

‘Cultural Coach’ Event 2010 Short & Long Term Action Plans

From the following participating countries:

UK

NORWAY

FINLAND

HUNGARY

BULGARIA

SWEDEN

FRANCE

POLAND

NETHERLANDS

DENMARK

ESTONIA



Final 2010 Action Plan - BULGARIA

Main step	Expected results	When?	For and with whom?	Role of NA / CC
<p>1.Organisation of a seminar on a topic : « Improvement of the attitude of state authorities and the community towards the issues of minorities – young Roma people and un-documented immigrants »</p>	<ul style="list-style-type: none"> • Increasing the awareness of young people from minorities about the way young people from their background are socially included in other countries • Increasing the awareness of state's central and local authorities and NGOs and civil organisations about the way the services provided for minorities in the other countries • Create prerequisites for a constructive dialogue and cooperation between the state's authorities, the NGO sector and the representatives of the minorities • Create pre requisites for the designing of new policies for more humane treatment towards aliens at a national level • Pre-requisites for new and better legislation regarding minorities • Preconditions for an increased access of minorities to the labour market. 	<p>1st June 2010 to 30th of July: Writing the project proposal and concrete conversations with the international partners</p> <p>15th of September 2010: Organisation of the project logistics upon eventual approval</p> <p>20th to 25th of January 2010: Conduction of seminar and visits of ethnic minorities</p> <p>30th of January 2010: Follow-up with the partners and thoughts for future opportunities</p>	<p style="text-align: center;">FOR :</p> <ul style="list-style-type: none"> • Young Roma people • Young un-documented immigrants <p style="text-align: center;">WITH :</p> <ul style="list-style-type: none"> • National Agencies • Migration Directorate • Ministry of Labour and Social Policy • NGOs • Civil organisations • Social workers • International partners from NGOs 	<p style="text-align: center;">CC :</p> <ul style="list-style-type: none"> • Plan the project • Write the project proposal • Organise the logistics of the seminar • Keep in touch with partners and participants <p style="text-align: center;">NA :</p> <ul style="list-style-type: none"> • Present the YiA programme and possibilities for future cooperation • Consultation for the preparation and implementation and follow-up of the project

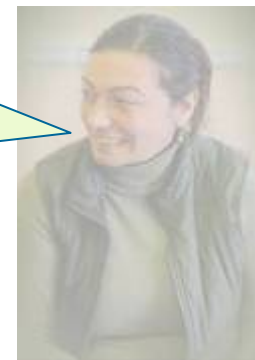
Short Term Action Plan (till end of May) - BULGARIA

What?	When?	Who?
Sharing with the leaders of our organisations and NA the ideas and goals, discussed at the CCTC – Legal Clinic for Refugees and Immigrants, Don Bosko organization, NA and the new project idea that arose	21st – 26th April 2010	Toni Martina Lily
Defining partners and participants for a 4.3 Project	27th April – 10th of May 2010	Toni Martina Members of LCRI and Don Bosko
Keeping constant communication with International partners	Ongoing	Toni Martina
Planning the programme activities for the seminar with BG participants	11th May – 30th May 2010	Toni Martina International partners
Cooperation with international partners regarding the programme talks and presentations	15th of May – 30th of May 2010	Toni Martina International partners



NA : Present the YiA programme and possibilities for future cooperation ; Consultation for the preparation and implementation and follow-up of the project

CC : Plan the project ; Write the project proposal ; Organize the logistics of the seminar ; Keep in touch with partners and participants ;



Final 2010 Action Plan - DENMARK

Main step	Expected results	When?	For and with whom?	Role of NA / CC
1. Educate CC A course in presentation technique.	CC will be more self confident and become aware of the fact the NA is committed.	Early autumn September	For CC with NA and the minority.	NA arranges it.
2. Urge CC to participate in European meetings.	CC will learn about YiA and get an extended network.	Autumn Sept/October	For CC with other NA's & SALTO etc.	NA provide info NA does not participate.
3. Join NA in on the spot checks.	Knowledge about YiA and the work the NA does.	Summer (July)	For CC with NA	CC observes
4. CC will be taking part in NA info activities etc	Knowing about NA work	July and onwards	For CC with the NA	CC observes and helps and assumes the role of an assistant.
5. Spread the word	Knowledge about YiA in target groups	October	CC for target group	NA in the back. CC active in local area and in network.
6. Help and inspire in the application process.	The target group are not intimidated by the application form and process.	November	For target group with NA	CC is observing NA is advising.
7. Last 3 steps repeated				

Short Term Action Plan (till end of May) - DENMARK

What?	When?	Who?
Keep old CC, contact him	Before the end of May	NA
Inform my office about the action plan	As soon as I'm back	NA
Get new CC – Female	Initial contacts to be made before end of May	NA

CC will be more self confident and become aware of the fact the NA is committed.



Final 2010 Action Plan - ESTONIA

Main step	Expected results	When?	For and with whom?	Role of NA / CC
Network creation among local organizations in the region	The network for further real steps is created and ready to work on common strategy	May-September 2010	For the system, with organizations and NA	NA shares the contacts that it has got. CC gets in contact with potential partners and agitates the ones who were in contact with VITATEAM to be a part of the network
Spreading information among schools and educational institutions in the region and recruiting interested CC's (the correlation should be changed, parents and school teachers should be more aware of the programme)	CC system is strengthened and wide spread	Till December	For the society	CC consults new comers and spreads info on YiA programme
Working on mutual understanding among minority and majority (a youth exchange, discussions, debates, sport events in the frame of a camp could be done)	Majority and minority starts discovering each other in natural environment	Summer time	For youth	CC's initiate and inspire youth NA helps with spreading information
Creating a possibility for Russian speaking youth to get consultation on YiA programme in Harju country	Spreading YiA Programme among Russian speaking community more effectively in one more region in Estonia	Till December	For youth, with CC's	NA provides a place and promo materials
Seminars for CC's (not more than 2 times within the period)	Sharing experiences Improving the existing approach	July-December	With CC's and NA, for CC's	NA helps with the place and needed resources for the seminars
Consulting youth who failed with the applications	Improving the quality of service and inspiring youth	Till December	For youth, local society, with CC's and NA	NA gives a deeper feedback, CC's provide with a permanent advice service and guide further

Short Term Action Plan (till end of May) - ESTONIA

What?	When?	Who?
Presentation of the idea of CC	18-th of April	VITAETAM NGO
Agreeing on who is going to be CC in VITATEAM and a contact person in the NA	25-th of April	NA and VITAETAM
Starting with the contacts of the potential partners for the Network	End of April	NA, organizations and VITATEAM
Spreading the idea of CC and making contacts with potential partners	May	VITATEAM, potential partners

CC's initiate and inspire youth, NA helps with spreading information



Final 2010 Action Plan - FINLAND

Main step	Expected results	When?	For and with whom?	Role of NA / CC
NATIONAL MEETING OF FINNISH CULTURAL COACHES	Evaluation of the process so far sharing experiences next steps	Nov-Dec 2010	For all the Cultural Coaches (even the ones who are not in here) By NA (with the help of CCs)	NA: Organises the event CC: Prepares feedback
2-3 INFO SESSIONS TO MIGRANT ORGANISATIONS ELSEWHERE IN FINLAND (possibly in Minority languages)	Dissemination of YiA info to multipliers	Autumn 2010	For migrant organisations By CCs supported by NA	NA: Prepares material and covers travel costs of CCs CC: Delivering the session, contacting organisations
COACHING YOUNG PEOPLE OF REJECTED PROJECTS	A new application to be submitted	May 2010 onwards	For project promoters By CCs and NA (cooperation)	NA: analysing possible projects, contacting CCs and projects, providing fees and information material to CCs CC: coaching the projects
A CULTURAL COACHING BLOG SET UP FOR MONITORING/ SHARING/DISCUSSION	Clearing problems Sharing information Structurally evaluating process once in 3-4 months	2010	Together with NA and CCs	Mustafe: Creates is All others: Share and Discuss

Final 2010 Action Plan – FINLAND continued...

Main step	Expected results	When?	For and with whom?	Role of NA / CC
OWN INDIVIDUAL ACTION PLANS	<ul style="list-style-type: none"> An action plan 	2010	Anyone who finds it useful	<p>CC: Own initiative</p> <p>NA: Works along this long-term strategy</p>
OFFERING POSSIBILITIES FOR CCS TO COME ALONG TO MONITORING VISITS AND JOB SHADOWING PROJECTS	<ul style="list-style-type: none"> Experience Practice 	2010 (Summer?)	For CCs who are interested By NA	<p>NA: Markets the opportunities, creates possibilities for job shadowing</p> <p>CC: Shows interest to NA</p>
PARTICIPATION IN TRAININGS ON EUROPEAN AND NATIONAL LEVEL	<ul style="list-style-type: none"> More knowledge and experience 	2010 autumn	By NA For CCs	<p>NA: launches the, calls, carries out the selection, covers costs</p> <p>CC: pinpoints their own needs, select trainings based on needs, apply and participate (selection done on importance)</p>

Short Term Action Plan (till end of May) - FINLAND

What?	When?	Who?
Write the long term strategy in electrical form and send it to all 7 cultural coaches.	Beginning of May	Paavo Comments from coaches
Revise the possible rejected YiA projects from R2 and see if the groups would benefit from a CC support.	Half way through May	Paavo YiA group in CIMO
If there are groups to work with, sending suggestions to Jay, Solomie, Oussama and Mustafe to start coaching groups – Contacting groups and offering the help of the coaches	After the R2 decisions	Paavo Coaches (depending on their motivation, availability, the decision of the group, etc.)
Promise to write to the blog – if Mustafe will set it up	Whenever	Paavo, CCs
Talk to NAs about the follow up DEOR event in spring 2011	Early summer	Paavo, Laszlo, Mark, Lilia, Salima, Andreas, Anna, Mireille G., Betty, Chris, SALTO CD
Spreading information of YiA to Ethiopian / Jamaican organisation in Coventry	“tomorrow”	Salome
Adopt Family event in Tampere in Finland – three day event on adoption families	April	Salome
Moniheli organization working group – discuss and develop project ideas with young people	Late April	Salome
Seminar on comfortable living in the areas in Eastern Vantaa and Koivukylä – spreading information on YiA opportunities to different organizations	23 April	Mustafe
Martta-liitto seminar on immigrant young people	19 April	Mustafe
Promote Sorasod organisation in Eastern Vantaa and promoting cooperation within youth programme for different organisations	April-May	Mustafe

Short Term Action Plan (till end of May) – FINLAND continued...

What?	When?	Who?
Collecting active young people in SINE organisation and share the learned to them so that they can start working on their projects	May	Oussama
Division of duties in organizations – the young people can spread the information on YiA too	May	Oussama
Disseminating information to SINE, TINY; NMF organizations – new priorities in action: active youth participation and cross-community projects	April	Oussama
In Turku a seminar on young people's drug abuse problem – dissemination of YiA	24 April	Oussama (Hasan Habib/Turku City Youth Work, if Ossi can't go)
Tulevaisuuden Tekijät – Project planning, preparation and detailed development – applying in R3	April - May	Oussama
Dissemination of YiA to the Cameroon community and Kumba organisation in Finland	April - May	Jay
Training for Mentoring in UK (4.3)	June	Jay
To establish a Finnish CC blog where we can share ideas	May	Mustafe



Final 2010 Action Plan - FRANCE

Main step	Expected results	When?	For and with whom?	Role of NA / CC
TCP PLAN +COLLABORATION TO THE FI EVENT IN SPRING 2011	PUT IN PLACE AN EVENT (CF SHORT TREM PLAN DEPENDAING ON WORK THEMATIC DEFINED IN END OR BEG JULY)	SEPT 2010 FOR 2011 OR 2012	FNA + NGO FNA +SALTO FNA + OTHER NA4S	GET BUDGET INFORM NA ON EVENTS CONCERNING CD FUTURE COLLABORATION WITH FI
MEETING OF NGO'S WEST SIDE OF FRANCE	"EMPOWER" NGO'S DURING THE MEETING TO FIND OUT WHAT ARE THEIR DAILY CONCERNS AND ISSUES? TO STICK TO REALITY GET NGO'S INVOLVED IN CD ISSUES	NOV 2010	NGO'S + FNA	REPORT AND ANLYSE WITH MULTIPLIER THE ISSUES? NEEDS, FNA TO GET A CLEAR PICTURE? DIAGNOSIS OF THE REALITIES FACED AND DEALING WITH CD ISSUES
REGIONAL COMMITTEE PLACE TO INFORM ON CD	GET REGIONAL CORRESPONDANT AND NGO'S INVOLVED IN CD ISSUES	2010/2011: According to the event to come	NGO'S? MULTIPLIERS AND REGIONAL CORRESPONDANT	INFORMATIVE PURPOSE
WORK ON CD PROBLEMATIC TO PREPARE THE 2012 EVENT TO COME				
"??-??" EVENT TO COME	ENHANCEMENT OF CD ISSUES AND STRUGGLE AGAINST DISCRIMINATION. APROPRIATION OF THE ISSUE	SPRING 2012	FNA + CD MULTIPLIERS + TRAINERS	
COLLABORATION WITH FINLAND ON CD EVENT	IDENTIFY AND SEND PAX TO PARTICIPATE IN THE PROJECT TOTALLY INVOLVED IN THE APPROPRIATION OF THE CD ISSUE AND READY TO SHARE THEIR EXPERIENCE ON IT	SPRING 2011		PARTICIPATE ACTIVELY AND HELP OTHER NA'S

Short Term Action Plan (till end of May) - FRANCE

What?	When?	Who?
TCP BUDGET AVAILABLE AND POSSIBLE	April (mid may last deadline)	TCP officers and new head of NA
IDENTIFYING A POOL OF CD MULTIPLIERS	END OF MAY	NA
MEET THE POOL OF IDENTIFIED CD MULTIPLIERS	END OF JUNE 2010 BEG OF JULY 2010	NA, CD MULTIPLIERS, TCP OFFICER
DEFINE EVENTS OR COLLABORATION	JULY-AUGUST 2010 FOR THE NEXT TCP PLAN	TCP OFFICER

PARTICIPATE
ACTIVELY AND HELP
OTHER NA'S



Final 2010 Action Plan - HUNGARY

Main step	Expected results	When?	For and with whom?	Role of NA / CC
Info sessions	Informed youngsters	May 1020	For the youth With the NA	CC: implementation NA: support
Homepage	Starting setting up : <ul style="list-style-type: none"> • Homepage • Useful links • Training opportunities • Opportunities for youngsters • Collection of Hungarian youth NGO dealing with specific related issues 	April-May 2010	With the NA and IT experts	CC and NA: content
Networking	More NGOs, more partners, more youngsters reached	Whole year	Organisations, youth workers	CC: implementation NA: support
Anti-discrimination training	More tolerant youth workers	Sept 2010	With trainers and youth workers	CC and NA: active participation
Appearance on youth festivals	Inclusion of youngsters	Whole year	With NA, for youth	CC and NA: resource person
Youth in Action Projects (application)	Better understanding, active participation and involvement of the youth	Whole year	With partners and cultural minorities	CC and NA: organising the projects

Short Term Action Plan (till end of May) - HUNGARY

What?	When?	Who?
Info session in Nikola Tesla School	May 2010	László, Anna
Starting setting up a homepage Finding motivated youngsters to work on it	Ongoing from end of April	Anna és Tímea And László on Mobilitas.hu
Anti-discrimination training course (preparation and promotion)	From end of April	László, Ágnes, Tímea and Anna
Networking : • Keeping in touch with CC partners • Getting in touch with NGOs	Ongoing	Anna and Tímea



CC: implementation
NA: support

Better understanding, active participation and involvement of the youth



Final 2010 Action Plan - NETHERLANDS

Main step	Expected results	When?	For and with whom?	Role of NA / CC
Investigate relevant organisations and people.	Overview which organisations/people to contact.	Mid May		WINSTON
Contact 'JUS' (local government) and 'ROC' Vocational school & youth workers.	First meetings with JUS & ROC	Mid May		Winston (in cooperation with Mark) First step Winston, 2 nd step Mark.
Appointment with JUS	Agreement of next steps info sessions with policy makers JOS)	JUNE		Both
Info session with motivated youth workers	Youth workers informed about YiA	June		First contacts Winston Invites Mark
Info session policy makers jobs.	Policy makers informed about YiA and added value for their fields of work.	Sept/Oct		Mark
Info sessions bigger groups and youth workers.	Big group youth (+50) workers informed about YiA and how to use as a tool.	Oct-Dec		Both
Info Sessions ROC	Young people informed about possibilities YiA	Pilot: June OCT/NOV		Winston & Mark & EV.XPRESS (= Pool of young People promoting YiA)
Evaluation Project & process		DEC		Winston & Mark.

Short Term Action Plan (till end of May) - NETHERLANDS

What?	When?	Who?
Over view relevant organisations/people.	Mid May	Winston
Finalise Action Plan/discuss in NA	Mid May	Mark
Discuss action plan with CC and head of N/A	End of May	Both
Meeting with platform for migrant organisations in Rotterdam	End of May	Mark

Contact 'JUS' (local government) and 'ROC' Vocational school & youth workers.



Final 2010 Action Plan - NORWAY

Main step	Expected results	When?	For and with whom?	Role of NA / CC
Establishing contacts with several NGOs	Concrete meetings/finding out about needs, cooperate.	April/May	Umbrella organisations that deal with minority groups/ youth workers.	NA informing CC-present himself.
Invite project promoters that have been rejected.	Better understanding of YiA, successful applications.	MAY	NA – Project promoters.	NA & CC guiding role.
Establish chosen Organisations Cooperation bigger. Info meeting training for youth and youth workers.	More application, improve, learn, process for NA and organisations	JUNE	Youth worker/youth organisations and youngsters.	CC & NA
Presenting the CC idea at a child protect? CMS	Contact – cooperation	Sept	National and international structures.	NA & CC

Short Term Action Plan (till end of May) - NORWAY

What?	When?	Who?
Inform my colleagues about the results of this event.	Tuesday next week	Me
Cooperate with another NA Officer in my office making contact by email and phone to different organisations.	Wednesday – Friday 21 st /23rd April	Me & colleagues
Personal encounter with 2 or 3 organisations presenting the cultural coach idea, asking if there could be more people interested to educate as CC's	Between 10-26th May	Me/colleague & CC
Rejected applicants, meets in the NA – guiding in how to manage a project.	10th April	Me & CC and several project officers.



Establish chosen organisations cooperation bigger.
Info meeting training for youth and youth workers.

Final 2010 Action Plan - POLAND

Main step	Expected results	When?	For and with whom?	Role of NA / CC
To prepare some links in NA website for CC	The ----- source of information	April – May 2010	NA	NA: to turn on link on website CC: to add information from regions.
To prepare database of CC in Poland	Knowledge of Polish CC (their needs & skills)	From April 2010 – Open time.	NA/CC	NA good
To prepare a book of good practice/examples of projects for minority.	Knowledge of methods of how to reach projects (not only YiA)	From July 2010 – after NA's meeting with trainers.	NA/CC target group of book.	
To organise seminars for CC in regions.	Knowledge of potential of CC, HR in organisations. We can find new CC We give CC knowledge about projects with cultural minority and help to develop their social skills.	From September 2010	NA/CC for trainers and coaches – specialists in working.	NA to prepare a program of seminars.

Short Term Action Plan (till end of May) - POLAND

What?	When?	Who?

To prepare a book of good practice/examples of projects for minority.



Final 2010 Action Plan - SWEDEN

Main step	Expected results	When?	For and with whom?	Role of NA / CC	Needs to have
Participate in trainings eg 1 + 1= 3 – added value of working internationally.	Learn more about the value of YiA, non-formal learning, spreading results of YiA projects.	24-25 th May	CC & NA mentors, leaders From organizations that has been granted a project.	NA: Organiser CC: Participant	Read the programme guide.
Visit an EVS project	Learn how a project looks IRL	May/June ½ a day	CC & NA + (EVS trainer)	NA: Inspector CC: Learner	Read the application
Make a contract between NA & CC	Realistic plan that both NA and CC have to follow.	May – Email	CC & NA contact person & TCP officer	NA: Makes the contact CC: Input	Set dates, Realistic activities
Inform about CC in the network of NA	Visibility, knowledge about CC	May/June	Eurodesk, newsletter, webpage, facebook.	NA: Makes the info CC: Contribute	Involve Information officers in the NA
Evaluation meetings	Better communication. Jo to see the work process.	Every 5 months with start in September	CC & NA (contact person and other relevant)	NA: invite to meeting CC: Attending and reminding	Set the dates in advance.
Try to attend National & International trainings.	Learn more about YiA	Before end of October	CC	NA helps to find good trainings. CC: Applies.	Talk to TCP Officer
Be part of the development of youth initiative training.	Learn how to make a training and the role of resource/assisting person.	August-October	CC, TCP Officer, Trainer.	CC: Marketing NA: Bigger responsibility	Check the planning of training.

Short Term Action Plan (till end of May) - SWEDEN

What?	When?	Who?
Anna have to talk to TCP officer about the trainings that the CC can attend	26th-30th April	Anna and TCP officer
Anna contacts CC about training dates by email	26th -27th May	Anna and CC
Contract between NA and CC	Before 19th May	NA and CC
NA staff contacts CC about 1+1=3	Before 19th May	NA staff and CC
CC participates in 1+1=3 training on Youthpass and DEOR	24th-25th May	CC, 2 NA staff, 2 trainers, project promoters



Participate in trainings eg 1 + 1 = 3 – added value of working internationally.

Final 2010 Action Plan - UK

Main step	Expected results	When?	For and with whom?	Role of NA / CC
Recruit other CC	Multiply effect of current CC	Initial meeting with NA by end May	New and current CCs, NA	All - agree dates, set up meeting
Training, induction, project visits	Skills acquisition for CCs. Build CC knowledge of YiA	Induction and briefings on YiA – June Project visits identified June visits ongoing Training Opportunities identified by NA April Training Opportunity updates from NA August, November	CC, NA	NA – set up briefings, identify training opportunities and project visits, explore opportunities for CC to attend/participate in other training and info events, opportunities for CC to participate in A1.2 coaching pool
Marketing / promoting YiA to ethnic minority groups	Raised profile, applications from new groups	CC to identify community events to promote programme – May A1.2 promoting YiA – application 1 st June, start September NA – identify available promo materials and available financial support for promo costs; explore ways of promoting CC to applicants – May	CC, NA, other community orgs	CC – A1.2 application, identify and attend events NA – support for CC, identify and provide materials, attend events?
Recruit other CC	Multiply effect of current CC	Initial meeting with NA by end May	New and current CCs, NA	All - agree dates, set up Meeting
Continued support for new applicants	Successful applications from new organisations	Ongoing	CC, community orgs, NA support as appropriate	CC to continue to work with new Applicant organisations to develop quality projects/applications

Short Term Action Plan (till end of May) - UK

What?	When?	Who?
Initial meeting with new CC	By end May	Current and new CC, NA
A1.2 draft submitted for NA comments/feedback	Second week May	NA, CC
NA to send list of upcoming training opportunities to CC	End April	NA
CC to identify upcoming promotional opportunities	End May	CC
NA to identify promo materials, support available and explore ways of advertising CC	End May	NA

Continued support for new applicants



With thanks to all the Cultural Coaches that participated in the 2010 event:

**Tony Stoykova & Martina Staneva-Antonova
Bulgarian CC's & their NA Lillia Martinez**

**Timea Balogh & Anna Krisztian
Hungarian CC's & their NA Laszlo Milutinovits**

Faid Issa - Swedish CC & his NA Anna Lind

**Mustafa Hagi/Oussama Yousfi/Jay Nanje & Solomie Teshome Tuta
Finnish CC's & their NA Paavo Pyykkonen**

**Jekaterina Gvirdzhishvili
Estonian CC & her NA Marika Matvejeva**

Winston Edam - Netherlands CC & his NA Mark Snjider

Barbara Gorka - Polish CC

Stephanie Lecesne – French CC & her NA Salima Boudoukha

Armin Keyani – Norway CC & his NA Betty Cutulo

Amina Hirsi – English CC & her NA Chris Pile