

Impact evaluation summary

TC “Give Power to Empower” 2013 - 2015

The International training course “Give Power to Empower” was designed from scratch from the trainers themselves. The creation of the “Give Power to Empower” took place in the 4th module of the “Hitch Hikers’ Guide” TC (Predeal, February 2013). This gave to the trainers extra sense of ownership, care and responsibility which was reflected during the training course. Here we would like to thank the National Agencies of Romania, Cyprus, Bulgaria and Spain for adopting the training course and giving power to our project ideas!

The training course was implemented three times:

- 1. Romania - 14 - 20.10.2013*
- 2. Cyprus - 14 - 20.09.2014*
- 3. Bulgaria - 26.04 - 03.05.2015*

INFORMATION ABOUT THE TRAINING:

“Give Power to Empower” is a motivational training course designed to empower youth workers in the specific reality of different countries. This training course enhances particular competences and provides practical tools and methods for a sustainable youth work and long lasting impact on young people.

Youth work has become more and more important for personal and social development of young people. The interest for this concept is rising, there are more opportunities and the number of those who are experiencing non-formal education methods is growing. Even though there are many reasons to be satisfied, youth work is a big challenge and responsibility for all the actors that are involved in the field. Socio-economical factors have a great influence on the quality of youth work, but still, the youth worker is the main force responsible for the results and the learning of young people. Being a youth worker is not an easy job. Before empowering others a youth worker has to be empowered and competent. This is the core reason why this TC was prepared.

The TC is addressing four specific areas which should concern every youth worker:

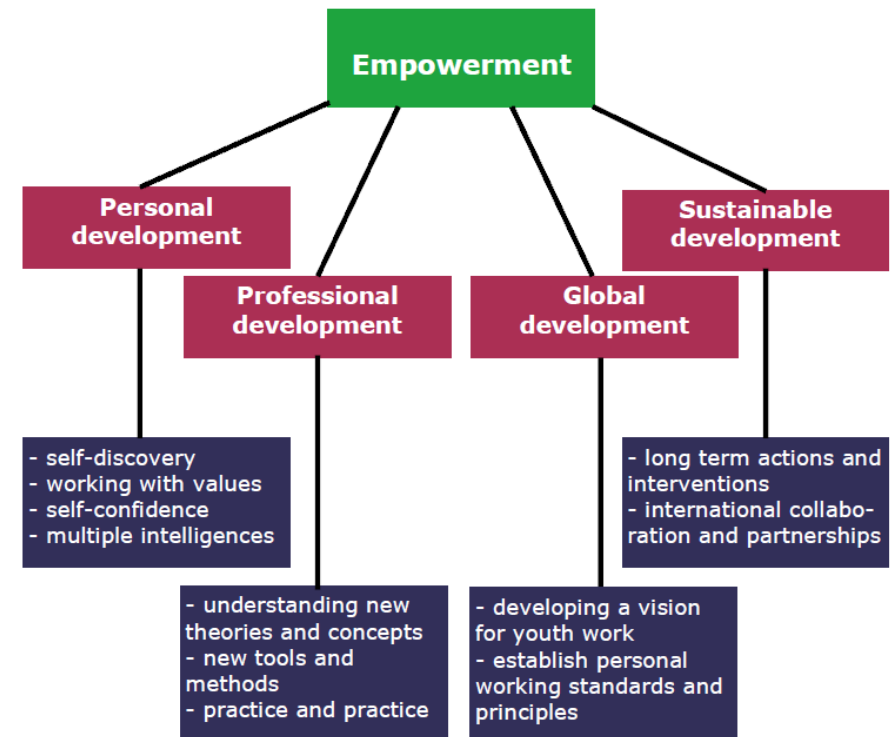
- Personal development at individual level.
- Professional development and acquisition of specific competences for youth work field.
- Global development: youth worker's roles and long term vision.
- Sustainable development: long term interventions, partnerships development.

Aim of the training:

The main aim of this training course is to empower youth workers and equip them with tools and competencies, so they will become multipliers of youth empowerment.

Objectives of the training:

- To empower youth workers.
- To understand and facilitate the empowerment process of others.
- To explore principles of non-formal education and experiential learning in order to make them more efficient and applicable in youth work.
- To explore new educational theories, tools and instruments which can lead to youth empowerment.
- To understand how nature and outdoor activities can be used for youth empowerment.
- To understand how to create sustainable projects with a long lasting impact.
- To support the creation of empowering and sustainable projects.



The "Give Power to Empower" in Romania gathered 23 participants from 11 countries (Bulgaria, Croatia, Czech Republic, Denmark, France, Germany, Italy, Portugal, Romania, Sweden, Turkey) representing 22 organizations and institutions. For this training course, more than 100 applications were received.

The "Give Power to Empower" in Cyprus gathered 25 participants from 14 countries (Bulgaria, Croatia, France, Germany, Italy, Romania, Cyprus, Iceland, Hungary, Norway, Belgium, Spain, Finland, Poland) representing 25 organizations and institutions. For this training course, more than 200 applications were received.

The "Give Power to Empower" in Bulgaria gathered 21 participants from 11 countries (Bulgaria, Croatia, France, Italy, Romania, Turkey, Hungary, Iceland, Malta, Poland, UK) representing 21 organizations and institutions. For this training course, more than 130 applications were received.

IMPACT EVALUATION SUMMARY

Here we want to present you the results of the impact research. The results are collected through an evaluation questioner implemented and analyzed through "Google Forms". The evaluation process took place between 23.10 and 10.11 2015. The results are presented below.

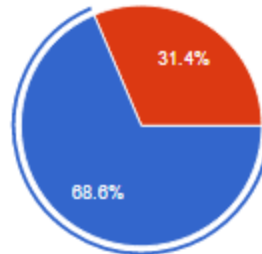
GENERAL DATA

1. Number of responses: 35, from 14 countries

Number of responses	
Belgium	1
Bulgaria	4
Croatia	2
Finland	2
France	2
Germany	1
Hungary	3
Italy	5
Malta	1
Norway	1
Poland	1
Romania	6
Turkey	5
United Kingdom	1
Total responses	35

2. Gender of respondents

Female	24	68.60%
Male	11	31.40%



3. Organizations represented

Participants' organization

- 29 persons are active in the following organizations

MUYA, Ipazia, Youth house - Sliven, Intercultura, KIFE, Ungdom og Fritid, VZW JONG, Les Francas, Y-PEER, Kelsen Association, P.E.C.O., Centre for Inclusive Education, Association of Bulgarian OTs, Bursa Atatürk Anatolian High School, 4H Kuhmo, Kdz Eregli Anadolu Lisesi, "Mario Martinolić" Primary school/ Outward Bound Croatia, Government Office Justice Department, Open Media Group, Nilüfer Municipality, Group of the European Youth for Change - GEYC, Asociatia Tineri pentru Europa de Maine, Internationaler Bund Polska, Movimentamente, High school of arts "Artis"., Ardahan university, Academia de Aventura "Pamantul Viu", Youth Academy, VEDIÖK, Momentum World

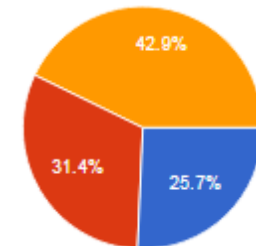
4. What is your role in the organization at this moment? (e.g. coordinator, trainer, project manager, volunteer etc.)

Participants' roles - 28 persons have the following roles (Some of the people have more than 1 role in the organization)

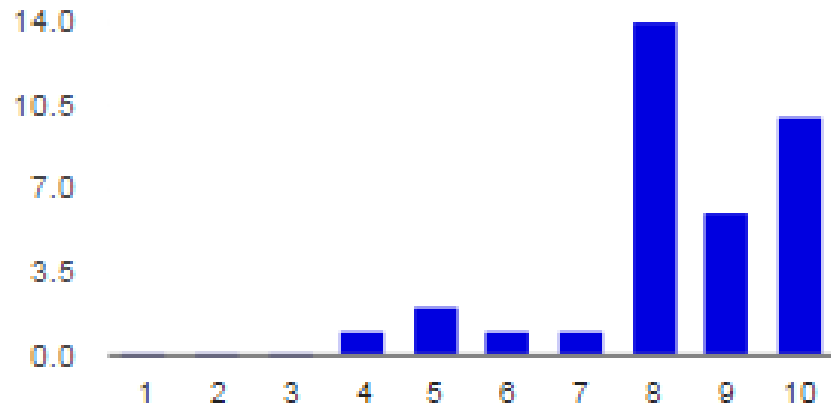
Trainer - 8	Youth Worker - 1
Coordinator - 5	Chairman - 1
Volunteer - 4	Mobility Center Responsible - 1
Project manager - 3	General secretary - 1
Teacher - 3	Content writer - 1
Mentor - 2	Speech therapist - 1
Group leader - 2	Project assistant - 1
Research assistant - 1	Probation officer of young offenders - 1

5. To which Give Power to Empower edition have you participated?

Romania, 2013	9	25.70%
Cyprus, 2014	11	31.40%
Bulgaria, 2015	15	42.90%



6. Looking back in time, from the moment of the course until now, how much positive impact this training course had on you?



No positive impact: 1	0	0%
2	0	0%
3	0	0%
4	1	2.9%
5	2	5.7%
6	1	2.9%
7	1	2.9%
8	14	40%
9	6	17.1%
Very high positive impact: 10	10	28.6%

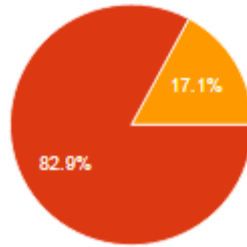
7. What changes do you see in yourself as a result of the training course?

- Learnt more methods
- The power of the speech
- It has been helping me to focus on what is important to me, it is a part of the work I have been doing on myself for a few years.
- I become more optimistic, I rediscovered my possibilities and I learned that the limit is only our imagination.
- Confidence to apply for a new job.
- I gained new power for being a youth worker, I remembered why I wanted to be a youth worker, I set some goals for myself.
- I really improved my communication skills, leadership skills and mostly - working in a team.
- Motivation, good friendships, planned future projects.
- I'm giving much more importance to team work and non-formal learning.
- Not a concrete change unfortunately. Personal changes are not a haircut or something that that you change in the short term with a TC of a week, but it is a mid/long term process and thanks to the TC I had another opportunity to go through my process. And I acquired tools to assess the steps that I take and to "study" the people around me in order to better understand and interact with them. I will need many more TCs like this.

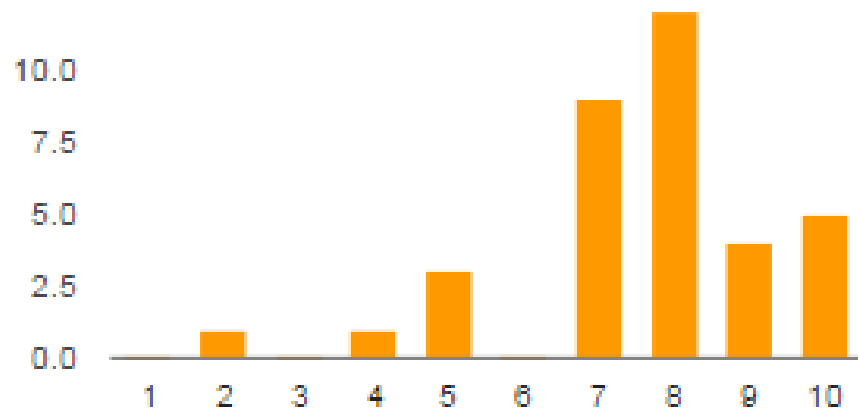
- I was unaware of non formal education at the beginning of the course. During the course, the lessons we had and the energizers we made had a great impact on me that when I came back to my school, I started to use the energizers and the techniques in my lessons. Now, I look forward to join more courses on non formal education for my further career.
- I have been more open-minded to new partnerships and I know more about Europe and European Citizens. I have also had a personal growth. Both in work and in life.
- I believe more in myself and in my ability to help others believe in themselves.
- I am more persistent, and it brings more success.
- I have more confidence. I can better communicate with foreign people. I'm more open-minded and easy-going.
- I received during this training a huge positive wave and I received several keys to give power.
- I have more motivation to deal with young criminals.
- I became more confident in my organizational skills. I became more aware of my inner powers.
- More self-esteem and improved awareness about my role as trainer/educator.
- I became more aware about my role in organization and about the huge impact that we can have among youngsters who are participating in our projects. Personally, I saw the result in the interaction that I had and that I still have with people from other nationalities and therefore I started a personal project with people passionate about other cultures.
- As a result of the training course, now I feel more prepared and empowered in my youth work. I know better how to work with people and to adapt the programs to their needs.
- More self-confidence; transforming ideas into actions.
- I developed other projects and still in contacts with some friends from in this training.
- I think that the training helped me a lot to be more aware about what I would like to do in my life. Moreover it helped me to focus more on reality and in considering things from different points of view.
- I still have my cone :) This metaphor gives me the sensitivity of the development models and layers but also it softened my approach in youth, and general, work with different vulnerable groups.
- I decided to change work; I feel I can start again in any moment from myself.
- I realized what I really want to do with my life. Two months after training I started to study art therapy that is based on logotherapy. Course had a huge impact on me.
- Ability to coordinate people.
- Dear Friends, at Troodos I found my path, and with your help my professional life is actually exciting.
- I realized an idea that was created during this course (European Diversity Days).
- I felt more confident when representing my organization at different events.
- I know better who I am and that I am valuable when I am authentic. I know better what my strengths are and I know that I can challenge my less developed intelligences. I feel more confident giving feedback, knowing that feedback could be taken into account. I believe now more in relationships than into results achieved by myself only :)
- HOW TO WORK WITH INTERNATIONAL TRAINERS.
- I'm more open-minded, creative and brave. I started to evaluate myself more.
- I started to use some informal games in the classes.

8. To what extent have you used tools/methods from the course?

I haven't used anything	0	0%
I've used some of them	29	82.9%
I've used most of them	6	17.1%



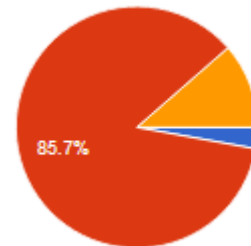
9. To what extent the training course increased the quality of your work with young people?



No extent: 1	0	0%
2	1	2.9%
3	0	0%
4	1	2.9%
5	3	8.6%
6	0	0%
7	9	25.7%
8	12	34.3%
9	4	11.4%
To a very high extent : 10	5	14.3%

10. Have you kept in touch with other people from the course?

With none of them	1	2.9%
With some of them	30	85.7%
With most of them	4	11.4%

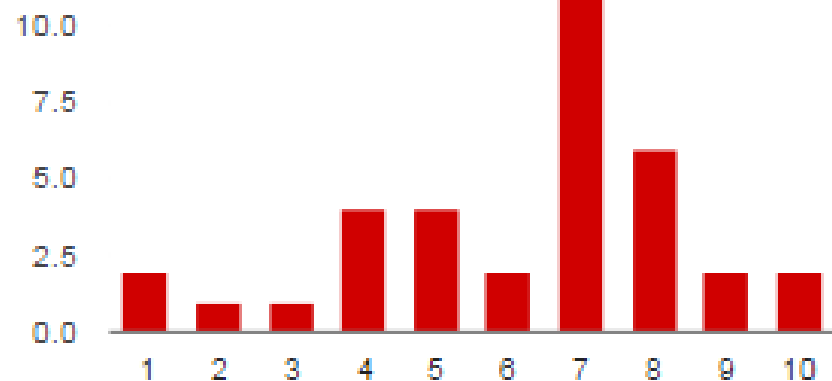


11. What concrete actions have you started on a personal level after the course?

- After the training I decided to look for experiences in youth work field: I found an Ngo and I dealt with writing a project, following a youth exchange and taking part in it. Then the project I co-wrote has been approved. It has been one of the biggest satisfactions in my life so far.
- Set goals and achieved them.
- I start working on European project and I get involved once more as youth worker not only in my organization.
- Meditational stuff.
- We wrote a project with 5 others participants.
- Following my dreams :)
- The desire to learn more.
- I continued working on myself and I started to observe in the others a few details that popped out of mind as a consequence of the TC.
- The course have been a part of a process, it didn't make me start any concrete actions on a personal level.
- I become more interested in my personal and professional development.
- I came back in Romania and I started to meet the objectives I've set in our last day of the training.
- Action of guerrilla gardening in my hometown; being an EVS volunteer in Middle East.
- I started work on Erasmus plus projects.
- I had other project partnerships with Romanians and other countries.
- I helped a few people to find their power and to get a job.
- I applied and implemented projects using the educational methods acquired during the training.
- I am now more involved in our trainings and also started to work in another NGO as a trainer.
- I think more and empower the others.
- I just did what I had planned before the course, but I am doing it with more confidence :) - I graduated form the OT program in my country, which is a great accomplishment for me.
- I planned a training course.
- USING NEW METHODS IN CLASSROOMS.
- Interact with more people, enlarge my network.
- I have been a partner organization in two TCs with people from the course.
- 2016 there will be Leader Project in Kainuu called International Hatchery and Rurales By Launch Pad Kainuu for youngsters, me as a coach. Youngsters will be teaching how to apply Youth Exchanges, about EVS and so on.
- :) more smile! :)
- I involved myself much into the field work and less office work which definitely enriched and empowered me and I can see a real changes in peoples life.
- I made an action plan for me.
- I started to organize some local and regional activities, based on youth volunteering.
- I tried new things, adventures easier out. I'm more sociable and open-minded. I started to learn English harder.
- Nothing on the surface yet, but it's yet to come.
- I used the techniques and energizers in my lessons.
- I saw some other participants in Ghent or I worked with them professionally (Eduardo)
- Juggling

ORGANIZATIONAL IMPACT

12. Looking back in time, from the moment of the course until now, to what extent you think the training course impacted your organization?



No positive impact: 1	2	5.7%
2	1	2.9%
3	1	2.9%
4	4	11.4%
5	4	11.4%
6	2	5.7%
7	11	31.4%
8	6	17.1%
9	2	5.7%
Very high positive impact: 10	2	5.7%

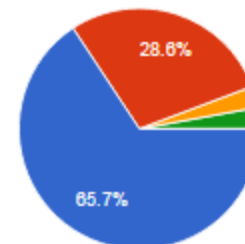
13. What changes do you see in your organization (NGO/school/center) as a result of the training?

- I see that the people who work in my organization is more open minded to take a part in different projects.
- I'm not active so I can't see the changes.
- Better visibility of my organization due to the fact that I can communicate better with external agents
- The changes are that more young people had benefit from our services during the time and they learned more from my experience.
- USING NEW METHODS AS ICEBREAKERS.
- I made the training mostly by personal interest. I have used some of the methods in my work, but I don't consider it has made any changes in the organization
- Better written projects and well planned activities.
- I can see virtues shift but still we are in progress and there is still a lot of misconceptions towards our role in society (as organization).
- The things I told them were really useful and we used a lot of them to really put the team together.
- Just after the training course I had too many projects with my organization directly. So I was frustrated because I didn't have time to explain to my co-worker and to experiment the tools that I learned. Now I try to use it.
- I still do not see many obvious changes because everything happens with time, but I'm trying to implement what I learned during the course as much as possible.
- Our young members became more aware of their role in the society and more interested in youth projects.

- I used some of the training methods in the activities I do with my volunteers and it helped us have great activities.
- We are more involved in international project like TCs, seminars and youth exchanges. In my team I organize more evaluation meetings and feedback sessions.
- Now we have projects before not.
- My other partners sometimes ask me why I am taking the children outdoor, I tell them about the non formal education and outdoor and indoor activities.
- I use the tools in sessions and other members of the team want to know more.
- Some of my lessons are different.
- It improves its awareness about its role as youth organization and its contribution/support to the social's positive development.
- New partnerships.
- There was no greater effect, because there was few time for planning activities with other countries, the proposals from other organizations from the course did not left any time to reflect and make a decision in such a big organization, where I am not in a leading position.
- Difficult to measure.
- I will start activities in the new organization based on empowerment and proactiveness.
- Learned to combine FE and NFE: apply some of the NFE methods from the NGO (OB Croatia) in the school I work.
- Sharing of information and knowledge.
- Develop new skills about evaluation and learning.
- The most relevant result is that I'm more aware about how to deal with volunteers, coordinators and staff of my NGO in general; so from this point of view I managed to improve my help to the organization.
- The organization had no changes at all.
- Unfortunately my organization is a little conservative and workmates are not open for new things.

14. How many Erasmus+ projects have you written and submitted as a result of the training?

0	23	65.7%
1-2	10	28.6%
3-4	1	2.9%
5 and more than 5	1	2.9%

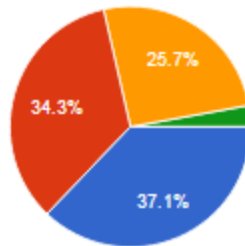


15. If you have submitted any project/s what are the Name, Topics and Partners for the applied project/s and mention if they were Approved or Not?

- The project I co-wrote was "Team4HealthyLife", an underage multilateral youth exchange about sport and healthy life style. Partners were NGOs from Spain, Bulgaria, Estonia, Finland, Italy and Romania. The project was approved and it was carried out in October 2014.
- EVS host project with Concordia in France - approved, youth exchange with Concordia - approved, 2 host EVS projects - unfortunately not approved (also with Concordia, hosting EVS volunteers in PL), TC with Fondo Natural - approved.
- Yes European Diversity Days ; Trainers Visit
- Success Factory- Not Approved Yet
- We started writing, but didn't manage to submit. I hope we can do it for the next deadline.
- Youth civic power - project approved and implemented in partnership with Bulgarian and Turkish NGOs. The topic was the civic participation of young people. Youth leading power - project submitted and not approved. There was 4 partners from Romania and Turkey and the topic was entrepreneurship
- Aware of yourself Developing new methods for the science, math and geography lessons
- Sport in youth work, 2. against hate speech
- Poverty
- Re-green Europe- not approved
- Erasmus + Youth Exchange Recycling Roadshow By Launch Pad Kainuu 2015

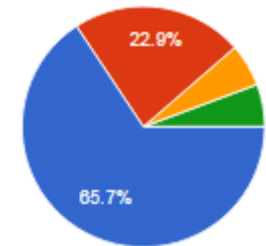
16. How many international partners/partnerships have you developed due to your participation in the course? (By international partners/partnerships we refer to Erasmus+ projects)

0	13	37.1%
1-2	12	34.3%
3-4	9	25.7%
5 and more than 5	1	2.9%



17. Have you participated in any international mobility projects, as a result of this course? How many?

0	23	65.7%
1-2	8	22.9%
3-4	2	5.7%
5 and more than 5	2	5.7%



18. If there is the case, please tell us more about the impact that your participation at the training produced upon the young people you work with?

- I used some of the methods used during the training and the impact was positive, because they were very excited to learn new things while having fun.
- I have seen many things that are helping me now.
- I am now able to better reach young needs and better understand how to 'empower' them and make them aware about their decisions, make them the real protagonists of their professional, educational etc. life.
- I am still trying to develop more projects.
- The youngsters are more interested in taking part in different projects. but mostly they have got a better youth leader.
- I took part in a youth exchange as "care taker" for participants and I used what I got from the training especially to make the environment comfortable for everyone. I believe that I managed to give a small but important contribution to the youth exchange and I was really happy to see that people felt good and were very happy during it.
- I started to talk with them more, and ask for their needs, also our evaluation meetings are more creative and with more space for feedback.
- I got motivated again.

19. Other comments?

- Thank you for the opportunity and I hope to work with you all again
- Keep up the good work. My organization didn't really care about this course, but it was extremely important for me personally. Really empowering :). And I don't work in that organization anymore; I'm travelling my own path now. Cone is about to open :).
- Thanks to Romanian National Agency.
- My only regret is that none of the project ideas, presented during the training, was put into practice. I would have really liked to start a project with some of the participants.
- Keep up with the good work, I love you guys.
- I'm very happy that I was able to be part of the training. It gave me more than I expected!
- The week of training is still an important memory to me
- Thank you for this course it was a great time and really motivated me!
- It was a great TC. I have joined one more after yours but your course was the best one. All the instructors were in coherence and a harmony among them.
- I loved this training it is still number one on my TC list. You are doing such a great job!
- I'd love to do it again :)
- Bogdan, Eleni and Ogi: you were great and it was a pleasure to meet you. Your energy is touchable, but I am just too wounded to catch it. Keep on with your work!
- It was a really positive, big experience for me. Although I was quite young and I'm not so active at youth work, it was good for my personality. I could learn about myself and about other people, how can I get to know them etc..
- I am sometimes thinking of you, guys, and how great you are. Hugs!