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Project: Go European! Building Transnational Partnerships for Youth Participation (2019-1-DE04-KA105-017798)



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INTRODUCTION AND PROJECT BACKGROUND

In September 2019 in Yanoshi (Ukraine), NGO members from 18 countries participated in the Partnership Building Activity “Go European! Building Transnational Partnerships for Youth Participation” funded by the Erasmus+ Programme of the European Union. The aim was to discuss challenges of young people and NGOs in their daily life and work. The participants found out that sometimes, these challenges are very country-specific, sometimes, they are surprisingly similar in many European countries. One of the challenges many NGOs face is the lack of participation by local young people in civic, social, or cultural activities. Especially, in rural and deprived areas, the participation of young people is low due to economic problems in these areas.

However, in every country we can find motivated youth organizations that develop and implement creative solutions for tackling these challenges. This brochure is a collection of “Very OK Practices”¹ implemented by very different European NGOs working with young people. By publishing this collection, we aim at spreading the knowledge about how to tackle various challenges of young people and youth organizations.

¹ VERY OK practice – a successful experience, which has been tested and validated, and deserves to be shared so that a greater number of people can adopt it.

The brochure follows a simple structure: After the description of each challenge that young people or youth organizations face, two solutions that have been developed and implemented by one of the partner organizations of the project are presented. This enables the reader to quickly find the matching solutions to each challenge.

We express our deep gratitude to the trainers Hanna Lepska and Lluç Martí Pe, the project partners and the participants who have spared no efforts to make this publication possible. We hope that it will help other NGOs to not just overcome their individual and social problems but also to get stronger with every solved challenge.

PROJECT PARTNERS

Fundació Catalunya Voluntària
Udruga gluhih i nagluhih Nova Gradiska
Noored Ühiskonna Heaks
Uçarlı Gençlik Derneği
Toplum Gönüllüleri Vakfı
Association of Ruse in help of society and young people
Support for Youth Development Association
Associació Globers
Én Kint Egyesület a Békéért és Fejlődésért
Asociatia Sportiva MUSUBI Miercurea Ciuc
Marthos o.z. - Esterházy Akadémia
Stichting The Tree Party
Res Polis
Gravis-Public Associacion
Public Organization "Society Initiatives Institute"
Galajaya Korpu Public Associan of Youth
League of Youth Voluntary Service
SIQA – Georgian Association of Educational Initiatives
Youth Cooperation Centre of Dilijan
Gyumri "Youth Initiative Centre" NGO
Organizatia Tinerilor pentru Sport si Mediu
Gromads'ka Organizacija "Spilka Molodih Ugors'kih Pidpriemtsiv Zakarpattja" (GO "SMUPZ")

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OVERVIEW

Challenge	Solution	Type of Activity	Country	Organization
Lack of information and preparation	Promoting youth opportunities	Preparatory trainings	Estonia	Noored Ühiskonna Heaks
	First International Forum for NGOs from Europe and Arabic countries	International forum	Spain	Fundació Catalunya Voluntària
Lack of self-confidence	WoMentor – Women empowerment program	Mentoring program	Ukraine	Society Initiatives Institute
	Summer camps for improving competences of children and young people	Summer camps	Romania	Care2Travel
Lack of trust in society	Creating a youth centre for youth with less opportunities	Creation of a Youth Centre	Armenia	Youth Initiative Centre
	Promoting the culture of peace in civil society organizations	Training of trainers	Georgia	Academy for Peace

Lack of competencies of youth workers	Training course on gender equality for youth workers	Training of trainers	Spain	Globers
	Activities in the community for developing social and language skills	Community work	Moldova	OTSM (Youth Organization for Sport and Environment)
Lack of institutional resources and support	Creating a student-alumni association	Student-alumni association	Turkey	BALEV (Bornova Anatolian High-school Education Association)
	Creating green event in Zagora, Morocco	Fundraising event	The Netherlands	The Tree Party
Acquisition of key competences for higher employability	Supporting youth employment	Vocational trainings	Azerbaijan	Bridge to the Future
	Educational program to combat youth unemployment in Serbia	Vocational trainings	Serbia	Res Polis

CHALLENGE 1: LACK OF INFORMATION AND PREPARATION

One of the challenges that keeps young people from participating in youth work projects is a lack of information and lack of access to information. Existing information about projects might not reach the target group, when the target group does not have access to the sources. Even when there is a large amount of information available and accessible, it will not reach the desired goal when the information does not connect to the need for information. This means that the need for information, the content, the availability and the accessibility should be in tune.

Many organizations in the youth education sector face the problem of attracting new people to their projects. Often, a small group of young people attends a lot of seminars and trainings, whereas (?) a large share of young people does not know about all these opportunities.

When new participants for such trainings and youth projects have been found, they often do not know about the character of such programmes. This is why a proper preparation of participants by the sending organizations is very helpful in order for the participants to feel well during the projects.

1) PROMOTING YOUTH OPPORTUNITIES - NOORED ÜHISKONNA HEAKS,
TALLINN (ESTONIA)

Preparatory trainings

OBJECTIVE

To prepare the participants who will be sent to an international project, so they would

- know what to expect
- know what are their responsibilities
- understand their learning process
- know about Youthpass
- give them the opportunity to join the organization

TARGET GROUP

Young people aged 18-30 and youth workers 18+ without an age limit that are sent to an international project (youth exchange, training course, seminar etc.)

ACTIVITIES AND METHODOLOGY

At a seminar, all the future project participants of the organization are gathered. These face-to-face meeting help the participants to get more confident about their upcoming project. They consist out of following steps:

1. Name game and getting to know each other
2. Introduction of the organization and its activities
3. What is non-formal education, Erasmus+, and the Youthpass?
4. Presenting the project, they are going to participate in, practicalities, what to bring, travel reimbursement, insurance
5. Introduction of 4 rules (speak English when people are around that do not understand your own language, be on time for the sessions, the participants represent also the organization and Estonia, have fun during the project)
6. Introduction of further opportunities within the Erasmus+ field (ESC, etc.)
7. How the participants can contribute to the organization after their come back

ACHIEVEMENTS AND SUCCESS

Preparing the participants for the training or exchange helps them to understand their own needs and potential contributions to the success of the project. With this understanding, participants get more active during the projects.

114 participants were prepared for an international project experience in 2018.

THINGS TO CONSIDER

It is very important to get to know each other and to create a team feeling. Such meetings take a lot of time. However, it is super important to have a meeting before sending the participants to a new adventure.



2) FIRST INTERNATIONAL FORUM FOR NGOs FROM EUROPE AND ARABIC COUNTRIES - FUNDACIÓ CATALUNYA VOLUNTÀRIA, BARCELONA, CATALONIA, SPAIN

International Forum

OBJECTIVES

- to coordinate and reinforce the collaboration between the European and Arabic NGOs;
- to create a network for the promotion and institutionalization of volunteering as a tool for youth empowerment;
- to identify challenges and opportunities about volunteering in Arabic countries;
- to pursue the Goal 16 of the Sustainable Development Goals (SDG) for the promotion of inclusive societies by international cooperation

TARGET GROUP

Non-profit organizations from Arabic countries and regional youth (Catalonia, Spain)

ACTIVITIES AND METHODOLOGY

Organization of a six-day international fair, called “First International Forum”. At this forum, Arabic NGOs were able to promote their activities, gain visibility and build new partnerships. Young people from Catalonia, who attended this fair, learnt more about the Arabic organizations which presented themselves via videos and workshops.

ACHIEVEMENTS AND SUCCESS

This fair was the first International Forum held in Europe which included 13 Arabic non-profit organizations. More information about opportunities that Arabic countries offer became available to young people in Catalonia. The challenges and opportunities in Arabic countries were identified and good practices were shared among participants of the Forum.

THINGS TO CONSIDER

Be aware of the bureaucratic procedures, especially the process of obtaining the visas for the Arabic representatives of the NGOs can take long time and many resources.



CHALLENGE 2: LACK OF SELF-CONFIDENCE

Being self-confidence is one of the key characteristics for young people. There are a lot of factors that have an impact on young people's trust in themselves, both internal and external. Some of the factors include: self-esteem and self-awareness, motivation, social media, education, competition- or co-operation-based culture, etc. As a result of an unfortunate constellation of these influencing factors, young people may think that they are not capable of accomplishing certain challenges. One of the main factors that can have a negative impact on young people's self-confidence is low self-esteem and low self-awareness. Healthy self-esteem means that a person believes in themselves and is aware of their abilities. Self-esteem starts to form from the early childhood, during the process of socialization. Nowadays, many cultures are based on competition. So is the educational system in schools and universities. High grades are endorsed while "bad students" are oppressed from teachers' and students' side. The 'losers' of such educational systems suffer under decreasing self-esteem. Social media can also have a negative influence on one's self-trust. People tend to make posts mostly about happy, beautiful and pleasant events and experiences they have, which creates an illusion of a perfect life. These illusionary pictures can influence young people's self-esteem. Over more, social media influence leads to another negative factor – the creation of high expectations and goals, which usually are not realistically to accomplish and often end up in disappointment and in decrease of motivation. Without motivation youth don't have ideas for activities and they don't want to be active in public life.

1) WoMENTOR – WOMEN EMPOWERMENT PROGRAM – SOCIETY
INITIATIVES INSTITUTE, UKRAINE

Mentoring programme

OBJECTIVES

- to empower young women
- to tackle existing social and economic constraints that prevent women from reaching their potential

TARGET GROUP

Young women and girls between 16 and 35 years.

ACTIVITIES AND METHODOLOGY

METHODOLOGY

- Creation of 7 groups out of 4-5 participants;
- each group worked with the help and monitoring of one woman-mentor and one women-coordinator (mediator between the mentor and the participants);
- diary written by the participant in which they write down goals and trackers (?) of their success during the project.

ACTIVITIES

- 13 general meetings (discussing topics such as management and finances; judicial issues; target audience (?); partnerships and digital marketing, such as branding and communication strategies);
- 30 group meetings (in order to closely monitor the progress of each group, for example, dealing with specific problems, giving personalized advice and so on);
- individual meetings with mentor (if needed);
- creation of social media platforms in order to connect participants and enhance their collaboration.

ACHIEVEMENTS AND SUCCESS

- starting of ten successful businesses;
- empowerment of young women who became strong members (?) of society;
- raising social responsibility (trust-building and help between the mentors and the participants of the project);
- businesses got more open to society's needs.

WoMentor continues to operate even after the granted financial support was already spent. Mentors and coordinators who work voluntarily decided to continue the implementation of the project and do the fundraising on their own.

THINGS TO CONSIDER

Issue

Participants do not realize what exactly they want to take from the project.

Participants realize how “impossible” is the way they need to go through in order to establish a business.

Different time availability.

Potential solution

Interview the participants carefully and thoroughly so that their motivation is both clear and structured.

The support of mentor and group on the way to achieve the goal.

Being flexible with the final idea: if the initial one is not working, the mentor works closely with the participant in order to change the final objective.

Create the possibility for online meetings, so that in the end, everyone is heard.

Fitting in more individual meetings (coordinator is the one who plays a mediator role here).



2) SUMMER CAMPS FOR IMPROVING COMPETENCES OF CHILDREN AND YOUNG PEOPLE – CARE2TRAVEL, ROMANIA

OBJECTIVES

- Language skills: Helping children to learn English
- Intercultural learning and cultural awareness: Giving children the chance to build connections with foreign people
- Focus on those with fewer opportunities: Making disadvantaged kids to feel appreciated and cared about

TARGET GROUP

Children between 6-11 and 11-17 years

ACTIVITIES AND METHODOLOGY

We organize one-week summer camps where we use methods of non-formal education with the help of the local and international volunteers.

Summer Camps



ACHIEVEMENTS AND SUCCESS

Children were able to integrate more successfully into modern society.

THINGS TO CONSIDER

A variety of children come with diverse background and personalities, so we must find ways to include all of them in the activities.



CHALLENGE 3: LACK OF TRUST IN SOCIETY

As many people have low trust towards educational institutions, also NGOs in the non-formal educational sphere face problems of gaining people's trust and convincing them to participate in their activities. Despite of the fact that nowadays, most NGOs and even governmental organizations work in a transparent manner, they struggle to gain trust within the whole society. Trust is something that has to be earned. It allows people to live and work together, feel safe and belong to a group. There is a lack of trust in non-governmental organizations because they have become money focused. There is a feeling that NGO's are now acting too much like businesses. In some cases, this mistrust stems from practices of corruption. Many people think they only exist in order to receive grants but don't use this money in a proper way. There are NGOs in Armenia that present programs to society that don't match the standards formulated by themselves. Such behaviours of NGOs impact also the public perception of other – conscientiously working – NGOs. As a result, the latter suffer from this perception by a low degree of participation in their programs.

1) CREATING A YOUTH CENTRE FOR YOUTH WITH LESS OPPORTUNITIES –
YOUTH INITIATIVE CENTRE, ARMENIA

Creation of a Youth Centre

OBJECTIVES

- To create of a safe space for young people
- To empower young people in Gyumri through variety of services provided by Youth Centre

TARGET GROUP

- Young people between 13 and 18 years
- Socially marginalized youth

ACTIVITIES AND METHODOLOGY

At the beginning, a research and analysis about the current situation of youth in Gyumri was carried out. This was done by face-to-face interviews, questionnaires, panel discussions with youth workers and people interested in youth work. After that, meetings and discussions with the governmental bodies and state institutions were held. As a next step, the project “Open Youth Work: Empowering Young People in Gyumri” was installed, co-funded by the EU. Basing on the preceding discussions and analyses, in May 2018 the “Youth House” Open Youth Centre was established. The aim of the centre is to enhance civic activity and wellbeing amongst the youth in Armenia, particularly in Gyumri, through modelling and promoting innovative approaches to youth work and youth participation. Additionally, the centre serves

as a platform for thematic discussions, seminars, trainings and collaboration among civil society organizations, schools, childcare centres, social services, police, municipality and other institutions, supporting the provision of a wide range of accessible and quality services for young people.

ACHIEVEMENTS AND SUCCESS

The centre serves 600 young people a year.

Each day at the “Youth House” is very busy with diverse activities. Various workshops, book discussions and movie screenings are organized at the centre on different topics and serving multiple educational purposes.

The following clubs take place regularly at the “Youth House”: English language club, Basic Computer Literacy Club, Art club, Cooking club, Yoga club, Music club, Photography and Videography clubs. We also hold trainings on leadership and bicycle riding for young girls: The centre has 14 bicycles, and every young girl and woman aged 14-18 has access and trainer support to learn how to ride a bicycle.

THINGS TO CONSIDER

- Research and exploration about the situation and needs of youth are eminent.
- Network and collaboration with not only NGO's in this area also with government and state buildings, ministries, etc.
- Train youth workers and staff for getting needed the skills and competences.
- Just do it!



2) PROMOTING A CULTURE OF PEACE IN CIVIL SOCIETY ORGANIZATIONS –
ACADEMY FOR PEACE, GEORGIA

Training of Trainers

OBJECTIVES

- To enhance the competences of civil society organizations (CSOs) for strategic planning on peace and confidence building community lead initiatives
- To incorporate systematized mechanisms for strategic planning towards a Culture of Peace among youth CSOs (based on the guidelines developed by experts in the first stage of the project)
- To enhance the competences of youth educators in the field of non-formal peace education
- To incorporate a systematized peace education approach for educational activities among youth CSOs (based on the competence framework developed by experts in the first stage of the project)
- To reinforce and expand networks of youth CSOs working towards a Culture of Peace in the South Caucasus

TARGET GROUP

Youth CSOs from South Caucasus Countries (Armenia, Azerbaijan and Georgia)

ACTIVITIES AND METHODOLOGY

1. Training of trainers on the competence framework and educational approach for youth CSOs in the field of non-formal peace education in the South Caucasus. Apart from learning about methods and practices of peace education, the participants got also the opportunity to network with other organizations from the South Caucasus.
2. Training on strategic planning guidelines for CSOs on peace and confidence building. The focus of this training was on project planning and management in connection with Culture of Peace and how to integrate these principles in the work of the sending organizations.
3. A third activity was a web-based support and consultancy event for youth CSOs in the region to develop project plans for a Culture of Peace.
4. In-person support and consultancies for youth CSOs in the region to develop project plans for a Culture of Peace. This activity consisted of six face-to-face meetings of two days between expert consultants and interested youth CSOs in Armenia, Azerbaijan and Georgia. These meetings provided space for more involvement from the participating organizations, a better working environment including longer working space and time, and to meet more than one or two members of the team at the same time.

5. International Networking Forum in Tbilisi. This activity consisted of a two-days international networking forum in Georgia for at least 25 international guests (youth workers and coordinators from EU and Eastern Europe) and 18 regional guests (Armenia, Azerbaijan and Georgia). During this event, a lot of new international connections between the participating organizations were established.

ACHIEVEMENTS AND SUCCESS

- 18 project coordinators were trained in the fields of project management and peace education.
- 80 percent of the participants of the two trainings expressed an overall satisfaction with their learning
- The website containing the materials had 500 unique visitors in the 6 months of the project duration
- Ten local CSOs were consulted for the development of follow-up projects and/or the inclusion of the peace and confidence building approach in their ongoing activities.
- Three project proposals from the consulted youth CSOs are finished and submitted by the time of reporting for this project
- 25 participants of the International networking forum expressed that the event helped them to establish new links with other youth CSOs from the region

THINGS TO CONSIDER

- A tailored and exhaustive selection mechanism of the participants should be done before the training
- Context analyses and research of interests of target groups in project target regions
- Using social-media and all the other platforms for spreading information among your target group and not only
- Good logistics manager
- Good venue for the implementation of the activities



CHALLENGE 4: LACK OF COMPETENCIES OF YOUTH WORKERS

NGOs offer great opportunities for people to develop their skills in different spheres. Young people and adults can improve their competences in fields like communication, social intelligence, cultural and intercultural awareness, self-confidence, etc. However, NGOs should not use formalized learning methods like in the school but rather techniques of non-formal learning. Doing so, NGOs can serve as a platform for the self-development of young people from their local community. Cooperating with international partners, NGOs can help their local young people to get more involved in the international sphere and get more interculturally aware. All these actions can help NGOs getting more trust within the society and attract smart and motivated volunteers for the future.

1) TRAINING COURSE ON GENDER EQUALITY FOR YOUTH WORKERS –
GLOBERS, SPAIN

OBJECTIVES

- to combat gender inequality and violence against the LGBTQ+ community;
- to provide youth leaders with definitions and terms that are more inclusive and respectful;
- to promote exchange of the good gender practices among youth workers and their integration into organisations and societies.

TARGET GROUP

Youth leaders, teachers and youth workers who are involved directly or indirectly with gender issues from program counties.

ACTIVITIES AND METHODOLOGY

A training course for 40 youth workers on gender identity - using non formal education as the means of dissemination.

Methods used were: theatrical games, model making, role-playing, sharing real stories, debating, photography projects, presenting youth parliament motions and debates.

ACHIEVEMENTS AND SUCCESS

Creation of a [Gender Ender booklet](#) which acts as a toolkit for youth leaders to use within their organisations and their projects.

40 European youth workers learnt best practice in dealing with gender conversations, pronoun identification and how to support their youths in handling gender challenges.

Greater understanding and appreciation of the obstacles and bias for those who do not identify as being heterosexual cis-gendered and the responsibility that comes with privilege.

THINGS TO CONSIDER

In order to create an open authentic discussion, it's really important to have a non-judgemental space. A fixed moral position such as 'x is right and y is wrong' can shut down sharing and honest debate. These can be sensitive topics and it is important to foster an attitude of understanding.



2) ACTIVITIES IN THE COMMUNITY FOR DEVELOPING SOCIAL AND LANGUAGE SKILLS – OTSM, MOLDOVA

Community Work

OBJECTIVES

- to develop personal and professional skills of young people using non formal education methods
- to offer more opportunities for young people from rural and deprived areas
- to increase the leadership potential of young people
- to develop the creative and digital skills of young people
- to sensitize the people about the existing problems of the society: discrimination, exclusion, racism and xenophobia, through the art of photography and filming.

TARGET GROUPS

Young people between 16 and 30 years, especially young people from rural and deprived areas and with fewer opportunities.

ACTIVITIES AND METHODOLOGY

We implemented a variety of courses for young people in the community that helped them to become better citizens of the society. This will also help us in future to recruit better equipped volunteers for our NGO. Among these courses are photographing master classes, leadership seminars, and English classes.

ACHIEVEMENTS AND SUCCESS

We achieved that young people from our community got more interested in our NGO and some of them even want to be active as volunteers in future. Our NGO thus profits from the higher visibility and higher skilled future volunteers.

THINGS TO CONSIDER

Never be afraid to start a project, everyone makes mistakes. But in the end, you will do your best for sure and you will achieve the main goal.



CHALLENGE 5: LACK OF INSTITUTIONAL RESOURCES AND SUPPORT

Institutional resources and support can play a major role in the operations of NGOs worldwide. Institutional support can come from the public sector (governments), educational institutions and the for-profit sector (corporates). Sponsorship can be part of corporate social responsibility (CSR) activities of companies that can be manifested in cash, products, technical services, materials etc. There are millions of NGOs worldwide and one of the greatest challenges they face is finding sufficient and continuous funding of their work. Generally, NGOs might suffer from lack of projects, organizational and financial sustainability, lobbying power to influence decision makers and skilled and motivated people to work with. As a consequence of this, they rather wait for national and international donors and supporters to approach them than proactively getting in touch and building up partnerships with these entities. Also despite of the fact that in the last 20-30 years there has been a tremendous increase in focus on CSR (as also seen on the figure based on media coverage), it is getting more and more popular among companies worldwide and becoming more a part of doing business. By using CSR in the “right” way, companies can lower risk, reduce cost of capital access, improve customer and employee relationships, and contribute to innovation, thus such cooperation can be a mutually beneficial step from both sides.

1) CREATING A STUDENT-ALUMNI ASSOCIATION – BALEV (BORNOVA ANATOLIAN HIGHSCHOOL EDUCATION ASSOCIATION), TURKEY

Student-Alumni Association

OBJECTIVES

- to create equal educational opportunities;
- to create a network between alumni and students;
- to broaden the perspective of the students;
- to help new-graduated students to adapt into the life after university;
- to share our good educational and supportive practices with organisations around the world.

TARGET GROUP

Students and alumni of BAL (Bornova Anatolian Highschool)

ACTIVITIES AND METHODOLOGY

1. Creating a network of alumni and current students to broaden the perspective of students and to conserve the culture of BAL. We believe communication is the key of success. By combining older alumni's experiences and students' young spirits, we create a fruitful culture and become a big family.

2. Organizing various events in order to enhance the exchange of experiences:
 - a. Career days where students learn about future job opportunities
 - b. Annual homecoming festival (Ayran day) and monthly dinners where alumni can meet and interact with younger alumni.
3. Yearly fundraising events which aim at creating equal educational opportunities and giving scholarships for those students who are in need.
4. Creating sub-units ('Clubs') all around the world (State Clubs in America; City Clubs in Asia, Middle East, and Europe; and University Clubs in Turkey) in order to help new-graduated students to adapt to life after graduation.
5. Ensuring the participation of members of BALEV in various international event and programs to share our good educational and supportive practices with organisations around the world and become globalised.

ACHIEVEMENTS AND SUCCESS

By creating a common spirit and conserving it very well, now we have 18,000 members from all around the world. They have the same values and support our activities. We are well-funded, we are well-supported, and we can achieve our goals. Every year we expand our activities.

THINGS TO CONSIDER

Creating a culture and a common spirit takes time. It's like planting a tree. You plant one fruit and get 100 fruits at the end, but it takes 10-20 years to fully grow a tree.



2) CREATING GREEN EVENT IN ZAGORA, MOROCCO – THE TREE PARTY, THE NETHERLANDS

Fundraising Event

OBJECTIVE

- to raise money for the Zagora project through engaging people with activities that are both informative and entertaining and related to subject (trees).

TARGET GROUPS

Everyone who is interested, and who wanted to donate.

The Zagora itself aimed at the community of Zagora (both students and residents).

ACTIVITIES AND METHODOLOGY

On June 9th, 2018, The Tree Party organised a tree party where money for the Zagora project was collected. A tree party is a party where everyone is invited, with several accessible activities for all ages. Activities such as: tasting organic wines, poetry workshop, tree grafting workshop, vegetarian hotdogs, and the selling of trees. The goal is to offer fun and entertaining experience. So, people feel connected to the goals of The Tree Party and donate money for the project. It's a different way of involving people, and therefore a useful tool.

ACHIEVEMENTS AND SUCCESS

We raised money through which the Zagora project could be achieved. In the end, around 600 trees were planted. In total The Tree Party supported the project with a sum of €1000.

THINGS TO CONSIDER

The Tree Party was able to organise the party at low costs through extensive network connections (for example, the location was made available to us by connections). This is not readily available to everyone. Arranging location, resources, volunteers is challenging and can be costly (but don't have to be, if one is creative).



CHALLENGE 6: ACQUISITION OF KEY COMPETENCES FOR HIGHER EMPLOYABILITY

High youth unemployment is a pressing problem in many countries in Europe and the Caucasus. Especially, young people in rural areas and with low education are affected by unemployment. These high unemployment rates have many negative effects on the opportunities of young people and the overall demographic development. One observation is that many young people do not see any future in the rural areas and move to the big cities. As a result of this movement to the urban centres, smaller cities and villages have to fight for their long-term existence. NGOs can help in this field by offering programmes for young people in which they can develop key competences and improve their employability.

1) SUPPORTING YOUTH EMPLOYMENT – BRIDGE TO THE FUTURE,

AZERBAIJAN

OBJECTIVES

- To identify the main challenges young women are facing while searching for employment opportunities;
- To provide effective support in the employment process;
- To enhance the employment of young people in various regions of Azerbaijan

TARGET GROUPS

- young women from 21-30 years;
- young people who have difficulties in finding employment

ACTIVITIES AND METHODOLOGY

Young women were provided with courses on sewing, cooking, weaving and make up. After completing the courses, they were recommended to partner companies.

Young people who have challenges in finding a job after finishing the university were provided with free seminars and workshops to improve their employability skills. The workshops were dedicated to

Vocational Trainings

learning how to write a CV and a motivation letter, a business plan, improving interview skills, and more tips for finding relevant job opportunities.

At the end of the project, there was a competition for the best business plans developed by the participants during the courses. The best business ideas were funded by the European Union Funding.

ACHIEVEMENTS AND SUCCESS

24 out of 30 participants were chosen by recruiters after they had improved their interview skills.

20 people set up their own business (beauty salon, IT centre, café and etc.).

THINGS TO CONSIDER

ROI – (Return on Investment)

It might be challenging for some participant to apply the knowledge and skills they got during the project to the real cases.



2) EDUCATIONAL PROGRAM TO COMBAT YOUTH UNEMPLOYMENT IN
SERBIA – RES POLIS, SERBIA

OBJECTIVES

Qualification and prequalification of unemployed young people

TARGET GROUP

Unemployed young people

ACTIVITIES AND METHODOLOGY

Two training courses for twelve young people (six from each participating country) were organized. At this course, the participants learnt 3D-modelling and computer game animation. After each training, the participants got multiple tasks for solving at home. The trainers assisted the participants in their development process through online channels. This helped the participants to finish their tasks on time. These virtual practice periods lasted up to two months. In the end, the participants gave feedback on the education process and participated in the final conference of the project.

Vocational Trainings

ACHIEVEMENTS AND SUCCESS

The participants had received two different types of assets: First, valuable knowledge highly needed in the job market. Second, work experience proven by an online CV that can be checked on the project's web page.

*THINGS TO
CONSIDER*

Including multiple companies from the ITC sector.

