welcomed the participants and briefed them with the institutional aims in relation to the topic of the training course. Then team of trainers had an opportunity to introduce themselves and educational framework of the course, its methodology and the programme.

Expectations

In order to be able to respond to the needs of the participants and encourage the group to think together about their learning goals, the participants were asked to think of and to collect their expectations according to the three poles of the Theme Centred Interaction (TCI) approach. It served also as an invitation for the participants to steer their learning process themselves, having expectations not only to the training course and the topic, but also to the group and to oneself personally, encouraging the self managed personal development. The participants' expectations were the following:

Greens (group):

- Maximum involvement and commitments
- Cooperation and network
- To help and support each other
- Expect the group to be sharing and open minded
- To feel free to ask and answer questions;
- To be open, creative and every single person remains himself and shows his/her personality sincere
- Meet new friends
- To share an experience
- Discussion and conversations
- To get connected
- Output oriented, writing joint projects and real plans for the activities



Blues (topic):

- Share good practices, especially THOSE THAT COULD BE APPLIED IN MY COUNTRY MOST EFFECTIVELY
- Learning new methods of working with youth
- Thematic priorities of Youth in Action Programme (YiAP)
- Find new partners
- How to find YiAP in EECA?
- Methodical support and inspiration
- How to motivate youngsters to participate in activities, to learn more about their motivation
- Respect the complexity of the topic and make long term plans connected to other EU programs

Pinks (me)

- To use new knowledge at home
- To be creative and open
- Enjoy this experience with new friends
- Improve myself
- To committed to contribute to intercultural youth dialogue and participation
- To remain open to new ideas and get inspiration for new projects
- To share my energy and inside world
- To be free active, creative, fresh and happy
- To be active all the time
- To give ideas, joy, questions
- Getting/giving developing ideas and methods
- To give life several genius ideas
- To develop my personality
- To be patience
- Stepping out of my personal limits (patience, role in the group)
- Working hardly, improving my ability in preparing new projects
- To love myself
- Have an important experience
- Get to the see
- Develop answers for some of my fears
- To learn and share in order to share with my organization

Getting to know each other and Group building

Since some of the participants missed the welcome evening due to their travelling, on the first day of the training the team created an opportunity for the group to communicate and get to know each other better. It was important that there is a high



degree of exchange between participants on different levels and they feel comfortable to work with many different people throughout the course.

For this purpose the team has spent a considerable time still on the first day of the course and tried to establish a solid dynamics amongst the group and the team.

Personal Motivation

Reflecting the fact, that in the EECA countries there is still tendency not to address the personal development level in the learning process, we wanted to encourage the participants not only to learn about the youth participation, but reflecting about the connection between the personal motivation and the topic. Therefore we introduced an exercise with the postcards.

The aim of this exercise was to encourage the participants to find a more associative way to present one's own personality to the others and communicate an idea of the understanding of youth participation using pictures. Everyone from the group chose a picture from a collection of postcards according to two questions: which card represents your personality and which stand for youth participation in your opinion. After choosing a card the participants met in the groups of five to present and discuss the postcards for each other.

Because of the heavy rain we postponed the session for discovering the town of our training course and started getting into the activities introducing the concept of youth participation.



Youth Participation

The aim of this part of the training course was to introduce the participants the definition of youth participation and to let them realize the different levels of it in different situation.

We started by asking the participants to develop their idea of youth participation in the groups and propose their definition in order to give the opportunity for exchange of understanding of Y.P. in the group. Every group produced a poster to make the results visible. We continued with the topic on the coming day.

Discovering Maçka

On the other day, using the opportunity that it was not raining; we started with the exercise for the whole group to discover what is the reality of the young people in Maçka. The team believed that participants learn best by experiencing for themselves, and therefore we used this method to promote individual and group learning, enhance the group's performance, and provide a foundation for continued development. The aim of the exercise was to become acquainted with Maçka, to have some fun and break the ice in a new place and connect it with the topic of that training course. The whole group got the task to find the answers for 10 suggested questions under only two conditions that every participant needed to be involved in and be back in 45 minutes. The participants decided to get in smaller team and divided task between each teams. The success turned on how the group analysed each issue and worked together to create and carry out a plan. The participants left then session with new confidence in their abilities as well as fresh perspectives on themselves as team players and leaders.



Levels and degrees of youth participation

After the tea and coffee break we continued with the topic dealing with the definition of youth participation.

Our concern was that the participants do not deal with the Y.P. only on the rational level, but explore their relation to the topic, addressing the feelings connected to the topic. Therefore we collected in a brainstorming any ideas that came to peoples minds to the words "Youth participation".

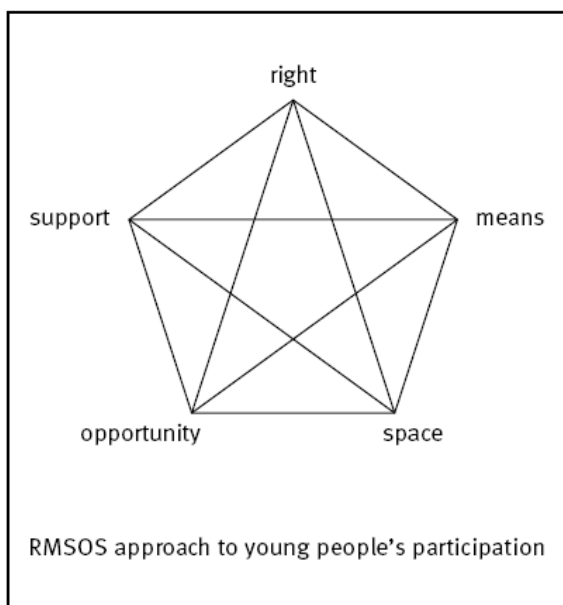
After the brainstorming we offered a short introduction to the definitions of youth participation from the Charter for Youth Participation manual.

It was important to introduce that any kind of participation of young people may not mean proper participation. For this purpose the different levels of participation has been discussed with their pros and cons and how youth workers can work more efficiently to reduce the risk of tokenism or such kind of so called participation and improve the active role of young people in decision making process and taking part in all means of youth work and social life.



RMSOS Approach

Charter manual was a brand new document introducing how work better on youth participation on the bases of Revised European Charter on Youth



Participation in Local and Regional Life. The idea of introducing RMSOS approach which also the major approach of Charter Manual is to raising the awareness of participants on the issue of providing space for participation for young people may not be enough to increase efficient youth participation. Since RMSOS approach summarizes the 5 major aspects as Right- Means-Space- Opportunity-Support, the participants were asked to discuss on what may these 5 aspects stands for and how they can work better within the frame of RMSOS approach.

Participation timeline: "My own story"

After identifying together the definition, levels and degrees of youth participation and being introduced to RMSOS approach and the discussion around its 5 major aspects, the participants were asked to reflect on their own (personal) participation story. The objective of this exercise was to reflect on different ways in which individuals can participate in the life of some organisations or local communities, to share their personal experience in participation and to create a basis for planning of further involvement in the area of youth participation.



In the group of 5-6 people the participants were asked to draw their time lines in such a way, that their ends all meet in the central point of the piece of paper (like a sun rays and the sun in the middle). Using the materials available, the participants have drawn a timeline with some milestones that presented their most important experience in the field of youth participation. After drawing they presented own drawings and told to the rest of the group about their experience in the field of youth participation: *how and when they participated in the life of some organizations, groups or communities; how and when they have been involved in strengthening or promoting youth participation.*



After sharing with their personal stories on youth participation the group members discussed what kind of participation experience was the most common in that group? They identified the key factors that encourage young people to participate. Based on their reflection/discussions the participants came up with specific guidelines for youth participation.

Guidelines for youth participation

On the third day of the training course we started continuing with presenting the guidelines for the youth participation that was developed during the previous sessions on participation timeline. Here are the results of the working group discussion:

Group # 1

- Political and cultural involvement
- Personal reasons
- Fate tricks ☺
- Passion
- Time
- The long process of learning to be patient with youngsters/existing systems
- Hope
-

Group # 2

- Individual and group passion
- Transfer with others
- Create or join groups
- Curiosity
- Cooperation
- Be creative with for others
- Not to be affected by negative feedback/setback

Group # 3

- Study: on formal level and by doing (when experiencing)
- Be open to new experience/ideas (overcome the border)
- Don't be afraid of failure and celebrate also smallest success
- Listen to the people and try to explore their needs; observe and reflect
- Look or responsibility
- If you do not face the challenges offered to you by the others, find the challenges yourself!
- ... what you give is what you get (share what you learned)
- Fight for your RIGHTS (if there is no legal basis, try to make it yourself)
- Prepare yourself for participation
- Don't take too many things on you – do one thing, but in the best way you can do
- Find/meet people you can follow (authorities...)

Group # 4

- Youth participation begins with empowerments of youth potential
- Good projects can begin with good training course
- Intercultural exchange is a good way of enriching the experience
- Clear objective (agenda)
- Youth participation is sharing experiences and knowledge

Group 5

- To be inspired
- To be able to make a decision a take the responsibility for consequences (especially to "step out" to public)
- To know the context
- To inspire (share)
- Initiative
- Results in short-term or long-term perspectives and motivation
- Organization with other people – network
- To make your world wider
- We love you people

Self reflection and assessment

Since this kind of training courses creates an artificial environment, participants usually fall into a psychology, which set them apart from their own reality. For this reason its important to catch a certain connection with the reality. It seems always so easy to sort out things during the TC, however it was always a case for a participant to get lost or de-motivated when going back home. In order to reduce this risk and to work on their own real cases the session of self reflection and assessment session implemented. In order to take them outside the artificial world a kind of simulation played by the participants where they had the chance of experience non-participation and how hard can it be to participate even though they are quite experienced as youth workers and how young people can deny participation if everything's seems against them.

After the exercise, participants were asked to think about their own situation in their own countries and organisations. To see the advantages and disadvantages and how they can work on participation considering the actual and possible risks. The self assessment and the reflection session is then set as the base for their work for the rest of the TC, and take their real examples, obstacles and needs to be address during the training sessions.

Mid term evaluation

Before going to the free afternoon we gathered the moods and reactions about the process until now using the method of four corners, where the participants had to order themselves to the questions according to their evaluation. Although the majority was happy with the program and the flow, many people complained about the too big quantities of food. Many expressed appreciation to have the training course in a place like Maçka, because of it's nature and it's cultural background.

Afterwards afternoon was announced. Some of the participants went to Trabzon, some went to the Sumela monastery nearby and had the dinner together, being entertained there not only by the small waterfalls, but also by the extremely active musician Kaptan.



Youth in Action Programme (YiA) and SALTO



On the following day we started by introducing the resources. While working on participation it was also important to introduce the possible sources where participants can benefit from. The major idea for this session was not only to introduce the funding and training resources but also work on the philosophy of the youth programs and youth work. In order to achieve this in an interactive and entertaining way the EUROQUIZ was used.

The participants worked in small groups in a Quiz Show setting. The quiz show was readopted by the team focusing on YiA, Action 3 and 2 and SALTO. The questions were created from the information from Program Guide and based on background information about Youth in Action Programme, technical criteria's, priorities of YiA, objectives of YiA, important aspects of YiA and SALTO resource centres taking SALTO EECA as the focus. The session has provided the participants to reflect more on what they know and don't know about the YiA and how they can improve their knowledge further about the programs and resources.



LAB 3: Developing Tools

In the afternoon we gave a possibility to create a so called laboratory, the LAB in the title, to create new methods of youth participation and at the same time to give the participants an opportunity to exchange their knowledge about the methods they already know.

The task was in the groups of five people to develop a situation, where youth participation is not happening, or happening in the unsatisfying level. The situations were passed to the other group in a rotating manner, so that every group would receive the situation developed by the others. For the new situation the group had to propose their solutions and methods to use. The method turned to be very effective in terms of focused and intense communication with different people in the groups.

Sharing the TOOLS

Regarding the participants themselves as resources on the last day we provided a space to share the tools and methods among each other. We collected the ideas that everyone had to share and continued with a flexible session of shorter or longer contributions.

These were the suggested and presented ideas and methods:

- Cultural mapping
- Albatros – intercultural learning
- Changing life
- ToT – long terms programs for trainers
- Theatre of oppressed
- Some methods to use in international groups
- System approach & paradoxical intervention
- Instant creativity
- Outdoor education
- Playback theatre
- Eurodesk network
- Carrot rules
- Water drop – making music
- Some more useful tools/books, even in national languages (T-kits, coyote, compass, etc)
- Individual Action for youth participation
- Open game - Role game play



Follow up

During the training course participants went through intensive learning process starting with exploring the issue of youth participation and making the transfer of this knowledge in youth work practices. They had a chance to



exchange with their personal experience on youth participation work as well share and construct non-formal education methods for increasing youth participation. The participants have increased the knowledge on Youth in Action Programme (especially Action 2 and 3.1) and created new contacts between themselves and their organizations coming from Programme and Eastern & Caucasian countries. The important objective of this course is to motivate and encourage participants to multiply and use the knowledge and competences they gained here. The session was used to put participants back to their daily realities of youth participation work

that they do in the local communities, organizations. Participants were given the time to think of possible follow-up with other participants they have made contacts here. The session consisted of two parts – development of their personal action plan with concrete project ideas, commitments and writing a “letter to myself”. The organizers posted letters to the participants 3 months after the course.

Evaluation

As the training course has a strong leaning aspect it was important to be able to assess what has been done and learned within the duration of the training course and the very end of the course. For this purpose several different ways and tools such as reflection groups and mid-term evaluation during the training course. At the end of the TC a full session was devoted to get feedback from the participants raise their own awareness on their own learning processes.

The final evaluation was implemented in 2 dimensions one is written and one is interactive evaluation. The written evaluation has been implemented through a evaluation form for the records of SALTO EECA and the notice of the team. The interactive evaluation, which aims to give an open space for the participants to express their own ideas and perceptions about the training and their own learning processes, took part in the second half of the final evaluation session.

The interactive evaluation is not only help participants to share and see the aspects not all of them are aware of as well as provide common understanding for all. It also helps participants to see different angles of different people about the same content.

Some key points rose during the interactive evaluation session:

- The discussions on different levels of participation helped a lot.
- Still troubles to understand RMSOS approach
- The Euro-Quiz was nice to learn things in a funny way.
- There could have been more free time
- The introduction of the resources would be nice tool
- The group was very nice and cooperative
- Food is too much but too nice at the same time
- The team could have spent more time with pax
- Exploring Maçka was fantastic.
- I am still lost with my lost wallet
- It was nice to share the tools we can use
- Could have been more training on how to write projects or get funds from YiA but still very good to learn a lot about it.
- It was nice to meet with all the people here and hope to cooperate with them in the future.

Summary of the participants' evaluation:

After the interactive part of evaluation we had asked participants to fill-in the anonymous evaluation sheet (details presented below).

The general outcomes of written evaluation are:

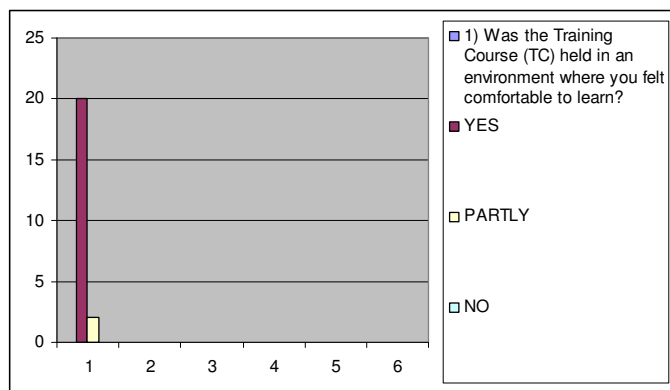
- the environment was very comfortable and appropriate for learning and topic of youth participation; participants highlighted valour of Maçka.
- most of participants were able to share their previous experiences and were glad of having the proper space created.
- huge majority of participants learned during LAB 3 active.
- 75% of participants agrees that the objectives set by organisers were met.
- level of active participation was medium, due to different reasons participants could be more involved.
- most of participants found the methods used at the training suitable to their learning needs.
- knowledge about topic of youth participation definitely rose among participants.
- there were several methods that participants are going to use afterwards at their own activities.
- number of personal attitudes participants could reflect on during the training is really long.
- the team was evaluated very positively.
- participants expressed their will to cooperate among each other after the training and several project ideas arouse.

Written evaluation details:

1. Was the Training Course (TC) held in an environment where you felt comfortable to learn?

Comments:

- *Macka was the perfect place – not crowd, not very many attractions outside – so everyone was stuck to the programme;*
- *Perfect conditions for learning and self reflection;*
- *A little bit to far away long travel time but at the sometime good with some focusing isolation;*

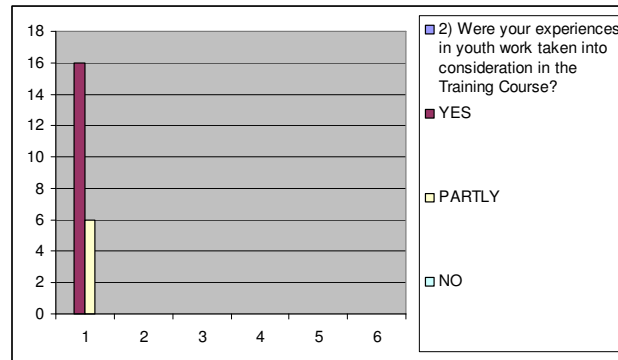


- It was like 95%, but I say yes, because this 5% of disorder weren't notable under absolutely awesome other participants;
- I have been comfortable, the hotel has been great and the working spaces very good;
- Cool & comfy, but very detached from the Macka reality;
- The group well chosen

2. Were your experiences in youth work taken into consideration in the Training Course?

Comments:

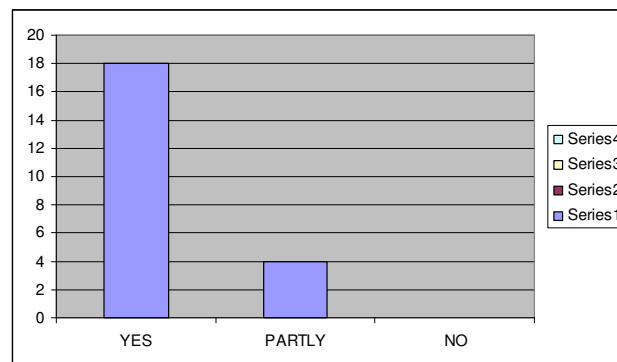
- I have had the chance to share my experiences with the group.
- Absolutely, I felt useful to people around
- Actually I had a feeling we hadn't talked about youth work, although we had a lot of chances to share our experience in the informal way. That was an additional value of the project.
- I work in another position then the majority of the participants. That was good for the group dynamic
- I had a chance to share what I know with the others
- Sometimes I just didn't realise that was the right moment to share



3. Did you learn from other participants during the Training Course?

Comments:

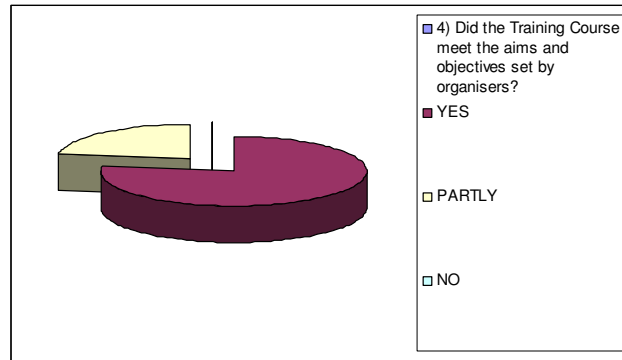
- It's always a lot to learn from other people;
- Learned from personal experience of participants;
- Unfortunately, not from all;
- A lot, especially in the last day;
- There on some people in the group that impressed me and shared their experiences and knowledge in a very non-toxic way. I appreciate it a lot. On the other hand the TC was (according to the plan) for experience youth workers, so we could go deeper with things.



4. Did the Training Course meet the aims and objectives set by organisers?

Comments:

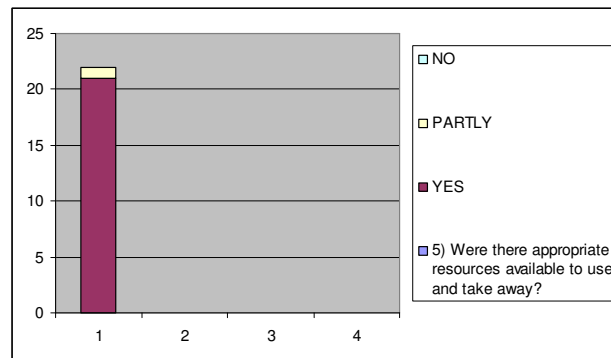
- *More friends to work with my future ideas..*
- *I guess so...*
- *During project planning I did not see any cross-border planning between programme member states and EECA*
- *I said partly because; sometimes we get out of the training course and also sometimes there wasn't a respect to members too much;*
- *I can say only for the first part of the aims – the 2nd will be seen after we see projects the exact results.*
- *For the information it is OK, but for cultural respect it is not OK enough. They make too many jokes using Turkish girls to show them as a slave. If it is an international course the trainers have to respect the other culture!*



5. Did the Training Course meet the aims and objectives set by organisers?

Comments:

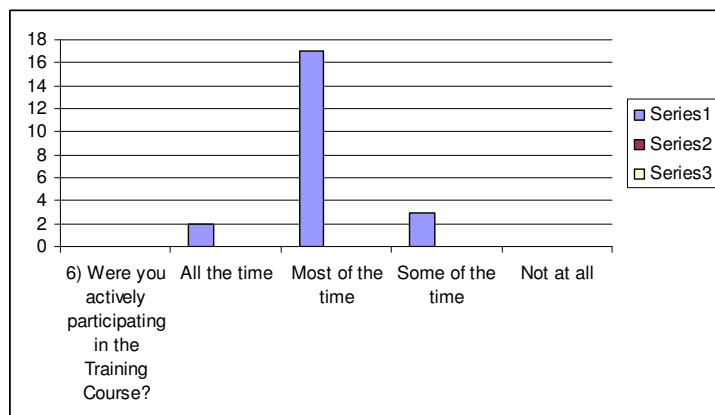
- *Are there any comprehensive materials on active participation?*
- *There was so many resources that I don't know if I'm going to use all;*
- *100%*
- *In plenty*
- *Thanks 4 EVS!*



6. Were you actively participating in the Training Course?

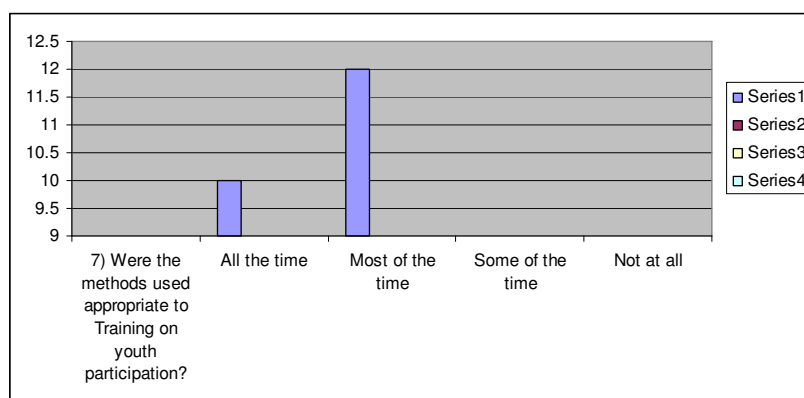
Comments:

- *But it is because of my own mood. Don't worry! ☺*
- *Because I sometimes not satisfied with the jokes so it makes me to lose more motivation.*



- *Sometimes I just needed to recharge for a few minutes and then to get my mind back to work*
- *I tried to do my best*
- *Sometimes needed time to think*
- *I pushed myself to be more active but my vocabulary was not as good as the participants and trainers. And also I was understanding Thomas every time. Because his speaking was please to understand him.*
- *... when I was not late 😊*

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



Comments:

- *Active methods to participate*
- *I like using of different methods, so they were.*
- *A few conversations could have been shorter, but it means nothing in the field of interaction, fun, workshops and interesting practice.*
- *It gave me practical experience which is very important*
- *Programme interesting, methods innovative??*
- *Well skilled trainers trainer. These trainers used a lot and sometimes it was a lack of bridges between the trainers methods method. Different approaches to the participants.*
- *Sketches, about priorities of YiA were a bit too long and boring...*
- *We should be "pushed" more to participate, also will a bit more creative methods*

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

No knowledge			Detailed knowledge		
1	2	3	4	5	6
1 response	1 response	8 responses	7 responses	5 responses	

Comments:

- *My knowledge about YP was in the middle, because I took a few workshops before coming to LAB3*

- Experience with short workshops on the topic
- My knowledge was very low in the youth sphere
- I participated in training courses before so I knew some information before.
- Small amount of theory and small practice.
- More theory
- I have a lot of experience but you will always learn more and to put other values to the things you know;
- Personal experience, mostly about my own country
- I had my own understanding that I wanted to confront and go deeper with
- Really needed to inform but wasn't expecting much

9. What is your knowledge on youth participation now?

No knowledge			Detailed knowledge		
1	2	3	4	5	6
			2 responses	13 responses	7 responses

Comment:

- *It's better, but still not enough for me*
- *But now after this training course my conception of youth policy enhanced and I have catch a lot from training. Especially I have got lessons that were very useful;*
- *Theoretically full, a lot of interesting and usefully practice;*
- *Got applicable experience and practices;*
- *A clearer picture of the EECA countries' situation. New methods and approaches;*
- *I think, my knowledge got more structured and now I'm ready to explore this topic further by reading (especially about forum theatre method) and practicing.*
- *A lot of extra information about international participation, other countries experiences*
- *New knowledge has to be tested on practice still*
- *Now I am more critical I think and more I reflect the more I know. I would appreciate ,ore theoretical input (I know that maybe the theories don't exist, but) and more good practice from the real life;*

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

- Intercultural exchanges
- Energizers - **15 responses**
- Albatros - **2 responses**
- Laboratory
- Activities like the quiz show has been great
- Intercultural participation group
- Discovering Macka - **5 responses**
- Euro Youth Quiz show - **5 responses**

- Making "maps" of guidelines
- Most of them (look at the programme)
- Paradoxical intervention – **5 responses**
- *Theme centred intervention as way how to structure pre-evaluation;*
- *Creative methods – postcards, expressing yourself via painting etc.*
- *Confronting participants with the local reality*
- *Debates*
- *Workshops – 3 responses*
- *Thomas (Salto man) personality – 2 responses*
- *Methods of organizing a group work, especially working with theory full interaction.*
- *Methods of open space*
- *Forum theatre - 2 responses*
- *Group working*
- *Simulation*
- *Solution finding Lab*
- *Pictures in which we should find ourselves and associations with the topic*
- *When defining Youth Participation – clear paper*
- *What is needed to have better YP – triangle (you, youth and organization)*
- *Work in group with self-motivation*
- *Lab 3 itself – 2 responses*
- *Milestones of personal participation*
- *Methods from the open space on the last day*
- *Knowledge on understanding EECA*
- *RMSOS*
- *Updated into of YIA*
- *Simulation game where the right to speak depended on the age. For me it was the most useful one (together with Euro-quiz)*
- *Defining yourself with postcards*
- *Aha points*
- *Commitment*
- *"Letter to myself" at the end of training*

11. Is there any part in the program that you would do differently?

- *No – 3 responses*
- *Almost none, "open space" could be done differently and Y.I.A presentation could be more in depth.*
- *A little bit of more free time should be great*
- *I have no idea...*
- *It's a good way to do some tasks individually and some into groups*
- *Sometimes the trainers have lost connection with the group – I am thinking about ways this could be prevented*
- *Concentrated on tools how to conduct and write the projects*
- *I have no ideas about this now*
- *RMSOS (some more information for everyone in the beginning and some outcomes, results, etc after)*
- *Quiz – show (less questions, more deep information about what is necessary for features, etc)*
- *Be on time (it depends on us of course) not trainers ☺*
- *RMSOS, word puzzle as an introduction*

- *No. I wouldn't change any thing. I am satisfied with results. "+" and "-" are always useful for reflections.*
- *What was done here was OK!*
- *There was some thing that I might do in a different way. But here every hag was as needed! So, continue work this way!*
- *Programme was very good.*
- *There are some aspects which need more time to dedicate to be analysed deeply and structured.*
- *No, the participants were well selected and the level of English was good, the programme worked very well.*
- *Energizers*
- *Yes, RMSOS. I think this exercise should be somehow transformed. In the discussion part it wasn't clear, what to discuss and in the presentation part we couldn't pay attention to what people say, especially from last groups. Therefore the efficiency of the exercise for me was very low.*
- *I would forbid the power point presentations and structure a bit the intercultural evening (some with NGO, the method was good, but power points well awful!). I would also go further with topic more, more, more and deeper, deeper, deeper! If I was a trainer I would definitely be more strict with participants!*
- *LAB, of course! (with "eau de colon",.. carrot method, etc ...)*

12. Which personal attitudes you had reflected upon mostly during this Training?

- *Work in the group*
- *Active listening, observation and respect*
- *Openness to new information and methods; inspiration by other ideas; (Sometimes) stress (mostly due to obligations at home) and intercultural learning*
- *Me as a trainer vs me as a participant; My participation in the community level – what can I do more and better. I am not perfect ☺*
- *Theatre in role play; Good ideas in team building and work together with others*
- *I expected more from the group that's why I am a little bit disappointed. For sure I wanted to find out more about Turkish culture, but I didn't unfortunately....*
- *Communication, to organize trainings and overcome my stereotypes*
- *Motivation to work in the field of youth work, needs of the target group of our organization*
- *Responsibility – **2 responses;***
- *TC motivated me personally, I got more information about different cultures and some of my thought about different things changed.*
- *Generally good motivated, sometimes not satisfied with some of things, usually happy, sometimes broken and I have up and down feelings*
- *Being here and now; being active and creative all the time, self-motivation*
- *Reflection of aims and methods which is the direction that I want to go? Can I become more precisely?*
- *Responsibility to youngsters, improving my knowledge on youth, being more creative when working with working youngsters*

- *I have to learn more and more, as always! (I'm not sure I understood the question properly)*
- *Ability to listen, good example from the team for working with the group as a trainer, English communication and creativity*
- *The need of some participants to promote and sometimes to protect their national identity; the Turkish society with a crazy mix between very old and developed; the lack of experienced youth workers to reflect on group process/dynamic;*
- *Actually... changed opinion on my (personal) participation and created a new strategy for myself. I found a person who helped to make the work process easier emotionally; I had a chance to express myself, there was a wide field for creativity; awesome people who work with idea of making world better, are everywhere (that's amazing!)*
- *I feel myself that somebody born lucky but somebody born unlucky. So I want to say that I was born unlucky because I earn my own money and I tried to win my life. But I understood that there is nothing impossible. Now I believe that I can improve as well as I want. So thank you everybody.*
- *Confidence in the fact that I'm well familiar with youth participation; assumption that I know what participant of our activities need*
- *Ability to work together, being creative together, critical thinking, ability to reflect and ability to eat!*

13. How do you find work of the TEAM of the TC? Did you receive appropriate support from the TEAM during this TC?

- *Work of team was quite good. I received the support partially;*
- *Excellent work;*
- *Yes, they have been so closely*
- *I've found great intercultural competences, also similar as we use in Italy. I've received a correct support from the team and the participants too.*
- *Of course I have my favourite trainer, which was the most reliable, experienced, inspirational and appropriate for me. It is Evelina, but all trainers were/are professional!*
- *Super!*
- *First I didn't find the team very harmonic but the impression improved, by the end of the course a lot!*
- *I liked their manner of conducting trainings. There were attentions to the participants and they did their best.*
- *Wonderful! I liked their work too much!*
- *Handan and Tomas were wonderful. And other trainers I don't want to tell my ideas ...*
- *The work was very professional – prepared, thought over and realized in the best way. I have a lot to take from your personal work. Thank you (hope it's not forbidden ☺)! P.S. About the support – thank you Evelina!!!! Your inside energy is great! Pervana and Ufuk – your fun, jokes and professionalism is the best support!*
- *5 STAR TEAM!!!*
- *I enjoyed a lot of and I felt perfectly supported*
- *All the time – 100 %*

- *They are rather experienced. They know what they do, how they have to do. I think the choose of trainers was really right: three different personalities, attitudes, way of thinking, kept the balance. I also like Handan and Tomek a lot! :-)*
- *I like the team very much. 3 different persons, 3 different personalities, characters, mentalities were perfectly combined together to work as a team. There was great energy in the team.*
- *Haha! The team is lovely! The best thing is that they are honest and there is nothing artificial in them. Evelina is the best anarchist I ever met (thinking of following her steps) Ufuk... if even he didn't pose for pictures I would be looking at him with smile. He is so funny. Pervana, always clear and understandable. Actually, they are all cool and great. Can't help saying that*
- *Good. Nice, easygoing and competent;*
- *Yes, perfectly! Great combination of personal, information, experiences and the topic!*
- *I found great. But sometimes it wasn't . because I feel that somebody wasn't respectful. The trainers were very successful. And also Thomas has a great personality. In additional Handan was very helpful for me. I loved you very much Thomas. Handan and trainers.*
- *I think the team did very good job. Yes to the 2nd question*
- *I found it great. But sometimes it wasn't. because I feel that somebody wasn't respectful The trainers were very successful. And also Tomek has a great personality. In addition, Handan as very helpful for me. I loved you very much Tomek, Handan and trainers!*

14. Did you find any partners for Youth in Action (or other Programmes) projects? What kind of projects would you like to develop after coming back home?

- *Yes, I did*
- *Yes, we can cooperate in a future project about gender issue that could be very interesting.*
- *Yes, we would jointly develop projects on youth life choices – migration and community revival in Europe;*
- *Yes, I've found Spanish and Ukraine partners. I will develop a project action 1.3 Youth and democracy and an action 1.1 I've to think about Ukraine's partner because till now isn't possible to work with 1.1 and 1.3 Actions*
- *Yes, I found. We'd like to develop a project connected with young people, which migrated abroad. The question is: what is better? To stay or to move? Something about life choices... among 7 countries, for 18-25 years old people – expressing by artistic way (theatre, photography...)*
- *Yes, my project is about intercultural dialogue and active citizenship*
- *Yes (Ukraine), I would like to develop an existing project idea with them*
- *I find and I'll be trying to realize the project with partners represented from Ukraine and Azerbaijan*
- *I have discussed some ideas about this with other participants. And I hope that we would get this into the practice. Besides of this I am going to realize a project summer camps about active citizenship with the participation of representatives of different countries.*

- *I find partner from Georgia, Ukraine, Armenia and Azerbaijan. We would like to make youth exchanges and training courses.*
- *For me it's necessary to have some time to think about all the experience, and after I come back home and have a real project in my mind. I'll use e-mails for real cooperation. Promise! ☺*
- *Yes, Italy and Spain*
- *I have found partners and friends. There isn't any concrete plan yet, but it is to be upcoming step by step.*
- *Youth Initiative Action 1.1, exchange/working with disadvantaged youth, EECA countries -> Participation in Youth Music Festival 2009*
- *Yes, I have found! And I am really happy for this. Hope they feel the same, as well and we will continue our cooperation, I mean start it in the future. We have already an idea about a youth exchange project.*
- *Partners from Ukraine, Armenia and Poland for concrete project on: Migration and Life choices". Partners from all participating countries for the future*
- *Almost all participants – we will do information exchange for my on-line based project*
- *Yes. I work at the same position as Lusy from Bulgaria. I will arrange a short study visit in the youth and we are going to do an exchange for kids with neurological disorder.*
- *Yes, anti-racism project and informing youth about the abilities to participate;*
- *Yes with Azerbaijan, Ukraine, Georgia.*
- *Yes I found partners to do project on anti-racism as well as one on NGO professionalism. I have also met some people who I think would be very interesting to work with. I think I will get with them later with some project ideas.*

15. Other comments

- *In my opinion it had to be included to programme of workshop more practical exercises. The main outputs of workshop might be more concretely;*
- *Thanks!*
- *Thank you very much!*
- *If is for this training courses trainers: Please don't make same joke again, again and again about the same culture*
- *Sorry for my English (1-17), the words are in my heart and I'll send them to yours. I am Happy!!!!!!!!!!!!!!*
- *I am very happy to have been participating here in Turkey!*
- *Thank you! This was unique training! I felt at home with the group – it was really great!... two farewell parties... that's really freaky! And I like it*
- *A lot of friends which I respect and like. Thank you!*
- *Love ya, thank ya ...*
- *Thank for having me!*

Social events

Reklamlar – NGO market

After the dinner we invited the participants to introduce their organizations they represent. In order to keep the dynamics and not make the session too tiring we asked the participants to present their organization in a form of an advertisement for the TV, which would be limited to one minute. The participants came up with very creative ideas to present. We had an advertisement of a cook, of a salesman and several others that not only hit the goal to transfer the information, but already on the first day to create the group spirit through a lot of laughing.

Intercultural night...



Annex A

Programme

April 7, Monday	April 8, Tuesday	April 9, Wednesday	April 10, Thursday	April 11, Friday	April 12, Saturday	April 13, Sunday
Morning	Hello! - Opening and intro What do you expect? Expectations Who are you? Getting to know each other and Group building	Can we work together? – Discovering Macka Youth participation is... Degrees/levels of youth participation	Guidelines for youth participation Self- service! Self Reflection& Assessment How is it going? Midterm evaluation	Resources! Youth in Action Programme SALTO Non Formal Education	So what??? Open space	Departure
	Lunch	Lunch	Lunch	Lunch	Lunch	
Afternoon Arrival	What the hell is youth participation? Definition Why I am in youth field? - Personal Motivation	RMSOS Approach What is your own story? Sharing own experience on participation	Enjoy your time!!! Free afternoon	It is time for LAB: Developin g TOOLS	What next? Follow up How was it? Evaluatio n	
Open group reflection time						
Dinner	Dinner	Dinner		Dinner	Dinner	
Welcome evening	Reklamlar! !!! - NGO market	Let's see how cool we are! Intercultural evening	Dinner outside	Everybod y.... Farewell party I	...dance now!!! Farewell party II	



Evaluation Questionnaire

“LAB 3 active” Training Course

Macka - Trabzon, Turkey 7th– 13th April 2008

1) Was the Training Course (TC) held in an environment where you felt comfortable to learn?

YES PARTLY NO Comment:

2) Were your experiences in youth work taken into consideration in the Training Course?

YES PARTLY NO Comment:

3) Did you learn from other participants during the Training Course?

YES PARTLY NO Comment:

4) Did the Training Course meet the aims and objectives set by organisers?

YES PARTLY NO Comment:

5) Were there appropriate resources available to use and take away?

YES PARTLY NO Comment:

6) Were you actively participating in the Training Course?

All the time Most of the time Some of the time Not at all
Comment:

7) Were the methods used appropriate to Training on youth participation?

All the time Most of the time Some of the time Not at all
Comment:

8) What was your knowledge on youth participation before TC?

No knowledge				Detailed knowledge	
1	2	3	4	5	6

Comment:

9) What is your knowledge on youth participation now?

No knowledge				Detailed knowledge	
1	2	3	4	5	6

Comment:

10) Please list the methods and work models that you will take home after this Training:

-
-
-
-

11) Is there any part in the program that you would do differently?

12) Which personal attitudes you had reflected upon mostly during this Training?

-
-
-
-

13) How do you find work of the TEAM of the TC? Did you receive appropriate support from the TEAM during this TC?

14) Did you find any partners for Youth in Action (or other Programmes) projects? What kind of projects would you like to develop after coming back home?

15) Other comments

THANK YOU! SEE YOU AGAIN! ☺

Participants list

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