

Youth in Action inclusion successes & challenges

Inclusion

Colleague Support Group

Dubrovnik, Croatia

20-22 March 2013

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I N C L U S I O N
R E S O U R C E C E N T R E



Education and Culture

A collection of great ideas from your NA Inclusion Officers about:

- ☆ What were the **inclusion highlights & lowlights** in YiA?
- ☆ How far did we get in our inclusion efforts and **how to take them further**?
- ☆ **What did we learn** - lessons for the future?
- ☆ How **to embed inclusion in the new, programme** structure?

The SALTO inclusion Resource Centre brought together 9 Inclusion Officers from 8 National Agencies (CH, TR, BE-FL, FR, HR, SL, GR, DE) to evaluate inclusion achievements in Youth in Action Programme, discuss about successes & challenges and how to build on what has been done in Youth in Action Programme for the new programme.



Note: All photos used in this report are taken from the Inclusion Colleague Support Group on YiA inclusion successes & challenges in Croatia, March 2013.

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Programme

Wednesday 20 March 2013	Thursday 21 March 2013	Friday 22 March 2013
	<ul style="list-style-type: none"> • Local lights: (guest speakers from youth organisations) • NA Croatia perspective (experience & challenges with the YiA, specifically about inclusion) • Inclusion success factor (extracting underlying principles of the practices, we have shared/seen) 	<ul style="list-style-type: none"> • Working on actions & solutions (linking the sessions: “success factors” and “3 actions”) • Action plans • Evaluation
	Lunch	Lunch
<p><i>Arrival by 16h in Dubrovnik</i></p> <ul style="list-style-type: none"> • Get to know & intros • Highlights & lowlights sharing the best and the worst inclusion actions (project, strategy, cooperation, event...) 	<ul style="list-style-type: none"> • YiA (2007 - 2013), evaluation (statistics, discussion) • YES (2014 - 2020), update (presentation of the current state-of-the-art) • Inclusion in 3 new actions 	<p><i>Departure after lunch</i></p>
19h00 Dinner	<p>Surprise dinner (offered by the host NA)</p>	

Who likes the programme?



Who was there?

(meaning: who can you contact for more information?)

- ☆ Marilena Andrenacci (Switzerland) m.andrenacci@chstiftung.ch
- ☆ Karlien Leroux (Belgium FL) Karlien.Leroux@jint.be
- ☆ Handan Boyar (Turkey) mskizanlikli@ua.gov.tr
- ☆ Layia Tzortzi (Greece) l.tzortzi@neagenia.gr
- ☆ Gilles Baccala (France) baccala@injep.fr
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- ☆ Nina Schmidt (Germany) nschmidt@jfemail.de
- ☆ Lucia Király Csajka (Slovakia) lucia.kiralycsajka@iuventa.sk

Organisation and Co-ordination of the Inclusion Colleague Support Group:

- ☆ Marija Kljajic (SALTO Inclusion) marija@salto-youth.net +32-22.09.07.20
- ☆ Tony Geudens (SALTO Inclusion) tony@salto-youth.net +32-22.09.07.20
- ☆ Danijela Bocvarov (Croatia) danijela.bocvarov@mobilnost.hr
- ☆ Matea Majdenic (Croatia), was not at the meeting matea.majdenic@mobilnost.hr

Who is who?

Participants were asked to bring a symbol that represents them and their work in the National Agency and YiA Programme:

Nina Schmidt (Germany)



Protect

Layia Tzortzi (Greece)



Respect

Gilles Baccala (France)



Power of non-formal learning

Karlien Leroux (Belgium FL)



Go where young people are

Lucia Király Csajka (Slovakia)



Removing the obstacles in the youth field

Danijela Bocvarov (Croatia)



Connector & listener

Handan Boyar (Turkey)



We do a lot with small resources

Marilena Andrenacci (Switzerland)



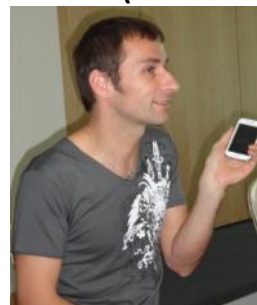
Have new tools for different situations

Jeremy Tremolieres (France)



Fun and exciting, but also challenging

Tony Geudens (SALTO Inclusion)



Adapt to your target group

Marija Kljajic (SALTO Inclusion)



Making mobility of young people with fewer opportunities possible

YiA Inclusion Highlights & Lowlights

We shared our good inclusion practices the learning points of the not-so-successful actions. The colleagues analysed the reasons for success or failure.

Examples were divided in three categories:

- Projects, events, training courses, seminars info days...
- Cooperation, partnerships, networks we started, developed
- Strategies, communication, policies we build, implemented (meta-level)

HIGHLIGHTS	LOWLIGHTS
Projects, events, training courses, seminars info days	
<p>Greece: Project with young offenders in prison, with mix of prisoners. Made a video about their rights and it was translated in all languages of the prisoners and created a library for them.</p> <ul style="list-style-type: none"> • 1st time somebody did something with this target group. • It was about diversity and making the information (video) accessible to everybody. • Having documented outcomes of the project – gave extra visibility. • It was something concrete, practical. <p>Turkey: Inclusion project for young people with hearing impairment.</p> <ul style="list-style-type: none"> • Mixed ability group: understood each other needs, realities and capacities better. • Used national and international signed language and having interpreter. • Use of creative methods made young people with fewer opportunities feel included in the process. • Included wider audience by marking the international day of people with disability. 	<p>Switzerland: NA organized CMS on inclusion in EVS and it was a good activity, but there were no Swiss participants.</p> <ul style="list-style-type: none"> • Not having Swiss participants was disappointing for other participants, as they couldn't build partnerships with them. • Disappointing for NA for not managing to involve Swiss organisations and build the network, which happened for several reasons: • Too low funding for Swiss organisations (EVS doesn't cover their expenses). • Organisations do not work a lot on a topic of EU and EU programmes. • NA just started working. • Reach society, majority of young people travel a lot and do not feel going abroad for trainings, which means that having the activity in the country should be an advantage, but it wasn't.. <p>👉 Learning points for NA:</p> <ul style="list-style-type: none"> • Do it step by step, do not rush! • Provide additional national funding (exclusively for inclusion projects) to set up a network of org working on inclusion and to motivate them to work with this, for them "new" target group of young people with fewer opportunities. • Learn from other NAs, which work in similar context as you (like cooperation with Luxembourg). <p>France: end of pre-departure training for</p>

	<p>short term EVS.</p> <ul style="list-style-type: none"> • Tried to find another solution with exceptional costs, but it didn't work. • SOHO being suspicious with trainings organized by NA.
Cooperation, partnerships, networks	
<p>Croatia: Short study visit of 6 Finnish youth workers to inclusion organisations in HR (working with disability, behavioural disorder,...).</p> <ul style="list-style-type: none"> • For the HR organisations it was a good first intro to the YiA programme. • They got a taste of YiA and also found partners. • By sharing their good practices they became more conscious and proud about the things they are doing. <p>Germany: JIVE project: why is % of young people from immigrant background that take part in YiA less than in society? JIVE aimed to increase the number of immigrant youth in international projects.</p> <ul style="list-style-type: none"> • There was a high political incentive to do something for migrant youth = drive. • Cooperation with IJAB, Ministry, NA = broad steering group, broad involvement, good partnerships. This gave access to a large network. • Joined forces, synergies, put money in common, transversal support. • It was a model project, allowed to experiment new formats. • The project came up with recommendations for policy makers, rooted in the field. • Concrete tools were developed, e.g. access, language barriers,... 	<p>Germany: French & German long term cooperation to get young, unemployed people in EVS. Process included CMS, mid-term evaluation meeting and final meeting, a year after. It was stopped after the mid-term meeting already, as there were only 3 participants from "original" 20 and very few projects.</p> <ul style="list-style-type: none"> • People from the participating organisations changed. • Governmental social policy: if young people go for EVS they and their families can lose social benefits. • EVS organisations want "functioning volunteers". <p>👉 Learning points for NA:</p> <ul style="list-style-type: none"> • You have to have motivated people from the organisations to be able to do something on a long term. • The government should support activities like EVS. • To make extra efforts and work to motivate EVS organisations to work with young people with fewer opportunities. <p>Croatia: Cooperation with the Croatian employment service to involve young, unemployed people in YiA projects.</p> <ul style="list-style-type: none"> • Lack of people • Lack of money • Lack of interest.

Strategies, communication, policies

France: project about video CV for young people with fewer opportunities, who did EVS and were looking for job. It was difficult to get in touch with employment sector, but there were quite some good things:

- Using video as a tool – more attractive and easier for young people with fewer opportunities to express themselves.
- Cooperation and involvement of local authorities.
- Follow up – checking what happened with those young people after 6 months and using it as a “proof” to get more money.
- Gave visibility to a project.
- Use of extra funding, like ESF, especially important for continuation and long term inclusion project.

Belgium-FL: “Youth at risk – pathway”, 2008/9. A process of reaching out and involving prisons and other stakeholders and institutions in YiA programme.

- Bringing together youth social workers from youth care & prisons.
- Study visit to Leeds, UK.
- Applications coming in!
- Use the same strategy for unemployed young people and early school leavers in 2011/12 and young people living in poverty, 2013.

Slovakia: Long term process of inclusion of Roma community into YiA.

- Organised series of actions (SSV, CMS, TC) on local, national and international level.
- Involved Roma expert & Roma consultant.
- Having expert on Roma as a member of SC.

Slovakia: Didn't manage the promotion of the NA inclusion strategy.

- Lack of time & resources
- No written strategy.

France: not involving many young people with disability in YiA.

- Not sending/hosting participants with disability to TCP activities due to a lack of suitable facilities and mobility issues.

Greece: Having difficulties with inclusion projects, as definition and categories of young people with fewer opportunities are still not clear.

- Using inclusion terms and categories not always correctly.
- Causing confusion.

France: There is a lack of qualitative statistics or stories of success about the impact of the Youth in Action on inclusion groups.

- We need to do research, a contrasted study (with control group) to prove the impact.
- We need to clarify more what we mean by young people with fewer opportunities, because as it is now, 90% of the young people would fit in one or the other category. Also organisations tick these ‘inclusion boxes’ just because they have a better chance of receiving funding. We need to avoid the abuse of inclusion support.

Local lights - Inclusion in YiA in Croatia, beneficiaries' perspective

To understand the reality of inclusive youth work in Croatia and how they see Youth in Action as programme being open for all, we invited representatives of the organisation "Imagine" and informal youth group "Video/Next", both from Zagreb.

NGO Imagine



Imagine promotes quality education for youth with disabilities. Members are young people between 15 and 29 years, with and without disability. Project "Learn and have fun!" is a multilateral youth exchange which included 16 young people with and without disabilities from 4 countries: Belgium, Croatia, Hungary and Italy. Main aim of this project was to include people with disabilities in the group; to develop tolerance and respect between people from

different countries and cultures; learn something new and useful through creative workshops and to gain some new experiences that can be used to make some new projects.

[More information at www.zamisli.hr](http://www.zamisli.hr)

Video/Next – informal youth group

"Video/Next" was a youth initiative project that involved 40 participants, from three groups with fewer opportunities in Croatia (patients with muscular dystrophy, Roma girls and youth from the island of Pag), through 3 video workshop, organized in the period of 6 months. The project has been done in collaboration with several organizations working with those target groups:

the Association of Persons with Disabilities Croatia (SOIH), Muscular Dystrophy Society, the Family Centre for Roma in Kuršanec and the Centre for Culture and Information Pag. The final product was film and DVD.



[More information about the cooperation organisations at www.soih.hr](http://www.soih.hr),
www.logincee.org/libraryitem/29380 and <http://en.wikipedia.org/wiki/Pag>

Inclusion in YiA in Croatia - NA perspective

The **Agency for Mobility and EU Programmes** is a public agency that promotes and implements EU programmes for Education, Science and Youth.

It's accredited by the European Commission for implementation and promotion of **Life Long Learning Programme and Youth in Action**, as well as for other programmes and initiatives, like: Eurodesk, Europass, Euroguidance, Bologna group, CEEPUS...



Timeline:

- **2007** Agency is established and started with preparation.
- **2009** is beginning of program implementation.
- **2011** Fully participation in the EU Lifelong Learning Programme and Youth in Action Programme.

Inclusion in Croatia – Statistics:

	No. of participants (total)	No. of YPWFO	%
2012	3835	917	23,91 %
2011	1851	207	11%
2010	795	148	18,61%

Number of inclusion projects (A+B+AB)

- **2011** – 79% of all granted projects involve young people with fewer opportunities (70 out of 89)
- **2012** – **51% of all granted projects** involve young people with fewer opportunities (51 out of 99)

Most present obstacles in YIA

2011	2012
<ul style="list-style-type: none"> • Economic obstacles (15) • Social obstacles (14) • Geographical obstacles (young people coming from rural areas /small towns) (13) 	<ul style="list-style-type: none"> • Economic obstacles (44) • Social obstacles (38) • Geographical obstacles (rural areas /small towns) (31)

- young people with health problems (11)
- cultural differences (14)

Number of YOUNG PEOPLE WITH FEWER OPPORTUNITIES in Actions – 2012

Action 1.1	50%
Action 1.2	30%
Action 1.3	40%
EVS	47%
Action 3.1	31%
Action 5.1	17%

NA support for inclusion of YOUNG PEOPLE WITH FEWER OPPORTUNITIES in YIA

General support is given by:

- Counselling
- Giving information and sending participants on TCP activities
- National training on inclusion: “Include me!”
- And some special actions, like:

2011	2012
<ul style="list-style-type: none"> • National priority (extra points) for young people with fewer opportunities in EVS (unemployed young people and school drop outs) and to projects that include different cooperation with children homes and orphanages. • SSV in cooperation with the Finnish NA for the representatives of the organisations dealing with young people with fewer opportunities. • NA working group of Roma (together with SALTO Cultural Diversity and Spanish NA). 	<ul style="list-style-type: none"> • National for young people with fewer opportunities in EVS (volunteers with fewer opportunities). • CMS “All 4 one and 1 for all” (to encourage inclusion of young people from rural areas). • NT “I have no job, but I’m working on it!” (to encourage inclusion of unemployed young people in the Programme). • Promotion of good inclusion projects. • Publications: YIA information leaflet in the Roma language, brochures for blind people (YIA & LLP).

Working on inclusion in YIA...

- **Important cooperation** so far, were with: Croatian Employment Service and Family Centres.
- **The biggest challenges** are: lack of time to work more specific on inclusion strategy (inclusion officer) and working with Roma organisations.

YIA Programme for Young people with fewer opportunities

ADVANTAGES	DISADVANTAGES
<ul style="list-style-type: none"> • The programme is open for young people with fewer opportunities • They are priority (extra points) • Counselling (support) • Additional education (trainings). 	<ul style="list-style-type: none"> • No experience with projects (application form) • Strict rules (Programme Guide is not very easy to read) • Assessment (no different approach to the inclusion groups).

- Preference for long-term actions instead of one-off shots.

It would be good to have the inclusion strategy written down, to create a clear frame for all stakeholders involved.

- However it should be a flexible frame that can easily be adapted to different national realities.
- We need to involve the stakeholders to develop the strategy to create ownership and commitment.

2. A pro-active approach for inclusion

When working with young people with fewer opportunities, we need to be pro-active and reach out to them.

- Go where they are – don't wait for them to come to you.
- Adapt your communication to theirs.
- Work together with specialised organisations who can reach out to the young people.
- Get the expertise if you don't have it in your NA.
- Support inclusion projects more and give them more guidance, counselling, coaching.

However, an international project is not an aim in itself. It is a tool, a method that a social/youth worker can use in their work with the young people. Sometimes it fits, but also sometimes it doesn't. If a young person is ready to go on an international mobility project, it should be built up step-by-step (maybe starting with national projects).

- There should be enough flexibility to make the use of the project formats adapted to the life of the young people.
- The youth workers can use several project formats and the NAs can show the pathways through the programme (e.g. starting with an exchange, moving onto short-term EVS and then maybe extend).

3. More resources for inclusion

Practice what you preach. If inclusion is important, there should also be more time and money going towards those projects.

- NA should dedicate more time to it.
- NAs should get extra budget dedicated to inclusion.

Inclusion projects should get more funding, especially for all the work done before and after the project (sustainability). The reinforced mentorship and coaching goes in the right direction, but could be increased in time e.g. getting a young person ready and spending more time on follow up when coming back.

- Another road to explore would be national co-funding (to make it easier for organisations to cover their needs).

Specific training targeted at inclusion target groups and topics. Think about the accessibility of your training e.g. physical (disability), social (single mothers, Roma, immigrant women,...), practical (food needs, medical support, personal assistant,...), intellectual (adapted methods, easy language/concepts).

- Encourage youth workers/coaches to come with young person with fewer opportunities. Give a voice to young people (real participation).

4. Improve user-friendliness

Promotion, procedures and tools should be more user-friendly. Now the procedures and the language used are a big obstacle for many inclusion youth workers, and especially for young people.

- Information tools (brochures, user guide, info days) should be in plain language, avoiding all kind of European jargon and difficult language.
- Application forms should be simple and self-explanatory. One should not need a guide to explain the application (e.g. help pop-ups would be great). Do not ask things double. The form should help the development of projects, rather than complicating it.
- The procedures should be flexible for inclusion groups to make it easier for them to hand in projects. E.g. use 'open application forms' (with the actual young people not known yet).
- Use 'experienced' young people with fewer opportunities to talk about their experience. To make it more 'real' and credible (from the point of view of young people).
- Adapt Youthpass to the needs of young people with fewer opportunities. They will not reflect on abstract things such as learning to learn. Also the format needs to be in a way that it can be used with employers and schools, to be of use in ypfo lives.
- Adapt the EVS database so that it becomes easier for YPFO to find a project that fits their needs. It is completely un-user-friendly at the moment.
- Programme guide in clear & easy language (no jargon), in a nice layout.
- Also work on a 'structural level' to remove barriers to mobility e.g. application form accessible for text-readers (blind), allowances while abroad, wheelchair accessibility of training venues,...

5. Cooperation and networking for inclusion

Make bridges where possible with stakeholders in the field. Learn from each other and build synergies. Find your allies.

- Cooperate with LLP where possible on inclusion actions.
- Cooperate with local, regional, national inclusion organisations.
- International cooperation between NAs (partnerships on projects, issues, co-funding, info-material, translations,...)
- Involve experts from the target group + to the young people themselves! – they know their own reality best. Real participation. Nothing about them without them.
- Cooperation with trainers and coaches who are actively working with inclusion groups.
- Set up partnerships with employment services and HR-agencies.

What about your own organisation (NA, SALTO) is it 'inclusive', do you have people from different target groups?

6. Follow-up, documenting & recognising inclusion

It is important for inclusion groups to follow-up on the mobility experience (project). The work is not finished when the project is finished!

- It is important to support the follow-up of the young people after the project (more resources needed).

- For the 'exploitation' of the mobility experience, young people need to get a certificate that they can use in their quest for work or further education. Youthpass is not adapted for this (self-evaluation, language,...).

When we do good inclusion work (fund good inclusion projects), we also need to document it and show it to the world.

- Use a format that is useful for other projects to learn from (not just the youthlink information, but some quality assessment of why it was a good project with practical tips and tricks). E.g. use videos, nicely laid out brochures, etc.
- Make it available e.g. in newsletters, websites, SALTO's good practice database. Communicate success stories.
- Qualitative research is needed about the impact of Youth in Action on young people with fewer opportunities.



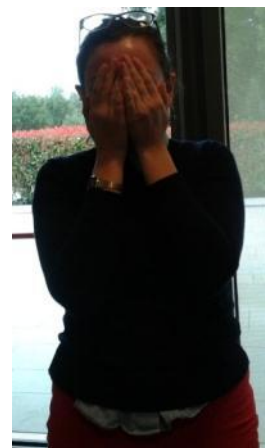
YiA Evaluation & Statistics

We wanted to see how inclusive YiA was, what we have reached and are we satisfied with the achievements, as well as what are the statistics saying and are they matching our „feelings and experience“.

To see and share our opinions about how inclusive programme was, we did a short exercise „Where do you stand“. We used different positions in a space, expressions and body language to show if we were completely, fully satisfied or not.

☆ **I'm satisfied with a number of young people with fewer opportunities that have participated in YiA**

All colleagues agreed that the number of young people with fewer opportunities in YiA could be bigger and they could do more. It's also difficult to rely on number of young people with fewer opportunities given in the application forms, as there is a question of those reflect the reality of the project.



☆ **I'm satisfied with a number of projects that had inclusion as priority/theme that we supported with our NA.**

There could be more project with inclusion as a priority in all countries.

- **Marilena, Switzerland:** completely not satisfied with their inclusion statistics and achievements. It's really difficult to reach out and to motivate organisations to work on inclusion and participate in the programme.

☆ **Our NA has worked also in an inclusive way (ex. in our staff there are also people with fewer opportunities employed, or office is accessible, or application form was available for blind people...).**

- **Nina, Germany:** there was no much reflection about this or special actions, but there are some plans to work on this.
- **Layia, Greece:** Offices are accessible for wheel chairs and monitoring visits and support given to beneficiaries helped to improve the quality of the inclusion projects.
- **Danijela, Croatia:** as very young NA, still didn't do much about inclusion, but made promo material in Brail alphabet and Roma language.

☆ **YiA aims at a 1st place a higher mobility of youth in, round and beyond Europe. Did YiA succeed in making young people with fewer opportunities more mobile?**

Almost all NAs were satisfied with what their achievement in making young people with fewer opportunities more mobile.

- **Karliem, Belgium-Flanders:** without YiA programme quite some of those young people wouldn't go abroad.
- **Handan, Turkey:** is very happy with the numbers, as together with the LLP they have managed to send 300000 abroad.

☆ **YiA as such was an accessible programme (easy to read, easy to apply, to participate..) for young people with fewer opportunities?**



YiA scored very poorly on accessibility, especially when it comes to information/communication material. All NAs are facing big problems when it comes to user-friendliness of the application guide and application forms. All agreed that are not user friendly at all. People also prefer to get an explanation and be helped

over the phone or in direct contact, then via email.

- **Handan, Turkey:** created a special „simple“ guidelines for each action. Available only in Turkish.

☆ **Did the number of inclusion participants of projects you supported in your country reflected inclusion population in your country (e.g. in Gent, Belgium 25% of the population are from ethnic-cultural minorities, but were 25% of participants with minority background)?**

- **Lucia, Slovakia:** a big number of Roma are not officially registered, there are no official statistics and it's really difficult to know if the number that is reached through YIA is sufficient.
- **Marilena Switzerland:** it's very reach country, so a small number that NA reaches does reflect the reality.
- **Handan, Turkey:** depends of the group. Not satisfied with the percentage of the young people with fewer opportunities, as there are eight million people with disability in Turkey, but very few projects which involve them.



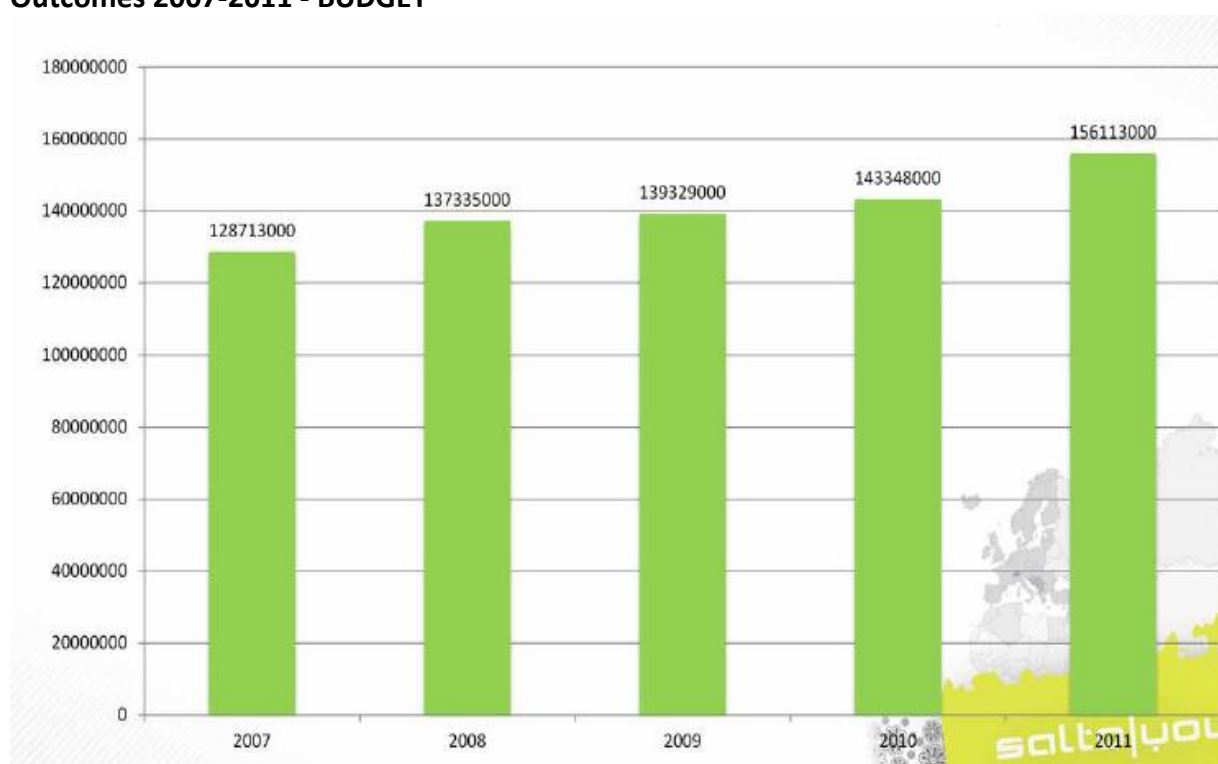
Youth in Action Inclusion Statistics (2007-2011)

We also checked what official statistics on inclusion in YiA from the European Commission and results of the RAY network are saying about this.

Outcomes 2007-2011 – General overview

- Close to **725 000 persons** (541 000 young people and 184 000 youth workers) have **participated in YiA**.
- Close to **40 000 projects were granted** out of 82 000 projects submitted.
- YiA involved in **2011 around 27 000 promoters**.
- A lot **new applicant promoters receiving financial support** (61% of the 2011 beneficiaries were newcomers).

Outcomes 2007-2011 - BUDGET



- The budget was **increasing** over the years. **The total budget** for this period is almost **705 million euros** and **39 822 projects** were financed.
- The budget in 2011 is almost 30 million euros higher than in 2007.

Outcomes 2007-2011 - Projects with inclusion as THEME/PRIORITY

- There was **increase of all projects** from 6584 in 2007 to 9618 in 2011, as well of the ones having inclusion as priority: 2843 in 2007 to 3835 in 2011.
- Only in **2008 there was a decrease**: total 2110 inclusion projects.
- There were **36% inclusion projects** out of all, **for the whole period**.

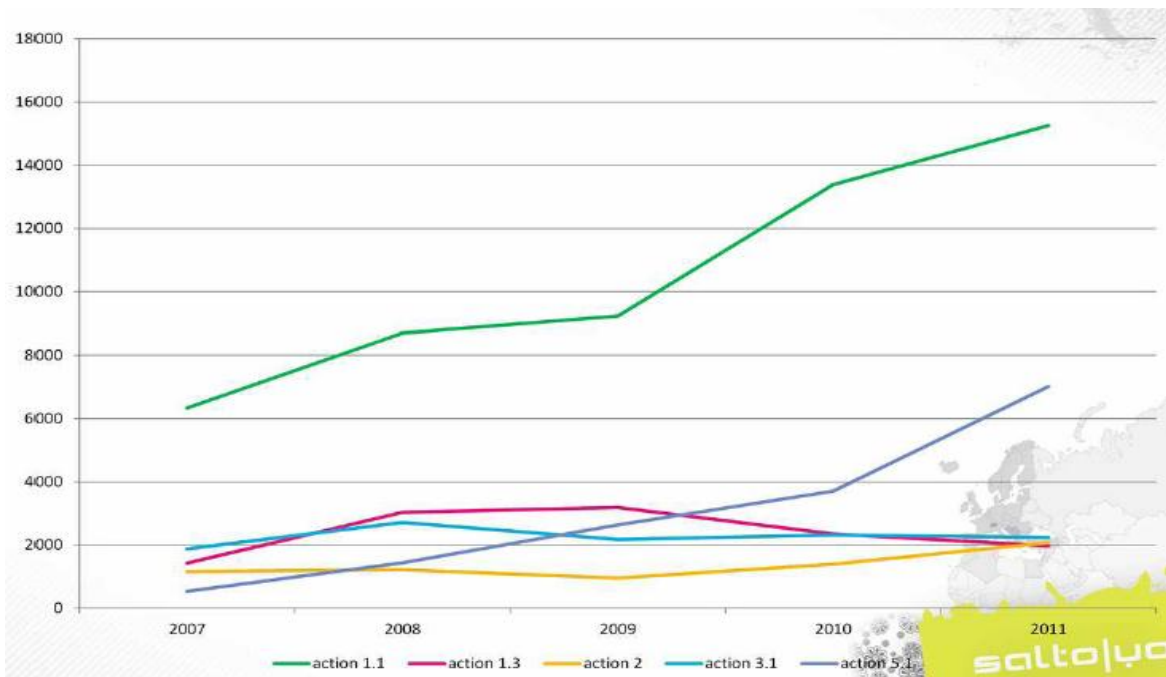


Outcomes 2007-2011 – PARTICIPANTS



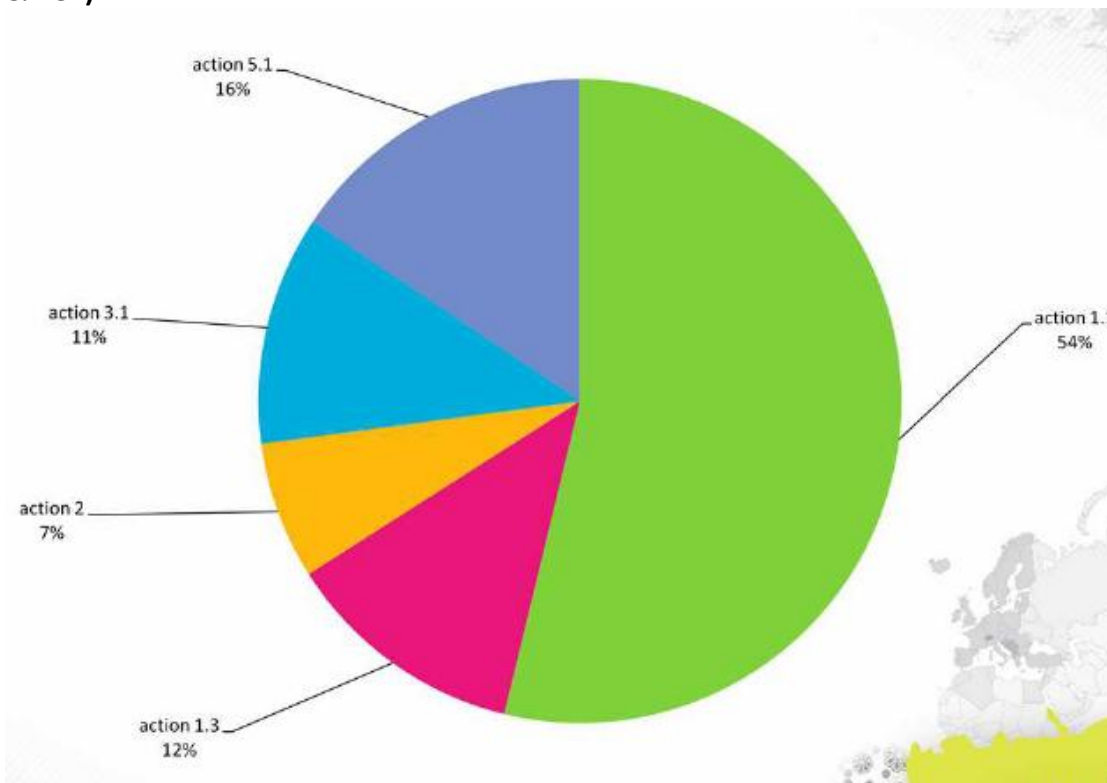
- **Increase of total number of participants (82 000) in 2007 from 111 095 to 193 961 in 2011.**
- **The number of young people with fewer opportunities was increasing as well, from 11 347 in 2007 to 28 574 in 2011, but the potentially could be higher, as it doesn't include action 1.2 (youth initiatives), 4.3 (training & networking) and TCP.**

Number of YOUNG PEOPLE WITH FEWER OPPORTUNITIES per Actions (without 1.2, 4.3 & TCP)



- **The highest number of young people with fewer opportunities is in youth exchanges:** 52 914 in total for period from 2007 till 2011. The number of young people with fewer opportunities doubled from 6 340 in 2007 to 15 258 in 2011.
- 538 young people with fewer opportunities participated in action 5.1 in 2007, but there were 15 258 in 2011.

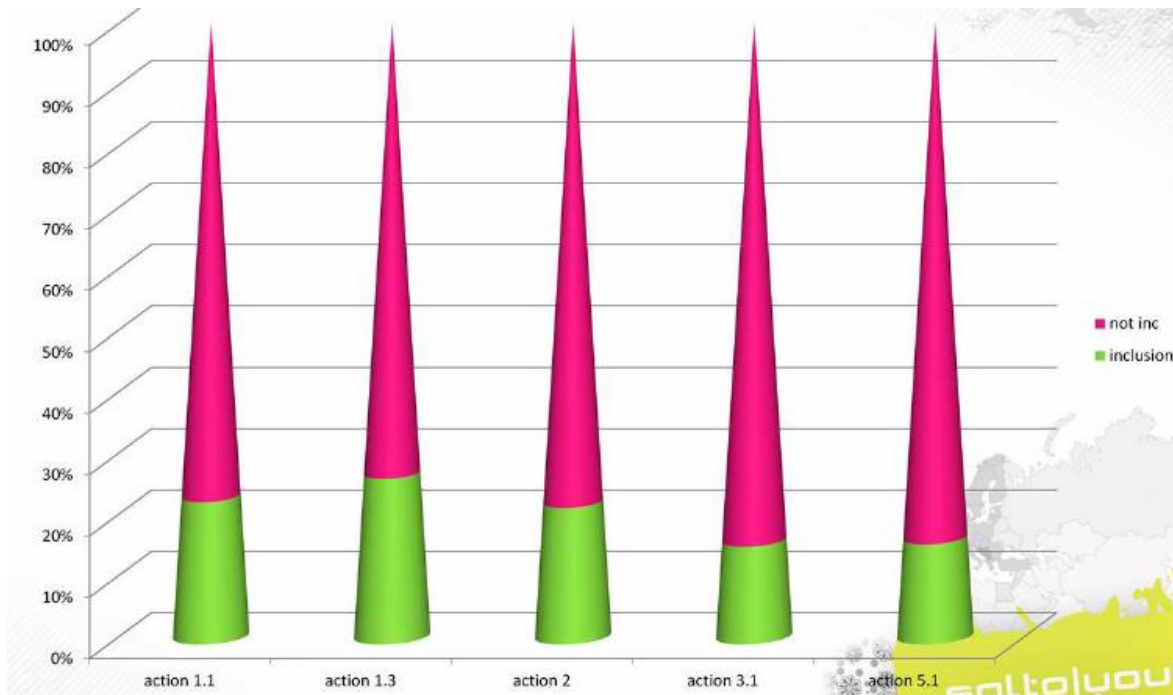
Percentage of YOUNG PEOPLE WITH FEWER OPPORTUNITIES per Actions (without 1.2, 4.3 & TCP)



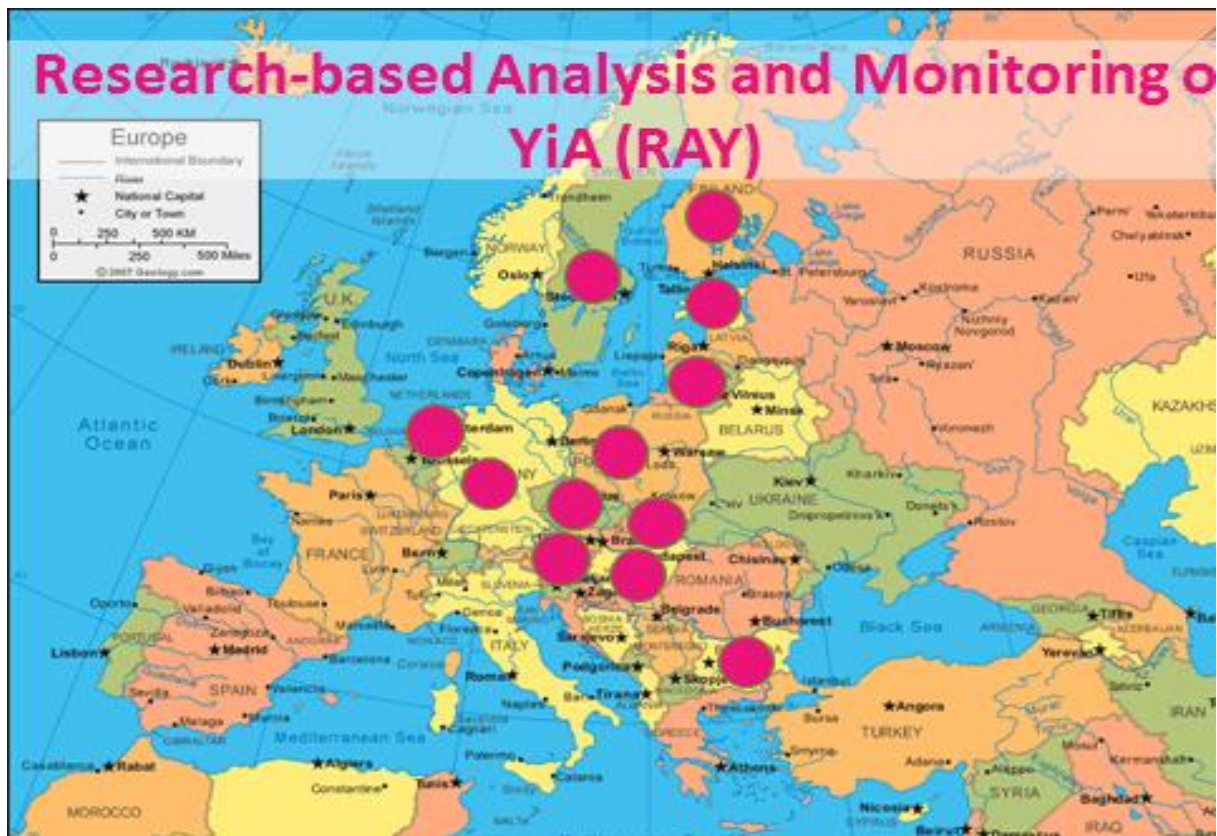
- The biggest action is youth exchanges.

Percentage of YOUNG PEOPLE WITH FEWER OPPORTUNITIES per Actions (without 1.2, 4.3 & TCP)

Out of total number of participants per actions



- The **highest percentage** of young people with fewer opportunities out of total participants is in action 1.3 (youth democracy projects), 27% The youth exchanges follow with 23%
- The **lowest** is in action 5.1 and 3.1 (youth in the world): 16%



- **RAY Network** was founded on the initiative of the Austrian NA in order **to develop joint transnational research activities related to YiA.**
- There are NAs and partners in **15 countries.**
- AT, BG, CZ, DE, EE, FI, HU, LI, NL, PL, SE, SK participated in the **surveys in November 2010 & May 2011**
- Survey included a **number of questions with potential indicators for fewer opportunities.**
- **2 questionnaires:**
 - for participants (mostly self-perceptions)
 - for project leaders (external perceptions)
- **Limitations of the survey:**
 - Limited number of funding countries and the limited representativity of the sample.
 - Vague, ambiguous and diverse definitions and perceptions of “young people with fewer opportunities”.
 - Some of the indicators are not necessarily indicator for having fewer opportunities.

Some conclusions:

- A considerable majority of participants are well educated or in education or training, with the aim of finishing upper secondary education or a university degree (38% has university/tertiary level college).
- A large majority is part of majority population with respect to language and ethnic/cultural background (89,3%)
- They have frequently travelled abroad (82% for holidays, 53% with their class, only 4,8% has never been abroad before)
- 68% comes from urban environments
- 45% has already participated in similar projects.

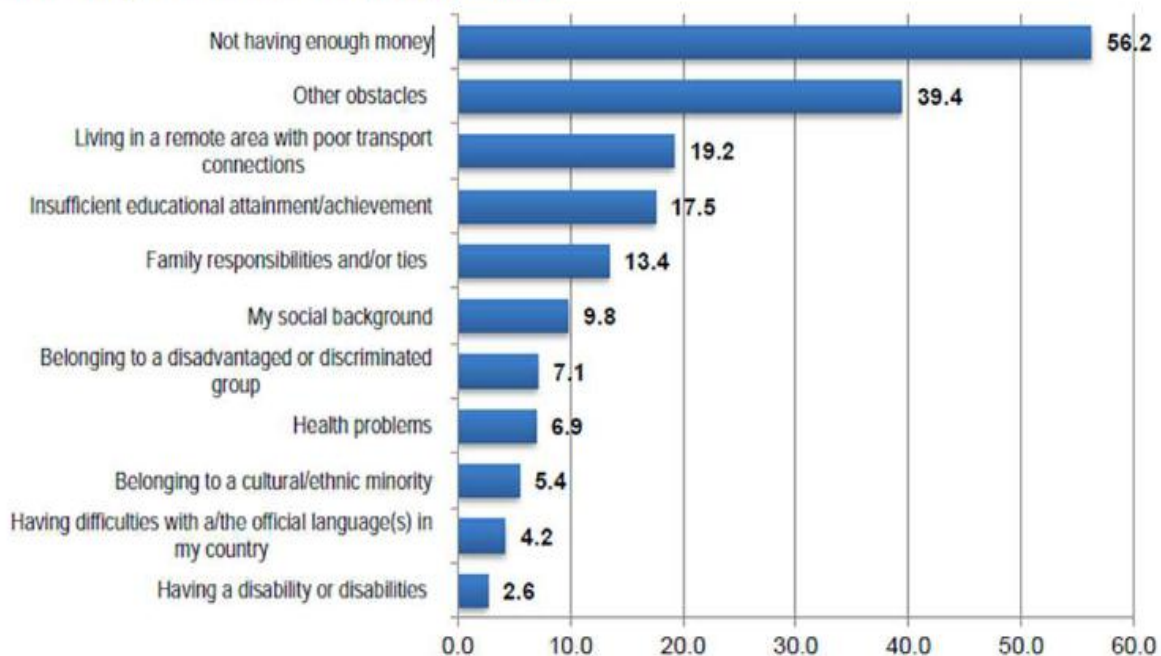
Only a smaller group of participants belongs to group of young people with fewer opportunities:

- 18% feels that is not getting a fair share in comparison with peers
- 20% of participants who had to pay a participation fee had difficulties with it
- 7% has a relatively low educational achievement
- 8% having parents with a relatively low educational achievement
- 28% could potentially have a linguistic, ethnic or cultural minority/having a migrant background, as next to officially spoken language, there are also other languages spoken in their families
- 20% being faced with obstacles in the access to education
- 30% being faced with obstacles in the access to work and employment
 - 10% in the age group >25 are unemployed
 - 11% in the age group >25 are NEET
- 20% being faced with obstacles in the access mobility
- 18% being faced with obstacles in participation in political life or in civil society.

Obstacles participants have in their access to education, work, active participation in society/political life, mobility

Transnational Analysis 2011

Table 55: Types of obstacles for participants (PP)



'Please indicate the type(s) of obstacles ...'
 multiple response / percentage of cases N=1325; n=1297

(dependency question: only those responding with 'yes' to one of the four items in the previous question – N=1,325 – received this question; multiple responses were possible)

Profile of project leaders in YiA:

- 75% of the project leaders have completed education at post-secondary or tertiary level
- Highly educated project leaders attract well-educated participants
- 67% of project leaders who participated in training & networking activities (action 4.3 & 3.1) are working with young people with fewer opportunities.

A large majority of the participants in training & networking projects has reported to be youth workers/leaders who work with young people with fewer opportunities, which means that there is an obvious interest among beneficiaries and youth workers/leaders in involving young people with fewer opportunities in YiA projects.

Results of the RAY surveys Project leaders (PL)



Erasmus for All (2014- 2020) Update

The negotiations about the future programme for education, training, youth and sport (2014-2020) are not finished yet at the time of writing. So by the time you read this, some of the information is probably outdated already. However, we need to get prepared for inclusion in the new programme – based on the information we have at this stage.

An overview of developments (by Raluca Diroescu, 21 March 2013).

EUROPEAN COMMISSION

☞ **25 November 2011** - Proposal for a Regulation of the European Parliament and of the Council establishing « ERASMUS FOR ALL », the Union Programme for Education, Training, Youth and Sport

COUNCIL OF MINISTERS

☞ **11 May 2012** – Partial General Approach Reached

This Partial General Approach maintained the overall architecture of the Commission proposal. It simplifies the different types of action (3 key actions) rather than taking a sectoral approach (youth separate, education separate, etc). However, **the Council introduced a number of changes to the text, many of which have since been taken up by Parliament.**

- **a separate chapter devoted to youth and a specific budget for youth.** Access was broadened to include non-organised (grassroots) activities for young people;
- Member States gave themselves greater flexibility in terms of implementation (the existence of one or several National Agencies and National Authorities per member State will be decided at national level);
- a guaranteed minimum level of expenditure for each educational sector;
- access to the programme was extended to allow the participation of persons with special needs or who are less favoured.

EUROPEAN PARLIAMENT

☞ **20 July 2012** - Draft Report prepared by the chair of the CULT Committee EPP MEP Doris Pack Published;

☞ **19 September 2012** - Draft Report presented in the CULT Committee, broadly welcomed by MEPs;

☞ **22 October** – MEPs' amendments published ; (more than 500 amendments)

☞ **27 November 2012** - The **CULT Committee** of the European Parliament adopted the draft report and voted **273 amendments** to the proposal on the future programme for education, training, youth and sport.

☞ Four other committees - BUDG, DEVE, EMPL and ITRE - have also given opinions.

The report adopted by Parliament is very much in line with the Council's partial general approach, however the **main areas of divergence from the Council's position** can be summarised as follows:

- New name for the programme: the **“YES Europe”** Programme;

- Keeping the current 'brand names' for the sub-programmes (Youth in Action, Comenius, Erasmus, Leonardo da Vinci, Grundtvig, etc.);
- Detailed objectives for the education, training and youth chapters;
- Inclusion of the indicators in (an annex to) the basic act;

☞ **Sometime soon (?)** – this report will be voted in Plenary (postponed so far until MFF agreement)

TRIALOGUE

A first informal Trialogue between the Council (represented by the Irish Presidency), the Commission and the European Parliament aimed at preparing an agreement on the proposal took place on **19 February 2013**.

They work on a **comparative table** including:

- Commission proposal,
- Council's Partial General Approach,
- European Parliament Amendments
- and a Presidency Suggestion.

The second Trialogue meeting took place on **19 March 2013**.

The Trialogues are confidential and no information can be communicated until an agreement is reached. The Presidency hopes to achieve an agreement before the summer 2013, which would enable important preparatory work by the Commission to be completed in time for the programme to begin, as proposed, on 1 January 2014.

NEGOTIATIONS ON MULTIANNUAL FINANCIAL FRAMEWORK 2014-2020

☞ **22-23 November 2012** - European Council on the MFF (under Cypriot Presidency): Member States failed to reach agreement;

☞ **7-8 February 2013** – Another European Council on the MFF (under Irish Presidency) -> agreement on the budget was reached. The Erasmus for All budget was cut, but still increased compared to the previous (2007-2013) budget

8th of February 2013, the heads of state and government of all EU Member States reached an agreement on the next EU budget for 2014-2020, that for the first time ever will decrease. This has impacted the proposed new programme for education, training, youth and sports. The sub-heading of the MFF where this programme is included (1a Competitiveness) has been cut almost 25% in relation to the Commission proposal.

This will mean that, assuming a linear cut, **Erasmus for All will get around €14.6bn compared to the initial €19bn**. These are of course only initial estimations.

The new budget proposal will now be discussed in the European Parliament before it is put to a final vote in a few months' time, which means that the deal achieved by the heads of government is just the beginning of the process. For the time being the Parliament is concerned that the budget is not ambitious enough.

☞ **13 March 2013** - the Parliament voted a resolution rejecting the long-term budget that the Council agreed upon (because it was considered not ambitious enough).

While the resolution accepts the overall spending ceiling negotiated by the European Council, **MEPs are pressing for more flexibility between budget headings and annual planning periods.**

In the meantime, the Commission will take into account this new budget allocation proposal and come up with suggestions on how the available funds could be concretely divided among the funding programmes.

Proposal for new Programme Guide

This initial proposal was presented by the European Commission at the Joint LLP-YOUTH Meeting (15-17 October 2012). This is just an initial proposal! Things may change in the meantime depending on the agreement reached during the Trialogue meetings.

SEPARATE CHAPTER FOR YOUTH

Key Action 1 (Learning Mobility of Individuals)

1.1 Mobility of Young People

1.1.1 Policy objectives

To support young people in the acquisition of skills, competences and European values through non formal learning mobility opportunities accessible to all, aimed at contributing to their employability, active participation in society and sense of belonging to the EU.

1.1.2. Main activities

- Transnational youth exchanges (across and beyond the EU);
- Transnational volunteering (across and beyond the EU) through the European Voluntary Service: unpaid voluntary service (2 weeks to 12 months);

540 000 participants are expected to be supported (*depending on the budget*).

1.2. Mobility of youth workers

1.2.1. Policy objectives

To enhance the professional knowledge, skills and competences of youth workers, to develop new and better quality non formal learning approaches and to promote the recognition of professional development activities abroad;

1.2.2. Main activities

Professional development activities for youth workers can comprise:

- transnational training and networking activities involving youth workers (across and beyond the EU),
- participation in structured courses or training events abroad,
- work placement in a youth organisation abroad,
- job shadowing/observation period in a youth organisation abroad.

A youth worker mobility activity can last from 2 days to 6 weeks, with possible long term mobility up to 12 months.

140 000 youth workers are expected to be supported (*depending on the budget*).

☞ Strong focus on the ability of the project to target young people with fewer opportunities!!!

Key Action 2 (Cooperation for Innovation and Good Practices)

2.1. Youth - oriented Strategic Partnerships

2.1.1. Policy objectives

To promote quality, innovation, recognition and cooperation in the area of youth work and non-formal learning for young people and to foster cooperation of youth organisations with local communities and enterprises, notably by supporting social innovation projects which enhance young people's social commitment and entrepreneurial skills so that they become active players of socio-economic change in their local communities.

2.1.2. Main activities

- Transnational small-scale social entrepreneurship activities and innovative services for communities generated and carried out by informal groups of young people or youth organisations. *(NB! this could represent the future "Youth Initiatives" action. National activities are not mentioned for the time being.)*
- Sectorial partnerships between youth organisations to implement innovative approaches in youth work as well as to support the dissemination of best practices.
- Participation in cross-sectoral partnerships and co-operation between education institutions, other relevant regional/local partners and bodies active in the youth sector.
- IT support platform (European Youth Portal).

Expected impact

- For the participants: acquisition of skills and competences (notably sense of initiative and entrepreneurial skills), *in particular for young people with fewer opportunities (specifically targeted)*; empowerment and increased participation in society, openness to the EU and positive impact on the local environment of the group (and the perception of youth among the general population).

7 000 projects are expected to be supported (*depending on the budget*).

2.2. Youth - oriented capacity building activities

2-2.1. Policy objectives

To promote quality, innovation, recognition and cooperation in the area of youth work and non-formal learning for young people, in the EU and in third countries;

2-2.2. Main activities

- Support to capacity building in the field of youth through partnerships between organisations from the EU and organisations from third countries;

2-2.3. Expected impact

- For the participants: acquisition of skills and competences, useful from a personal, social and professional point of view (notably sense of initiative and entrepreneurial skills); empowerment and increased participation in society; openness to the EU and to the global issues.

- For the organisations involved: introduction of innovative approaches in youth work, hence increased attractiveness; increased openness to the European project and the global issues; strengthened cooperation across participating countries and strengthened international cooperation.
- At systemic level: higher quality of youth work; better recognition of non-formal learning; increased awareness of European youth policies and methodologies in third countries and consistency with the external policy of the EU ("people to people" initiatives).

300 projects are expected to be supported (depending on the budget).

☞ Strong focus (award criteria) on the involvement of young people with fewer opportunities!!!

Key Action 3 (Support for Policy Reform)

3.1. Youth - oriented policy support

3.1.1. Policy objectives

To foster the development of the youth sector through the European cooperation (involving ministries, practitioners, researchers and other relevant stakeholders, working on policy themes of EU relevance in the youth sector) in line with the EU Youth Strategy, through exchange of innovative practices among youth organisations and through the dialogue with relevant stakeholders (across and beyond the EU).

3.1.2. Main activities

- Activities linked to the implementation of the Open Method of Coordination and of the EU 2020 Strategy and to the elaboration of evidence-based outputs that can inform future EU policy development activities in the youth field (peer review, research, studies, statistics, Youth Card...), including through the support of EACEA-Eurydice Unit.
- Support to the introduction, exchange and promotion of innovative practices in the youth field, initiated either by youth organisations or by National Agencies as actors involved in youth policy and youth work (including the implementation of Youthpass).
- Activities supporting policy dialogue and cooperation on youth issues:
 - **Policy dialogue and cooperation among Member States, with third countries and with international organisations (notably the Council of Europe),**
 - **Structured Dialogue with young people,**
 - **Partnerships with European Youth NGOs**
 - **Support to the SALTOS, the Eurodesk network and the European Youth Forum.**

3.1.3. Expected impact

- Promotion of policy reform at Member State level; introduction of innovative approaches in youth work and better recognition of non formal learning and youth work.
- More active participation of young people and better governance of youth issues at EU level.
- Development of policy dialogue on youth with third countries in line with EU priorities in the external relations area ("people to people").
- Development of innovative approaches which can inspire projects supported through Key Actions 1 and 2.

5 NA (Youth & LLP) Consultation Groups on the new programme have been created

1. Group on Application and Reporting Forms
2. Group on NA Management Procedures

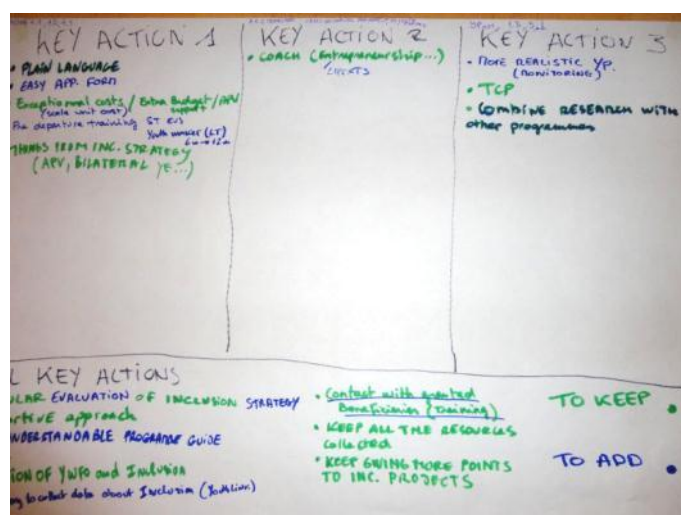
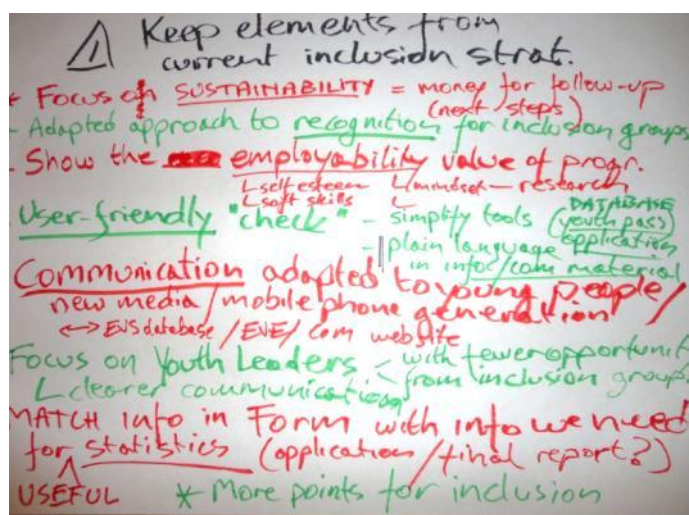
3. Group on IT Tools
4. Group on Dissemination
5. Group on Language Preparation

The Consultation Groups have started their work at the beginning of 2013 and will produce recommendations for the future programme.

Inclusion in the Three New Actions

When imagining what the new Erasmus for All programme could look like (based on the presentation) how can we make sure inclusion also 'happens' in this new programme? What are the elements we should keep or introduce?

These are the results of the working groups:



Recommendations for inclusion in the new programme

- ☆ To keep elements from current **inclusion strategy** – update the strategy
- ☆ To highlight **sustainability** and have more money for follow-up (next steps) after a project
- ☆ **Adapted approach to recognition** for inclusion groups
- ☆ **Show the employability value of the programme** (developing self-esteem, soft skills, mindset – research and entrepreneurial...)
- ☆ **User friendly “check”** for all tools, procedures and communication material
 - simplify tools (e.g. EVS database, youthpass, application forms)
 - plain language in info/communication material (user guide, forms)
- ☆ **Communication adapted to young people:**
 - make use of new media, mobile phone generation
 - adapt EVS database/EVE/ COM website
- ☆ **Focus on youth leaders with fewer opportunities**/from inclusion groups. Communicate that there are opportunities for them.
- ☆ Match info in the forms with info we need for **useful statistics** (applications/final report)
- ☆ Giving more **points for inclusion projects**, but it has to be a good quality project
- ☆ To have a **mentor for ‘inclusion’ youth worker** who is doing a long term job shadowing (A1)
- ☆ **Reinstate pre-departure training for short term EVS**
- ☆ **Exceptional costs** (use the scale unit costs)
- ☆ To have experts involved as coaches for entrepreneurial transnational initiatives (A2)
- ☆ Better **monitoring** of youth project (A2)
- ☆ Keep **TCP** (A3)
- ☆ **Combine research activities with other programmes** (A3)

- ☆ **DEOR:** share results, success stories
- ☆ To keep **resources** which are already there: **to build up instead starting from scratch.**
- ☆ To keep **definition of young people with fewer opportunities**
- ☆ **Contact with granted beneficiary** (training, follow up).



Working on Actions & Solutions

We worked on specific actions to go more in depth and suggest concrete actions.

How to get more youth leaders with fewer opportunities in YiA?

- ☆ **It depends on a country**, in France there are many youth leaders who do not have high education, but who got their diploma of youth work, through special system and is officially recognised as a bachelor level.
- ☆ **It's not because you are coming from the target group that you do a better job.** Attitude and skill are more important. But in some cases is necessity to have people coming from the target group: like in some suburbs, Roma community ...
- ☆ It's important also **to have opposite examples, like youth leaders with a disability for a group of "regular" young people.**

It's better to ask: how to motivate young people with fewer opportunities to become youth leaders and how to develop competences of youth leaders to work with different inclusion groups.

- ☆ NA can offer some **more specialised trainings.**
- ☆ **NA should actively promote training opportunities amongst the organisations who applied with inclusion projects** and ask them if they have more participants interested in further development (NA Switzerland is doing this).
- ☆ To organise **national TC for project leaders from youth exchanges, with focus on inclusion.**
- ☆ **Network TC for people interested in inclusion** and especially for those coming from inclusion groups.
- ☆ **Scouting & recruiting:** making youth leaders and project organisers aware of importance of more planned and targeted recruitment of participants interested in becoming youth leaders (this is now happening mostly spontaneously).
- ☆ **Creating partnerships with vocational schools, job centres.**
- ☆ Maybe to have **accreditation process for organisations hosting long-term job shadowing with youth leaders with fewer opportunities** (one of the possible options in a new YIA). In order to ensure the quality, guidance, mentorship...
- ☆ NA should create network and **put in touch inclusion organisations with more "general" one** and stimulate common activities and exchange of participants (NA France is doing it).
- ☆ **Exchange and support between different inclusion organisations:** more experienced one could send their leaders to lead the youth exchange of less experienced ones etc...

Inclusion-friendly tools & procedures

- ☆ Create **video-tutorials** explaining the application form, youthpass etc. Or even better: make the forms so simple that no further explanation is needed.

- ☆ Check the **accessibility of the application form** for people with visual impairment (text readers).
- ☆ Use **clear writing and plain language** everywhere: programme guide, forms, etc. Even for legal terms (contracts) there is plain language.
- ☆ Do the **'grandma test'** – can a person who does not know the programme easily understand the language?
- ☆ Write the user-guide and forms from the **perspective of the user**. It should be adapted to the project – the project should not adapt to the jargon and programme structure.
- ☆ The application form should be a tool that helps the projects in their **project management** (or develop national guidelines, brochures, help for inclusion projects).
- ☆ Use a **pleasant layout and format** for the programme guide and application forms. Put the important things first. Give examples to liven up the documents.
- ☆ Use **contextual boxes** (in programme guide, explaining terms) – **pop-up help texts** in the electronic form.
- ☆ Improve the **EVS-database**. Modern layout. Indicate whether a project is available or not. Allow for searching for projects that are ok to host specific inclusion groups (e.g. disability, ex-offenders, etc.)
- ☆ Make **youthpass** more inclusion-friendly. It should be adapted to what the young person wants to use it for. E.g. employment, personal learning, etc,... One does not fit all purposes. (e.g. language used)

Improve inclusion statistics

- ☆ We need to **show the impact** of the actions we do for inclusion: this can be 'trustworthy numbers' but also impact research. They are complementary – both are needed.
- ☆ We need to collect inclusion statistics for every action. Currently no information about **youth initiatives, training & networking and TCP**. We would also need to collect information about youth leaders and youth workers in the programme (and their type of inclusion obstacles).
- ☆ To avoid too many organisations **ticking the wrong inclusion boxes** (or just ticking many in the hope of getting better score) there needs to be a better explanation in the application form about when they should tick the box or not.
- ☆ The national agencies need to **correct the inclusion indications** (ticked boxes) if they see that the project/participants do not meet the criteria (e.g. indicating 'rural' but actually not having any disadvantage from being from a rural place). This can be based on the monitoring visits and the final reports.
- ☆ We need **guidelines on correcting the statistics**: how to do this, make it easy, give the same reference document for all colleagues.
- ☆ **Youthlink** (or whatever new system) should make it possible to sort projects better so that it is easier to find a project to go and correct the statistics.
- ☆ The number of **projects 'about inclusion'** (having inclusion as a topic) can be taken from the application forms. However the information about how many participants actually came **from inclusion groups** can only be taken from the final report (as application forms do not always show the actual numbers).
- ☆ It is very confusing to have **'inclusion A and B projects'**. Statistics are not linked between a project on inclusion topic, and about how many people from inclusion background actually participate. Confusing to put them together.

- ☆ Do we need to create a system (accreditation) of **specialized inclusion organisations** whom we can trust to be doing inclusion projects, and make the procedures easier for them (have a contract with them for longer term cooperation)?

Role of SALTO Inclusion in new programme

- ☆ **Focal point on inclusion and being a link between different NAs.**
- ☆ **Supporting exchange** between NAs.
- ☆ Important to **have an inclusion officer** (a person who keeps an eye on inclusion), but it should be everybody's business in NA.
- ☆ Having **all inclusion resources on one website** is: easy, practical and time saving
- ☆ **More connection between diversity, inclusion and participation topic.**
- ☆ SALTO should **be a bridge between different EU programmes**, try to link and make all possibilities for inclusion groups more available and visible.
- ☆ **To work around different topics, having 1 focus**, like: youth employability, urban issues...
- ☆ As in new YiA each NA should develop its **7 years strategy**, **SALTO could help them to build in inclusion aspect** and will also have an insight on priorities and interest of different NAs.
- ☆ **Need for leaflets, like "Get me in"**. About inclusion in YiA in nutshell, for meetings with organisations.
- ☆ Having a **web page on inclusion policy beyond YiA** (like a current page about the developments of new programme).
- ☆ **To organise activities like "Bridges to Work" and Inclusion Colleague Support Group.**
- ☆ **To collect and share data and info collected by NAs** (e.g. level of cooperation between local authorities and NAs, who are providing additional funding for YiA).
- ☆ **To replace newsletter with news flesh** (with basic info and link to website).
- ☆ **To establish inclusion strategy for new YiA programme.**

Concept of Inclusion Colleague Support Group in new programme

- ☆ **Should current concept be changed or replaced by staff training?** There is no big difference between inclusion support group concept and staff TC (except for input from Commission and bigger number of participants), focus is also on exchange of good practice. But, preferable to keep the current concept with some changes:
 - **To keep exchange element** (it's inspirational).
 - **More space/time to go more into depth.**
 - **To keep having one specific topic.**
 - **To have more input from people from other fields – specific inputs**, we are not in touch with (job centres, people involved in creating policies on specific topic..).
 - **Duration: 3 days** (half a day longer).
 - **To keep action planning.**
 - **To keep small groups**, as then only really interested in, come.
 - **To get bigger picture** what is going on different levels and **evaluate** what has been done and can move to future.
 - **To have a good balance of big and small NAs.**

Action Plans & support needed

☆ **Marilena Andrenacci (CH):**

- To continue work on **different actions on national level**: recruiting new organisations for youth exchange in different linguistic regions, working on development of national funding for EVS; see how to use youth initiatives as a first step for inclusion groups.
- To **update inclusion strategy**, once there is more info about new programme.
- Will try to **approach participants with potential to become youth leaders/trainers** in field of inclusion.
- To bring up some issues on **internal NA “inclusive” work**.

☆ **Danijela Bocvarov (HR):**

- Is going on maternity leave and will pass the task and make other **colleagues familiar with results of the meeting**.
- To **evaluate past work** (of each action made for inclusion) and think of how to improve and how to **cooperate better with LLP** in future.
- To try to follow up and contact those who applied last year.
- **Promote inclusion** through Eurodesk and newsletter and distribute of own, new inclusion promotional material.
- To reach inclusion organisations (**Roma & working with visual impairment**) and organize a meeting with them.
- Discuss idea of **creating a pool of youth leaders with experience on inclusion** to help non experience organisation.

☆ **Handan Boyar (TR):**

- To write a short, internal report for colleagues.
- Is organising **several national and international inclusion activities** and looking for participants: TC “Inclusiv-E” in Jun, in cooperation with SALTO Inclusion, TC “Chance” for beginners on inclusion topic in Sep. TC “Youth@Work” will be organised for 2nd time. National activities on inclusion.
- Will **update the statistics on inclusion**.
- No big steps by the end of the year, as we don’t know what will happen with the new programme.

☆ **Lucia Király Csajka (SL) :**

- To see how to **make statistics more relevant in youth link** and will check if colleagues have corrected the data already.
- Focus is on **development of EVS in Roma community** (visits, trainings...), recording the process and using it for promotion.

☆ **Jeremy Tremolieres (FR) :**

- **Several inclusion meetings and TCs** planned for this year: seminar about how to use video as a tool to include young people with fewer opportunities, seminar on mobility in Jun (will map mobility obstacles).
- **National seminar on EVS skills**, which will be used for research EVS Competences and Employability and how as a NA to help them to make a next step (to find a job, or attend trainings).

- Seminar with national stakeholders on how **to adapt inclusion strategy** to a new programme.

☆ **Gilles Baccala (FR)**

- Will follow up inclusion activities, TCP officer.
- Waiting for a new assistant to help with daily work.
- To support sending the European participants to seminars in New Caledonia and Guadeloupe, aiming to **create possibility for building partnerships** and get more projects like EVS etc.
- **Following up topic of urban youth** and work of organisations like Eurocircle.
- There are a lot of questions about new programme and of role and structure of the NA, so will have to wait for more information to be able to take action.

☆ **Nina Schmidt (DE):**

- Busy with conference in May, will have extensive **reports from workshops on inclusion** which will be shared and valuable things will be followed up.
- Will plan **TC on combining inclusion & participation** topic in new programme, SALTOs input will be important.
- Working internally **to improve the NA**, have a **WG on equal opportunities & diversity** and will have an internal project or concept how to develop further
- Will **update own inclusion strategy** from 2008 and make inquiry what is difficult in NA and for applicants. Will need information from SALTO if YiA strategy will be developed for a new programme. Will create a step to step plan on how to do it for new programme and therefore will also get in touch with LLP.

What can SALTO Inclusion do for you?

- **Report of the inclusion colleague support group** –and put online – spread to Inclusion officers. It will be ready by 8th of April (before LAB meeting in Malta).
- **Meeting with COM about inclusion strategy** and what should we do with it.
- **Playing “inclusion card” in Malta** and share proposals from this meeting
- Meeting with JINT director, about **future and role of SALTO**
- **Meeting with SALTO CD** about WG Diversity meeting on evaluation of YiA & future programme, planned for the end of the year.

Evaluation - K A T Ch

What should we Keep, Add, Throw or Change for the next Inclusion Colleague Support Groups?

<p>Keep</p> <ul style="list-style-type: none">• Local reality• Action plans and time for own action plan• Methods• Dinner out• Exchange with colleagues working on similar issues• Overview + big picture of the situation in Europe• Working in small groups• Inputs from outside• Focus on specific issues• Programme	<p>Add</p> <ul style="list-style-type: none">• Focus on topic: working with local authorities• Time to develop strategies/projects together• More time to exchange the statistics• More time (half a day) to exchange practices/realities• More participants
<p>Throw Away</p> <ul style="list-style-type: none">• Past statistics• Local reality• To many realities – be more specific	<p>Change</p> <ul style="list-style-type: none">• Exchange about NA projects – more time• To facilitate a bit more discussions (do not let people “fly” away)• To go bit deeper in good practices

Where do the Inclusion Colleague Support Groups come from?

The Inclusion Colleague Support Groups (formerly called 'Intervision') are an **follow-up from the Staff Training for NA Inclusion Officers** organised by SALTO in July 2007 (www.SALTO-YOUTH.net/InclusionStaffTraining/). The NA Inclusion Officers appreciated the possibility they had to meet and discuss how to develop their inclusion work.

The Inclusion Staff Training (2007) focussed mainly on **how to develop an Inclusion Strategy (on the national/NA level)** – and led to the “Shaping Inclusion” booklet which is a manual supporting NAs to develop their national inclusion strategy. (www.SALTO-YOUTH.net/ShapingInclusion/).

The National Agencies' Inclusion Officers felt the need to have **more time to exchange experiences** about how they were approaching inclusion in different countries, and go more into the practical details. That's when the idea was born to bring together a limited number of inclusion colleagues around a specific inclusion topic or practice: e.g. how to select and reach specific target groups, how to involve stakeholders in the inclusion work, etc.

☞ More about the Inclusion Colleague Support Groups at www.SALTO-YOUTH.net/InclusionColleagueSupportGroups/

What are the Colleague Support Groups

Small groups of Inclusion Officers meet peer-to-peer and reflect and support each other regarding common problems, questions, etc. related to inclusion issues on NA level. This process is facilitated and enriched by SALTO Inclusion experience.

General objectives – what you can expect to get out of it

- ☆ The (inclusion) officer will be inspired for the steps to take in order to address the problem or question
- ☆ The (inclusion) officer has considered the usefulness of developing an inclusion strategy
- ☆ The (inclusion) officer was able to exchange experience on inclusion issues with colleagues
- ☆ The (inclusion) officer was able to use the Shaping Inclusion booklet (and other resources) as a tool to move forward/deal with inclusion issues
- ☆ The (inclusion) officer is aware of the support of SALTO Inclusion

Who - profile of participants:

- ☆ Inclusion officers of NAs – the colleagues dealing with inclusion projects and the development AND implementation of the national inclusion strategy
- ☆ NA staff with specific focus/tasks on inclusion of young people with fewer opportunities
- ☆ Officers with different levels of experience – to have fruitful interactions and mutual learning
- ☆ In the ideal case, a maximum of 8 to 10 participants per Colleague Support Group – to allow lots of interaction and in depth discussions
- ☆ The (inclusion) officer is willing to share with colleagues back home – and with other (inclusion) colleagues that were not present

- ☆ SALTO Inclusion can invite (at SALTO's expenses) some NAs or experts with relevant expertise for the topic of the Colleague Support Group

When and where?

Every Inclusion Colleague Support Group has a different composition of participants. Each Colleague Support Groups concentrates on one specific inclusion theme. The participants will be asked to prepare some (home)work beforehand to make most of the 2 days together.

In 2012 there was 1 Colleague Support Group: "Social challenges in urban areas". In case your NA would be interested to host one in coming years, please do not hesitate to contact SALTO Inclusion RC.

The **format** looks as follows:

- ☆ day 1 - arrival day (by 16h) – introduction - welcome evening
- ☆ day 2 – full working day
- ☆ day 3 - continue working in the morning - departure after lunch

Finances & practicalities

- ☆ Participating NAs pay their own travel and subsistence costs (food and lodging costs)
 - ☆ SALTO pays own travel and subsistence costs (and of any invited experts)
 - ☆ The hosting NA is only asked to cover the venue (meeting room and material), and their own participation costs. They can decide to offer a dinner in town, a reception, etc.
- All other costs will be carried by the participating NAs and SALTO Inclusion. The hosting NA books the accommodation, food and working place.

Follow-up & Support:

The content of each colleague support group will be documented and shared in a practical report: methods, problems, questions, answers ... Depending on the specific questions and problems discussed in the Inclusion Colleague Support Group, SALTO Inclusion will offer tailor-made support (e.g. to deliver tools, training, etc.)

- ☞ For any further questions and suggestions, feel free to contact SALTO Inclusion via inclusion@salto-youth.net

