

SALTO-YOUTH
TRAINING AND COOPERATION
RESOURCE CENTRE



Education and Culture



Network Training Course on European Citizenship

**Tromso, Norway
11 - 17 of October, 2010**

Report

Course implemented by
Nuno da Silva and Xavier Baró Urbea

Course hosted by **the Norwegian National Agency**

1.**GENERAL INFORMATION**

Dates of the
course

11 – 17 October 2010

Trainers:

Contact with hosting NA: **Xavier Baró Urbea**
Report: **Nuno da Silva**

Number of Participants

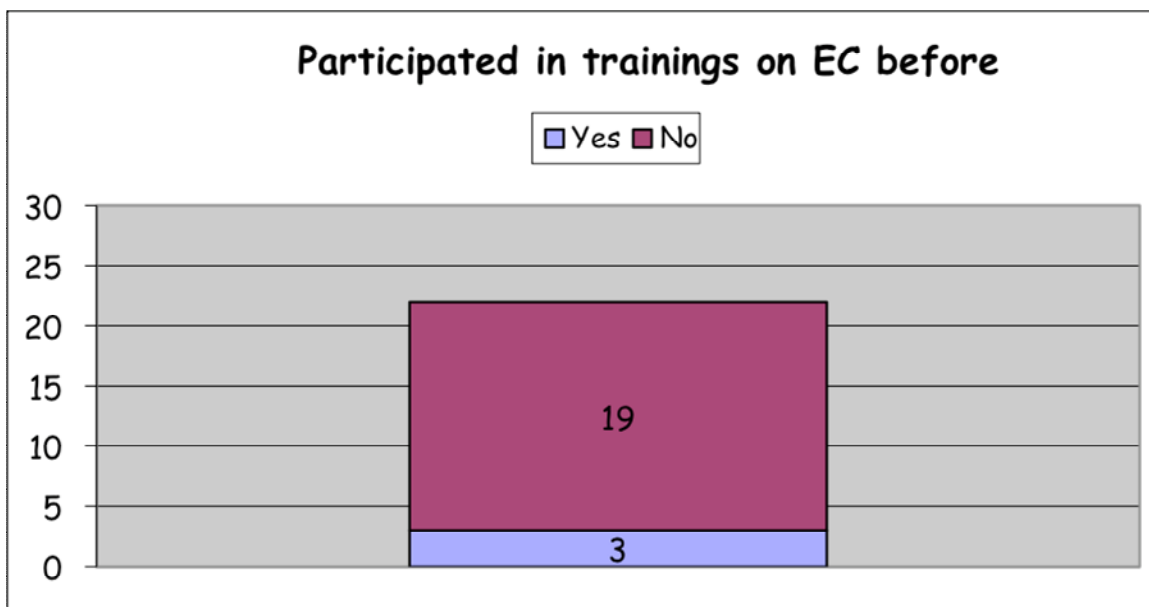
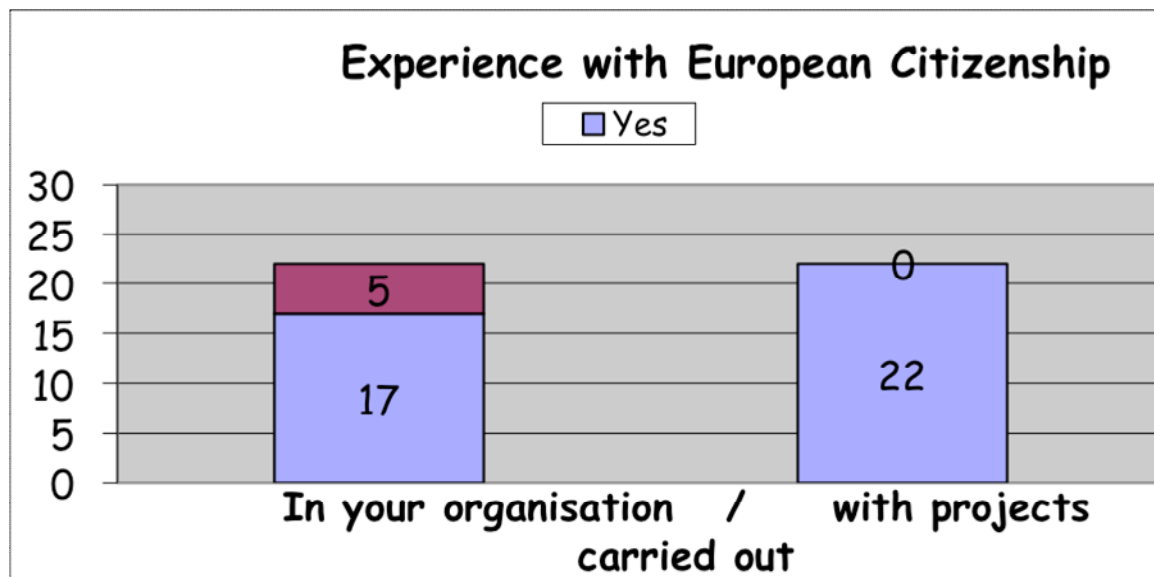
Countries	expected pax	final no of pax
Norway	2	1
Belgium-FL	1	1
Belgium-FR	1	0
Bulgaria	0	1
Czech Republic	1	2
Denmark	1	0
Estonia	1	1
France	3	0
Germany	2	1
Hungary	0	1
Iceland	2	0
Italy	3	3
Lithuania	2	0
Netherlands	1	0
Poland	2	2
Switzerland	1	0
Turkey	2	2
EECA	4	4
SEE	4	3
total	33	22

Organisers (NA) Norwegian National Agency

Venue: Tromso, Norway

2. PARTICIPANTS

22 participants from 15 countries took part in the Training Course on European Citizenship in Norway.



Participants' selection

The participants' selection was in line with the criteria set.

The group composition contributed greatly to the success of the course. The variety of the participants, which represented different professional backgrounds (NGOs, youth workers, civil servants, teachers), origins (ex. Czech participant living in Istanbul; non-EU participants) and experiences, ensured richness of the education process of the course.

The level of the participants was quite mixed: some were quite experienced and had participated in other SALTO courses, some were quite young and inexperienced, what hampered sometimes their learning process. However, that did not have any negative consequence for the course. The participants were patient to those differences and showed a high level of support and understanding to each other. The level of interest in the topic of the course as well as the motivation to further work with the topic of the European Citizenship was high.

Pre-course preparation of the participants

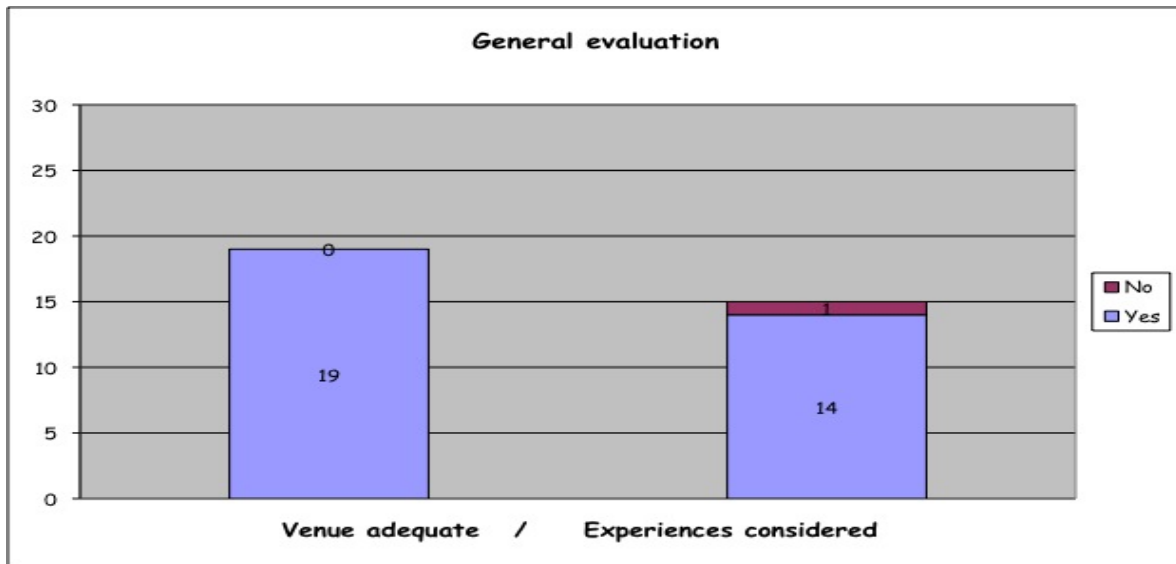
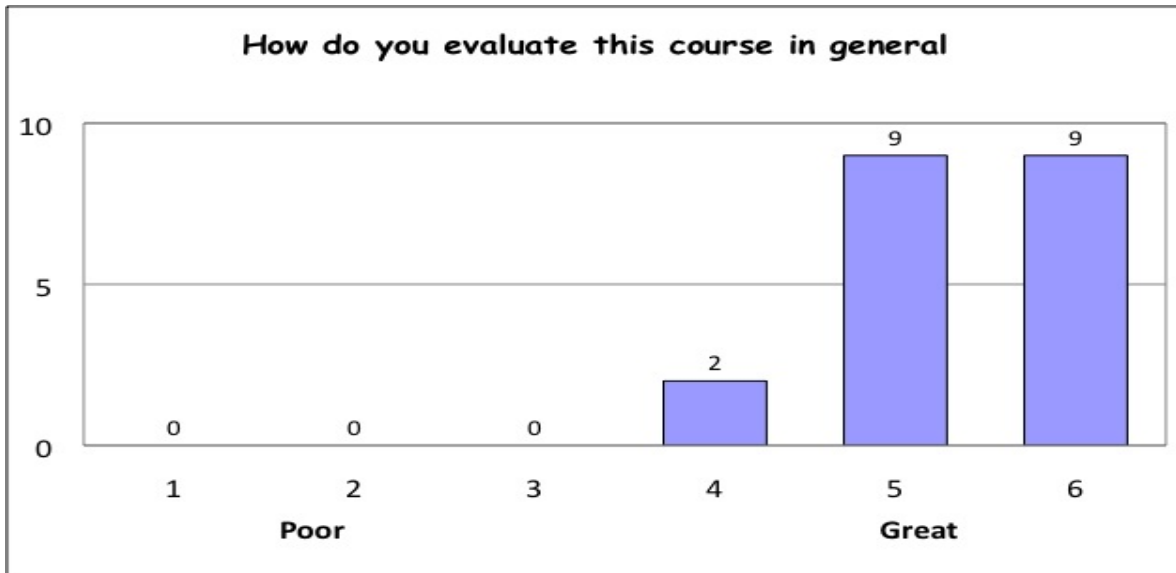
It should be admitted that participants were not equally prepared to the course. Nevertheless,

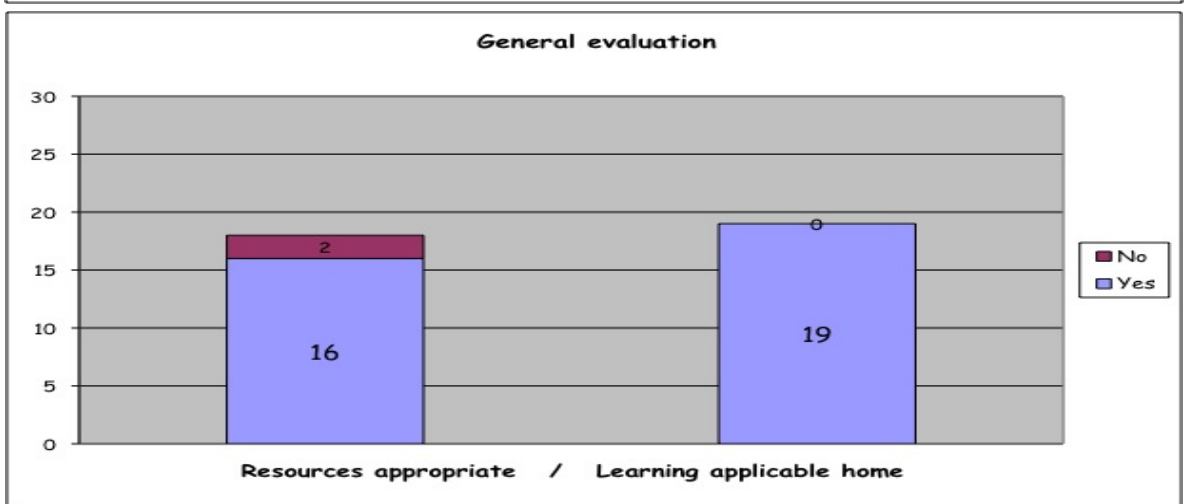
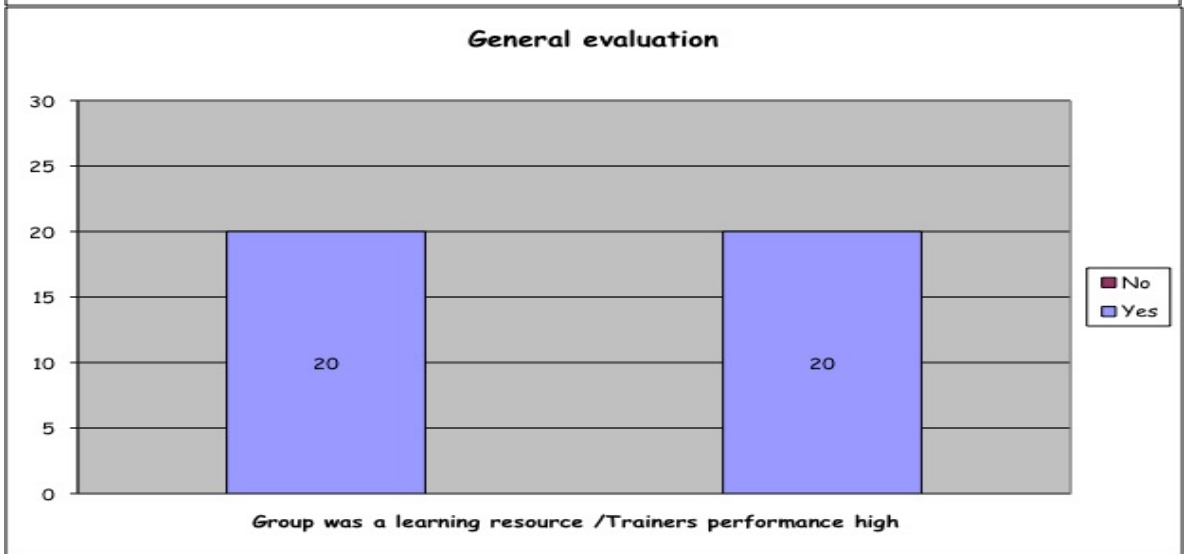
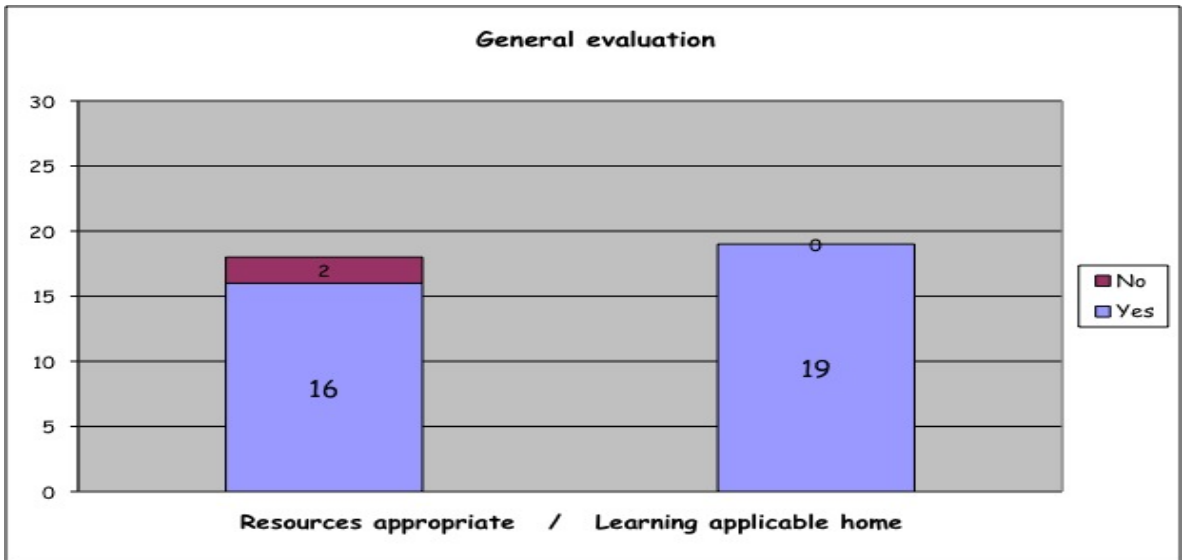
participation in the ECTC community platform - <http://community.european-citizenship.org> was useful to get participants a bit more prepared to the course and exchange some basic information. Majority of them had at least a basic acquaintance with the INFO pack. No major communication problems have accrued during the preparation or during the group. The integration within the group was smooth.

Technically everything was very well organised. The venue and the working areas were well chosen and suited perfectly to the purpose of the course.

Further information about PARTICIPANTS in Annex 1

3. GENERAL ASPECTS OF THE COURSE EVALUATION

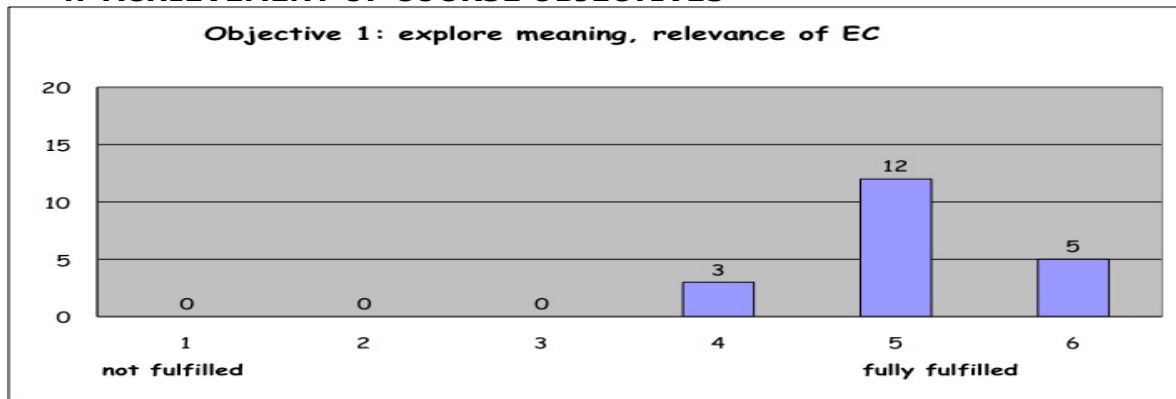




Further feedback of the participants:

What should be kept for the future?	What should be changed?
<p>Different background of participants.</p> <p>I think that in the future should me organized again trainings like this but should be considered training agenda to be more short because during the end of day participants mostly lost concentration and the aim was to develop learning process and in this circumstances with long training sessions to be honest its hard to achieve learning goals.</p> <p>The structure; simulation of elections; reflections and discussions; local cultural programme.</p> <p>Participants from different countries (EU/NON EU). A Venue like here!</p> <p>All the plays.</p> <p>I think you should keep all. Very content.</p> <p>I have several things I would like to keep for the future form this TC:</p> <ol style="list-style-type: none"> 1) The ideas - I was able to set my approach towards this issue and to make my opinion clear, which was the main aim I had originally. 2) Learning approaches - I hope I was able to catch some of the approaches and activities presented by trainers, which I can later on use in my work. 3) The reason for attending this TC was originally finding ways to develop a local project on European citizenship and awareness in my community; therefore as an outcome I would like to concentrate on the project ideas we developed together. I sincerely hope we will be able to stick to them and they will not fade out. <p>Always maintain the highest standard of trainers (like this time); team-working; moments for reflecting on our own experiences; work and speak in concrete about theoretical topics; getting straight to the goals.</p> <p>Skills in teambuilding, projects, ideas development experience, also contacts will help us make partnership in the future.</p> <p>The notebook for daily self-assessment; the simulation of participatory democracy; the venue; the juggling.</p> <p>The group was a source of learning and the trainers' performance was of high standard. I think it would be good if all the things I mentioned above will go on.</p> <p>The high standards of trainers and pre course information and documents.</p> <p>As a whole: the structure of the course: learning section, energiser, etc., combination of activities, non-formal educational activities; definitely keep the coffee breaks because they provide time to discuss things personally and in details. Partly: PowerPoint presentations were useful but sometimes actually a bit boring and too many.</p> <p>All the info that we got I think will be used in our lives. Also the books that we got at the end also will be used.</p> <p>The trainers' performance quality. Both trainers were doing a great job and fit into the group very well.</p> <p>For the future i think should be kept many of the methodology and thematic discussions that are very relevant for EC topic.</p> <p>The concept, definitely. This training course is very much needed! For me particularly the simulation game and its outcome should be kept in mind for my research work...generally the contact numbers of participants should be kept for future cooperation :) The interactive exercises, discussions, simulations.</p>	<p>More exercises.</p> <p>More time to make the concept concrete. Time to talk more with local people.</p> <p>I would change some part of methodology, communication and content but just few parts that are not more relevant. Also I would make a time line agenda for the training to be not so long till 20:00 but to find short time in order to give participants time to rest and to be fresh during the sessions.</p> <p>It would be better if part of the discussions were a little bit shorter.</p> <p>Too many discussions and food, so little sleep - the outcome is not very observing and sharp.</p> <p>I don't see what to change. It really was an experience for life.</p> <p>The course was nicely intensive, but I realized we were quite mentally tired, probably because of the lack of movement and a lot of food. I would include more energizers.</p> <p>Sometimes sessions were too long.</p> <p>More practical knowledge, maybe more teambuilding activities (we even had no badges with our names), and more role-plays, because they are interesting and useful.</p> <p>Less PowerPoint presentations.</p> <p>Resources availability.</p> <p>More materials and handouts should be given to us because we have forgotten the some parts of the concepts.</p> <p>Actually it depends on participants and trainers probably couldn't have a big impact, the group sometimes wasn't active enough and there were some problems while discussing, rules for a debate not implied so much, sometimes rather chit-chats than talks about the issues.</p> <p>The info pack.</p> <p>The schedule. There was not enough time for energizer and dinner was too late. The time for training sessions was well chosen.</p> <p>I think nothing should be changed.</p> <p>As much as I enjoyed the luxury of the venue, I do not really think such luxurious environment is necessary.</p> <p>The duration should be definitely changed because it is really upsetting that a lot of important information could be wasted without being paid enough attention to, just because people felt tired...</p> <p>More information about what the Council of Europe does in youth field, please. This questionnaire should be with option "save" (!)</p>

4. ACHIEVEMENT OF COURSE OBJECTIVES



Comments by the participants

The meaning and relevance of EC were explained and understood very well as a context and as a way for further development. More examples with successful projects were needed.

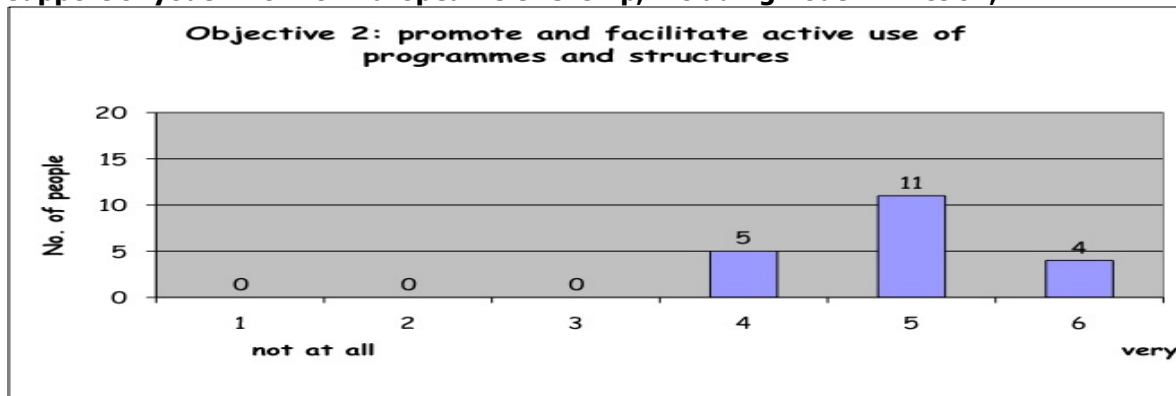
I did not have the time to go in to the details about the topic, definitions, backgrounds - and the importance is more social contacts, core lines of the topic and cultural experience of diversities.

I have learned a lot about Europe. Europe means more, is bigger. I didn't realize the difference before entering this course, it was a bit embarrassing. I want to help open eyes of young people to see all the opportunities that are in Europe. The topic has been greatly explored, although it is a very huge issue. Can be more exemplified. Sort out the concepts, inspired about ideas how to explain and promote E.C. further.

Discussions have helped to critically think about EC. But also the individual work has helped.

EC after training is clear meaning for me and also application on youth work it will be an easy way for me. I hope that will be easier for me to talk with youngsters and adults about European citizenship, now when I understand exactly the conception.

Objective 2. To promote and facilitate the active use of programmes and structures in support of youth work on European Citizenship, including Youth in Action;



Comments by the participants

More information (paper) about YIA. I will appreciate more examples how it is done in the successful projects and how obstacles were met. The European Citizenship topic is still a hard nut to explain for those who do not know the topic...so it is hard for me to promote it using simple words.

I see better in this jungle.

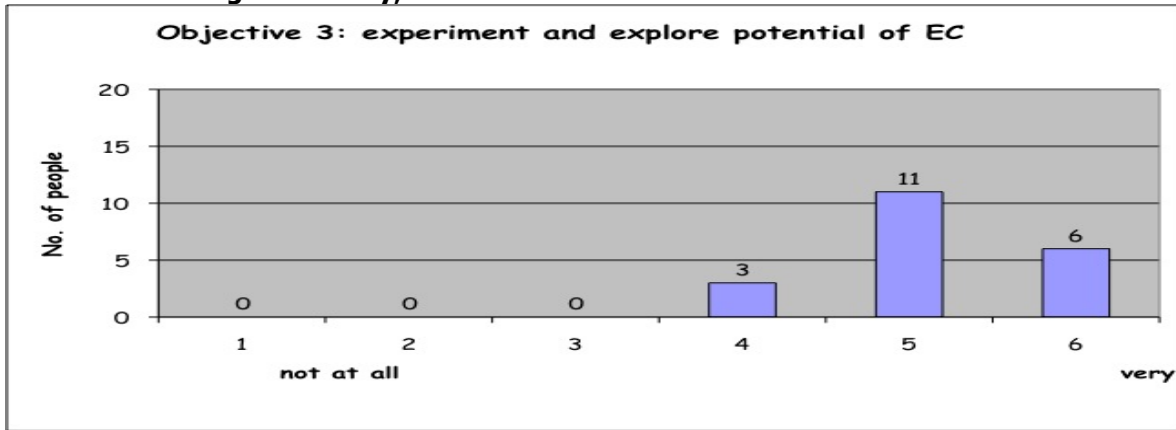
We were given guidelines, nevertheless I personally would appreciate to be given concrete examples of the way we can use this topic on local level initiatives.

The view of YIA has been nothing new for me, but it was very useful hearing about EYF

Presentation was clear and understandable; also consultations were useful for questions, connected with YIA and CoE programs. I got enough information.

Not having a lot of experience with requesting YIA, need to have more time to negotiate and get more knowledge. I am very motivated to do something in Youth Work cooperating with Youth in Action but I don't know yet what my possibilities are. I need to find an appropriate project.

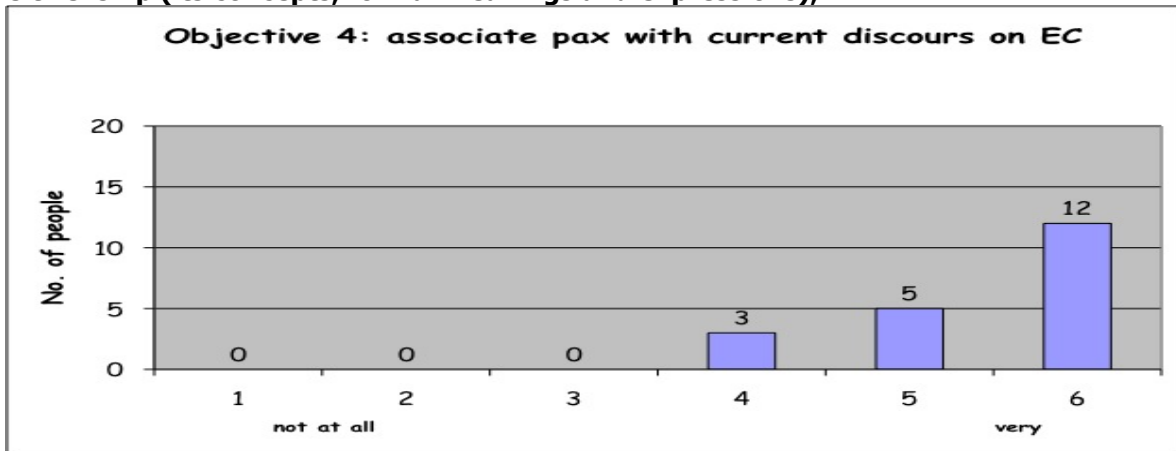
Objective 3. To experience and explore the potential of European Citizenship for active democratic change in society;



Comments by the participants

Not quite sure if it's realistic. Good discussions found place.
 The simulation about the Sleepy Ville - citizen's voice was not heard - sometimes it is the reality... Do I have to go to the politics to have the power to change the world?
 Over all i have learned a lot. I have new visions on EC now and hopefully I'll be able to use it. It was clearly explained. I would have appreciated to confront with local public authorities on this topic
 Yes, I have new project ideas now. I am tired but inspired:)
 Democratic change is a long process but can be achievable.
 Especially in the role-play, I think, we have found out a lot about EC and active democracy and its change.
 Materials and methodology of the training are very useful and helped me a lot to get knowledge how to practice in society. Democracy is not possible without the active participation of different social groups, it is need to take action for equality in various spheres of social life, I think that our discussion facilitated the understanding of it

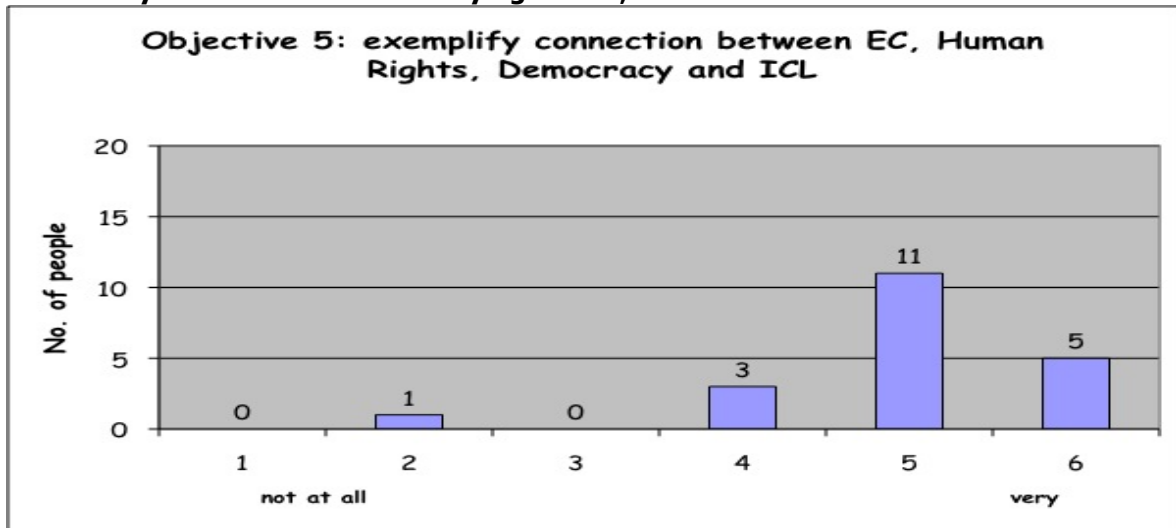
Objective 4. To associate the participants with the current discourse on European Citizenship (its concepts, formal meanings and expressions);



Comments by the participants

The discussions were sometimes too fast and too difficult.
 I appreciated the discussions a lot.
 Excellent!
 The trainers had a good knowledge how to lead and turn the learning points into the social awareness. Team-work games, groups...
 Very useful the connection between the past and the actual situations in all countries of Europe.
 We had a lot of discussions about European citizenship, sharing experience made us understand and create our own understanding of European citizenship.
 There are different approaches, not possible to explore them all within one week training.
 The presentations and the following group works were appropriate and helpful. I still don't feel fully informed but in this course, it was not possible. It is such a large topic that we cannot fully discuss and learn about it.

Objective 5. To exemplify the connection between European Citizenship, Human Rights, Democracy and ICL and the underlying values;



Comments by the participants

This connection was not very clear.

Good!

I still do not understand the democracy.

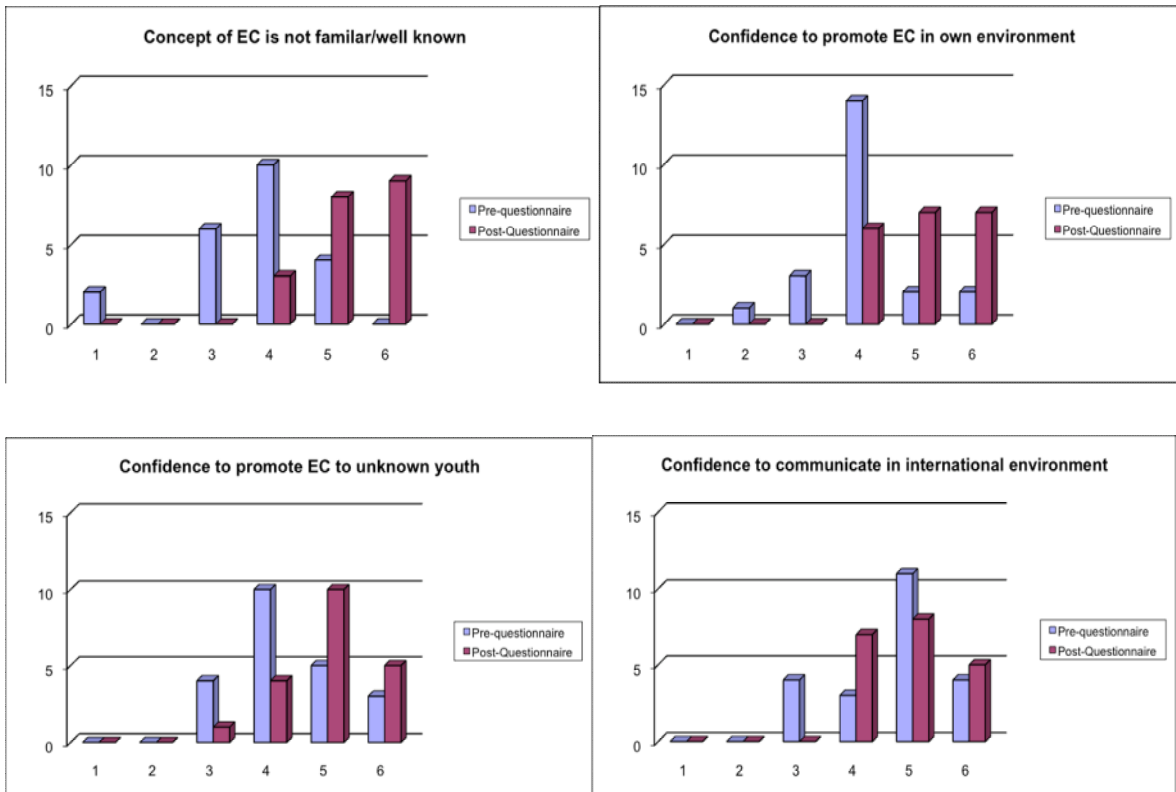
Very well covered, I feel I have learned a lot.

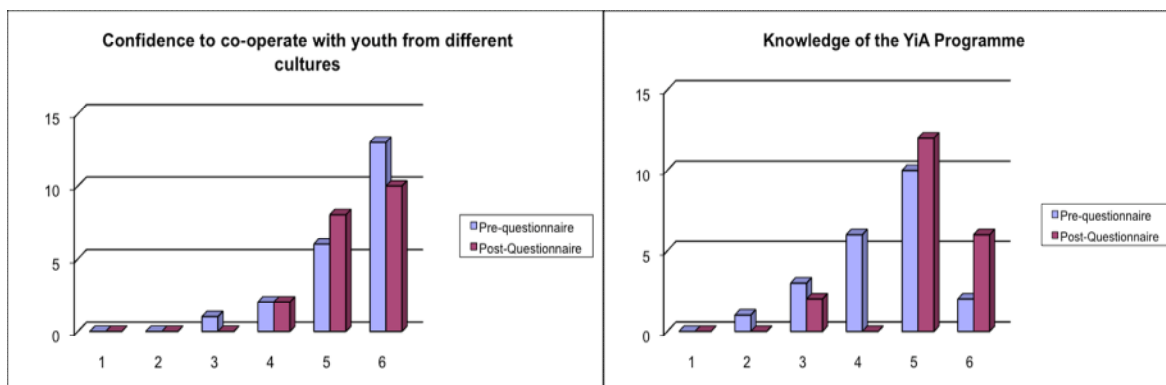
Clear explanation made us understand connection.

I also think that the role-play showed us very obviously how EC, Human Rights, Democracy and ICL as well as the values are connected. Furthermore, we had discussions about it that were very interesting.

It's easy to link all this because they are common values.

5. COMPETENCE DEVELOPMENT OF PARTICIPANTS





The participants scored their ability to promote EC both in their own environment as well as to new young people quite high. They stated that they feel more confident to do so due to better understanding of the EC concept, because they see the importance of the EC promotion in their youth work and as they see how practically they can integrate it in their NGOs.

Some of the actions they plan to take on their own environment are:

- Train board members about this subject.
- Organize training about EU citizenship for young people in my country.
- Organize a workshop and distribute the idea between the members of our organization.
- I still feel I need some research to do, or define some things... in a different perspective....
- Training course gave me the answer on my questions about European citizenship, now I'm able to organize my own projects, connected with EC, also meet people from my environment and explain them the concept of the EC.

However, participants felt difficulties when working on European Citizenship issues during the training course, such as:

- To make it concrete.
- The difficulty was the long training agenda because I was scared to lose attention to the training otherwise i have no other concerns.
- The program of ECTC was too hard and the sessions were extremely long.
- The definitions, backgrounds and different point of views, even different paradigms.
- The little experience and i should have been more prepared.
- In some occasions has been difficult to discuss on hot topics and focus on the main topics.
- Diversity of points of view (discussion about religion and), diversity of definitions of the same things, stereotypes.
- It was very difficult to find an answer or even to define a structured conversation in a group talking about diversity in Europe.
- Being non EU i knew i would have some difficulties.
- Full program schedule, a lot of information but still very useful and interesting, people were tired and some of them late.
- Stereotypes and confusion of EC and EU citizenship.
- The theoretical parts needed time to sink in.
- Understanding the concept linking with other topics.
- For the first couple of days: trying to form my own understanding of EC, shifting in between ideas, concepts. I also found the content hard to digest in such a short time. I am still only able to think about EC and issues related to that, still trying to figure out what I can do with t, what Europe can do with it. I think the whole EC concept itself is very plastic and thus very hard to fully understand.
- European values - for me not everything is obvious, when we talk about values is important to define the limits of each value.

The areas of European citizenship where participants now feel stronger as a result of this training are:

- The difference between European citizenship and European Union citizenship.
- Values, responsibilities, cultural identity, promotion of these values as competences gained from this training.
- Characteristics, especially non-formal learning, European Citizenship... identities.
- My position, where to find tools and where to learn. I also now know a lot more.
- My position towards European citizenship overall now; I am able to promote its meaning and value in our society and explain its various dimensions.
- Sense of belonging, differences as values, tolerance, respect, multidimensional approach.
- Understood the limits of European citizenship (no limits), also I know that European citizenship depends on self-identification.
- Intercultural learning for sure. Before the training course I have written many times the expression "intercultural learning" without going deeper in any of the different aspects that should be taken into consideration.
- Links between E.C. and global education, non-formal education, intercultural learning. How to deal with E.C. personally and how to tell others. How to implement E.C. into concrete projects.
- What is EC and what it is not and the ways to use it in youth work.
- That there is no common definition of it. It does not concern only EU-citizens but everyone. That we all have rights but also duties.
- Identity and culture, common values responsibilities, being European citizen wherever you live.

The competencies (skills / knowledge and attitude change) participants mentioned they gained or improved during this training course on European Citizenship were:

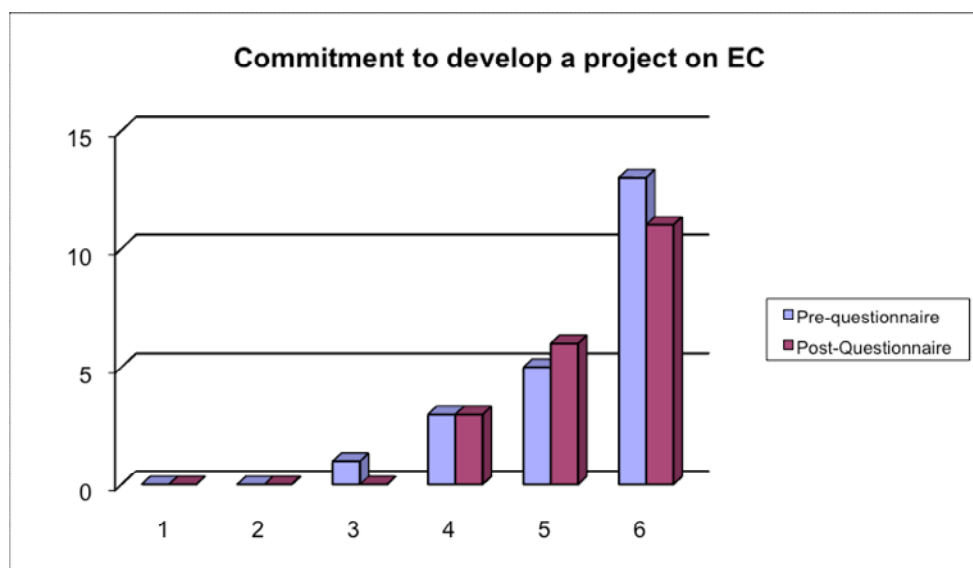
- Abilities to communicate, new ways of learning, new methods of youth work, basics of non-formal education.
- Being more confident about the topic and about YIA. Training and leader skills improved.
- To work in multicultural environment, to express my ideas in foreign language.
- Learned to express myself more clearly. Many learning skills... new knowledge about the topic, myself, others...
- More knowledge about Europe. Non-formal learning techniques I find very super!
- Different approaches to learning and solving problems, patience and understanding. I certainly gained a lot of motivation and improved my confidence about this issue. I became more and more devoted to promote European citizenship, because I got much clearer idea what it means.
- I'm much more critical about myself and my own job; I would like to take some risks in my activities; I have a much more concrete approach to the topics; analyze competencies; sharing experiences; being much more active and proactive during plenum and team-working.
- Improved my language skills, level of knowledge EC issues, found new points of view for the different problems.
- I have improved my problem solving capacity, the ability to solve tasks concerning logic and analytic thinking. I also learned to change my ideas or plans after having considered other points of view.
- Communication in foreign languages, interpersonal, intercultural and social competences and civic competence.
- Learnt to learn; to be able to organize my ideas; communication in English; communication in foreign language.
- Creative and critical thinking, ability to learn and go over prejudice, ability to deal with complicated issues.
- Knowledge on EC and confidence to use it in youth work.
- Soft skills such as teamwork, doing presentations. I have a knowledge about European Citizenship although I think that it is not everything I could know (if that even possi-

ble). It was like an introduction to me.

- I gained many competences like learning new methods and approach toward these issues. My competences are very significant for my future work.
- I am even more motivated than I was before. I have not only learned a lot about the general EC concept and my own understanding of EC, but have discovered lots of things about my own personality and my needs for the future. I have had a huge chaos in my head even during the training course, but I have managed to put order out of the chaos, and my tasks are clearer than ever.
- Through individual interviews with several participants I gained certain information about the conditions of immigrants in European countries.
- I feel more sensitive for multicultural differences and I realize that I should be more careful for feelings of other people.

The knowledge of the participants about the possibilities given by YiA program has increased after the course. The majority of the participants are planning to use it in their work.

6. COMMITMENT TO DEVELOP PROJECTS



Learning transfer

All participants expressed their commitment to develop an action or a project after the training course. The participants plan to use both YiA programme as well as the tool of the Council of Europe to develop their EC projects. Some participants are planning to update their NGOs about all they have learnt during the course and encourage other NGO members to participate in the ECTC or other events on the issue. Participants hoped that they will be supported in their work on European Citizenship back home by their organizations as well as the trainers of the course via platform instrument or on personal bases.

Participants` ideas for the first actions and needs of support:

Actions	Further support needed on the National Level	Further support needed on the International Level
<p>Some projects of our NGO can be developed in this topic.</p> <p>I'd really liked the training and I'm gonna start to be a trainer myself. After years of thing about my own business I'm finally know... I want to spread the YIA words</p> <p>I will discuss with my NGO the possibility of applying to EU Commission grants in my country in order to develop more this concept of EC trainings for young people in my country.</p> <p>I want to, but still need to find the right project.</p> <p>I am fully committed to develop a project on this topic. So far there are several ideas that we need to discuss and develop; probably a long-term local project running simultaneously in few partner countries, targeting young people and their awareness of European identity.</p> <p>I really would like to organize workshops and activities for youngsters and meetings and debates for other youth workers.</p> <p>We already created plan to make a first youth exchange (international youth meeting) with Ukrainian, Belgian, Polish and Italian students. Also We plan to involve more countries. Our aim is to create connections between students from different countries and increase their level of activity.</p> <p>I would really like to organize a training course for trainers on environment, civil protection, active citizenship and European citizenship.</p> <p>i think i found a partner to do a project with youth in action.</p> <p>I am already developing, now able to slightly change it according to the new knowledge.</p> <p>I plan to realise my 2 planned project in TC.</p> <p>After i am back i will propose local NGO's to come up with project proposals regarding EC and to apply in my municipality for funds.</p>	<p>Support of National Agency</p> <p>Money for printed media (posters, flyers) and online (website...)</p> <p>More materials , methodological support , information etc.</p> <p>I will talk to them and use their expertise.</p> <p>Cooperation with other participant organisation and local organisations dealing with similar topic; and for sure necessary financial support from YiA or EYF grant.</p> <p>Support by my organization it's the first step, starting to think on what we're doing and what we're going to do in the future. Meeting and speaking with other Italians that took part to some training courses.</p> <p>We have no National agency, so, I don't expect any support.</p> <p>I will connect with my national agency more and will ask for their help as much as possible.</p> <p>Write a report for the National Agency; cooperate while organizing debates or discussions.</p> <p>I would need some support from the municipalities to realise a project in an economic matter because there isn't always enough money from EC.</p> <p>I will need more information and support regarding materials and tools of EC.</p> <p>To accept my projects by NA.</p>	<p>Funding</p> <p>Money, contacts, partnerships</p> <p>About international level i have no need for further support.</p> <p>I will need a lot, but i want to actively use tools that we have been given. This is my aim.</p> <p>For regular meetings of the involved organisation of our project we will want to apply for support of EU or CoE.</p> <p>On-line materials, real, active and concrete network of organizations interested in going on with topic of E.C.</p> <p>I would like to create partnership between my own organization and organizations and people on the TC.</p> <p>It would be useful to compare with other participants of last ECTC editions.</p> <p>Financial support especially.</p> <p>Active participants in the forum, keep personal contacts at least with some of the participants and, or trainers, get more materials and resources how to promote E.C. in action.</p> <p>I would need a funding from EC.</p> <p>In my opinion these kind of courses are very important, they give a chance to check oneself in multicultural environment, and become more confident own skills, especially to improve communication skills in English and, of course, to make new friends to do something together in future.</p>

7. COURSE EVALUATION BY NA REPRESENTATIVES AND TRAINERS

General evaluation

Team of trainers of the ECTC Norway evaluated the course positively and believed the program's flow that the team followed during the course was logical and effective to fulfill the objectives of the course. The team has followed the curriculum with minor adjustments that was set during last meeting in 2009 in Cologne. The team admitted that some newly introduced changes have improved the curriculum of the course and made it more dynamic. Namely, the simulation game on islamophobia have brought some dynamism into the program, as well as it helped participants to make more clear links between European citizenship, ICL, Participation and Human Rights.

Another adjustment to the program was made in order to use the local environment as source for learning and better understanding of the concept of European Citizenship.

Team has highlighted that the participation selection process contributed immensely to the success of the course. The presence of the participants of different origins than European in the course brought an important dimension to the ECTC and enriched the discussions.

Proposals to the coming training courses, curriculum and use of virtual platform

The team of trainers advices to reduce the elements in the program in order to make the management of the program more humane once that the shift from three to two trainers forces both trainers to work more than 10 hours per day with intense focus on the group learning process and the conceptual elements coming from the reflections.

Local dimension

Local dimension was one of the best part of the course. It was very well integrated to the training programme and contributed immensely to the discoveries of the local realities in Europe. The connection between the local reality and the training programme should be reinforced in the future in all the courses. This means an extra work for contact trainer to find out what can be the link as well as the whole team should find the best way to integrate it into the programme. The support of the NA colleagues is highly appreciated in this part of the TC.

Team work

Team work was productive, effective and supportive. Smooth communication within the team. Clear roles sharing.

Co-operation with the hosting National Agency

The Hosting NA staff had a smooth cooperation, and offered good conditions for the training course. NA colleagues were involved into the team meetings if needed.

Training venue

The training venue was well-chosen for this type of the course. The fact that the course took place in the north of Norway, above the Polar Circle, gave the participants a possibility to experience a new reality in Europe and an added value to the course as such.

The accommodation was of high quality. The working conditions were good and suitable; helpful and flexible staff; easy access to the city.

ANNEX 1. List of participants

Participant		Gender	Country	Contact
Alban	Kryeziu	M	Albanian	alban49@yahoo.com
Ereandra	Taiplari	F	Albanian	csdckor@icc-al.org
Fatos	Vishi	M	Albanian	fatosvishi@hotmail.com
Sofya	Manukyan	F	Armenian	m.g.sofi@hotmail.com
Arzu	Hasanli	F	Azeri	soitana@mail.ru
Viktoryia	Kaziuchyts	F	Belarusian	kavika@list.ru
Chantal	Schinkels	F	Belgium	c.schinkels@skynet.be
Denimila	Dencheva	F	Bulgarian	deni@bioalternative.org
Irena	Pajerova	F	Czech	pajerovaren@gmail.com
Šárka	Dušková	F	Czech	duskova.sarka@gmail.com
Eeva-Kirke	aarma	F	Estonian	eeva-kirke.aarma@archimedes.ee
Tina	Schreiber	F	German	buffalotinchen@googlemail.com
Eliza	Popper	F	Hungary	eliza.popper@gmail.com
Altheo	Valentini	M	Italian	altheovalentini@hotmail.com
Valeria	Riccardi	F	Italian	scambi_internazionali@aspal.it
Valerio	Rosati	M	Italian	valeriosati@email.it
Trude	Rinaldo	F	Norwegian	post@hardangerraadet.no
Bogusława	Durajska	F	Polish	bdurajska@o2.pl
Katarzyna	Topolska	F	Polish	kali2004@tlen.pl
Irmak	Özdemir	F	Turkish	irmakozdemir@gmail.com
Özlem	Şeşen	F	Turkish	ozlemesen@hotmail.com
Elena	Rosokha	F	Ukrainian	straza@meta.ua
Team				
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