



Training Course “Eastern Express”

October 14-20, 2012

Predeal, Romania



Final Report

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Introduction

The “Eastern Express” Training Course is the flagship activity of the SALTO Eastern Europe and Caucasus for strengthening the development of partnerships and capacity building among youth organisations from Eastern Europe and Caucasus region and Programme countries for the sake of development Youth Exchange projects in the frames of Youth in Action programme of European Union.

This report represents the outcomes of the seventh edition of the training course “Eastern Express”, which was co-organised by the SALTO EECA together with Romanian and Slovenian National Agencies of the Youth in Action programme.

The “Eastern Express” **aims** at rising quality of Youth Exchanges within action 3.1 of Youth in Action (YiA) programme, especially in cooperation between Programme and Eastern Europe and Caucasus (EECA) region.

The **objectives** of “Eastern Express” are as follow:

- To create opportunities for building partnerships (through creating trustworthy relations);
- To increase knowledge about essentials of Youth in Action and 3.1 in particular (aims, priorities and formal criteria);
- To increase understanding of quality demands of the youth exchanges with special attention to active youth participation:
 - Equal partnerships and preparation (co-creation of the idea and co-ownership of the project);
 - Quality of project design as a core (youth exchange project management);
 - Quality of content and methodology: non-formal learning, intercultural learning, European dimension, active participation;
 - Quality of project reach (visibility of the programme and the project, dissemination and exploitation of results, follow-up).

The list of participants and the team

	Country	First name	Last name	Organisation
1	Armenia	Meri	Zakaryan	AYRUDZI
2	Armenia	Vahe	Alvrtsyan	ACID
3	Azerbaijan	Kamran	Mammadov	IC "Intelligent Citizen" Enlightenment Center Public Union
4	Belarus	Olga	Likhachova	Republican Public Youth Organization "Civil Forum"
5	Belarus	Angelina	Isayeva	Umbrella
6	Georgia	Shota	Tsatsiashvili	Public Union Bridge Of Friendship "Kartlosi"
7	Moldova	Livia	Turcanu	NGO "MediaPoint"
8	Russian Federation	Inessa	Abramyan	Student Social Agency "Stimul"
9	Russian Federation	Yulia	Utenkova	World4u
10	Russian Federation	Daniil	Erofeevskiy	NGO "International friendships club"
11	Ukraine	Svitlana	Ilchenko	Youth NGO Iskra
12	Poland	Bogna	Krawiec	Lepszy Świat
13	Poland	Grazyna	Kruczek	European Club
14	Poland	Aleksander	Dańda	Gimnazjum nr 1 w Skale/ Wyższa Szkoła Europejska im. ks. Tischnera w Krakowie
15	Turkey	Mustafa	Yıldız	İL ÖZEL İDARESİ GENÇLİK VE SPOR KULÜBÜ DERNEĞİ
16	Turkey	Elif	Ergin	COMMUNITY VOLUNTEERS/ TOPLUM GÖNÜLLÜLERİ (TOG)
17	Turkey	Güliz	Altınbaşak	Youth Re-autonomy of Turkey
18	Slovenia	Miran	Kojc	Društvo za ekoloske in prostocasne dejavnosti ZOJA
19	Slovenia	EMIL	MUMEL	CENTER ŠOLSКИH IN OBŠOLSKИH DEJAVNOSTI
20	Romania	Daniela	Gvrilovici	Association of Local Youth Groups
21	Romania	Ioana - Theodora	Kriszala	Asociația Muscel Pentru Educație și Cultură
The team of trainers and organisers				
22	Spain	Marta	Piszczek	trainer
23	Georgia	Giorgi	Kakulia	trainer
24	Romania	Andreea	Popovici	Romanian NA
25	Poland	Karolina	Suhecka	SALTO EECA

Daily programme

Date Time	Day A Oct 14 th	Day 1 Oct 15 th	Day 2 Oct 16 th	Day 3 Oct 17 th	Day 4 Oct 18 th	Day 5 Oct 19 th	Day D Oct 20 th	
		Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	
09:30 – 11:00	Arrivals	Getting to know each other	“Youth in Action” Programme	Project development I	Project development III	Express Project exhibition	Departure	
11:00 – 11:30		International Coffee break	International Coffee break	International Coffee break	International Coffee break	International Coffee break		
11:30 – 13:00		Intro to the course	Realities of young people in my community	Project development II	Project development IV	Partnership and team work		
13:00 – 15:00		Lunch	Lunch	Lunch	Lunch	Lunch		
15:00 – 16:30		Group-building	Partner finding	Eastern Express to Brasov	Application procedures	Looking to the future		
16:30 – 17:00		International Coffee break	International Coffee break		International Coffee break	International Coffee break		
17:00 – 18:30		Pathways to youth work	Learning in youth exchange		Project development V	Final evaluation		
18:30 – 19:00		Reflection time	Reflection time	Reflection time				
19:00 – 20:00		Dinner	Dinner	Dinner	Dinner	Dinner		Dinner
20:30		Welcome evening	NGO fair	Free evening	Free evening	Free evening		See you soon evening

Day 1 - October 15, 2012

- Introduction;
- Getting to know each other;
- Group building;
- Personal and professional pathways to youth work;
- NGO market.

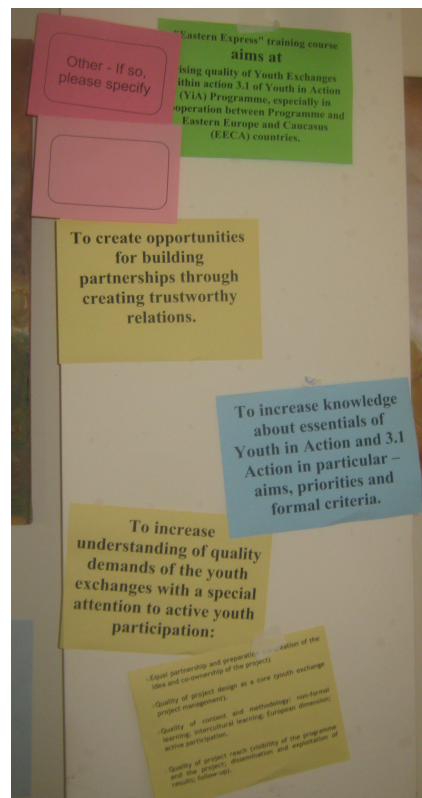


For the kick-off of the training course for the first session was organised different kind of name games and activities for getting to know each other in the group. Several activities were organised where participants could learn each other's names, find out more about hobbies, interests, studies, life experiences. As well as finding out the experiences related to the topic of the training course,

such are experiences in youth work, in organizing and/or participating in youth exchanges, knowledge of the Youth in Action programme.

Participants got introduction and in-depth explanation about the background and context of the Eastern Express, aim and objectives, daily programme, logic behind it and methodology of the training course. In methodology part was highlighted approach from the trainer's side, main methods which would be used and main principles of learning in non-formal environment.

Afterwards participants were divided in small groups, where they were asked to share their expectations, fears and contributions towards the training course, focusing on the learning dimension of the training course. The questions which had to be answered were as follows: What are the concrete learning outcomes you would like to reach as the result of the course? What do you expect from the trainers and the group? How you would like process to be organised? What are the competences (Skills, Knowledge, Attitudes) you bring to support your own and others learning process? What can potentially disturb the learning process?. After reflecting and writing down the





answers for the above mentioned question each group made a presentation for the other participants. After each presentations group was able to answer clarification questions. After all the presentations trainers made comments about participants expectations, fears and contributions, therefore clarifying on what was already planned in the programme or weather it

participant expectations were not relevant to the aim and objectives of the course.

Several group-building exercises where organised for the participants, the exercises were aiming for letting the group start working together, find out how they could work, communicate and function as a group. After each exercise was done debriefing, which helped the group to analyse the experience draw conclusions and identify on how they could apply conclusions during the training course. As the result group agreed on the common conditions on the behavior and attitude, which they agreed to follow till the end of the training course.

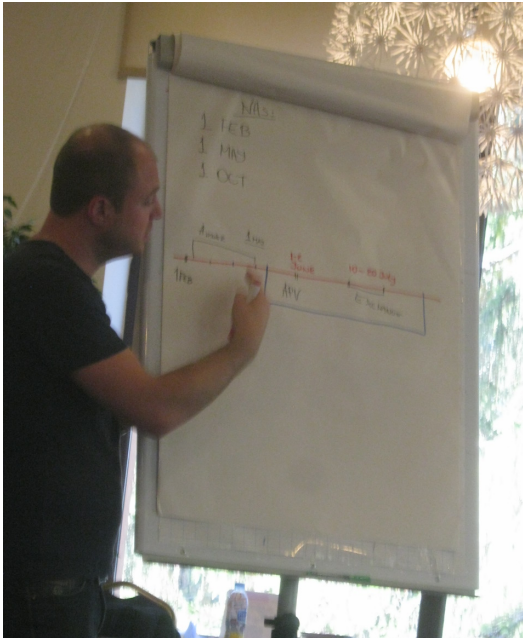
For better knowing each other's professional and personal relationship to youth work, participants where asked to share their pathways to the youth work. Each participant was asked to draw a personal pathway to the youth work on the piece of paper. Thus participants reflected on their own pathways to the youth work, how they started, which important events encouraged them to become active and where they stand for the moment. All the outcomes was shared with the rest of the group.

At the evening, participants got opportunity to present the NGOs they were representing to the rest of the group. They shared information about aims and objectives, main activities, target group, geographical scope, main fields of interest for future partnership projects.



Day 2 - October 16, 2012

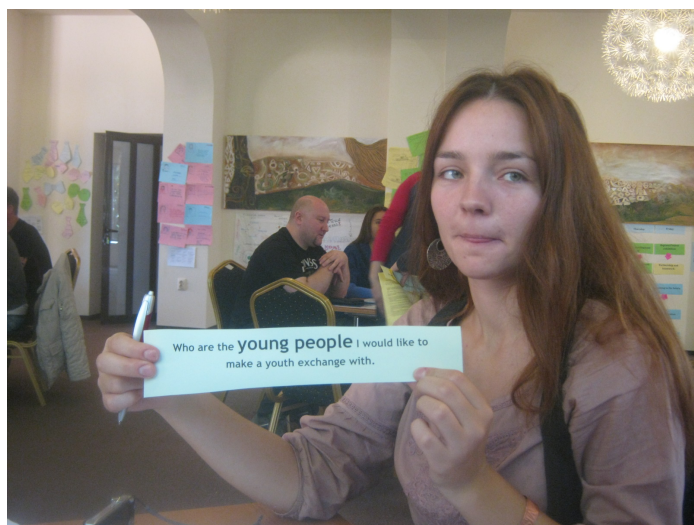
- Youth in Action programme;
 - Youth realities;
 - Partner finding and project team creation;
 - Non-formal education with the young people.
-



At the beginning of the day two, participants got presentation about the Youth in Action programme, its aims, objectives, priorities, main actions and activities, main actors, geographical coverage, target group, procedures for application. Presentation was done through PowerPoint using slideshow. Participants were able to ask questions for further explanations regarding formal criteria's, practical experiences and examples, clarifications of their previous knowledge, timing for the preparing, applying, implementing and closing the projects.

As the next step, participants shared with each other the realities of the young people living in their communities, young people's needs, interests, proposals for the project and general overview of the context where youth lives. Participants were asked to make a research about it before coming to the training course, therefore the information about youth realities where already researched by the participants before coming to the course. As the result participants raised their awareness about young people which were represented by the participating youth workers and youth leaders. As well as this session gave sparkle for the possible future projects that participants could organize together based on the needs of the young people living in their communities.

After sharing youth needs and interest, participants got opportunity to think, create and then share with each other ideas for the projects, based on the needs and interests of young people. This process was semi structured, participants shared a lot with each other

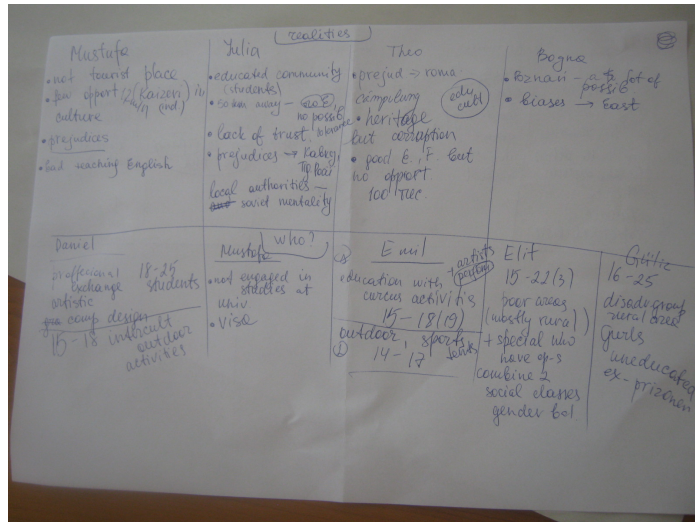


individually and in small groups, and as the result of this process six project groups were created. Therefore, this was the first step in the project development.

At the last session of the day participants got in-depth introduction to the non-formal education with young people, the main principles of non-formal education,

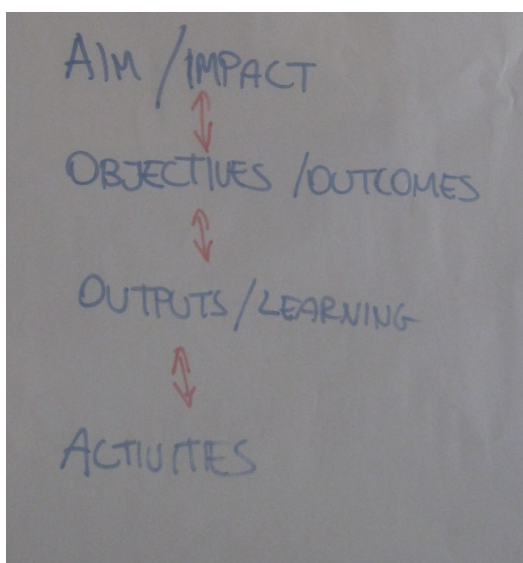
such are holistic approach, learning with the group, safe-environment, learning zones, experiential learning, voluntary participation, notion of the competences and self-reflection through YouthPass tool, importance of the process and equality between participants, and between participants and trainers/workshop leaders etc.

During the introduction, different learning styles of the human beings were introduced. Such is SAVI approach to learning, which refers to Somatic, Auditory, Visual and Intellectual learning. Thus, through each SAVI component different relevant methods of the non-formal education was explained as examples for diverse approach towards learning.



Day 3 - October 17, 2012

Project planning;
Free time in Brasov;



From the day three participants already had to start working in their project teams. The first task they had to fulfill was creating an impact chain. Agree on the impact (aim), outcomes (objectives), outputs (learning outputs) and activities based on their project idea, needs and interest of young people. After presenting the structure of the project planning phase and its first step, participants started to work in small groups. Each group was approached individually and was coached by the trainers and SALTO representative individually. Therefore, the process of identifying and shaping aim, objectives, outputs and activities was highly supported the team, which helped project groups

to have clear idea on what they would like to do? Why they would like to do that? How this would reflect the needs of young people they represent? How challenging it could be and how much capacity young people have to take this challenge? How feasible is to get funding from the Youth in Action programme, referring to the formal and quality criteria.

All the above-mentioned process took whole morning sessions and set an important base for the further development of the projects.



At the afternoon, trip to Brasov city was organised. Participants got opportunity to discover Brasov, got some free time, make shopping and disconnect from the training course for a while.

During free time in Brasov, participants discovered different cultural monuments of the city, made some souvenir shopping, enjoyed outdoor cafes and walks through the old city. At the evening participants were transported back to the hotel.

Day 4 - October 18, 2012

Project planning;

Application procedures and budget;



The next task for the project development was creation of the day2day programme, methodology and methods for the youth exchange projects participants were working on. Participants got introduction from trainers on how to set up programme, what logic should it follow, what are the sequence of the activities, concrete example of the already implemented programme of the youth exchange was shown, as well as resources for finding different methods for the programme implementation was presented. Such are SALTO ToolBox, different manuals and publications from Youth Partnership between Council of Europe and European Commission and SALTO Network publications.

Trainers and SALTO representative again coached each group individually, where they supported project groups to develop programme based on the learning outputs they set day before, to make balance between different activities considering the capacity of young people, selection of the methods and usage of the existing manuals and publications.

At the second half of the day, participants got detailed presentation of the application form, which they have to use for submitting their projects to the National Agencies. Representative of SALTO who also had reach experience in application assessment introduced in details each step of application creation (including budget), submission, necessary documentation, timing of the whole process, reporting and accountancy. Participants asked a lot of questions regarding formal criteria's of the application procedure, mostly based on their project idea needs. As a result each project group got



a clear idea on how all the process works and what is needed for the further development of their projects.

After introduction, participants got back to their groups and started to identify all the tasks they had to complete before the deadline for applying for their youth exchange projects. After having tasks participants made a plan on how they would complete tasks, by what times and who would be responsible. Therefore, participants got an action plan, which they would follow after the training course. Representative of SALTO and trainers made further clarifications and suggestions for the project groups.

Day 5 - October 19, 2012

Project presentations;
Partnership and team work;
Further opportunities;
Final evaluation.



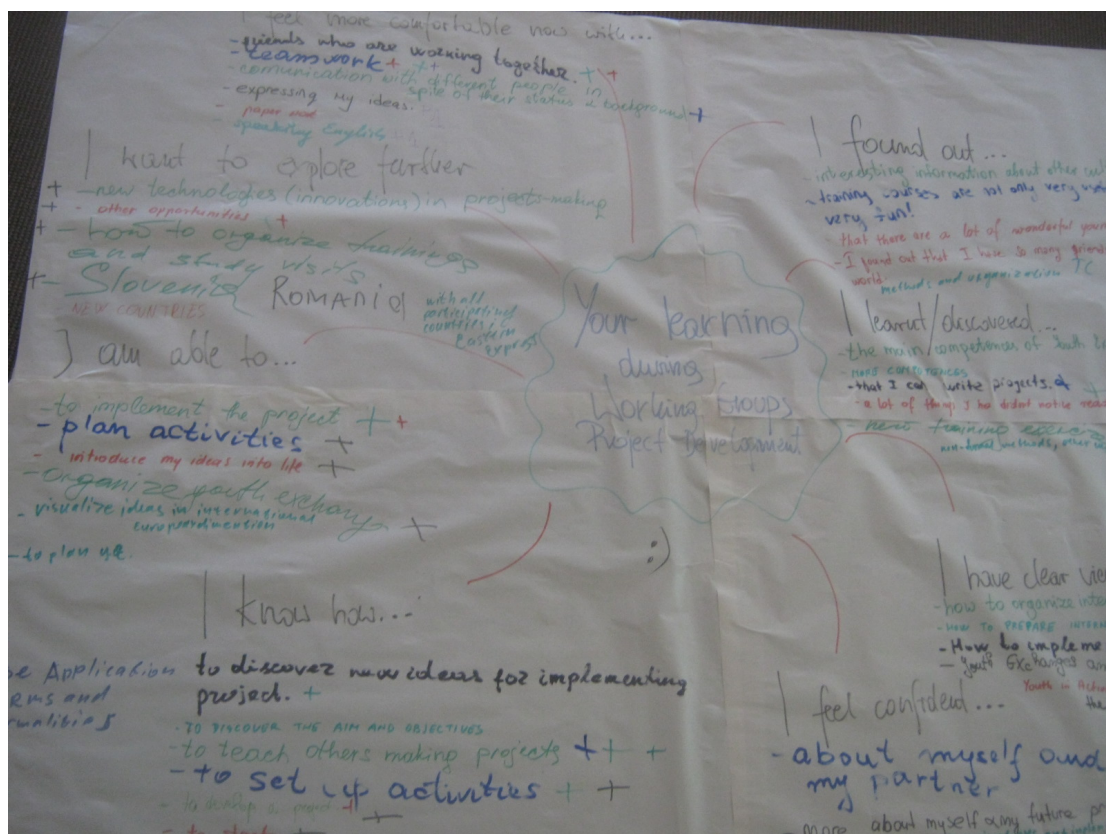
Morning of day five started with the presentations of the youth exchange projects, which participants have been working on in previous days. Each group was asked to make a flipchart presentation of the own projects and presented it to the rest of the group. The presentation had to include the Impact chain (Aim, Objectives, Learning output and Activities), dates, participating countries and main topic of the youth exchange. Thus, the awareness of the final developed projects was created among the participants. Please see attached **Annex 1** for the outcomes of the project planning phase.

Second morning session was dedicated to the essentials of good partnership and teamwork. As in previous days the whole group was going through intensive group work and the development of the projects, which would require high level of partnerships in near future – participants got space to reflect on all this process, through discussing important elements of the successful team work as well as how the good, successful partnership should look like. Therefore, participants came up with essential elements and conditions for the effective partnership for future, they shared expectations they have from each other as partners and things which they would like to avoid. As well as participants discussed on how to avoid misunderstanding during online communication and how to handle difficult or rather challenging situations, which might appear during partnerships.

The third session was dedicated to the issues of youth participation and intercultural learning. These two elements represent high priority of Youth in Action programme.

Therefore, trainers made a theoretical input, through flipchart and PowerPoint presentation on how to ensure high youth participation in youth projects, why that is important and where it will lead in the sense of educational dimension of the projects. The 3C model of participation and the Ladder of Participation was presented and discussed. Participants were open to share own experiences regarding youth participation in different projects as well as to share the realities of different practices of youth participations in their communities.

The next presentation was dedicated to the topic of Intercultural learning in youth exchanges. As intercultural communication and exchange is happening naturally during youth exchanges, it is important for youth workers and group leaders to know how to address it and how to turn this process to the learning dimension. After each presentations was held a short discussions and exchanges of personal experiences on youth participation and intercultural learning. Different examples of the cultural differences and typical misunderstandings were shared by participants and discussed with the group.



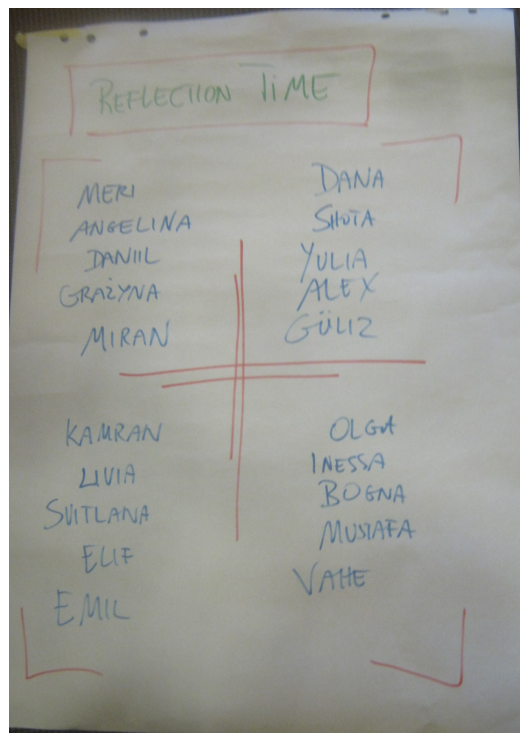
At the end of the final day, the final evaluation of the training course was done. At first participants got reminded on what has happened during last five days, what were the activities, what happened during evening informal activities, some good memories. Through this activity participants got opportunity to remember all the

important elements of the training course and were ready to proceed with evaluation.

The evaluation was done in few steps. The first step was the visual evaluation, when participants had to complete several tasks and visualize their level of satisfaction with different elements of the course, such as group cohesion and dynamics, logistical arrangements, team work, programme elements and its flow, methods used, performance of trainers, free time activities etc. Afterwards, participants got back to the groups in which they already have worked on expectations, contributions and fears towards the whole event. Participants reflected, and later presented to the whole group, on which of their expectations were fulfilled and not fulfilled, which fears became true and which not and what they could manage to contribute and what they did not manage.

Afterwards, participants got hardcopies of the evaluation forms, where they could anonymously evaluate training course and write their comments. Please see **Annex 2** for the outcomes of the written evaluation.

The training course ended with the round of wishes, which each participant expressed towards the whole group.



Additional activities

Preparations by the participants;
Daily evaluations;
Learning through youth pass;
Library;
International coffee breaks.

In parallel to the whole process described above, there were several activities and opportunities which participants could use for their learning process. The activities were the following:

Preparations – before arrival to the “Eastern Express” participants were asked to fulfill the following tasks:

1. Meet with the local young people in your community with whom you would like to work on youth exchange and find out the following:
 - a. What are the challenges/problems they are facing?
 - b. What topics/issues they are interested in?
 - c. What kind of activities they would like to do?
2. Bring some typical snacks and non-alcoholic drinks from your community to share with other participants during international coffee breaks.
3. Bring some materials promoting your NGO/Youth worker job in your community. (e.g. Leaflets, Videos, Pictures, any other materials).



Daily evaluation – at the end of each day, before participants would go for dinner, the daily evaluation of the course was organised. Participants got divided into smaller groups (in which they stayed till the end of the training course), where they were given space to evaluate the whole day including programme elements, group dynamics, team work, learning process, logistical arrangements and anything else of their concern in regards with their participation in the course. Afterwards, participants were asked to produce a written report, where they could write the feedback about the day to the team of trainers and organisers. This reports had to contain only those points of the evaluation which participants agreed to share in their small groups.



Learning through youthpass – additionally participants had a separate optional activity throughout the whole training course where they could reflect individually and anonymously only on their learning process for the sake of developing a youthpass for recognition of this process. Participants were given a piece of paper with some questions for reflection on their learning process, but

participants were not asked to present it to the team and could approach this task based on their personal preferences.

Library - in the plenary room, team organised a table with different educational materials from youth work. Participants had opportunity to get to know different publications, which they could use for further theoretical knowledge and/or for practical usage for the development of own projects.

International coffee breaks – during the training course each single or couple of countries were appointed to share sweets, cookies or soft drinks from their countries to the rest of the group. This was done as a replacement of typical intercultural evenings and participants were informed about the opportunity before their arrival.

Annex 1 - Developed projects

Youth Exchange “Garbage Creativity” (Slovenia, Ukraine, Armenia)

AIM: Rising awareness about environmental issues with specific target on recycling and eco life style

OBJECTIVES:

- Share positive experiences in environmental protection and recycling issue
- Compare practices of sustainable consumption in participants’ countries
- Increase awareness of local community in eco life style
- Create opportunity for youth to contact various cultures

LEARNING OUTPUTS:

- Learning and experience a team work
- Facing different approaches towards environment
- Cooperation with local community
- Learning about the possibilities of recycling
- Skills in reusing waste materials
- “rubbish creativity” - how to deal creatively with garbage
- Improving public speaking and self-expression skills
- Experience in conducting a workshop
- Knowledge and experience in organizing a public event

ACTIVITIES

- Cleaning action
- Painting trash cans
- Workshops in eco design
- Discussions among participants on the topic of different ways of environment protection, sustainable consumption
- Visiting local village to get aware about sustainable life style and ways of growing and producing food.
- “Cultural evening” (i.e. watching movie connected with the topic of YE)
- Preparation for the public event
- Final public event (exhibition of photos from the process of cleaning action+workshops in eco design for local community)
- Outdoor activities
- Presentation of the YiA program
- Intercultural learning activities (intercultural evenings, national coffee breaks)
- Teambuilding activities, energizers

Intercultural Sports Youth Exchange (Georgia, Turkey, Belarus, Azerbaijan, Slovenia, Norway)

The project is directed to young people from Slovenia, Turkey, Azerbaijan, Belarus, Georgia and Norway. The participants age is between 14-17 who are social excluded and coming from rural areas who are interested in experiencing new ways of spending free time. Each partner has 6 participants and one leader. The project will be held on Gorenje pri Zrečah in Slovenia from 18th till 27th of August 2013. The aim of the project is to make youth aware of how important healthy life style is and encourage them to implement sports into their everyday life. Through informal intercultural learning and sport activities the participants will learn, practice and share different kinds of sport, healthy life style, ways of spending the free time, environment issues.

AIM: to empower young people to follow healthy lifestyle by increasing their participation in sport activities

OBJECTIVES:

- To develop skills of intercultural communication of participants and cooperation in international group
- To motivate our young people to healthy life style and increase the knowledge of diferent ways of spending the free time
- enable socially excluded and participants coming from rural areas to take part in various sports activities
- raising awareness about environment issues

TARGET GROUP: The project is directed to young people from 14 – 17 who have sever opportunities in life (rural areas, socially excluded). The staff of young people is composed of 6 person from each country

RESULTS:

- Getting new information about sport activities, cultural diversities, healty lifestyle, environmental issues
- Exchange and practicing foreign languages
- Raising of self-awareness of young people in their local community
- Getting leaders and teamworking skills
- recognize that different sports acceptable for both sexes,
- Increasing motivation to active healthy life style of teenagers
- Broden outlook
- Awareness about European citizenship

METHODS FOR ACTIVITIES:

- Sports activities
- Team building games (competences)
- Debates and discussions
- Movie watching
- Energizers

Youth Exchange “Bring your Initiatives to real actions” (Moldova, Russia, Slovenia)

AIM: Empower young people from rural areas to make social change in their local community.

PROJECT OBJECTIVES:

- To discover realities of rural areas of participant’s local communities.
- To find similarities and differences in local communities.
- To enable youngsters to discuss and share alternative ways of spending free time.
- To discuss and implement ways to solve social problems in their local area.
- Improve personal leadership skills through exchange.
- Increase participants’ interest towards active community involvement through showing them different opportunities

OUTPUTS:

Output 1 Participants are aware about realities in their local community and in other countries.

Output 2 Participants have interest towards creating solutions for the realities discovered. (after finding out differences and similarities)

Output 3 Participants learn how to develop an initiative and how to succeed.

Output 4.1 Participants are ready to act in the local area

Output 4.2 Participants know how to develop a local initiative and bring it to reality

Output 5 Participants developed creative skills, self-confidence, communication skills, team-building skills and independent-thinking skills.

Output 6 Participants understood that countries are different but social issues are the same.

ACTIVITIES:

- Public activities
- Posters outdoor
- Flash mobs, campaign
- Making video
- Social media campaigns
- Free-time activities
- Social activism exercises

TARGET GROUP:

1. Residents in smaller regional towns and rural areas
2. Age : 17-22

Amount of participants: 5 + 1 (group leader) from each country

Youth Exchange “At the crossroads of Europe – national and ethnic minorities of Turkey, Romania, Armenia and Poland” (Turkey, Armenia, Romania and Poland)

NEEDS & INTERESTS:

- Learning how to integrate with the new social environment
- Being more tolerant
- Developing social activities and skills

AIM / IMPACT:

- To create an equal vision-opening learning field
- To raise participants’ intercultural awareness and intercultural communication skills
- To make participants’ more tolerant (especially towards national/ ethnic minorities)

OBJECTIVE/ OUTCOMES:

- A participant more self-confident, responsible, tolerant

OUTPUT / LEARNING:

- How to behave in the presence of people from other ethnic / national groups (passive tolerance)
- How to work with people from ethnic / national groups (active tolerance)

ACTIVITIES:

- Cultural evening(s) – food, clothes, dances, history – drama presentation – both of majorities and minorities (evening 1 – majorities ; evening 2 – minorities – but presented by majorities)
- Guess Who am I? game
- Visiting places connected with national / ethnic minorities (active learning by visiting – city game/ treasure hunt)
- Preparing a website/ newspaper/ poster on national minorities – in national-mixed groups
- Adergas Card Game
- Stereotypes game - S Watch
- Ear, Eye, Mouth, Nose game
- Group sport activities/ having fun together

Youth Exchange “Culture is in Our Hands” (Turkey, Russia, Romania, Belarus)

AIM: contribute to the establishing of the intercultural dialogue and create cultural connections between youth from Programme countries and Eastern Europe and Caucasus

OBJECTIVES:

- To provide young people the knowledge about cultural realities of the participating countries and challenges youth faces in their lives
- To increase the level of youth mobility and give access for engagement in international youth events;
- To promote among participants a sense of belonging to the European community through sharing with them values of cultural diversity and active participation in solving social problems on local and international level

ACTIVITIES:

- Implementation of art workshops to promote cultural sharing between young people and help target group to reflect on their own personal and cultural identity
- Conducting informational session about Youth in Action program to encourage participants be engaged in youth activities on local and national levels;
- Visiting local authorities and Youth Center to promote interactive communication between participants and local youth leaders;
- Bringing participants to make non-formal presentations about their cultures in local educational institutions to reflect on the outcomes of youth exchange;
- Organizing treasure hunt event in the Cappadocia region to provide the knowledge about its history and traditions.

LEARNING OUTCOMES:

- Target group will get substantial information about cultural peculiarities of participating countries;
- Participants will obtain knowledge and skills in field of intercultural and non-conflict communication;
- Forming the idea of common European identity among participants through accepting shared values of civil society
- Participant will understand more deeply their own personal, national and cultural identity and get practical tools and experience to present their cultures
- Target group will get information about opportunities to participate and be engaged actively in the youth activities on local, national, and European level
- Target group will improve their language skills both in English and languages of participating countries

Bilateral Youth Exchange (Poland, Russia)

TARGET GROUP: 14 -16 years old, average young people with typical interests of the age, not much involved in community, voluntary (etc) work. Students of schools which offered contribution and help in the project.

AIM: To give young people the possibility of meeting the other culture, learn about it, compare it to own culture

OBJECTIVES:

- Initiate/increase intercultural awareness of young people through different activities focused on culture
- Give a chance to young people from geographically distant places to meet and learn something new about their ways of lives
- Activate young people of both groups in their local communities (at the preparatory stage)
- To give a chance to young people of different social and economical backgrounds to experience the way of life in another country, spot different attitudes towards life
- To get a practical experience of language competences
- To break false stereotypes and intercultural and personal barriers

OUTPUT:

- Participants:
- will get more self-confidence in intercultural relations
- become more aware about non formal youth cooperation,
- get a chance to see the way of life in distant part of Europe
- can show and appreciate own traditions and learn about the other one
- will get better motivation for learning foreign languages
- will verify and break false stereotypes
- continue the project in trilateral group in Poland – “Salt and bread in Slavic tradition”
- will be encouraged to express feelings of solidarity to other nations

Each element of the programme is evaluated in the following table:

Programme Elements	1	2	3	4	5	6	7	8	9	10	Total
Welcome evening						1	2	1	3	8	15
Getting to know (Bingo, Facebook profile)						1		1	4	11	17
Intro to the course (aim, objectives, methodology, expect.)								1	3	13	17
Group-building (chair exercise, marker exercise, rules)							2	1	3	13	19
Pathways to youth work and TC (drawing and sharing)								2	3	7	12
NGO Market						1	1	5	4	8	19
Youth in Action presentation					1			3	4	12	19
Youth realities (Express Cafe - table discussions)							2	2	5	10	19
Partner finding (speed dating, theme corners and grouping)				1			1	4	4	10	20
Non-formal learning in youth exchanges							2	1	5	12	20
Project development I & II aims/object./outcomes/progam)								2	3	14	19
Free time in Brasov							1		1	17	19
Project Development IV & V (continued)								2	1	11	14
Application, procedures, budget							1	4	5	10	20
Project ideas presentation (theatre)					1			2	3	14	20
Partnership and teamwork(reflection & learning)						1	3	1	4	10	19
Looking to the future						1	1	1	8	9	20
Reflection times							1	6	2	10	18

Note: Not all the participants gave a rate to each element, the last column (Total) shows the total number of participants which scored each of the elements.

Comments by participants:

- Good balance of theory, practice and free time
- A great opportunity to realize your ideas
- Good and logic plan of the TC programme
- Satisfactory and very interactive programme

II. Your learning

- 1. Did the training course meet your personal expectations? Please explain why or why not.**

Comments by participants:

- Yes, as I got clear view of what youth exchange and Youth in Action is about
- I found out all what I needed, was great to learn in theoretical and practical way
- I expected less than it turned out! Lovely people, new ideas and support
- I found the knowledge, ideas and the partners, great!
- I didn't expect that we will be workign with REAL projects and it was most important for me

2. What did you learn on personal level about yourself, other people, other cultures, or...?

Comments by participants:

- I discovered how much I managed to do in my NGO, how to deal with people, how to look for consensus, cultural peculiarities
- Patience and teamwork skills
- How to work in a group, to know about other cultures
- I became more self confident
- That I like to work in a group and to feel part of the group, and that I'm not a party animal
- I learnt that – paradoxically – it's easier for me to work in a culturally and nationally mixed group than in a homogenous group
- Cooperation and teambuilding
- Changing my attitude to informal learning (from neutral to positive)

3. Which new competences (skills, attitudes, knowledge) you gained related to developing a youth exchange project?

Comments by participants:

- How to work in an international group
- How to encourage young people to be active
- Methodology of a youth exchange
- How to set aims and objectives of a project
- How to design a programme
- To communicate in English
- Skills of building partnerships, knowledge about application procedures
- Project planning, partner finding, more knowledge about youth work
- How to develop a youth exchange project
- Preparing the impact chain
- How to define objectives and learning outcomes

4. How will you use these newly acquired competences in your organisation and your future work?

Comments by participants:

- I want to implement a project we were working on
- I want to deepen other Actions of Youth in Action
- I want to share with my organisation all what I gained
- I will be preparing projects which – hopefully – will be better suited to the needs of participants
- I will introduce to my daily practice new methods which I learnt

5. Do you feel confident to run a youth exchange project? Please explain why or why not.

Comments by participants:

- Yes, I want to work in that field!
- There are some organisational details that I'm afraid: visas, international travels
- Yes, I feel really confident as the framework of a youth exchange was explained clear. Now I can see only administrative obstacles that could create difficulties for me, especially legislative system in my country
- Yes, I feel confident as I have partners, great idea and programme prepared!
- My only fear is that my organisation would not be interested in the project
- Yes because I acquired enough skills and knowledge to run a project
- Yes, I feel very confident and motivated after this TC

6. If you would be able to change/improve/add 3 things in this training, what would they be?

Comments by participants:

- More practical work with application procedures
- More information, methods about how to work with people from various cultures
- More energisers and games
- More theoretical frames
- Online presentation of electronic application
- More participants from the Programme Countries
- Maybe some activities after sessions as we were not very organized
- Information before the course that the participants will develop 'real' projects to implement after a TC (for me it was not clear).
- Session about ways of promotion of the project
- The food
- Transport from the airport
- Seeing Bran castle
- More excursions

7. Comments to the trainers and organisers.

Comments by participants:

- Good job, it was great!
- You are really professionals
- Training was well prepared, energetic, and they know what they are doing

- When I applied I even haven't imagine that this TC would be so useful and full of motivation for me. Thanks
- You made this TC enjoyable and very productive

III. Practical side of the training course

Please evaluate the following aspects of the logistical organisation of the training course.

LOGISTICS	Very poor!	Not bad	Good	Great!	Total
General Organisation (information, transport, support, communication)	2	3	5	10	20
Food	2	3	3	13	21
Rooms	2	1	4	13	20

IV. Please, measure your general personal satisfaction with the training course on a scale from 1 (very negative) to 10 (very positive).

1 2 3 4 5 6 7 8 9 10

All the answers given were between 8 and 10:

Score 8 – 5 participants

Score 9 – 6 participants

Score 10 - 10 participants

V. Are you going to realise a youth exchange project after this Training Course?

YES NO

20 participants answered YES, 1 participant didn't choose any answer.