

FINAL Report



GET IN NET 2007

**Training Courses
On Management of Transnational Youth
Initiatives
European Youth in Action programme**



The Participation of young people – our main priority!

The main priority of the Youth in Action Programme is the active participation of young people in daily life. The overall aim is to encourage young people to be active citizens. Participation takes the following dimensions, as laid down in the Council Resolution on the common objectives for participation by and information for young people¹:

- to increase the participation of young people in the civic life of their community
- to increase the participation of young people in the system of representative democracy
- to provide greater support for various forms of learning to participate.

Projects funded under the Youth in Action Programme should reflect these three dimensions by using participatory approaches as a pedagogical principle for project implementation.

SALTO Participation RC in various forms promotes key principles of participatory approaches in Youth in Action projects:

- offering space for the inter-action of participants, and avoiding passive listening
- respect for individual knowledge and skills
- ensuring influence over project decisions, not simply involvement
- participation is a learning process as much as an outcome
- an approach and attitude rather than a specific set of technical skills.

In particular SALTO PARTICIPATION provides learning and training opportunities for young people and youth workers to help ensure the participative approach and overall quality of Transnational Youth Initiatives (Action 1.2) and Youth Democracy Projects (Action 1.3)

The new sub action **Youth Democracy Project** (Action 1.3) responds concretely to this political priority.

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¹ Council Resolution (2003/C 295/04) of 25 November 2003, OJ C 295 of 5.12.2003, pp. 6-8.

History and main developments of GIN

SALTO Participation (previously called SALTO Youth Initiatives RC) has been providing support and training activities for Networking Projects since 2003. Over time, the organizers realised that the ideal concept for attaining both quality and quantity in such projects in Europe would be to combine two elements ie: the contact-making process and training on project management in one training course. The two previously mentioned elements, then lead to a third one – the development of *real* Transnational Youth Initiatives.



Since 2006 there has been an increasing need from National Agencies for such seminars/training courses. Every year there have been 3-4 GET in NET courses and there is potential to implement more in the coming years. An interesting fact is that National Agencies which have already hosted GET in NET are expressing the need to do so again next year (the United Kingdom, Turkey), which shows the effectiveness and positive impact of the course.

Introduction to the GET IN NET Module

The main aim of the Get in Net courses is *to enable young people to develop and implement Transnational Youth Initiative projects of high quality*.

The aim is being reached through educational objectives:

- To increase participants' knowledge and understanding of the Youth in Action programme with a focus on the quality of Action 1.2 - Transnational Youth Initiatives
- To develop competences in the field of international teamwork, project management and intercultural communication
- To facilitate the process of finding potential partners for common projects
- To provide support for the development of quality transnational youth initiative projects
- To explore the added value (European dimension) of transnational youth initiative projects for the local community.

The selection criteria for participants were as follows:

- Young people from 18 to 30 with possible exceptions for young people under this age according to NAs' regulations for travelling abroad and also according to the characteristic of networking projects)
- Representative of an organisation or an informal group
- Willing to set up a transnational youth initiative
- Having experience and/or interest related to the specific theme for the training course they are applying for
- Able to communicate in English as the main working language
- Resident in Youth in Action programme countries of Youth in Action

The pre-selection of participants was made by sending NAs and the hosting NA together with SALTO Youth Participation RC. There were three GET in NET training courses in 2007.

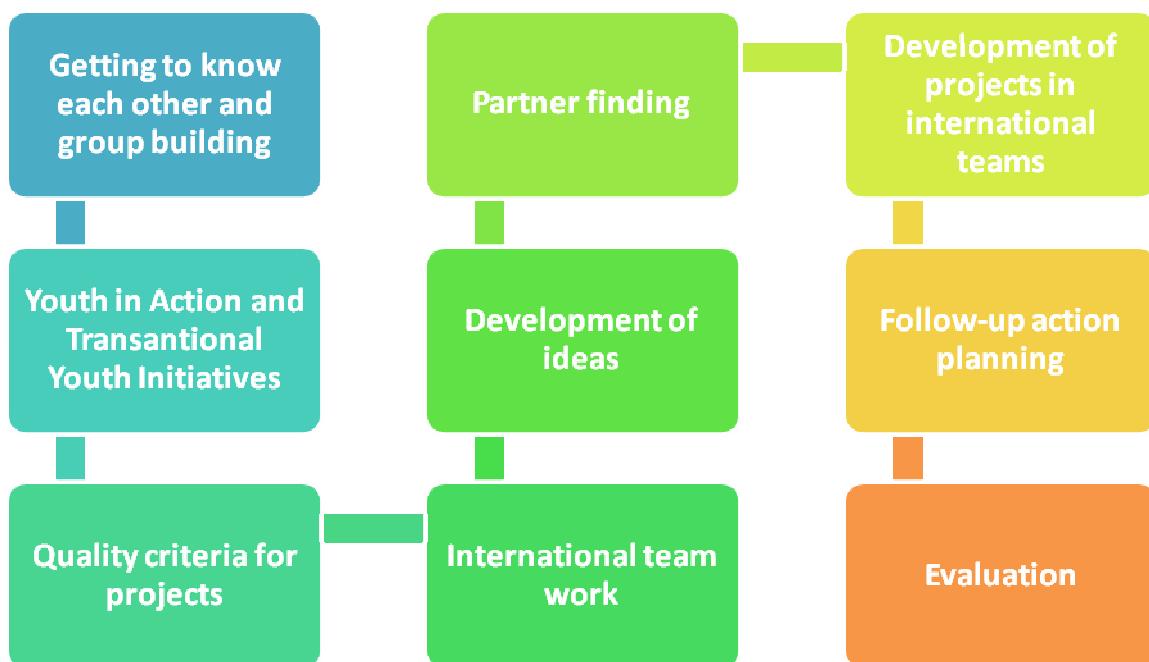
GIN training courses organised in 2007:

- **Greece**, March 2007: Organised by the Greek National Agency in cooperation with SALTO Participation Resource Centre
Theme: "Maintaining E.U. Enlargement through Common Local Heritage"
- **Belgium**, June 2007: Organised by the Belgium French community National Agency in cooperation with SALTO Participation Resource Centre
Theme: "Fight against racism and xenophobia"
- **The United Kingdom**, November 2007: Organised by the UK National Agency in cooperation with SALTO Participation Resource Centre
Theme: "Citizenship"

Training (Location and Dates)	Participating countries (Number of participants)	Number of participants in total
Greece 28 th March – 2 nd April	Denmark (4), Estonia (2), Italy (1), Malta (2), Poland (4), Spain (1), Sweden (1), Turkey (3), Bulgaria (1), Czech Republic (1), Germany (2), Portugal (1)	23
Belgium 12 th – 17 th June	Belgium (1), Czech Republic (3), France (3), Hungary (1), Latvia (2), Poland (3), Turkey (2)	15
United Kingdom 6 rd – 11 th November	Belgium (2), Czech Republic (2), Estonia (3), Finland (2), France (1), Greece (2), Hungary (1), Latvia (1), Portugal (2), UK (3), Sweden (3)	22

Each training course was promoted under a particular theme to attract participants from similar fields of action and with comparable interests to increase the chances of finding a partner for the common project.

The **METHODOLOGY** of GET IN NET is based on the main principles of non-formal learning. The methods provided give the participants the opportunity to be fully engaged in the learning process, to learn from experience and be empowered for follow-up actions.



The effectiveness of learning is supported by several measures:



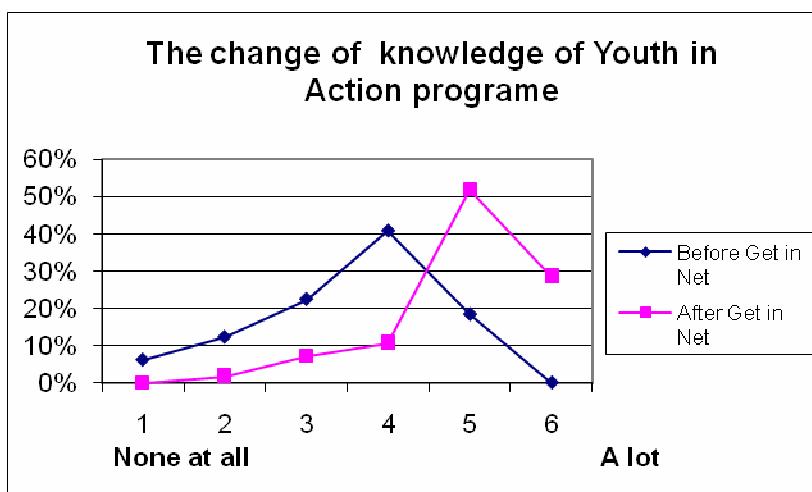
Statistics from 3 "Get in Net" courses in 2007

"Get in Net" gives strong emphasis to supporting participants in tracking their own development. Participants fill in - a pre-evaluation questionnaire before the course and a post-questionnaire at the end of the course. They all receive an impact evaluation questionnaire at least 6 months after "Get in Net", but the data from this evaluation is not yet available.

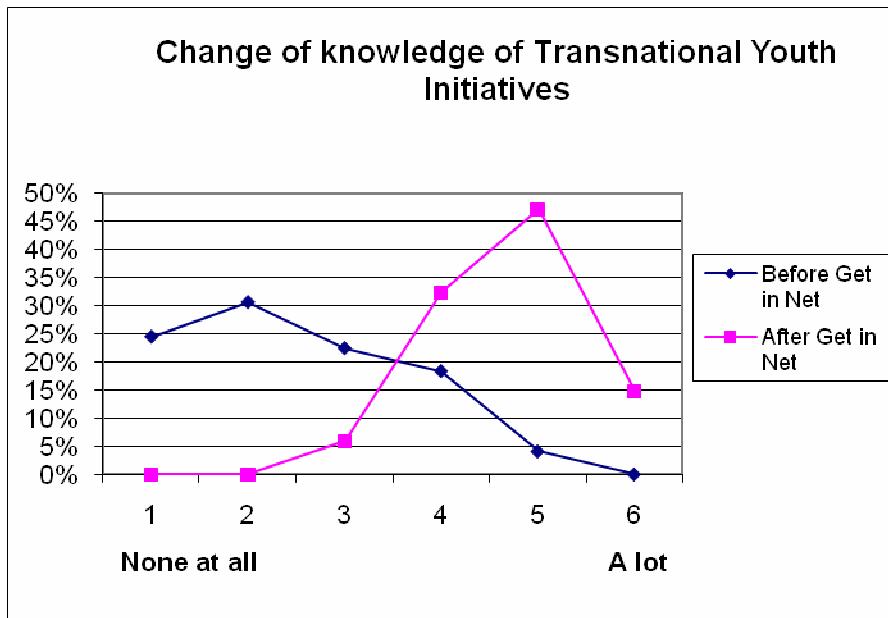
Statistical data from the questionnaire shows the extent to which participants increased their knowledge, developed skills and understanding about transnational youth initiatives, project management and international youth work.

The results from GIN's in 2007 represent more or less the same trends as in 2006. The training course has a great impact and learning outcomes for the preparation to launch a transnational youth initiative project.

Graph 1 shows that only 18% of participants had a good knowledge of the Youth in Action programme before the Get in Net. After the course, 81% of participants stated that their knowledge of the programme was good or even very good.

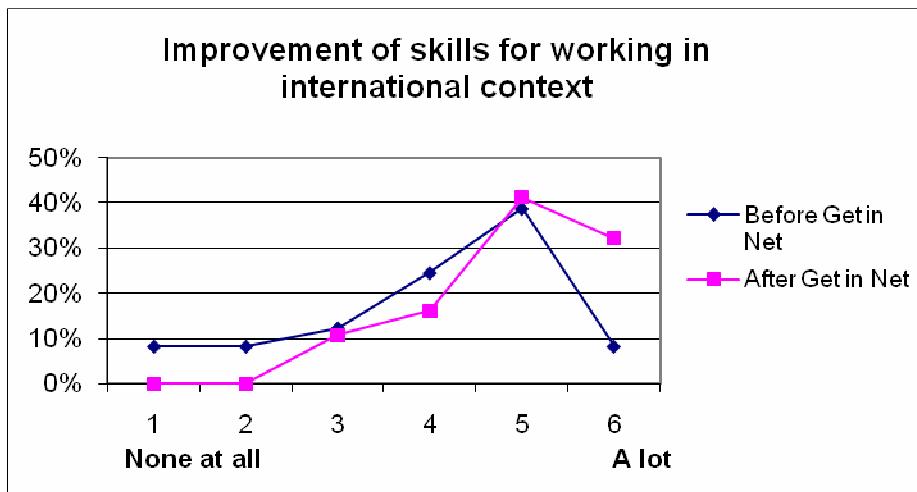


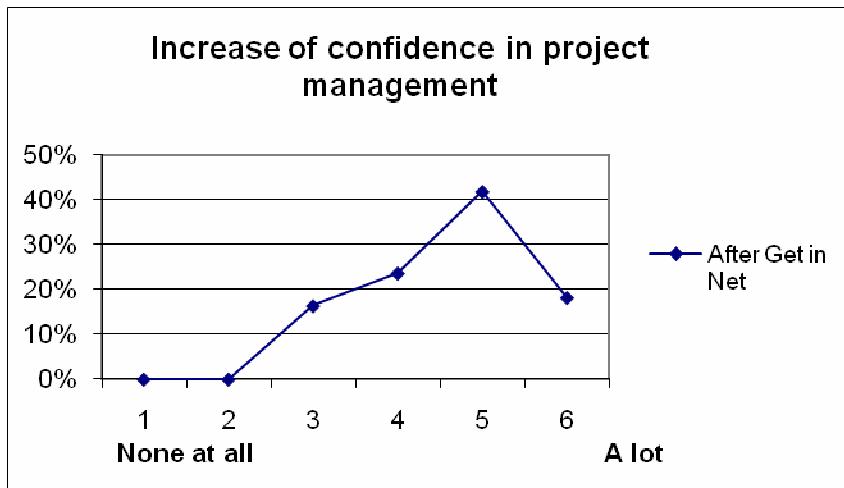
Graph 1

**Graph 2**

22% of participants had average or good knowledge of Transnational Youth Initiatives before the Get in Net (Graph 2). The course enabled participants to understand this type of project much better - 94% of participants said that their understanding of Transnational Youth Initiatives was average, good or very good.

Even though Get in Net does not directly address intercultural skills, it still increased the competence for working in an international environment by almost double – from 47% to 83% of participants stating that they improved their skills quite a lot as shown in Graph 3.

**Graph 3**

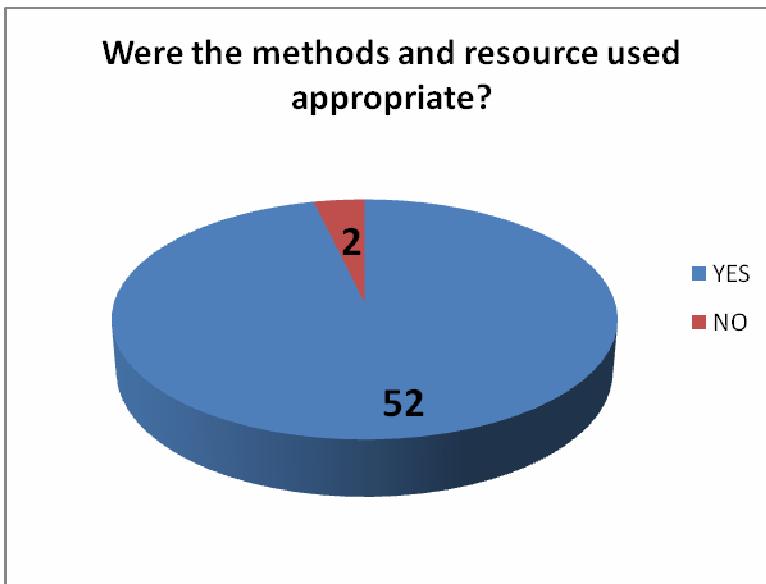
**Graph 4**

Graph 4 shows that 60% of participants indicated that the training course increased their confidence in project management quite a lot and provided them with the necessary planning and communication tools to prepare and implement Transnational Youth Initiatives.

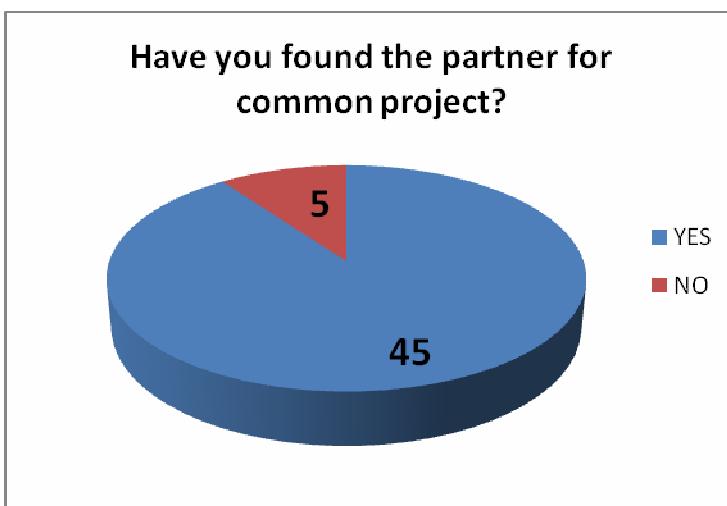
3 The Pie charts bellow show a further 3 success indicators of the training course:



1. 93% of participants expressed that their expectations and learning objectives were reached. A few mentioned that their expectations were more than reached, while some mentioned that they came with inadequate wishes for this training course.



2. 96% of participants from three GIN courses reflected that the methods and available resources used were needed and appropriate to their experiences and helped to reach their personal objectives. However participants also mentioned that some methods demand more time and deeper explorations.



3. 90% of participants said that they were convinced about the partners they found and were ready to prepare a project with them after the course. Those who did not find appropriate partners mentioned that there was a lack of people with a similar organisation profile or ideas that were too different to suit them.

MAIN EVALUATION

Based on verbatim comments from participants and evaluation meetings of trainers and organisers

The programme:

STRENGTHS	WEAKNESSES	PROPOSALS
<p>The programme is flexible and can be adapted to any group of participants.</p> <p>A shorter introduction allows more time for group building</p> <p>The evening programme is dedicated to organisations making it informal and less stressful.</p>	<p>Too many objectives to fulfil during the 1st day which is sometimes too intensive.</p>	<ul style="list-style-type: none"> • Less is more! To identify just essential sessions and information to be provided • To make the 1st day more active with greater emphasis on increasing group dynamic
<p>The presentation of Youth in Action and Transnational youth initiatives has become more dynamic and interactive, encouraging the active involvement of participants.</p>	<p>Quite a big diversity in participants' experiences and knowledge results in different amounts of time needed for participants to understand topics and take an active part in the group.</p>	<ul style="list-style-type: none"> • To ensure that every participant comes to the TC with the same level of knowledge: the sending NA should inform them in their mother tongue about the Youth in Action programme, especially sub action 1.2 . • To start the "group building" activity on the evening of the arrival of participants. • A Quiz about their knowledge will be organized on the 1st day in order to increase participant awareness of how much they know about the programme and A1.2.

Real life examples give a better understanding of how such an initiative works in reality		<ul style="list-style-type: none"> • Ensure that there are enough human and other resources for people to improve their knowledge and understanding. • Ensure that there is space for peer learning among less and more experienced participants. • Intercultural evening shifts focus from food and drinks towards sharing cultural realities of organisations and people from various countries. The food and drink element is no longer to be mentioned in the welcome letter.
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The language:

STRENGTHS	WEAKNESSES	PROPOSALS
The methodology of the course enables people to support each other in language issues	Language is still a barrier according to some participants	<ul style="list-style-type: none"> • To simplify terms, to provide materials for reading texts (not only listening), to encourage expression not only by text, but other means of communication: role play, sketch, drawings, etc.

Theme of the TC and pre-selection by NAs:

STRENGTHS	WEAKNESSES	PROPOSALS
The concrete theme gathers participants interested in similar things and increases the possibility of meeting appropriate partners or common projects.	Sometimes the theme of the TC is not very clear and participants often expect to be trained on this theme as well as project management.	<ul style="list-style-type: none"> • For each TC a theme must be chosen by the HOSTING NA according to the themes identified in the Application form for Transnational Youth Initiatives: European awareness, urban or rural development, youth policies, media and communication/Youth information, education through sport and outdoor activities, health, environment, other (if justified by the HOSTING NA). • The HOSTING NA should select 1-3 examples of transnational youth initiatives linked to the theme and invite organisers of those projects to the training course on the afternoon of the 1st day. Alternatively, participants could visit them if the location is not far from the venue.

		<ul style="list-style-type: none"> • Sending NA's should support and prepare participants so that they come with some concrete (but flexible) ideas for cooperation. This should also be clear from all the promotional GIN material. • A question linked to the theme of the TC and the experience of their organization should be inserted into the pre-questionnaire • The theme of the training course (e.g. youth information) should always be underlined and integrated into various parts of the programme (the Quiz, quality criteria assessment, specific focus while developing ideas in project teams)
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Pre selection and selection of participants:

STRENGTHS	WEAKNESSES	PROPOSALS
The system of selection is still quite flexible. It allows NA's to decide their own priorities while SALTO and the Hosting NA may influence the process if necessary.	Lack of precision in the selection process of participants	<ul style="list-style-type: none"> • Clear information should always be given by SALTO YOUTH Participation. • The sending NAs should be more precise when they select participants: they should receive and collect application forms from their countries, check if the applicants are eligible (age, residence, profile of their organization related to the theme or motivation, able to speak English) • SALTO YOUTH Participation should encourage them to pay more attention to preparing participants. An NA should preferably organize a preparatory meeting or linguistic preparation before sending participants to Get in Net TC. If a meeting is not possible, there should be clear communication (by phone, e-mail) with the selected person. • Priority should be given to young people who have participated in the national TC for a Transnational Youth Initiative if it's done by the NA.

Promotion of Get in NET TC:

STRENGTHS	WEAKNESSES	PROPOSALS
The SALTO Participation website has a specific section dedicated to "Get in Net" with essential information to download. A link to the training calendar is provided with details of the next "GIN" courses. The training course has been running for three years and is already quite well-known among NAs.	Lack of promotion of the GIN	<ul style="list-style-type: none"> Send information to former participants of national training course on Youth Initiatives. NAs have a database of organization which have already implemented a local Group Initiative, which could be used when promoting "Get in Net". Present "Get in Net" during the TCP Seminar in Bonn. Clarify the position of network training courses with SALTO Training and Cooperation. Update a list of contacts persons within NAs, who can be consulted about "Get in Net". Create a model email which can be sent to everybody (call for participation) Insert the announcement automatically in the Newsletter of SALTO

Follow up of projects

STRENGTHS	WEAKNESSES	PROPOSALS
	No follow up of the projects	<ul style="list-style-type: none"> Elaborate an impact evaluation of results for participants for which trainers are responsible. Check participants' commitment at the beginning of the TC by informing them that they will be asked to fill in an impact questionnaire 3-6 months into the TC Create a questionnaire asking NAs what they think about this TC and what they expect us to provide. Ask NAs if they would like to insert additional questions in the application form (or another doc), if: <ul style="list-style-type: none"> one of the applicants has participated in the "Get in Net"? how did they find their partners?

Outlook for 2008 and beyond

At the beginning of the year SALTO Youth Participation faced several changes, the overall priority for 2007-2013 being to implement new team work, and the new sub action Youth Democracy Project. But the team never forgot the Get in Net TC and worked hard to transform and strengthen this training course into a real opportunity for young people to learn in an informal way to manage transnational projects with sub action 1.2 of the European YOUTH in Action programme.

A clear vision of the actors and their roles

One of the main objectives for 2008 is to elaborate a very clear strategy and role division between the main actors of this TC. SALTO Youth Participation has implemented new documents which will serve National Agencies as support materials to help understand the course better:

- a) A new Info Pack for the HOSTING NA and a clear check list of what has to be done if there is a will to host "Get in Net".
- b) A new info Pack for the SENDING NA and a clear check list of what has to be done if there is a will to send participants to the "Get in Net".
- c) A list of documents available for easy access to communication regarding "Get in Net" e.g. a welcome letter to send to each selected participant with information, pre-questionnaires, etc.

To support you when organizing "Get in Net", you can count on SALTO Youth Participation to send you all these documents and to support you step by step in the preparation of the training course.

A more thematic approach

In order to create a strong network between young people and organizations throughout Europe and beyond, and in order to facilitate the research of partners for Transnational Youth Initiatives, SALTO Youth Participation has decided to integrate a more thematic approach:

- a) The NA hosting "Get in Net" should choose a theme among those indicated in application form 1.2: European Awareness – Social Inclusion – Inter-religious Dialogue – Anti-discrimination – Art and Culture – Gender Equality – Disability – Minorities – Urban/Rural development – Youth Policy – Media and Communication/Youth Information

- Education through sport and outdoor activities – Health – Environment or other if motivated by the NA;
- b) More attention will be paid to the selection of participants who already have experience in local projects and who are clearly interested in one of the main activities their organisation deals with.

More indicators for measuring impacts

In order to get a better view of how important the impacts of such a training course are, SALTO Youth Participation and the trainers of the "Get in Net" have pointed out the need to increase the follow up of the TC.

- a) Elaboration of an impact evaluation questionnaire which will be sent to all participants 6 months after the TC in order to know what they have done since the TC and if they have already developed or applied for some projects;
- c) Priority should be given by NAs to applicants who have already participated in a national TC on Youth initiatives 1.2.

A bigger pool of trainers in 2008

The GIN pool of trainers, already composed of Bara STEMPER-BAUEROVA, Laimonas RAGAUSKAS and Jochen BUTT-POŚNIK will increase by up to 6 people by selecting new trainers. They are ready to continue involving themselves in the GIN adventure. Flexibility, dynamism, skills in project management and non-formal education will be used for creating "Get in Net", which is a course of great value for young people.

Editorial:
Evaluation report
Of the GET IN NET training courses
In 2007

Training courses "GET IN NET"
Co-ordinated and monitored by SALTO-YOUTH Participation Resource Centre
Organised by the network of National Agencies for the Youth in Action Programme
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GET IN NET evaluation report 2007 by
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Based on the evaluation and the cooperation of the GET IN NET trainers pool:

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