

Get Connected 15 – 21

Nicosia Cyprus



Training Report
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A. General Information

A.1 Group and motivation

The group consisted of 22 participants from Austria, Croatia, Cyprus, France, Germany, Italy, Netherlands, Poland, Romania and Spain. There were 9 male and 13 female participants. Ages varied from 19 to 55 years old. The motivations stated in the pre-questionnaire were quite general, like “to learn about e-participation and YiA”. It also showed that most of the participants did not have any previous experience or knowledge on the topic or they misunderstood it. The group concerning levels of experiences connected to youth work, YiA and general usage of online media was highly diverse and complex.

A.2 The team

There were two trainers for this TC: Kriszta Zsiday and Clive Bonnici who were recruited through an open call for trainers based on their profile, experiences and motivation. The representatives of SALTO Participation, Fatima Laanan and Anna Villani of the Italian National Agency supported them during the program. Stella Rousou who took care of the whole practical preparation represented the Cypriot National Agency, logistics and other related management matters of the Training course (TC) with the help of Loizos Vasiliou during the TC dates. Finally two professional video makers, George Spyris and Savvas Avraam were also present during the program, which recorded the event and created two videos about it.

A.3 Program overview

The Get Connected training happened for the first time based on the present needs of youth workers in the 21st century and to raise the quality of online participation. The program was newly created using past experiences of the trainers and summarized needs presented by SALTO Participation and the involved National Agencies. During the preparation meeting the core and the general flow of the TC was planned. That was followed by the online work of the trainers adjusting methodologies and sharing practices and ideas on related matters. The final outline of the program was made after the selection of the participants. As it was clear that the group is diverse concerning the general skills using online media and that the expected experience connected to e-participation was not met. The program was adjusted to cover e-participation for beginners and to give an overview and smaller hands on practice in the general usage of online media.

The team met everyday to re-adjust the program from Day 1 onwards in terms of topics addressed, timing and methods. There was also a daily evaluation between the two trainers and from time to time with the other representatives focusing on the learning process of the participants and their needs. As the training was realized in a period when the new program, Erasmus+ was about to be announced, there was a great interest coming from the participants to learn about this. For this the SALTO PARTICIPATION and the Italian NA ran sessions and acted as highly appreciated resource persons.

B. Intro

B.1 Why Get Connected?

An introduction was made by the team to explain the background of Get Connected Training Course. The Team also explained the aims and objectives of the training and reasons why SALTO Participation and the Cypriot and Italian National Agencies invested in this training. The participants were also given some practical information about the venue and the surrounding area in Nicosia. Thanks to the National Agencies all the participants were given a tablet which was an essential tool to be used during the sessions. After all the tablets were given to the participants, the team presented themselves via different online platforms, Facebook, LinkedIn, Pinterest etc.

B.2 Get Connected Aims and Objectives:

To support youth workers/youth leaders to enable young people in developing skills and ethical attitudes while using online-media tools in their youth projects.

Objectives:

- Share good practices of e-participation in “Youth in Action” and other youth projects
- Evaluate the opportunities and challenges of youth e-participation
- Reflect on needed skills and attitudes to increase quality in youth e-participation
- Explore online tools and resources to increase learning through e-participation
- Support multiplying effects and networking amongst participants of the training

C. Sessions Implemented and Methodologies

- Every day was started and closed with physical activities using music, dance, movement, singing and so on to ensure good spirit, team work and needs to be active also physically.
- Before closing the days there were moments for individual daily reflections of the participants using questions and sharing as a group using a drawn form, writing up key feelings, thoughts connected to the day
- The team was available during the breaks to have informal discussions and to ask questions, raise questions if needed.

C.1 Day 1

Icebreakers

As part of the preparations for the training the participants were given two tasks; to learn the cup song, which is a song with a rhythm which should be made by clapping and tapping of cups; Each participant received an email from the team with a name of another participant which they had to discover information by doing online search about them.

During the first day the group was introduced to a cup song (<http://www.youtube.com/watch?v=nFtfk0bZVRM>). A tutorial was showed to allow participants to learn the rhythm of the song step by step. It was also told by the trainers that by the end of the week the participants should be able to do the whole song. After the preparation of the cup song the trainers started the secret mission and participants started share the information, which they found on each other online.



Fear and Expectations

The participants were asked to think about the fear and expectations. Since the topic was about E-participation the participants were asked to write on post it's their personal:

Downloads - Hopes/Expectations

Filters - Fears

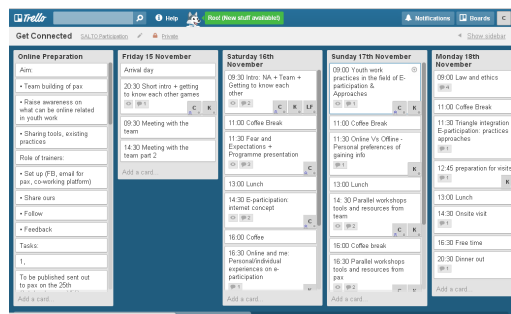
Uploads - Contributions

3 charts were prepared so that the participants can pin their Expectation, fear and contribution to the chart. After all the participants were ready the trainers went through what was written to make sure that all the expectations, fear and contributions will be taken into consideration and included in the programme so they will be addressed. The trainers used these charts during the whole program as a point of reflection, to ensure that the expressed needs are covered.

Outcomes

The team got to know what the expectation of the participants are and also started to tackle some of the fears mentioned under the filters sections. From the uploads section the team could start to pinpoint what tools and inputs can be included in the programme from the participant's side.

Presentation of the programme



The presentation of the programme was done through an online management tool 'Trello' (www.trello.com). The aim of presenting the programme from Trello was to show to participants an online tool that the trainers used to work on the programme and also to show them the possibilities that exist within the same tool. This approach was present during the whole TC, using various online tools and platforms during the sessions to give inspiration and showcase a broad variety of possible tools and ways of

usage.

Outcomes

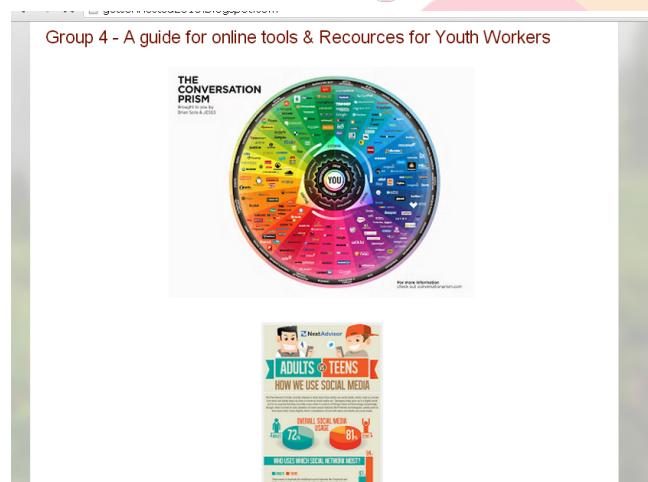
The participants had a better idea of what was the programme composed of and started to connect the expectations with the various session that were in the programmes.

Blogging

Part of the exercise of dissemination for 'Get Connected' was to offer the possibility to participants to work on an on-going blog (<http://getconnected2013.blogspot.com/>). The idea of the blog was to act as a diary for participants and every day working in groups they will upload and increase the blog according to their interest and perspective. In this way the blog would also serve as a window to the actual training, a snap shot of the activities being implemented during the training course

Outcomes

The blog served as a group building activity because all the participants were divided into groups with various task assigned to them everyday. The Blog also served for participants to share their online hand on experience to each other. Therefore those with less experience had the opportunity to learn how to build a blog from more experienced ones.



BG and AG (Before Google and After Google)

The trainers explained that there was a time when questions were not asked to Google but it was more a community effort to find the information needed, that marked the BG era. Nowadays we are more and more relying on Google (and internet) to provide us with the answers that we want.

The participants were divided into groups. The task for the groups was to prepare one sketch for each era; Before Google (past), During Google (present) and After Google. The groups had to try to capture the main differences, which exist between the three eras.

After the sketches were done the groups had to discuss the question Questions to be asked in groups:

- Why do you think that young people are spending more time online?

Outcomes

The participants started to understand that the success of Internet was fuelled because it addressed a real need in today's modern society. The groups all portrayed that in the past social relationships were stronger and they forecast that it will deteriorate in the future, the computer taking more function which are currently done by humans through social interaction. Another aspect emerged from the sketches was that the future is portrayed pessimistically with technology playing the main functions in future society.

As a summary for this session the 6 characteristics which contribute to the popularity of the Internet

- Interactivity
- Abundance of information
- Hyper-textuality
- Anonymity
- Accessibility
- Multimodality

Online's Hierarchy of needs



This session started by an explanation for the trainers about Maslow's hierarchy of needs. This same pyramid was explained in the light of the online environment. The trainers explained how new online platforms are contributing to address the basic needs of the community as individuals. The discussion that took place focused on how popular social networks are contributing to the professional needs (LinkedIn, Vizify etc), Social needs (Facebook, Twitter, ASK FM etc) and educational needs (Google, Youtube etc).

Outcomes

This session gave another insight to the participants to understand better the function of the Internet and the online tools to the personal and social development of today's young generation. By understanding this function youth workers were in a better position to use these online tools and learn how to work around them to further contribute to the online participation of young people.

Reflection on the day

The trainers set a warm atmosphere where the participants feel at ease and comfortable. The participants were invited to close their eyes and reflect on the first day's activity. The questions being asked by the trainers also focused on the learning outcomes of the day and to assist the participants to reflect on their own learning.

NGO fair - Hot tables

The trainers set number of tables in which the individuals on the tables were allocated 10 minutes to answer the following questions using and showcasing their digital online resource on their tablet pcs

- What is the sexiest thing about your organization?
- What would the world be missing out on if your organization did not exist?
- What is the work that your organization do and with whom?

The participants switched tables and participants always sat in different groups so by the end of the session they got to know all the participants and became more aware of the different work being implemented on a local level by all the organizations present during the training course.

C.2 Day 2

E-participation

The participants were divided into smaller working groups to discuss and to create a definition for e-participation. During this they also had to point out what could be the basic fundament to ensure it. They created posters on it, which were presented plenary and used in the following session.

The aim of the session was to stimulate discussions and debates on the core element of the TC and to create a general definition for the group.

Google Report

The SALTO Participation and Italian National Agencies present guided the participants through some of the policy on E-participation being addressed by the European Commission, Youth in Action and SALTO's. The group was divided into teams. The teams had the task to do some online research on E-participation and answer 3 questions;

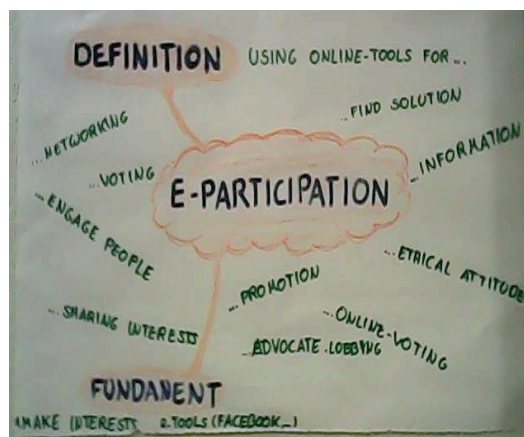
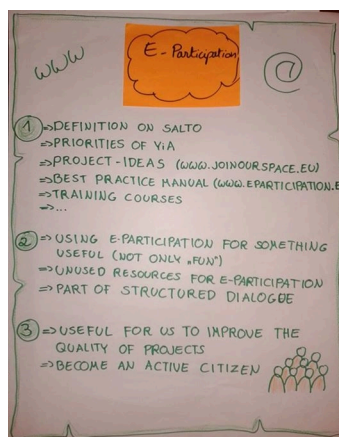
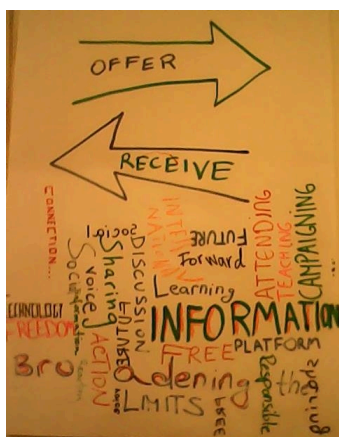
- What did you find?
- What did you understand?
- How is the information relevant to you?



The teams had to share their findings in the big group as to get a bigger more holistic picture on the policy around the E-participation element.

Outcome

The participants got to know more about the meaning of E-participation. The participants also became aware of the various tools, which are present online and which are all concerned with young people's online involvement in their civic life as European Citizens.



Workshops

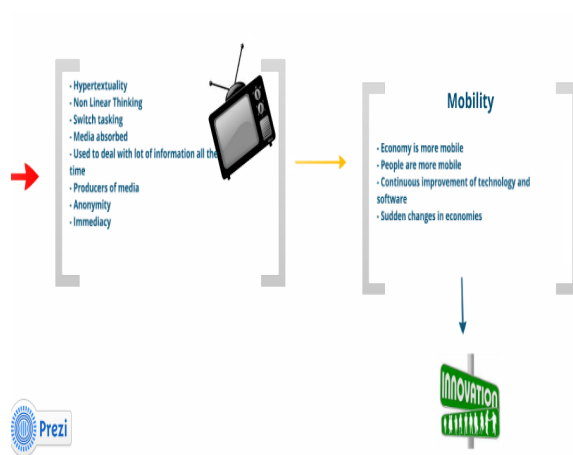
Three parallel workshops were offered by the team on various topics based on the expressed interest and needs of the participants.

Get Connected focused on topics which are all central to the interactions between the blurry line which exists between the online and offline aspects of today's young people's lives. Some topics were being discussed in certain depth and to summarize the below are the themes discussed and the conclusion which emerged through discussion from the participants.

I. Preferences on learning, gaining information connected to online activities

This workshop consisted of a reflection on how is it that we prefer to acquire information. The participants attending the workshops had a small test to identify their own preferences. This was followed by an input to assist the participants in identifying ways and methods to be more effective when presenting information to young people in their home organization. The participants also analysed in subgroups different online tools/materials in connection to this. The conclusion for this workshop was to evaluate on how this can be used in a beneficial way in youth work, with different target groups.

II. Understanding better social factors behind Internet success story



During this workshop it was highlighted that apart from knowing that community in general is shifting more to digital participation, it is also important to know what is the reason behind all this. The result of the workshop was that community in general, especially young people feel the need to feel belonged to a community, to produce things, which they themselves are interested in. Internet is giving the space for young people to go back to in search for the values that were more present in the traditional communities.

Resources <http://prezi.com/ivqnok3rsgzg/r-u-online/>

III. Resources for YIA & Policy on E-participation

Fatima Laanan from SALTO Participation, Stella Rousou from the Cypriot National Agency and Anna Villani from the Italian National Agency implemented a workshop on how Youth in Action / Erasmus+ are contributing to the concept of E-participation. The workshop also consisted on giving the framework on which the European Commission is envisaging how to increase the element of E-participation into civic life to encourage active citizenship from all the European countries. Various European Commission websites were shown and a discussion on why it is important to be actively engaged in online platforms to influence policy.

The workshops offered by the team was followed by ones ran by the participants. Previous they were asked to share their good practices, tools or other relevant resources. They could sign up and describe their offer. This was used to create the next session.

The participants also gave the following inputs on the following topics:

- Basics on how to use social media
- Mail Chimp online surveys (<http://mailchimp.com/>)
- Intro to Carrier Street Debate
- Example on E-participation project

After the workshops of the participants the team repeated their previous ones, ensuring that all can visit at least two of them, to get information that they find beneficial for themselves.

Cinema Night

The team decided to leave this activity in the hand of the participants. Participants were advised that there will be the training room and a projector available for all those who would like to share videos about their NGO's/ organization.

C.3 Day 3

Law and Ethics

This session started off by asking the participants the following questions:

- What is ethics?
- What is the difference between law and ethics?

- How and for what it can be used and important?

Following the brief brainstorming about the topic of Law and Ethics, a video was shown from Youtube to highlight how much we are exposing ourselves by the information we put online. Pointing out the outcomes of the research of previous days: where and until what level youth is online and active (see platforms, tools, gadgets they use)

What are the **main ways of online participation**, based on the research as well:

- Sharing
- Following
- Creating
- Getting info
- Entertainment

In small groups the participants teamed up according to their interest and worked on the below tasks

- Pax receives examples of youth – online participation – strong examples on above-mentioned ways of participating online
- They are asked to find out and debate points, elements that should be considered from the ethical point of view and legal ones
- To do so they are asked to reflect on local, national regulations they are aware of and the basic human rights
- They create presentation of their findings

After the teams were ready in the large group they shared their insights and discussion followed.

Outcomes

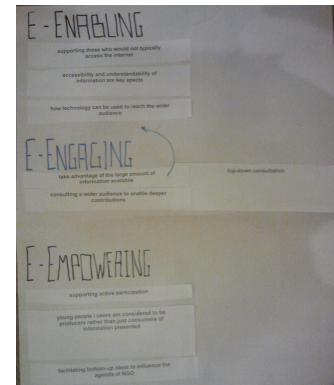
The participants became aware that ethics is not as clear as law and sometimes it can be extremely challenging to really keep a high ethical work practice when resources and knowledge about the subject is limited.

Preparation for the visits

The trainer prepared a brief session to ensure that the participants have a common understanding of what E-participation means. The Trainers also gave the different participation levels found online. These levels of participation can be summarized into three different categories

- E- informing
- E-engaging
- E-enabling

The group was divided into teams and they were given key words, which they can put under on of the section. The intention is to create a discussion within the group in order to come up with the definition of the three levels of e-participation. After sometime the group came up with the definition of the three level of e-pax, and than the trainers gave them the definitions of the levels.



The second part of this session was to prepare the participants for the visits which were going to take place in the early afternoon. The participants were prepared to assess the NGO and organization, which we were going to visit in terms of their level of e-participation. A model derived from the <http://eparticipation.eu/> website was used to further guide the participants. The five-step model highlighted the important elements, which the participants had to focus to really understand the e-participation element in the organization. The five steps were

- Background and expectations of organization
- Planning
- Actions taken
- Communication element
- Feedback received from selected audience

Outcomes

The participants become aware than e-participation had many levels and that each level served a specific need. The participants also prepared themselves to think critically during the visit and ask question, which will deepen their understanding about e-participation and how they can include such practices in their organization back home. The report for the visits by participants was uploaded on the Blog created during Get Connected (<http://getconnected2013.blogspot.com/>)

The Visits

Local Impact

Get Connected also ensured the participants will have the time to experience some projects which are taking place in Nicosia which incorporates the element of online and e-participation in them. For this visits we went to the Cyprus Community Media Center. In the CCMC centre 3 presentation were given by:

Cyprus Community Media Center

Participants visited the headquarters of [Cyprus Community Media Center](http://www.cypruscommunitymedia.org/), an NGO which is trying to involve youngsters as active citizens through media, in particular running an interactive Radio Station and "We Report Cyprus" a platform where everyone can produce their own news. During the meeting, Mr Simopoulous, on behalf of the NGO, presented the two projects:

1. Radio Station: it is a multilingual broadcasting
2. We Report Cyprus: a website which invite everyone to create their own report of?

Links: www.mycyradio.eu | <http://www.cypruscommunitymedia.org/>

NGO Support Centre

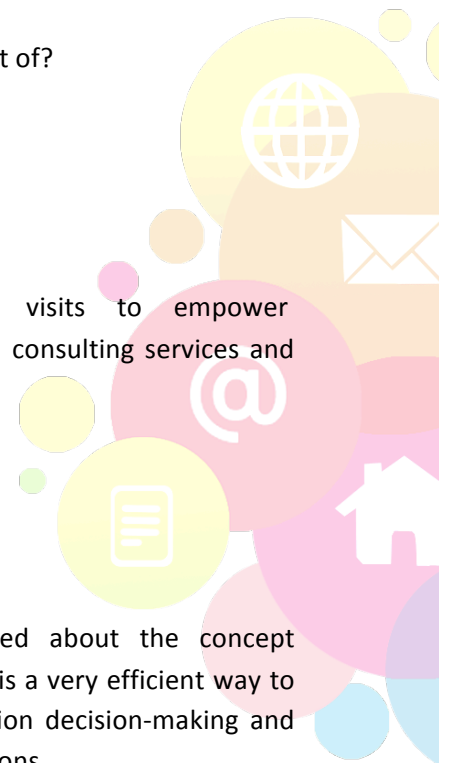
The NGO Support Centre promotes seminars, workshops and study visits to empower Civil Society in Cyprus. They contribute to the capacity building of NGOs with consulting services and training on management.

Links: <http://www.ngo-sc.org/index.php?lang=en>

Cyprus Youth Council

We also attended a presentation with [Cyprus Youth Council](http://www.cyprusyouthcouncil.org/). We learned about the concept of [structured dialogue](#) - meeting, conferences and surveys through Internet. It is a very efficient way to promote the participation of youth in a political level - also in European Union decision-making and policies. They are present in youth meetings and support many youth organisations.

Links: <http://www.ngo-sc.org/index.php?lang=en>





Free Evening

The participants were free for the evening. The Cypriot National Agency prepared an authentic night out which included a dinner at one of the most traditional restaurants in the heart of Nicosia.

C.4 Day 4

Debriefing of the visits

This session linked with the session done on the different levels of E-participation. The teams had to prepare summary of what happened during the visits with an emphasis on the levels of E-participation present in each of the presented organization. The results uploaded by the group are presented online on the blog which was created for 'Get connected'.

Outcomes

The groups were all focused on the content being presented to them and they also managed to question the guest speakers with question to really understand what level of E-participation was in used in the organizations being presented. The results and summaries from the groups can be found on <http://getconnected2013.blogspot.com/>

Creativity process

This session was aimed to provide a space in which the participants could put into practice all the information received during Get Connected Training course. The group was divided into teams. The teams had to choose a theme to work on and than choose a method for dissemination. To help the participants in their creative process a structure to guide them was presented by the trainers. The trainers explained the thinking hats process to help the group to think of various factors before concluding what is that they will be doing. Some inspirational videos were also shown to participants to serves as good practices, which they can use to implement their own ideas. (link to the creativity process - <http://prezi.com/qix-wm5edlbg/creativity-process/>). The teams were given 3 hours to think about an idea what they want to do and to put it into practice.

Outcomes

The participants divided into four groups, each team was tackling the following questions

- E-participation: Opportunities and Challenge

The team working on this topic decided to focus on the two main elements, which are present online, the information and the entertainment aspects. The video (<http://getconnected2013.blogspot.com/2013/11/even-if-its-little-late-here-is-our.html>) which was done portray and highlight that the power of the internet relies in the hand of the user. It is up to the user to use the internet and the participation available on the medium to his / her own advantage.

- Sharing of online good practices

The participants managed to gather a lot of information about projects, which can be considered as a best practice in the youth field. More information can be found on <http://prezi.com/w0tbamylri0f/share-good-examples-of/> and <http://getconnected2013.blogspot.com/2013/11/share-good-examples-of-e-participation.html>

- Online tools and resources for Youth Workers

The team working used the blog as their main medium to convey the messages. The information was targeted to youth workers and the purpose of the blog was to act as a tool in itself. Therefore all the information found was uploaded into the blog for future reference. <http://getconnected2013.blogspot.com/2013/11/group-4-guide-for-online-tools.html>

- Skills and attitudes needed to increase youth participation

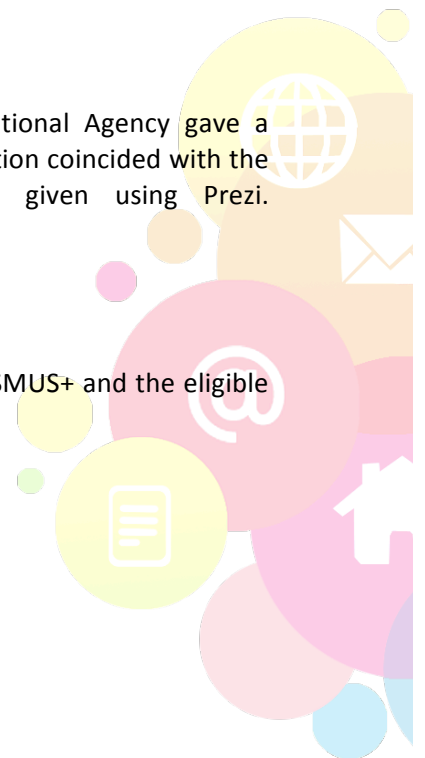
This team decided to use YouTube as their main tool for dissemination. They used drawing up concepts and narration in the background. They spoke about the need to select the right medium for the right audience and to know the identity of the organization and communicate the values in an ethical way. The team also included those individuals who are still reluctant to use Internet as a tool for participation. Link for YouTube video) <http://www.youtube.com/watch?v=i3qXD79vPPc>

Erasmus +

Fatima Laanan from SALTO Participation and Anna Villani from the Italian National Agency gave a presentation about the information which was available. The day of the presentation coincided with the official approval of the ERASMUS+ programme. The presentation was given using Prezi. http://prezi.com/guprxb-onyz3/?utm_campaign=share&utm_medium=copy

Outcomes

The participants received valuable information about the Key actions of the ERASMUS+ and the eligible activities, which are foreseen under the ERASMUS+.



C.5 Day 5

Networking

This session started with a speed-dating format. The participants had 2 mins to talk about their ideas with all the participants in a speed-dating format. After it the participants were given Networking sheets so they can start forming groups to work together on a projects. Open Space methodology was used during the networking sessions. Each participant was provided with time and space as to pitch his project ideas.

Outcomes

The participants came up with the below projects:

Host:	Mine Vaganti NGO
Title:	Ethical?
Summary:	The idea is to develop a follow up project of “Get Connected”, a TC which would get deeper into the ethical issue using the online tools for e-participation of youngsters.
Partners:	Holland, Spain, Croatia Austria, Romania, Cyprus

Host:	Holland
Title:	Discover your talents
Summary:	Our NGO will organize a training course/camp in the Netherlands for youth in the age between 14 and 18. (Those who not yet get to university). Every day there will be a job theme like:-Journalists, Lawyer, Politics, Health care and other professions.
Partners:	Poland, Austria and Hungary

Host:	Austria
Title:	Art and Intercultural Dialogue
Summary:	Cultural diversity, promoting active citizenship through art, involving young people in the process of giving creative space and place. Exploring different kinds of art. Three possibilities: Youth Exchange or Culture Project (Art Festival - with professionals involving

young people / artists) or (first) a Training for Youth Workers! We should soon define the exact vision and the horizon of the project - for now that's just basic info!

Partners: France, Italy, Austria, Croatia, Sardinia, Poland

Host: Youth Dynamics - Cyprus

Title: Legal Rights and Human Rights

Summary: The NGOs will organize a seminar / training course/ networking for a high quality practice in relation to the current legal framework and the intercultural practices for refugees in the participating countries. Objectives: create a platform for discussion / sharing experiences, attitudes, knowledge / establish a long-lasting network/ creation of a proposal for publication

Partners: France, Italy, Spain, Cyprus

Host: Italy

Title: Get Connected, Volume 2

Summary: The idea is to develop a follow up project of "Get Connected", a TC which would get deeper into the way to use the online tools for e-participation of youngsters

Partners: Holland, Spain, Croatia Austria, Romania, Cyprus.

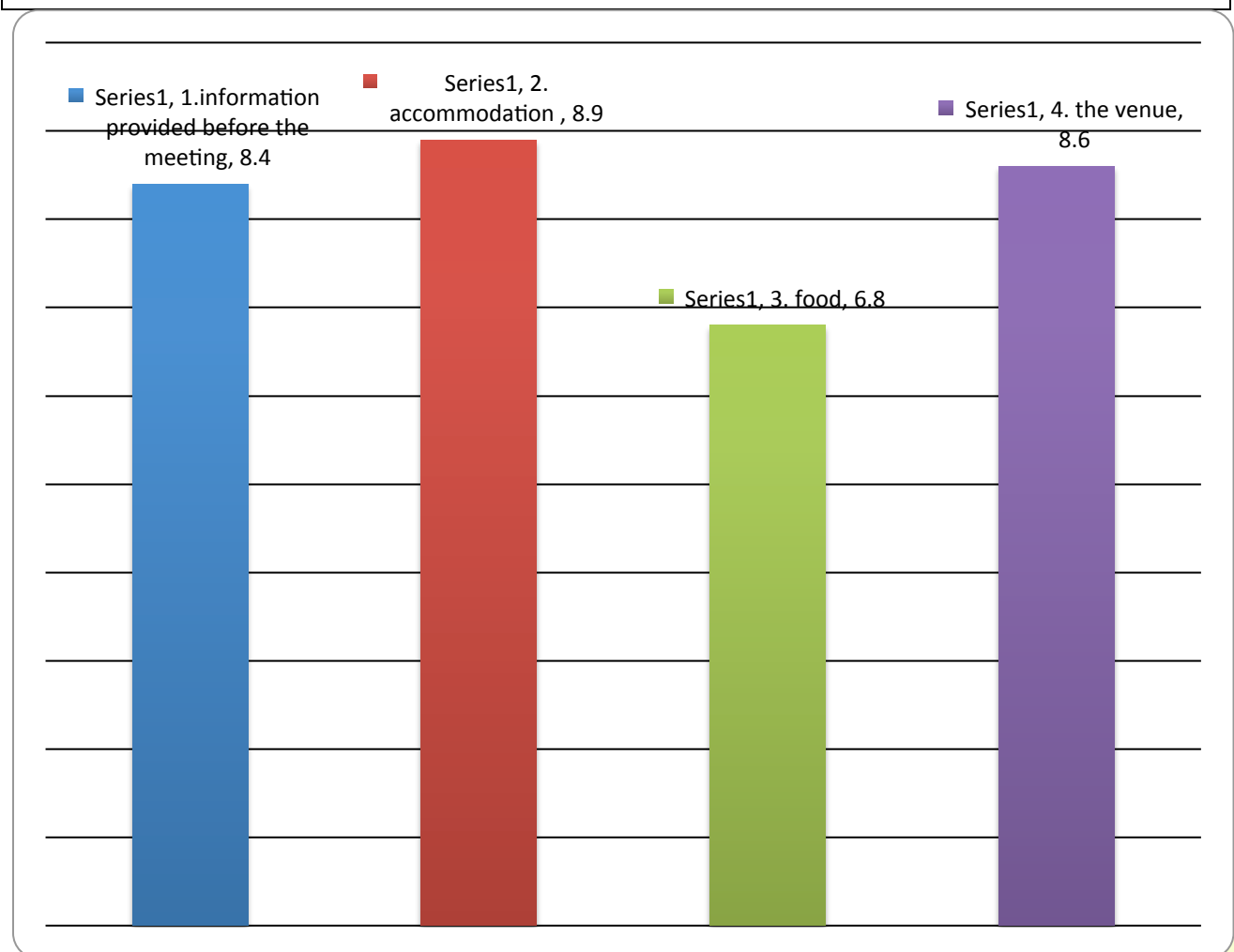
D. Feedback and Evaluation

EVALUATION QUESTIONNAIRE

GET CONNECTED: YOUTH WORKERS ON E-PARTICIPATION TRAINING COURSE











15-21.11.2013 NICOSIA, CYPRUS


PLEASE, SCORE THE FOLLOWING ASPECTS OF OUR PROGRAMME GIVING A MARK FROM 1 TO 10, WHERE 1 MEANS "POOR" AND 10 "EXCELLENT".



Activity Evaluation

Mark with an (x) according to your level of satisfaction	!😊 100%	😊 80%	😐 60%	😞 40%	💀 20-0%
Day 1					
Energisers: Cup song and Dancing		😊 80%			
Getting to know eachother games (Crystal Dance, Tie, Secret Mission and Intercultural hello) –		😊 80%			
Fears and Expectations (Uploads, Downloads and Viruses)		😊 80%			
Blog		😐 60%			
Definition of E-Participation by participants		😊 80%			
Before and After Google session		😊 80%			
Online and Offline needs of a human being (Maslow's Pyramid – Hierarchy of Needs)		😐 60%			
Digital NGO Fair		😊 80%			
Day 2					

Input from SALTO PARTICIPATION and Italian NA (Google Workshop)	 60%
Parallel Workshops from participants	 80%
Parallel Workshop from Trainers & Team – What is fuelling young people’s participation on the internet - Personal preferences on gaining online information - Youth in Action and Youth Policy	 80%
Day 3	
Law and Ethics	 80%
Definition of levels of Participation + preparation for the visit	 80%
Visit to the NGO from Cyprus	 80%
Free Evening	 100%
Day 4	
Showcasing the results from Visits on the blog	 60%
Creativity session	 80%
Presentation on Erasmus+	 80%

Day 5	
Networking sessions	 80%

Have your expectations been met during the programme? Please explain.

- I wanted to improve what I know and know more about Erasmus +: achieved!
- Met and even exceeded!!! The working days were so well planned organised and structured that covered the maximum scope of knowledge, socializing and networking results I set before coming. Really great job in so many levels!!!
- Yes, more discussion + info concerning some topics would have been great
- I have been pleasantly surprised and the course has exceeded my expectation.
- I was expecting more hands-on, practical training on the various available tools
- Some of my expectations have been met during the programme, specially about the new programme Erasmus + and networking.
- Not all of my expectations have been met during the programme. Probably I expected more to go into the praxis.

What did you learn personally? In which field did you develop/Improve the most?

- Tools of e-participation
- New methodology from other NGO
- Learned new way to explain some of my colleges about the attraction of internet
- I learned about youth in action and Erasmus
- I learned what different NGOs are in the field and what they do
- I learned personally lot about other organisations and I now know a lot of new projects.
- I improved my technological skills; I got to know more technical things, programs, projects.
- I liked to discuss the radio program website. We gave a lot of importance to creativity and I think this will be very important in my work.
- I learned the name of some tools I start to understand a bit the Cyprus situation. I learned that utilisation of technology is not only a concern of youth but also of youth workers. It makes me believe even more in real participation of citizen and that human media cannot be replaced by technology.

How do you evaluate your personal contribution to the programme?

- I did my best to share my experience

- I did give some info of our use of social media but would have loved if to teach and help some others on the way. (There was no time to work on individual questions)
- I wasn't the biggest one possible, but I think it was fine.
- I think I wasn't an element that could bring specific and technical inputs to the programme, but I think that by actively participating, asking questions, communicating and giving ideas my participation was important and well welcomed. Tried to do the best in terms of energy, ideas, knowledge, experience and goodwill "investment"
- I was rather receiving than contributing. But maybe I contributed some humoristic elements, smile and energy? And vodka!
- I have been very active and I think most of the participants have been active too, it was a very nice group to work with.
- I did my best even if the topics were very far from me. I tried to play the

Do you think your experience will be useful for your online and/or your youth work project? Please explain.

- Yes, I think that "street" participation and e-participation should develop together in my association according to our aims and I'll use some tricks I learnt here but I'm still wondering how I can motivate young people to use online tools in an ethical and interesting way. This doubt hasn't been satisfied in the session.
- I will press to my team, issue tools for sure and some methods as well.
- Definitely – I plan to implement a strategy for staff, young people and talk to CEOs of my organisation about how we can formulate national training for young people/staff.
- The results will show in time it gave me ideas for projects.
- Learning the stages of participation was one of the most important sessions so that now I can discuss all the idea with my NA for new projects.
- Absolutely, the journey was full of information, practical way and new skills developed that would help me to freely and perfectly work in my project.
- Of course! I would like my organisation to use more modern tools for example prezi, which I knew before, but I didn't know how to use it.
- I haven't learned so many tools. Maybe now I will consider more the ethical part of posting in social media.
- It might be useful for my online activities, which are only representing a very small part of my action. For my work project I got inspired by some other participants but this experience does not remain as determinant for me.

What was the most important information in during the training?

- Ethics, workshops, networking
- Parallel workshops (Clive and Marianne session) and some projects from the participants.
- 1. E-participation program: what, why, how, ethics 2. Visit to NGOs 3. Informal network of youth work colleagues
- The tools

- The most important was the workshop about ethics.
- Online tools
- Youth can be more motivated to express themselves through social media, for which it is very important to master SM techniques.
- That for the moment e-participation should be improved cause its not really bringing active citizen participation.

How do you evaluate the trainers' work?

- Excellent approach, a bit "in the box" sometime
- I really like the trainers and they did some nice exercises (dancing, cup song). They could have given us more examples and practical info. And the way we used Facebook, blog, twitter in the training is not how a NGO can use it, it was still on privet level.
- This was nice I could see effort to make this training.
- The trainers' work was maybe too often concentrated on non-formal education whereas for the subject of e-pax we might more need to concentrate on useful tools and practices. A mix between non-formal and more formal education would have been even more appreciated.
- Well planned, organised and run sessions. Great mediators (activities-participants-outcome) They seemed to have good insight on the topic and from many different perspectives which is something that increases the value of the outcome of each activity. Very creative and good ideas in term of energisers as well. Really liked the use of multimedia on that part.
- Refers to the writing above. More outside activities (visits, sports,...) would have been great. Also to get to know a bit more about culture of the country.
- They know many educational techniques but it was a pity they couldn't apply them totally, maybe because they didn't have time. They have a lot of knowledge about the issue and a stressful approach. 😊
- Good in general, but sometimes it was difficult to understand the activities or task that they proposed.
- Both are really very good trainers. They motivated us always, they know a lot about e-participation. I liked the program and the games! 😊
- Very good! A lot of efforts.
- No place for group discussions. Too much child game (non formal doesn't mean that we are children) very professional for informatics things. Facilitation was not amazing but they were patient and energetic.

Feedback on the support and contribution provided by the Italian & Cypriot National Agencies and SALTO Participation.

- Perfect! It was one of the best parts of the training when we had the opportunity to ask them about their work and see the process from their perspective.
- Three of them did a great job, in my opinion. They were accessible all time and could help us to solve our doubts.

- Thanks for informing us about the new Erasmus + and about YiA.
- Surprisingly very approachable and ready to help
- It was ok, I didn't know that much about it.
- SALTO Participation was helpful. Cypriot of course too. I don't see the need to be Italian, but Ana is very nice 😊 and video team is very good idea!
- Cypriot National Agency was the most visible. Generally everything very well prepared all the details, NGO visit and hospitality.
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- It was nice to have this extra staff and they were helpful but sometimes they didn't sit with the rest of the group and they were standing behind, making somehow schoolteacher, pupils relationships.
- Some interesting inputs done with honesty. It's sometimes not to find sense from institutional speech (YiA, Erasmus) but the two persons were open to critics and great personas.



E. Recommendations from team

The training course was highly appreciated by the participants and clearly covered a field that is essential in terms of youth work, participation and quality 21st century programs. As a first time course it has areas that were planned and performed properly and other parts that can be reconsidered or altered. As a general feeling from the training itself and the evaluations collected from participants, it was felt that a need from more specific input on online tools. Therefore If Get Connected was going to take place again more emphasis on specific online tools should be given. In general the training resulted in various discussions, which contributed to the understanding on E-participation and how Internet as a medium can be used to attain more active participation when online.

Observed matters during this TC with the group:

- Diverse groups of youth workers, professionals concerning the knowledge, the skills, the needs and the existing experiences on online media and youth work.
- Strong focus and need on tools, resources for online activities.
- Unclear and slight rejection on the background or the motivations concerning for what to use online tools in connection to youth work, participation or learning.
- Interest and needs to understand the concepts coming from the policy level and also National Agencies, SALTO Participation related to the field.
- Need and will to build up networks, cooperation on this field in a European level.
- Difficulties and challenges to notice and combine the connection between online and offline youth work.

Elements to keep:

- Moments for exchange tools, practices for the participants
- Visits to the local reality connected to the topic
- Flexibility on the spot to answer participants' needs
- Challenge participants in using online tools and learning to learn online and from peers

Elements to improve:

- The preparatory online tasks were useful and well integrated into the program of the TC but further preparatory activities seem to be needed to ensure a common starting base for the group on the related topics. Maybe an entire first phase of the training could be run online prior to the actual TC focusing on core and general elements.
- Leave a bigger part of the program blank for people to fill in and also to give a chance for the trainers to adapt the offered workshops in lengthy and content
- The sessions in general should keep the following logic: exercise + debate/reflection + wrapping up (a bit theoretical or a bit facts and figures for example)
- The selection of the participants along previously set characteristics to offer a diverse but more balanced group concerning levels of experiences with e-participation and general skills of using online tools, digital competences.
- The venue has to offer a reliable and strong Internet connection to run sessions with online media to offer hands on practices and integrity with the topic. This time in many cases sessions

had to be altered and participants were not able to take part in activities as the Internet was not sufficient.

Elements to change:

- Offer more practical sessions with proper hand-on and try out sessions using set types of online media tools.
- To integrate better and have parts for the trainers also to share their experiences along practical examples and tested our programs.

Elements to think of:

- To address 2 topics in 5 days is not really possible; it is hard to fulfil expectations of learning about general aims, ways and background of e-participation and having sufficient sessions for developing general digital skills and specific online tools. Having complete beginners and somehow experienced ones is not supporting the learning process either this way.
- Online media as such is very broad also connected to e-participation. Narrowing it down to social media could help to focus more and it is also in line with present good examples and needs of youth
- Inviting technical experts (online or on the venue) to the program could be an asset.
- The local support is important, concerning practical tasks but also organizing a strong and related to the topic visits to organizations.
- The presence and availability of SALTO Participation and National Agencies was highly appreciated by the participants and support the work of the trainers as well.
- To consider a TC with 3 phases, including online preparation – TC – and online follow up activities to ensure a stronger learning and support of participants.



Annex 1: List of participants

Name	Country of Residence	Email	Organisation
Juliane Schmid	Austria	j.schmid@akzente.net; juliane.schmid@sbg.at	Akzente Salzburg
Tena Kostanjsek	Croatia	tena@amazonas.hr	Capoeira Amazonas
Vesna Starešinić	Croatia	vesnavaga@yahoo.com	Poplar Trees (Jablani)-Association for promoting civil society values among children and youth
Constantina Zantira	Cyprus	dina.zntr@hotmail.com cntina.zantira@gmail.com	Youth Dynamics
Lorna Mcleod	Cyprus	lemcleod@hotmail.com	BRITISH FORCES YOUTH SERVICE - CYPRUS
Tiphaine Guérin	France	tiphaine.guerin@hotmail.fr; mymed@ap2i.org	MyMED
Ekaterina Neigum	Germany	keteno13@gmail.com	Projektbuero Leipziger Osten
Maria Luisa Ria	Italy	maria.luisa.85@hotmail.it	None
Marijn Hendriks	Netherlands	marijn.hendriks@noordbaak.nl; marijnhendriks@live.nl	NoordBaak
Karolina Gałek	Poland	mswz@o2.pl	Association of Local Creative Centers
Natalia Janikowska	Poland	njanikowska@gmail.com	Amnesty International, Youth European Press (polish group)
Anna Torrents	Spain	antorrents@gmail.com	Agencia Nacional Española
Panagiota Adamidou	Spain	panagiota.adamidou@yahoo.gr	Asociación Ágora Cultural
Martin Schönegger	Austria	freiraum@sozialsprengel-kaj.at; maschoenegger@gmail.com	Sozial- und Gesundheitssprengel Kitzbühel / Leadership Open Youth Work
Ioannis Trimithiotis	Cyprus	trimithiotis@gmail.com	Cyprus youth Council
Kenmogne Andre Romial	Cyprus	arkenmogne@gmail.com	International Organization of Cameroonian Students in Cyprus
Hasan Özgür Tuna	Cyprus	hotunaz@yahoo.com	None
Bastien Fillon	France	b.fillon@sensibilization.org; bastienfillon@hotmail.fr	Sensibiliz'Action
Roberto Solinas	Italy	president@minevaganti.org; robertosolinas1@gmail.com	Mine Vaganti European Youth Group
Mark De Vries	Netherlands	Mark.devries@weekendschool.nl	IMC Weekendschool / Future for Life
Gabriel Nagy	Romania	gabi.nagy@babelontravel.net	Asociatia Babilon Travel
Javier Carpio Gómez	Spain	Jcarpiogomez@gmail.com	Vida Verde Iberia

Annex 2: Networking Projects

Project 1

Host/Owner:	Mark de Vries
Topic:	Professionals teaching about there profession.
Title:	Discover your talents
Partners:	<ul style="list-style-type: none"> -Martin -Vesna -Natalie
Summary of discussions:	<p>Our NGO will organize a training course/camp in the Netherlands for youth in the age between 14 and 18. (those who not jet get to university)</p> <p>Every day there will be a job theme like:</p> <ul style="list-style-type: none"> -Journalists -Law -Politics -Health care -Ect. <p>Professionals in the jobfield will explain there job and do together with the youngsters te job. (making a newspaper, learn stitching from a dokter ect.)</p> <p>In this way the youth will discover what talents they have and in witch field there interest is in before going to university.</p> <p>They also get to know similar minded youth from different country's and afterwards stay connected en tell how they are dealing with there dreamjob.</p>

Vision	Discover your passions and similar minded.
Goals	<p>-Let youth discover there dream job/ field/study.</p> <p>-Get connected with youth with the same dream job from different country's</p> <p>-Let the professionals be the youths hero.</p>
<p>A Plan to Achieve the Goals of the Networking Plan</p> <ul style="list-style-type: none"> • Funding • Means of organization • County / Local Planning • Cross-sectorial cooperation 	<p>70% Youth in Action</p> <p>30% fundraising</p> <p>Netherlands</p>
<p>What will we do now?</p> <p>What is the next step?</p>	<p>I will discuss this program proposal in my NGO and we will make a final program.</p> <p>We will ask the Dutch agent for feedback and help.</p>

Project 2

Host/Owner:	Youth Dynamics
Topic:	Refugees and the current legal practices
Title:	Legal Rights and Human Rights
Partners:	France, Italy, Spain, Cyprus
Summary of discussions:	The NGOs will organize a seminar / training course/ networking for a high quality practice in relation to the current legal framework and the intercultural practices for refugees in the participating countries

	<p>Target group: law professionals and youth workers</p> <p>Objectives: create a platform for discussion / sharing experiences, attitudes, knowledge / establish a long-lasting network/ creation of a proposal for publication</p>
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Vision	Public awareness / active participation
Goals	Learning how to use the Law as an all-inclusive-tool in the society
<p>A Plan to Achieve the Goals of the Networking Plan</p> <ul style="list-style-type: none"> • Funding • Means of organization • County / Local Planning • Cross-sectorial cooperation 	<p>Erasmus +</p> <p>Cyprus</p>
<p>What will we do now?</p> <p>What is the next step?</p>	<p>Discuss it with my National Agency so that a proposal / application/ call for partners will be made</p>

Project 3

Host/Owner:	Mine Vaganti NGO
Topic:	E-Participation
Title:	Get Connected, Volume 2

Partners:	Holland, Spain, Croatia Austria, Romania, Cyprus. 5 partners to be found
Summary of discussions:	The idea is to develop a follow up project of “Get Connected”, a TC which would get deeper into the way to use the online tools for e-participation of youngsters.

Vision	The project will be the start of a long-term partnership on the e-participation	
Goals	To empower Youth Wokers skills on e-participation	
A Plan to Achieve the Goals of the Networking Plan	Erasmus+ Training Course Olba, Sardina, Italy. Schools, Universities, Public Bodies involved in the partnership	
Funding		
Means of organization		
Country / Local Planning		
Cross-sectorial cooperation		
What will we do now?	Start writing the application	
What is the next step?		

Project 4

Host/Owner:	Mine Vaganti NGO
Topic:	E-Participation and human rights
Title:	E-Ethical?

Partners:	Holland, Spain, Croatia Austria, Romania, Cyprus.
Summary of discussions:	The idea is to develop a follow up project of “Get Connected”, a TC which would get deeper into the ethical issue using the online tools for e-participation of youngsters.

Vision	The project will be the start of a long-term partnership on the e-participation
Goals	Teach youngsters about the limit of the ethical Link with social entrepreneurship and big companies
A Plan to Achieve the Goals of the Networking Plan	European Youth Foundation - Olba, Sardina, Italy. Schools, Universities, Public Bodies involved in the partnership
Funding	
Means of organization	
County / Local Planning	
Cross-sectorial cooperation	
What will we do now?	Start writing the application
What is the next step?	

Project 5

Host/Owner:	Martin Schönegger
Topic:	Art and Intercultural Dialogue
Title:	tbc
Partners:	France, Italy, Austria, Croatia, Sardinia, Poland
Summary of	Cultural diversity, promoting active citizenship through art, involving young people in the process of giving creative space and place. Exploring different kinds of art.

discussions:	<p>Three possibilities: Youth Exchange or Culture Project (Art Festival - with professionals involving young people / artists) or (first) a Training for Youth Workers! We should soon define the exact vision and the horizon of</p> <p>the project - for now that's just basic info! Vision explained above</p> <p>Goals explained</p>
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Vision	As above
Goals	As above
<p>A Plan to Achieve the Goals of the Networking Plan</p> <ul style="list-style-type: none"> • Funding • Means of organization • County / Local Planning • Cross-sectorial cooperation 	Not yet
<p>What will we do now?</p> <p>What is the next step?</p>	we will connect to all possible partners to define the exact project