

Reflections for SALTO-YOUTH EuroMed RC Workplan 2005-06

About priorities and objectives:

With the start the second phase of the EuroMed Programme, the European Commission established a number of priorities for the period 2002-2004:

- to provide capacity to the Euro-Mediterranean NGOs (Action 5: training activities, information and cooperation);
- to consolidate the role of the National Coordinators (twinning with NAs; job-shadowing, ...);
- to have thematic priorities developed in the granted projects: women's place in society, fight against racism and xenophobia, raise participation of the civil society and raise citizenship, environmental protection;
- to develop SALTO-YOUTH EuroMed to answer the Euro-Med countries training needs through providing introduction to the Youth programme, project management, project evaluation and training for trainers;
- to create a EuroMed information kit.

2004 marks also the end of the three years' strategy developed and carried out by the SALTO-YOUTH EuroMed Resource Centre since its creation in 2001. Its main objectives were:

- To increase the knowledge on the EuroMed YOUTH Programme;
- To increase the number of (granted) projects, especially those submitted by organisations from the southern bank of the Mediterranean;
- To identify, train and test potential trainers and multipliers.
- To increase the quality of the Euromed cooperation.

Our record of achievement

Our first area of activities is, of course, **training courses**. Starting in 2001 with two general courses on the Euro-Mediterranean cooperation, we were quickly able to develop a diversified offer; thanks to the feedback we got from participants, youth leaders and workers, National Coordinators and colleagues from National Agencies. Over the last three years we enlarged, slowly but consequently, this training offer year by year:

- **A basic curriculum of three training courses**, created in 2002 and focusing on the different actions of the EuroMed YOUTH Programme was intended for different target groups;
 - **"Step In"** aimed at youth leaders, beginners in the field interested in organising EuroMed youth exchanges and voluntary services;
 - **"Step To"** aimed at youth workers with (EuroMed) YOUTH experiences willing to set up a cooperation strategy among partners and to use Action 5 as a mean to fulfil the objectives they set;
 - **"Step At"** intends to create sustainable networks and to enhance competencies of decision-makers in youth organisations in the field of organisational and project management.

- During 2003, we started to run **national training course** upon specific request from several National Coordinators. Considering the wide areas they have to cover, a few “reserved” places in the curriculum courses were not enough to respond to their training needs. This is the reason why two types of courses were implemented since then:
 - An adapted version of “Step In” as **an introduction session to EuroMed cooperation**;
 - **“SALTO’TEM”** to **train future EuroMed Multipliers** acting as relays of the National Coordinators in the promotion of the EuroMed Youth Programme in their own country.
- Finally in 2004, we run for the first set of **thematic courses** based on the main priorities of the EuroMed YOUTH programme: role of women in society, anti-racism and anti-xenophobia, participation of civil society and active citizenship, environment. So far, we managed to develop original concepts for four courses:
 - **“Education and Civilisation”** aims at analysing the existing links between European and Mediterranean civilisations and their conception of “education” in order to approach these topics in projects, especially in voluntary services;
 - **“Let’s meet the three cultures”** aims at analysing participants’ perception and knowledge of the three main cultures in the Mediterranean and at creating tools to be applied in YOUTH projects they run afterwards;
 - **“Environment and Human Ecology”** aims at increasing participants’ knowledge and awareness about the key role of “local environment” as educational tool within youth exchanges;
 - **“Common Heritage – Common Memory”** approaches intercultural learning via fairy tales in order to put into value what is common to both Mediterranean banks: heritage, memory and values;

To sum up, we organised **34 training courses gathering over 600 different participants from 33** (out of 35) **countries**. Generally speaking, our courses helped to increase the knowledge of the EuroMed YOUTH Programme and favoured the promotion of the programme in the MEDA countries.

European Countries			Mediterranean countries		
Country		TC	Country		TC
Belgium (FR)	1	Step In	Algeria	2	Step In, SALTO’TEM
Cyprus	1	Environment	Egypt	4	Step In, Step To, SALTO’TEM, National TC
France	5	TC 2001 [2], Step Up, Step At, Jump[LTTTC]	Jordan	3	First Steps, Step To, SALTO’TEM
Germany	1	Step To (to come)	Lebanon	1	SALTO’TEM
Greece	1	Step In	Morocco	3	National TC [2], Education & Civilisation
Portugal	3	Step In, Step To, Step At	Tunisia	3	First Steps, SALTO’TEM, Common Memory
Spain	1	Three Cultures	Turkey	2	First Steps SALTO’TEM (to come)
Sweden	1	Step In			
Total		14 TC in 8 countries	Total		18 TC in 7 countries

Table 1: Number of training courses hosted per country

Year	European Countries	Mediterranean Countries		Total
	International TC	International TC	National TC	
2001	2 (hosting: FR)		0	2
2002	2 (hosting: FR, PT)	3 (hosting: JO, TR, TN)	0	5
2003	4 (hosting: BE, FR[2], PT)	3 (hosting: DZ, EG, JO)	5 (hosting: EG, JO, LB, MO[2])	12
2004	7 (hosting: CY, DE, ES, GR, PT, SE)	3 (hosting: EG, MO, TN)	3 (hosting: DZ, EG, TN) 1 to come (hosting:TR)	14
Total	14	9	9	32

Table 2: Number of training courses hosted per year and per type

We also observed that **the number of (granted) applications increased considerably**. If in 2001, out of the 122 submitted projects 77 had been granted, these figures reached **293 projects in 2003/04** (three last selection committees) from which **180 were accepted**. To these figures you have to add all projects received and granted directly by National Agencies since the “semi-decentralisation” of Third Countries. Among the 84 projects submitted for the February deadline 2004, 95 former participants of SALTO-YOUTH EuroMed training courses were involved as partners in the accepted projects. And finally the success rate evaluated very positively over the last years.

Action	June 2004			February 2004			November 2003		
	submitted	granted	Trainees involved	submitted	granted	Trainees involved	submitted	granted	Trainees involved
Action 1	45	24	49	40	28	64	39	20	30
Action 2	12	12	2	11	11	5	42	23	12
Action 5	31	22	22	33	17	26	40	23	48
Total	88	58	73	84	56	95	121	66	90

Table 3: Number of submitted and granted projects and SALTO EuroMed trainees involved

Due to continuous assessment of all our participants, we identified more than 30 individuals having an interesting profile for becoming a trainer – be it on national or international level. We were able to test over the last two years **15 potential trainers** and most of them fulfilled our expectations. To sum up, we worked with 40 different trainers, some of them were contracted several times. We communicate our assessment regularly to the respective National Agency or National Coordinator, which gives them a feedback on the participants they sent and the opportunity to use these individuals as a resource person in their own work. Moreover, together with the relevant National Coordinators, we identified **49 multipliers** in the five countries which so far run Multiplier training courses.

Year	Trainers from European Countries		Trainers Mediterranean Countries	
	Number	Countries	Number	Countries
2001	3	FR, IT, UK	1	TR
2002	8	FR, HU, IT, LU, PT, SE, UK	3	EG, LB, TR
2003	13	ES, FR, HU, IT(2), LU, PT, UK	5	DZ, IL, LB, TO, TR
2004	12	BE, ES (2), FR, GR, IT(2), LU, MT, UK, CY, SE	14	EG, JO, IL (2), LB (2), MO (2), SY, TO (2), TU

Table 4: Number of trainers per country (some trainers were contracted several times)

Another relevant observation concerns our **concepts adapted and used by several National Agencies and National Coordinators** with the assistance of former participants. This was an important objective set by the European Commission for all SALTO-YOUTH Resource Centres: to create advanced and innovative training courses, transferable and re-usable afterwards.

Beside our own training activities we received numerous **support requests** from National Agencies and National Coordinators for

- Participating in national events
- Preparing special events
- Advising them in developing a national strategy on EuroMed and/or their work plan

Furthermore, 2004 is marked by the **publication of several educational tools** as the result of all the activities we run and participated over the last three years:

- In February 2004 we released the **EuroMed Training Pass** in order to keep track of all EuroMed related courses attended by one person and facilitating her/his recognition of skills. It was realised by SALTO-YOUTH EuroMed Resource Centre in cooperation with the Partnership Covenant on EuroMed. European Youth Forum is interested in joining this process too;
- Currently we are working on the creation of a **EuroMed Training Bag** which will offer a set of specific resources to support National Agencies, National Coordinators and multipliers in promoting and training activities;
- We are presently involved in two other projects of the Partnership Covenant on EuroMed where we can bring in our experiences: a **EuroMed T-Kit** and a **Training for Trainers**.

We reviewed this year our communication strategy to improve the visibility and the knowledge of our work. Today we are proposing three different information channels:

- A monthly review of our activities called **“What’s new?”** Originally conceived as a product for our French colleagues, it will be spread to all our correspondents from June 2004 on;
- **“EuroMed info”** is our bi-monthly newsletter on EuroMed cooperation where we try to report about relevant initiatives, publications and institutions or organisations outside of the strict frame of the EuroMed YOUTH Programme;
- With **“Meet’in EuroMed”** we started a quarterly magazine where all actors in the EuroMed YOUTH field – from National Agencies and National Coordinators over trainers to project holders - reflect on their contributions to this cooperation and share experiences.

Without the complicity, the financial participation and the great commitment of a lot of colleagues, these results would not have been possible in such a short time. Despite sporadic problems, we managed to cooperate in a network and we would like to deepen this spirit of partnership and of mutual support during 2005-06!

During June 2004 we sent out a brief overview of our activities since 2001 to the network of National Agencies and National Coordinators and to more than 600 former participants to SALTO-YOUTH EuroMed activities. They also received a questionnaire in order to express their needs in terms of training and support to be covered by the SALTO-YOUTH EuroMed Resource Centre. The result of this inquiry should help us to establish a first draft of our work plan for the period 2005-2006.

We were positively surprised by the feedback we got from all National Coordinators, 15 National Agencies and more than 100 former trainees.

Needs expressed by National Agencies and National Coordinators

The questionnaire was divided into three parts covering

- Interest shown for sending participants or hosting one of the existing training courses
- Support expected from SALTO-YOUTH EuroMed Resource Centre
- Needs for new concepts and topics

Regarding the **existing training courses** National Agencies and National Coordinators are interested mainly in "Step In", "Step To", "Step At", "Education and Civilisation", "Let's meet the three cultures". The courses on "Environment" and "Common Memory – Common Heritage" were less asked even though half of the NA/NC would like them to be continued. Six National Coordinators would like to organise a first (IL, MO, TO, TR) or even second (EG, JO) "SALTO'TEM – Training for EuroMed Multipliers". EG, IL, JO, TN, TO request national training courses for beginners in EuroMed run by multipliers or national trainers and coached by SALTO-YOUTH EuroMed RC.

TC	2005		2006	
	Send	Host	Send	Host
Step In	8 NA (BeFi, BeFr, FR, IT, LV, SE, SK) 8 NC (DZ, EG, IL, LB, JO, LB, TN, TO)	IL LB JO GR MO (2x)	7 NA (BeFi, BeFr, FR, IT, LV, SE, SK) 6 NC (DZ, EG, IL, LB, TN, TO)	LB: June-July 2006 TO: February 2006 TR: February 2006
Step To	7 NA (BeFi, BeFr, FR, IT, LV, SE, SK) 7 NC (DZ, EG, IL, JO, LB, TN, TO)	FR JO MO	7 NA (BeFi, BeFr, FR, IT, LV, SE, SK) 7 NC (DZ, EG, IL, JO, LB, TN, TO)	IL: March 2006
Step At	8 NA (BeFi, BeFr, FI, FR, IT, LV, SE, SK) 7 NC (DZ, EG, IL, JO, LB, TN, TO)	EG: March 2005	8 NA (BeFi, BeFr, FI, FR, IT, LV, SE, SK) 7 NC (DZ, EG, IL, JO, LB, TN, TO)	MO
Education and Civilisation	8 NA (BeFi, BeFr, FI, FR, GR, IT, LV, SE) 7 NC (DZ, EG, IL, JO, LB, TN, TO)	EG: July 2005 TR: July 2005 (or 3C)	7 NA (BeFi, BeFr, FI, FR, IT, LV, SE) 7 NC (DZ, EG, IL, JO, LB, TN, TO)	IT: January-March 2006 TN: October 2006
Let's meet the three cultures	9 NA (BeFi, BeFr, FI, FR, GR, IT, LV, SE, SK) 6 NC (DZ, EG, IL, JO, TN, TO)	IL: April 2005 JO TN: May 2005 TR: July 2005 (or E&C)	8 NA (BeFi, BeFr, FI, FR, IT, LV, SE, SK) 6 NC (DZ, EG, IL, JO, TN, TO)	EG

TC	2005		2006	
	Send	Host	Send	Host
Environment and Human Ecology	5 NA (BeFi, BeFr, FR, IT, LV) 7 NC (DZ, EG, IL, JO, LB, TN, TO)	HU MO	5 NA (BeFi, BeFr, FR, IT, LV) 7 NC (DZ, EG, IL, JO, LB, TN, TO)	JO
Common Memory – Common Heritage	6 NA (BeFi, FR, IT, LV, SE, SK) 7 NC (DZ, EG, IL, JO, LB, TN, TO)	GR (May/June 2005)	5 NA (BeFi, FR, IT, LV, SE) 6 NC (DZ, EG, IL, LB, TN, TO)	EG TR: July 2006 MO
SALTO'TEM		EG (2 nd step) IL TN (2 nd step) TO: May 2005 MA (2004?) TR: February 2005		EG (3 rd step) IL JO (2 nd step) TN (3 rd step) TO
National TC for beginners		EG IL JO TN TO MO (2x)		EG IL TN TO MO (2x)

Table 5: Repetition of existing training courses as requested by NA/NC (draft)

Moreover some NA/NC want to **develop new training or seminar concepts** together with the SALTO-YOUTH EuroMed Resource Centre:

- A training seminar for European and Mediterranean multipliers (SE, BeFr)
- A training course on the place of women in society (TO)
- A training of trainers in EuroMed youth activities (IT, EG, PL?)
- A study visit on youth work in Syria – differences and similarities Meda-EU (FI)
- A seminar on peace education (ES)
- A seminar on the educational management of water (JO)
- “Workshops for EuroMed cooperation” (EG)
- Traditional Sports as a Tool for Intercultural Learning (TR)
- Inclusion: Disabled people (TR)
- Inclusion: Children without parent care (TR)
- Meetings of the National Coordinators with support of SALTO (MO)

As far as the **support NA/NC expect from SALTO-YOUTH EuroMed** is concerned the most checked is the development of new concepts. It is followed by assistance in selecting trainers and covering their fees and travel costs.

Development of Training, Seminar or Study Visit Concept	88%
Selection of Trainers	63%
Trainers' fees	63%
Trainers' travel costs	63%
Advices	63%
Training Material	41%
Boarding and Lodging of Trainers	35%
Support to Logistic	33%

Table 6: Support expected by NA/NC

Needs expressed by former trainees

The questionnaire sent to our former trainees was nearly the same then the one for NA/NC.

Regarding the **existing training courses** the participants are interested mainly in "Let's meet the three cultures", "Step At", "Education and Civilisation", "Environment" and "Step To". The course on "Common Memory – Common Heritage" was less asked. The figures for "Step In", "SALTO'TEM – Training for EuroMed Multipliers" and national training courses for beginners in EuroMed are very low but this is due to the fact that some courses are mainly asked by MEDA participants (but percentage includes all answers) or they participated indeed already to one or several of these courses.

TC	2005 – 2006
Let's meet the three cultures	48%
Step At	48%
Education and Civilisation	39%
Environment and Human Ecology	34%
Step To	31 %
Common Memory – Common Heritage	28%
SALTO'TEM	22%
National TC for beginners	13%
Step In	8%

Table 7: Interest for participating in existing training courses

Moreover they want SALTO-YOUTH EuroMed Resource Centre to **develop new training or seminar concepts** around the following topics:

- (Social) Inclusion (8)
- Women and gender issues (6)
- Human rights education (5)
- Intercultural dialogue (5)
- Democracy – Citizenship – Youth Participation (5)
- Arts (5)
- Migration (4)
- Anti-Racism (4)

- Communication skills (4)
- Training and Facilitation methods and techniques (3)
- Fundraising (3)
- Evaluation seminar / big international event (3)
- Best practices (3)
- Project Management (2)
- Conflict resolution (2)
- Youth unemployment (2)
- Languages (2)
- And furthermore: Coaching of trainers, Leadership, History, religion, Networking, Traditional Games, Arts and traditions, Outdoor Training, Sport, Youth Culture, New information technologies, Family values

As far as the **support NA/NC expect from SALTO-YOUTH EuroMed** is concerned the most checked is the development of new concepts. Generally expectations are very high:

Development of Training, Seminar or Study Visit Concept	69%
Training of trainers	63%
Training for trainers	59%
Training for European and Mediterranean Multipliers	55%
Ongoing training for multipliers	54%
Training Material	53%

Table 8: Support expected by former trainees (number of answers)

Comments for the working period 2005-06

The activities run by the SALTO-YOUTH EuroMed Resource Centre met largely the objectives that were settled by the European Commission and in our working plan as priorities for the period 2002-2004. For the coming contractual period we would like to consolidate the work done by:

- developing and promoting the EuroMed training bag
- giving ongoing training for EuroMed multipliers
- supporting National Coordinators to setup a coherent strategy for EuroMed in their country and integrating EuroMed (better) in their national youth policy
- developing specific concepts