

INCLUSION OF YOUNG ROMA INTO THE YOUTH IN ACTION PROGRAMME

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Introduction

This short training course was developed to highlight and begin to tackle the issue of the lack of representation and involvement of Roma young people in Youth in Action Programme, with a particular focus on young Roma from South East Europe region.

The four days in Slovenia, were an opportunity to bring together Roma and non-Roma young people and youth leaders to work together and learn about the Youth in Action Programme and good practice examples of Youth in Action Programme projects involving Roma youth/organisations. The activity provided space for the group to discuss the motivation for the organisations to do international projects and prepare participants to face the intercultural elements and possible challenges related to international projects for Roma youth and Roma youth organisations.

One key aspect of the activity was to attract people who were not familiar with the Youth in Action Programme – either personally or through their organisations. This was achieved with over half of the participant group having no prior contact with the Programme.

The first day provided an introduction to non-formal education and the different methodological approaches that would be used throughout the training course, as well as introducing the participants to one another and the team. During the first day the participants had a chance to reflect on and share about their own lives, their own communities and their organisations. The evening provided an opportunity for the group to sit and share more about the lives of their communities both past and present using photographs – this was focussed more specifically on the Roma participants and Roma communities, though everyone was encouraged to join in. The overall concept of the first day was to establish a broad understanding of the situations of Roma young people and their communities in the different parts of Europe represented. Through understanding the current situation, an understanding can be built up of why many Roma young people and their organisations are not taking part in the Youth in Action Programme – and therefore begin the process of finding solutions and opportunity for inclusion.

The second day began with a focus on the benefits and advantages of international youth activities with those who have been part of international activities sharing how these have affected them and what benefits they and their organisations gained. This was built on with 2 inputs from guest speakers, both of whom shared good practice examples through videos, stories of young people, youth organisations and personal testimonies. The latter part of the second day was spent visiting different Roma settlements, the projects inside the settlements and having leaders of these communities share their good practice for inclusion.

The third days focus was on the Youth in Action Programme itself. This was done in three stages. The first stage was the overview of the Programme, why it exists and who it exists for and what are the basic options, e.g. youth exchanges, training courses, voluntary service! The second stage challenged the participants to link themselves, (reflection and sharing of the first day), with what is possible, (examples from the second day), with the concept of the Programme they had just heard about. From this point they were asked to choose 2 of three simultaneous workshops, (each workshop being run twice), that they would attend in the afternoon. The workshops were European Voluntary Service, Training Courses and Youth Exchanges. The final part of the day then started to explore the potential barriers and blocks to participation in the programme for the participants personally, the young people they work with and their organisations.

The focus of the fourth day was to begin making plans for inclusion and close the training course. The day began with solution finding for the challenges that had been exposed the previous day. From this point the participants were given time to start creating projects, individually and in groups as the beginning process for the next Youth in Action Programme application deadline. At the end of the day the training course was evaluated and closed. Some form of direct follow-up is being proposed by SALTO South East Europe.

Aim & Objectives

Aim:

To get more organisations working with Roma youth involved in the Youth in Action programme offering them intercultural experience and broaden their horizons

Objectives:

- ~ To explore the links between local needs and realities of Roma youth work and the priorities and the objectives of the Youth in Action Programme
- ~ To identify the added value for international projects with Roma youth
- ~ To present the opportunities for international projects within the YiA
- ~ To give basic training in international project management (planning, implementation, evaluation) in particular within the frame of the Youth in Action Programme (Actions 1.1, 2.1,3.1 and 4.3)
- ~ To encourage partnership building between the participants organisations
- ~ To offer space for sharing local practice as well as possible international experience
- ~ To present best practices of international YiA projects
- ~ To identify further support or tools required for the participation of Roma youth in the YiA programme

Programme Overview

Mon 5 th	Day 1 Tues 6 th Nov	Day 2 Wed 7 th Nov	Day 3 Thurs 8 th Nov	Day 4 Fri 9 th Nov	Sat 10 th
	Intro & Welcome	International Activities Why? What are the benefits?	Reflection on Field Visit Youth in Action Programme Overview	Solutions to Involvement	
Coffee					
	Programme Expectations/Needs Education/Learning Methodology Intro to the Wall (connection groups)	Examples of Good Youth in Action Programme Experiences Connection-Groups	What About Me? Where can I fit in?	Concrete Project Development	
Lunch					
	Sharing Realities of Young Roma People	Roma Academic Club Field Visit to...	Youth in Action Programme Workshops -Youth Exchanges -EVS -Training Courses	Concrete Project Development Presentation of Projects / Concepts / Ideas...	
	Coffee		Coffee		
	NGO Market		Challenges to Involvement	Follow Up Support Evaluation Closure	
	Connection-Groups		Connection-Groups		
Dinner					
Wel Eve	Past & Present Culture Exhibition	Free	Roma Museum 2 Movie Night	Farewell Party	

The daily schedule:

- 09.30 Session 1
- 11.00 Coffee Break
- 11.30 Session 2
- 13.00 Lunch
- 15.00 Session 3
- 16.30 Coffee Break
- 17.00 Session 4
- 18.30 Connection Groups
- 19.00 Dinner
- 20.30/21.00 Evening Programme

Programme Description

Arrival Day

On the arrival day of the participants a Welcome Evening took place. Some name games and ice-breakers were introduced further participants had possibility to get to know each other and to continue with informal exchange.

Day 1

Day one of the training started with setting the context of the training – introducing the participants and trainers, getting to know the background of the training, its aims and objectives and the methodology used. Participants were asked to share their expectations, fears and needs which are also reflecting the needs of their organisations in regards to the training.

Needs of participants/organisations:

- ~ Good food
- ~ To find continuous sources of funding for the project
- ~ Connections, friends
- ~ New friends
- ~ Getting to know other organisations
- ~ New partner, international NGO, develop projects
- ~ Finance
- ~ Funds/money
- ~ Need to learn how to better develop my Slovenian project
- ~ To find a project to do an international exchange with, especially creativity or environmental building
- ~ Support in partner finding and developing a good project (youth exchange)
- ~ To get tools for my work
- ~ Co-operation international partnership
- ~ Partners, information about the YiA programme
- ~ Learn how to run a project involving Roma people
- ~ Get in touch with reality

Fears:

- ~ What can we fear?
- ~ Fear to speak English
- ~ I am brave one :)
- ~ The political issues, the discrimination from the society
- ~ No time for sleep
- ~ Difficult to speak English
- ~ To get tired
- ~ Not to give my best, not to be creative
- ~ Not enough time for each issue, hopes, needs
- ~ I afraid I would drink too much coffee during the field visit as I usually do :)
- ~ Corruption
- ~ Not having enough relevant activities, background...
- ~ Reality at field visit is worse than expected

Expectations:

- ~ To learn more what different organisations are doing in different countries
- ~ Hope to find good connections in good practices exchange
- ~ Enjoy
- ~ To do international cooperative projects together
- ~ Good understanding from authorities

- ~ Find partners for a youth exchange and to develop a good project
- ~ Find answers for open questions concerning the project and application
- ~ To find project to volunteer with next summer
- ~ New connections, international projects
- ~ Exchange good ideas and practices
- ~ Develop project and get important contacts and ideas
- ~ Make connections
- ~ Learn much about other NGO
- ~ NGO – Project, co-workers
- ~ To learn from this training
- ~ Learn a lot (share a bit)
- ~ Collaboration between NGOs
- ~ Not to be bored
- ~ Hope to learn more about YiA project development
- ~ Experience from different organisations
- ~ More positive examples, more Roma Youth who want to be different
- ~ Organise a project in the future (next year)
- ~ Collaboration partnership, develop idea, be in touch

Further the Connections Wall was introduced. It was a method providing participants with possibility to visualise their learning, ideas for future development, projects and needs in relation to the training. The Wall was up-dated on daily basis by participants and they had possibility to make connections between the outcomes. The elements of the wall were reflected also in the connection groups.

The day continued with the session about the realities of the Roma Youth in Europe. In small working groups participants discussed the two aspects of the current situation of the Roma Youth in Europe – the challenges and the opportunities. Participants were asked to prepare a Front page of a newspaper reflecting the challenges which the Roma young people in their communities are facing and the opportunities they have. The groups identified both external and internal challenges faced by the Roma youth and came up with complementary reports on the situation. Many commonalities were identified by the group in the following discussion.

Further participants met in different composition in the Connection groups (reflection groups) aimed at providing space to participants to reflect on their learning during the day and to identify elements for the Connections wall. These groups took part several times within the training always at the end of a content element.

The day ended by Past and Present Cultural Exhibition. For this evening activity participants brought pictures from the past and present of their communities/families. The idea of sharing about the picture was to reflect how far the situation of Roma and respectively the Roma youth has changed. What type of changes there are and what has not changed. The session positively contributed to the learning during the day as it was continuation of the learning about participants and their communities.

Day 2

Day two of the programme started with “Where do you stand?” exercise. Participants had possibility to explore their understanding of various aspects of the Roma (youth) exclusion, respectively inclusion and to reflect in conclusion on the benefits of international activities for Roma inclusion.

The following statements were introduced to the participants to debate on:

- ~ “Inclusion of Roma is not possible while Roma live in ghettos”
- ~ “Young Roma do not participate because of their culture”
- ~ “For the young Roma it is more important to be active locally than to initiate international activities”

~ “Young Roma girls are having less opportunities to participate than the Roma boys”.

In conclusion of this activity the following benefits of international activities for Roma inclusion were identified:

- ~ better Roma with other Roma people from other countries
- ~ exchange of experiences
- ~ learn from mistakes and successes
- ~ help other communities to integrate
- ~ learn from good and bad practice
- ~ to meet people and discuss
- ~ see differences and similarities
- ~ big motivation to see people fighting for the same cause
- ~ partnership building
- ~ improve dialogue between Roma and non-Roma
- ~ put resources together and optimise means
- ~ raise voice at international level
- ~ influence European policy
- ~ political participation

The session was followed by an introduction of Good Practices within the Youth in Action Programme. Two guest speakers were invited to introduce different actions of the programme. Belmin Debelac from the organisation, 'Roma Youth Initiative Be My Friend' from Bosnia and Herzegovina. He introduced the concept of youth exchanges and general benefits and good practice for an organisation taking part in international activities.

The second speaker was Tom Gomizelj from the 'Society of Allies for Soft Landing' from Slovenia. He introduced a documentary showing the involvement of young people as EVS volunteers and Youth Initiatives. The documentary is available at <http://www.youtube.com/playlist?list=PL6DE4287878467E8A>

The session on good practices was followed by the Connections groups.

The afternoon of that day was dedicated to field study visits organised by the Slovenian National Agency of the YiA Programme and the youth NGO 'Roma Academic Club'. Three different Roma settlements were visited: Vancha vas Boreci; Pusca; and Kamenci. Within the visit the participants had possibility to learn about the situation of the Roma in this part of Slovenia, the activities of the Roma Youth, some concrete projects in which the Roma Academic Club is involved and also to visit a kindergarten, a community centre and a Roma museum.

The day finished with dinner in town.

Day 3

Day three of the programme started with reflection on the field visits. Participants reflected on the experiences during the visit, their learning and as well to point out any surprises and to make parallel with the realities of their own communities. The visits were highly appreciated by the participants and the involvement of the organisers and in particular the one of the representatives of the Roma Academic Club was highlighted.

At this stage of the programme a new content element was introduced – the Youth in Action Programme overview. The aim of it was to familiarise participants with the Programme in general – its background, priorities and the various actions in it as well as some relevant technical information. Here SALTO SEE and SALTO Cultural Diversity were introduced and participants got familiar with the opportunities provided by

the Programme as a whole. This was followed with short buzz groups on where participants see their involvement and the involvement of their organisations in the Youth in Action Programme.

In the afternoon the participants had possibility to learn about the YiA Programme and its Actions more in detail. This happened in the workshops. Two rounds of workshops on Youth Exchanges, EVS and Training Courses took place.

The following session was dedicated to identifying possible challenges for participants and their organisations to get involved with the Youth in Action Programme. This session was followed on day four by a World café, where participants had the possibility to identify solutions to the challenges identified. Enclosed is the list of both challenges and solutions to inclusion of young Roma in the Youth in Action Programme.

Challenges and Solutions

Roma people don't have enough experience with these kind of international activities and so don't know what good project to propose that others would be interested in!

- ~ Make media and videos to share experiences
- ~ Encourage people to participate in training programmes
- ~ Share info online (SALTO)
- ~ Speak to NGO's

Is it difficult for many Roma young people to participate in the Youth in Action Programme because they don't speak English?

- ~ Everyone is in the same situation whether they are Roma or non-Roma
- ~ Employ translators using Youth in Action special funds
- ~ Do language courses or English training course project
- ~ Do the English training before the participation to the exchange
- ~ Motivate children in their schools

Most Roma young people and their youth organisation don't know about the Youth in Action Programme.

- ~ Information and workshops in different Roma communities
- ~ In the Roma youth camps, etc. there could be one whole day dedicated to the Youth in Action Programme -info
- ~ Learning how to use media and internet properly (not just FB)
- ~ Youth in Action Programme can organise information campaigns, e.g. in the school and local organisations

NGO's working with young people with fewer opportunities especially Roma young people don't have the financial security to make Youth in Action Programme activities

- ~ Turn to the national agency for advice
- ~ Apply for grants, share ideas
- ~ Activities can be created without many
- ~ EU gives money to cover all the project costs, you don't have to invest money
- ~ Turn to municipality officials for donors
- ~ Take part in as many training courses as possible

There is no point in a Roma youth organisation applying for Youth in Action Programme funding because they will never find the support funding

- ~ Visit training courses
- ~ Look up more examples from Roma organisations who are part of Youth in Action Programme
- ~ Fund raising (in some countries)
- ~ Organisation should support each other
- ~ National Agencies supports projects financially

The Youth in Action Programme wants to work with the disadvantaged and young people with fewer opportunities but expects them to fill out a huge, intimidating and complicated bureaucratic form to have the right to participate or organise an activity, when many can't read or write.

- ~ To turn on National Agency or SALTO
- ~ To make some workshops to explain what's going on
- ~ To guide them during writing projects
- ~ To give them an example and practise to properly understand
- ~ The Youth in Action Programme could develop and train some ambassadors to promote the activities and grants available and show NGO's how to apply and offer help

The Guide is too long to read for Roma young people to be able to properly understand how to apply for Youth in Action Programme activity

- ~ To ask Roma people for the translation to Romani languages
- ~ To give them some examples of how to fill in an application
- ~ To make short summaries of each action (for example Youth Exchange)
- ~ To call the National Agency
- ~ To be more motivated to understand how the programme works
- ~ To write a guide in easy, short language or make a funny cartoon which can help

Roma people are too often restricted in their travels, so why bother with these international activities

- ~ Arrangement of the papers provided by the hosting or sending organization
- ~ Presentations by other Roma who already attended some international activities

The Visa's needed for travelling for many Roma are too complicated to obtain, especially when they don't have any papers any way

- ~ The young people need to receive the trust of the EU and the National Agencies and should be provided official documentation that shows what it is they are involved in
- ~ The government and local authorities should also provide supportive documentation

The project cycle is really hard, many small Roma organisations will not cope with the constant changing highs and lows and will just give up...

- ~ Never give up!
- ~ Make contact with experienced organisations through networking events like this
- ~ Working alone is always difficult: turning to a colleague or a sister organisation helps when the motivation or hopes are down
- ~ Get prepared with courses about the process of project management
- ~ Try to get help and support from your NA or SALTO
- ~ Find a consultant and involve persons with experiences in the staff of the organisation

How can a small Roma organisation from a poor settlement organise accommodation and other practical aspects of a YiA programme activity

- ~ The first step is to send a participant to an international training course where they can make a lot of contacts and new experiences. The second step is to find promoters (minimum 4). The promoters can be found by the contact that has been made already in the first step
- ~ Look for information through the internet (Google and also social media can help) or another organisation which already have experience or find the two or three people who have experience and who want to help you
- ~ Make up a clear idea of what you are looking for, this makes it easier, it depends on the topic of the project and the participants which accommodation they need, (e.g. they all can sleep in one room or in summer in a tent, etc.)
- ~ Negotiate group tariffs with hotel or youth hostel explaining the activity
- ~ Build up a team interns or volunteers or motivated students to help
- ~ Find cooperative partners
- ~ Find sponsors, try to go to schools or churches to find support

- ~ Ask for help from bigger organisation near to your home, church...

Intercultural experiences are hard, especially for young people, it's not easy to understand the concept of inter-cultural learning/dialogue and many young people don't bother to try understand culture creating cultural clashes

- ~ Non-formal education techniques seem to be the best way to create the necessary trust through a positive attitude and fun moments. Creating opportunities for people to interact are more efficient than discourses and moral principles.

Why should a Roma young person go for an EVS experience when there are many poor quality mentors and coordinators, there is enough discrimination at home, why go abroad to experience more of it?

There are two aspects in this answer:

- ~ You can try to anticipate the problem and work closely with partner organization to choose them more carefully. But even in the case of a bad mentor situation, a Roma still has many reasons to go abroad
- ~ A young person will still learn more going abroad than staying home because it's a life experience, they will interact with other cultures and people and learn to deal with hierarchy and authority which can be useful on the job market, for example
- ~ Develop strategies to get closer to the mentor and adapt

Non-Roma organizations don't understand Roma culture, physical, spiritual, emotional or dietary needs, how can Roma young people be included in non-Roma organized activities?

- ~ Non-Roma organizations are legitimate to organize activities for Roma youth as long as they rely on experts and do their research and have the capacity (i.e visiting settlements), but Human Rights are the same, (not specific to a culture). Promoting Roma and non-Roma organizations partnerships is necessary and each part can learn from each other. It works both ways. Roma can also learn from non-Roma.

How can Roma organisations find partners for Youth in Action Activities?

- ~ By using the internet or attending international training, seminars
- ~ If you attended an international training you have to keep in touch with people you've met there
- ~ By making your activities visible to your possible partners

How can small Roma organisations be expected to organize Youth in Action programme activities when it's sure some of the partners will drop out or let us down?

- ~ Try to find trustable partners and meet them before the project starts
- ~ Take time and do not create a projects last minute before the application deadline
- ~ Get enough partners and reserve partners to make sure you'll do the project anyway
- ~ Check your possible partners background before asking for a partnership

Still on working day three following the working groups on challenges to involvement in the YiA programme, participants had Connections groups and then a Movie night where a different movies about their work and connected to the theme of the course were introduced.

Day 4

On day four after the World café on the solutions to get involved in the Youth in Action Programme, participant started to work on developing project ideas for the YiA Programme. They grouped themselves according to their interest to work either on a particular action and/or a theme relevant to the Inclusion of Roma Youth. The session was finalised by introductions of the project ideas and a round of feedback by participants and the team.

Then we discussed the follow-up of the training course – the possibilities for networking and communication and some support measures provided to participants. Finally the training was evaluated

both individually by the participants with a questionnaire and a group evaluation was held. The training was concluded with the "Net" exercise.

Analysis of Results

Overall the training course can be seen as a success with some positive outcomes and results.

The organisers planned for this training course to reach people and organisations who were not familiar with the Youth in Action Programme, particularly Roma youth leaders. This was definitely achieved, more than half of the attending participants were new to the Programme. The other part of this was to attract people new to the programme from South East Europe. This was achieved and the target number for participants from South East Europe was reached.

While some of the participants knew each other from previous events, on the whole they were the minority. Most of the participants were able to use this opportunity to make new contacts both personally and professionally. Not only were there a number of future project ideas developed within the framework of the Youth in Action Programme but individuals also made collaborations between organisations. This was most clear with the host organisation, Roma Academic Club (RAC). This was in relation to the developmental work in music run by the RAC and the good practice seen in the three settlements visited; homework clubs, educational centres, kindergarten, support for sports, Roma heritage and culture preservation, (museums).

Not all the organisations attending the training course were Roma organisations or worked with Roma young people. This has changed as a direct result of this activity. Humanity in Action from France is now looking to have more direct work with Roma young people as well as signing up to take part in at least one future action through the Youth in Action Programme in partnership with Roma organisations. Treibhaus e.V. Germany are also now intending to direct some of their work specifically to work with Roma young people and also have involvement in a future Youth in Action Programme activity. The third example is the Ecumenical Humanitarian Organisation, (EHO), Serbia. This organisation works with street kids but is not experienced in working with Roma young people, this training course has supported this organisation to develop its work and to be more aware of the needs of the Roma young people they may come into contact with. EHO are also partnered with Roma organisations for at least one Youth in Action Programme activity.

Many of the organisations at the training course have not been involved in the Youth in Action Programme before and this training course succeeded in bringing these organisations to a point where they are comfortable to make an application. Part of this is due to the partnership building that took place and the feeling generated that these organisations are not alone and will be making their application in cooperation with others. The programme also provided opportunity to learn about different actions and even got to the point of looking at the priorities, guidelines and the application forms themselves. This training course has provided an intercultural experience and broadened the horizons off all the individuals that took part in it to the extent that many are looking to make Youth in Action Programme applications for activities for the first 2013 deadline. These include: The Roma Academic Club, Slovenia; Roma Youth, Bosnia; Roma Destiny, Bulgaria; and CEUR, Serbia.

This training course has also provided new contacts in South East Europe for both SALTO SEE and Diversity and the Slovenian National Agency and British Council. This is vitally important for the further inclusion of young Roma in the Youth in Action Programme. Many existing contacts are often unresponsive to opportunities as organisations and as opportunities for young people who are a part of them. This training course has broadened those contacts and established good working relationships with members of staff from both the SALTO's and NA's represented. This personal contact provides a much stronger foundation to work from for the development of future activities and the promotion of opportunities for Roma young people leading to greater inclusion.

Recommendations

On the whole the training course was well thought out by the organisers and well prepared by the trainers. However, through the experience of this training course, the first of its specific nature, a number of issues have emerged.

Having only 4 days was too short, in the team evaluation it was felt that a little more time was needed, at least one more day would have served us well. In terms of the group getting to know one another and creating a sense of group the time scale was fine. In terms of the general content the timescale was fine. The difficulty was experienced in two specific areas of the content. The first was the time allocated for the Youth in Action Programme simultaneous workshops. The second was the time for developing Youth in Action Programme activities in partnership with each other.

In the first instance of the simultaneous workshops, the original idea was to give a bit more in-depth knowledge about different elements of the programme, specifically Action 1.1 and 3.1 Youth Exchanges, Action 2 EVS, and Action 3.2 and 4.3 Training Courses. However, once each of the workshops began it quickly became clear that there was not going to be enough time. This was due to a number of issues, the size and scope of each action is so huge and even with a small group of people the number of questions generated multiplies the amount time needed to cover so many aspects. Nearly all the participants had never actually made an application to the Youth in Action Programme so it also made sense to go through an overview of the application form. To repeat the workshop twice in a single session is not practical, it could be argued that going through the priorities, overview of the programme, the guide and the application form, potentially a whole session of 1.5hrs would not be enough time.

Added to this it is also hugely confusing to have to cover both programme and non-programme countries in the same time. A youth exchange is under 1.1 and 3.1 for example. There is a slight variation in the rules pertaining to these Actions, and the application forms differ. Trying to cover all the instances at the same time was not easy and meant things took longer. It would have been easier to cover one then the other – again something that would need more time.

The second element related to time is the time for developing project and activity ideas. Though we extended the time available for this it was still not enough. More focus could perhaps have been put on this prior to the sessions designed for building activity proposals, in this way individuals could have reflected more on what they would want and who they would want to work with. Despite this part of the situation, participants needed more time and more guidance to come up with stronger better planned and more realistic ideas. The only feedback the groups received was when they briefly presented their ideas. With more time we could have set up consultation times and points to advise and guide the different groups in their project ideas. Normally such an amount of time would be tight for participants who have attended training courses before and written applications before, but with a group consisting mostly of people who are either on their first activity or who have never written a project application before, much much more time was needed.

Another element that was raised during the team evaluation was the issue of the number of participants from South East Europe. Despite there being a number of last minute drop outs, the organisers still managed to have the quota of participants from South East Europe countries, (these are the countries that are not programme or pre-accession countries). In hindsight it was felt that there needed to be more participants from South East Europe. This would have created a greater number of future projects in the region. The reality was that most of the future projects recorded are being organised and developed outside the region and not all involve partners from the region. Also not all the participants from the region were fully engaged in the process of the training course, the lack of participation of two or three had a big impact on the number of projects developed based in the region.

One aspect that has been affected by the same situation is the plan for the follow up. This very much relied on participants from South East Europe and their involvement and promotion of their own future projects.

This follow up now needs to be re-thought and re-developed to fit the situation. SALTO South East Europe and SALTO Diversity both now have new contacts in the region, this is also more limited than perhaps it could have been.

Summary of Participants Evaluation

General observations:

Overall participants are very positive about all aspects of the training. This could be seen in the comments in the evaluation forms.

The achievements of their expectations is evaluated either as completed or in many cases achieved beyond the initial expectations that they had.

The aim and the objectives are evaluated as achieved to a good or to a very good extend.

Participants are also very positive about the group composition and the group atmosphere, the performance of the team and the logistic part of the training.

Participants learning:

- ~ to develop project and how to include in within the YiA programme
- ~ about other organisations and how they work with Roma
- ~ more about the activities of Roma Academic Club and hopes to co-operate with them
- ~ that is very important to get in touch with problems face to face before making up own mind
- ~ intercultural dialogue is much more important than taught
- ~ there are so much volunteers out there which are very engaged to change something in a positive way
- ~ that it is possible to involve Roma youth and it works
- ~ experience from Belmin and Tom (guest speakers on good practices with the YiA)
- ~ what others do with Roma in their countries
- ~ great examples of how Roma and non-Roma should treat each other
- ~ that we are doing a good thing
- ~ a lot about YiA projects
- ~ issues faced by the Roma population
- ~ guidelines on YiA
- ~ projects existing in other countries
- ~ example of Roma political and cultural lobbying in Slovenia
- ~ we share a lot of similar problems throughout Europe
- ~ YiA Programme opportunities
- ~ much about other organisations
- ~ about YiA
- ~ how to apply with project
- ~ what is YiA
- ~ Project development
- ~ project opportunities
- ~ how to complete an application for YiA
- ~ intercultural co-operation
- ~ the guide to the YiA
- ~ position of Roma around Europe
- ~ contacts with other organisations
- ~ how to apply with projects
- ~ that there are possibilities within the YiA programme that I did not knew before like job shadowing
- ~ that if I fear to behave in a certain manner, I will behave in exactly that way
- ~ that I was not prepared enough before coming here and next time I will write my needs, questions and fears before
- ~ who are the members in the YiA programme
- ~ Slovenian Roma are well organised
- ~ more about the YiA
- ~ more for the Slovenian integration of Romany people

- ~ more for potential partners
- ~ take a contact and give back something
- ~ what non-Roma think about the inclusion of Roma into public life
- ~ activities and details about the YiA Programme
- ~ how to look after partners on international level
- ~ realities of Roma community in different countries
- ~ YiA Programme
- ~ the work of different organisations that varies on Roma issues
- ~ project opportunities
- ~ project management
- ~ YiA Programme
- ~ if there are activities there will be a lot of improvements
- ~ non-Roma people can help Roma people
- ~ this training course will not stop here
- ~ about the YiA Programme and how to use it
- ~ different project ideas
- ~ differences and similarities in different countries on Roma issues and NGOs which are dealing with these issues
- ~ the good practice in Slovenia
- ~ more information about training courses
- ~ Roma issue is different in every EU country
- ~ good local practices by the Roma academic club such as after-school activities for Roma children, the Roma museum, the kindergarten and the settlements
- ~ I had a strong interest into documenting the project
- ~ to collect Roma songs and texts and history

Comments about the follow-up of the training:

- ~ keep in touch with other participants hoping that we will make a YiA project together
- ~ develop a training course based on our concept paper
- ~ motivate my Roma and present them the possibilities they have
- ~ make youth exchanges
- ~ involve more Roma in the YiA programme
- ~ run similar events at home
- ~ file a relevant application complying with both YiA guidelines and my organisations board – training course and youth exchange need to be thought about and I will apply to host a volunteer
- ~ I will pass the knowledge to my organisation
- ~ apply for future projects with YiA
- ~ started to form an idea for some projects
- ~ will use it when organising and preparing new projects
- ~ in the planned youth exchange, may be apply for job shadowing project in Finland and/or Serbia
- ~ will make a YiA project in co-operation with other participants
- ~ share information that I gained to apply for projects
- ~ I take with me everyone's knowledge and will try to use it
- ~ will definitely use the opportunity for EVS
- ~ share with the other youngsters and with people who work for them and in these issues
- ~ co-operate with the participants on future projects
- ~ participate in different actions in the YiA – training course, EVS
- ~ share the information with our staff and the young Roma. Will start a project next year.
- ~ will apply for a training course

Participants List

Names	Organisation	Contacts
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Tom Gomizelj	Society of Allies for Soft Landing: Error! Hyperlink reference not valid. Error! Hyperlink reference not valid.	drustvo.dzmp@guest.arnes.si
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Elizabeta Lakosil	http://ec.europa.eu/youth/youth-in-action-programme/how-to-participate_en.htm	elizabeta.lakosil@mva.si

Appendices



Appendix 1

Project Proposals

Towards a better Roma youth local policy-making

Participants: Ilvia, Nikolai and Charlotte

Which Action (number & title): 3.1 Training Course

Potential Partners:

	Name of partner
1	Roma Active Albania (Ilvia Bajrami)
2	Council of Europe (Nikolai Atefie)
3	Humanity in Action France (Charlotte Recoquillon)

Background:

Research and field reports show that the general population and the policy-makers misunderstand the problems young Roma are facing and thus, fail to implement adequate answers. In addition, there is a lack of cooperation and dialogue between the involved groups of interest. This project is rooted in an effort to create effective cooperation between non-Roma municipalities and Roma communities to improve the life of the Roma youth.

Aim & Objectives:

We would like to improve the quality and the efficiency of policies directed towards Roma youth and build bridges between the policy-makers, youth workers and local Roma communities. Recognizing that numerous projects are poorly designed, we aim to help workers to exchange good practices and conceive strong efficient programs for a better inclusion of the Roma youth.

Possible Activities:

Field trip and visits – Speaker sessions – workshops – Panel discussions – Cultural evening
Formal and non-formal methodologies

Expected Results:

As a result of the training, we expect the participants to be more sensitized to the issues young Roma are facing and to be able to identify good local partners in their community to implement inclusion policies and activities. An expected outcome of the training is the decrease (??) of stereotypes and prejudices amongst the participants. Above all, we expect the policy-makers to integrate the good practices of other countries in their own projects.

Human Rights for Roma Women

Participants: Roma Destany, Romano Missio, League For Human Rights, European Roma Rights Centre

Which Action (number & title): 4.3. Trainings and networking

Potential Partners:

	Name of partner
1	ROMA DESTANY
2	ROMANO MISSIO
3	LEAGVE FOR HUMAN RIGHTS
4	EUROPEAN ROMA RIGHTS CENTRE

Approximate Dates & Duration of the Project:

6-7 Days 5-12 June 2013

Location (country/city) where the Project will take place:

Bulgaria, Koprivtiza

Background:

In Bulgaria there is not expiries relating for the Youth Romani Women in the aria of the Human Rights. It's important to training youth Romani women, to implement the basic human rights approach and to exchange good examples from Finland, and to pass the information to their kids and community.

Aim & Objectives:

- Involving the Romani target
- Exchange expiries
- Effect the next generations
- Promote the human rights
- Improve the knowledge of Romani women in this aria

Possible Activities:

- Visit to the National law authorities
- Visit Romani settlement
- Special visit with Romani Women
- Workshop with them

Expected Results:

The target will know for their rights, they will can to understand which the tips of discrimination are and how to recognize, fight and litigate. Which authority they have to reach and what kind of help they can receive

Evaluation & Follow-Up:

- Final report
- Questionnaire
- Final meeting with Bulgarian Romani Women
- Reporting real case with human rights abuse

Let's Win this Game Together

Participants: Velky Meder Youth Center, ProFilo, Roma Academic Club

Which Action (number & title): 1.1 Youth exchange

Potential Partners:

	Name of partner
1	Velky Meder Youth Center (Velky Meder Centrum Mladeže), Slovakia
2	ProFilo, Italy
3	Roma Academic Club (Romski Akademski Klub), Slovenia

Approximate Dates & Duration of the Project:

1st May 2013 – 30th September 2013

5 months

Location (country/city) where the Project will take place:

Murska Sobota, Slovenia

Background:

Our aim is to bring together Roma and non-Roma from different Countries and environments to promote tolerance, learning from each other about different traditions and cultures and combating stereotypes and prejudice.

Aim & Objectives:

- to offer an opportunity to teenagers to go abroad for the first time
- promoting tolerance among the participants
- promoting anti-discrimination through different activities
- to improve communication between Roma and non-Roma

Possible Activities:

- different sport activities like football and volleyball
- presentation of traditional dances and music from each partner Country presented by the participants themselves
- various workshops about discrimination and stereotypes the participants faced and about their communities and environment

Expected Results:

- we expected the friendship the participants will build during the exchange would remove the stereotypes
- we expected the teenagers would learn about different cultures
- this experience could help the participants in improving their English language skills

Evaluation & Follow-Up:

Every partner will organize a meeting with the participants to evaluate the programme's impact. The partners will also have to have a meeting to evaluate the project's results and its impact.

Gili

Participants: Anette Åkerlund

Which Action (number & title): Training course 3.1

Potential Partners:

	Name of partner
1 Sandi, Samantha	Roma Academic club
2 Ideal Kurshumlia	Gjakova Youth Center
3 Hajnalka Fatah	Malmö Romska Idecenter
4 Veronika Czutor	UCCU Foundation
5 Pedro Casermeiro Cortés	
6 Sandra Heredia Fernández	

Approximate Dates & Duration of the Project:

July / August 2013 8 days + 2 travel days = 10 days

Location (country/city) where the Project will take place:

Helsinki Music Centre/European Youth Centre in Budapest

Background:

Finland will organize the fourth Roma Women Congress in Helsinki in September 2013. I will be responsible for the side event of the congress which will be Roma music and art festival and I will apply for the money for the festival concerts and clubs and exhibitions and workshops etc. One of the concerts will be a Roma young people's performance where they will perform Roma music and dance and other arts too.

In Budapest in a Roma training course in the European Youth Centre in October 2012 I presented my idea. There I had many Roma activists from Roma organizations from different European countries who were interested to bring Roma young people from their countries doing a Roma music performance.

In the training course in Murska Sobota in November 2012 we started to speak about cooperation with the Slovenian Roma Academic Club. We planned having a Roma youngsters' musical training course together between Roma and non-Roma from different countries to rehearse together a Roma music performance, which would be performed in Helsinki in September 2013.

Aim & Objectives:

This training course will focus on the performance of Roma young people playing and singing together.

Expected Results:

Improve social skill, musical skill, they will have experience of working together with international Roma and non-Roma musicians, experience of how to perform, build their self-confidence, integration with Roma and non-Roma professional musicians. It also improves their language skills.

Evaluation & Follow-Up:

We already have planned to do another performance in Slovenia in the Roma festival in April 2014. We will apply for another training course to practice that then before April 2014. We can make a questionnaire for the participants afterwards and they can reflect how the course has impacted them musically, mentally. How the training course has motivated them into the society, and integration. We can make a publication based on the questionnaire.

Appendix 2

Session Outlines

Welcome Evening

Day and Date	Day 0 Monday 5 th Nov		
Session N ^o & Time	Session 1 21.00 to ...		
Aim & Objectives	Create a safe, comfortable and relaxing space for the team and participants to begin to get to know one another		
Session Description	Time	Description	Who
	21.00	Unofficial Welcome Quick unofficial welcome to the training course	Eliz
	21.05	Round of Names Each participant says their name, nik repeats each name loudly and clearly	Nik
	21.10	Name and Action Each participant says their name and makes an action The next person repeats the ones before and adds their own	Alex
	21.30	Line Up Participants line up in a confined space (masking tape on the floor) Without talking they must arrange themselves: ~ Alphabetical order of first name ~ Height ~ Date of birth ~ Hair colour ~ Eye colour ~ Clothing colour A selection can be used depending on the group	Nik
	21.50	Accessorise and Lies Each participants makes a tie, accessory, hat, etc. from colour paper They write their name, 2 truths and 1 lie about themselves on it Socialise around the room with drinks discovering things about each other	Alex
	21.50	Technical Info Time and location of breakfast Time and location of first session Any other important info	Nik
Materials Needed	Colour paper Glue sticks Scissors Colouring pens Masking tape		

Day 1

Introductions and Getting to Know Each Other

Day and Date	Day 1 Tuesday 6 th Nov		
Session N ^o & Time	Session 1 09.30 to 11.00		
Aim & Objectives	~ To introduce the training course ~ To get to know each other		
Session Description	Time	Description	
	09.30	Welcome ~ Brief welcome by the organisers ~ Introduction of the team	Eliz
	09.40	Round of Names	Alex

	09.40	Name Games	
	10.00	"Shield exercise" Participants were provided a "shield" with 4 areas on it: ~ family, work, community, leisure time – plus space for a motto For each of the areas they are asked to draw or write something which is representing them At the bottom of the shield they should write their motto or a sentence is guiding in their life Once the shields are done participants should pair and exchange the shields and the information on it. In plenary each of the participants will introduce the shield of their pair participant	Alex
	10.45	Introduction to the Training Course ~ Background ~ Aim and objectives	Alex
	11.00	Break	
Materials Needed			
Markers and flip chart paper			

Learning, Methodologies and the Wall

Day and Date	Day 1 Tuesday 6 th November 2012		
Session N ^o & Time	Session 2 11.30 to 13.00		
Aim & Objectives	<ul style="list-style-type: none"> ~ Introduce the training course programme ~ To provide space for sharing participants expectations ~ Explore the concept of learning and how we learn ~ Introduce, explain and develop the concept of the wall of connections where participants will be able to add information on a daily basis about what they have learned and what they are looking for in terms of future developments, projects and needs 		
Session Description	Time	Description	Who
	11.30	Programme Each participant had a piece of the programme stuck to the underside of their chair Each person took their part of the programme The order of the programme was explained, and participants were moved around the room to create the correct order of the programme Once completed the participants were asked to stick the whole thing to the wall	Nik
	12.00	Expectations, Fears and Needs In relation to personal and organisational perspectives, there are three colours of Post it Green – Expectations Red – Fears Blue - Needs Participants reflected on what their own or their organisations expectations, fears and needs would be in relation to the programme Participants approach the programme and using colour coded post its place them on the relevant parts of the programme	
	12.20	Interactive structured brainstorm on the education/learning The three types of education/learning will be written on the flip chart Participants will shout out what they think are the characteristics of each in turn Only the correct responses will be added to the flip A basic definition of each will be revealed in the end Informal Education ~ refers to the lifelong process, whereby every individual acquires attitudes, values, skills and knowledge from the educational influences and resources in his or her own environment and from daily experience (family, neighbours, marketplace, library, mass media, work, play, etc.). Formal Education ~ refers to the structured education system that runs from primary school to university, and includes specialised programmes for technical and professional training. Non-formal Education ~ refers to any planned programme of personal and social education for young people designed to improve a range of skills and competencies, outside the formal	

		educational curriculum.	
	12.30	<p>Methodologies exercise</p> <p>Series of mimes presented to the plus an interactive brainstorm with the group to explore what they understood from each mime, the facilitator takes all the key words and sums up at the end of each brainstorm about what is actually happening and the methodological approach to learning</p> <ol style="list-style-type: none"> 1. Sharing – 2 facilitators share and talk (miming) 2. Inputs – 1st facilitator explains about a glass of water, 2nd listens and takes notes 3. Experiential – 1st facilitator drinks the water, explains how good it is, 2nd tries it for himself 4. Creativity – Use the glass to do something else, facilitators sits on the glass, listen with it, etc. 5. Reflection – Both facilitators sit and look at the glass of water contemplatively 6. Self-directed Learning – 1st facilitator shows the glass of water but does not allow 2nd to take it, 2nd finds own glass of water to study 7. Evaluation – Glasses are placed on the ground in front, both facilitators have score card and hold them up 	Alex Nik Maija
	12.50	<p>Youth Pass and The Wall</p> <p>Brief introduction of Youth Pass – why and what, and the 8 key competencies</p> <p>Introduce the Wall</p> <p>Each participant is named at a point in the wall</p> <p>At different points in the day – after key sessions – each participant will have a few moments to reflect on their learning and possible competencies gained and write them on a brick</p> <p>The brick is then stuck to the wall next to their name, each consecutive brick added to the previous</p> <p>Bricks are colour coded:</p> <ul style="list-style-type: none"> ~ Red = learning ~ Blue = Competencies ~ Green = Needs ~ Orange = Project ideas <p>As more information appears on the wall, participants can then start to see connections; between an idea of their own and a competence of someone else; between a need of someone else and an idea of their own... etc. Lines can then be drawn between these points of connection which can then be built on in the latter stages of the training course</p>	Nik
Materials Needed	<p>Colour A4 papers</p> <p>Post It notes – 3 colours</p> <p>2 glasses</p> <p>1 Jug of water</p> <p>Flip charts</p> <p>Colour paper to make names</p> <p>Scissors</p> <p>Colour pens</p> <p>Flip charts stuck to a wall to make the wall (probably 8 flips)</p> <p>Masking tape</p>		

Sharing Realities of Young Roma People

Day and Date	Day 1 Tuesday 6 th November 2012		
Session N ^o & Time	Session 3 15.00 to 16.30		
Aim & Objectives	<p>To share about the reality of young Roma people</p> <p>To identify challenges and opportunities faced by young Roma</p> <p>To share about each other's work</p>		
Session Description	Time	Description	Who
	15.00	Participants will be divided in 5 working groups.	Alex
	15.10	<p>Each group will receive the following set of questions</p> <p>The situation of the young Roma in your community</p> <ol style="list-style-type: none"> 1. What challenges they face? 2. What opportunities they have? 	

		3. What are you doing on these? What is your work and your role in the organisation?	
	16.00	Participants share in groups and prepare reports on points 1 and 2.	
	16.30	They prepare a flip chart presentation which is summarising the points and present it in plenary after.	
		Coffee	
Materials Needed	Flip chart Paper Markers		

NGO Dating Market

Day and Date	Day 1 Tuesday 6 th November 2012		
Session N ^o & Time	Session 4 17.00 to 18.30		
Aim & Objectives	An opportunity for the participants to discover more about each other personally and professionally and to understand the status and concept of each of their organisations		
Session Description	Time	Description	Who
	17.00	Introduction to the dating market place Each participant has a dating card, need to get the card completely signed up before the end of the session Dating card has the name of each organisation on it and the participants name at the top There is space for a brief note about the organisation visited and the signature of the organisation representative Participants need to represent their own organisation as well as find out about all the others	Nik
	17.50	NGO Dating begins	
	18.25	Plenary close of the session	
Materials Needed	Flips Colouring pens Post its Glue sticks Masking tape White card pre-printed and prepared for the participants		

Connections Groups

Day and Date	Daily 6 th to 9 th November 2012		
Session N ^o & Time	18.30 to 19.00 13.00 to 13.30		
Aim & Objectives	Provide a space for the participants to reflect on the day, to make connections with each other and to explore the possibilities of future projects		
Session Description	Time	Description	Who
		Participants will be in pre-defined groups balancing gender and geography The groups meet daily for 30 minutes During each session they have space to reflect on their day, share their learning, competencies, needs and talk about what they can do in the future (project ideas) The groups should also use the time to go to the wall to add and read what others have added	
Materials Needed	Paper Bricks Pens Thread/String Masking tape		

Past and Present Culture

Day and Date	Day 1 Tuesday 6 th November 2012		
Session N ^o & Time	Session 6 20h30 – ...		
Aim & Objectives	To identify what has changed from the past to the present Roma culture To analyse the development of the Roma community		
Session Description	Time	Description	Who
		This activity is in one hand continuation of getting to know each other, but also looking into the past and present of the Roma community and what has changed. The participants were asked to bring 2 pictures of their family – one from the past and one from the present. The activity will start in an informal setting. Participants will be asked to show and share about the pictures. Once everyone had its turn the activity will move into informal discussions.	Alex
Materials Needed			

Day 2

International Activities – Why?

Day and Date	Day 2 Wednesday 7 th November		
Session N ^o & Time	Session 1 09.30 to 11.00		
Aim & Objectives	To analyse the added value of an international activities to the inclusion of young Roma Youth To identify youth work approaches for the inclusion of young Roma		
Session Description	Time	Description	Who
	09.30	Energiser Review of previous day Intro to the day	Nik
	09.45	“Where do you stand?” Description of the activity in COMPASS Proposal for statements: 1. Inclusion of Roma is not possible while Roma live in ghettos 2. Young Roma do not participate because of their culture 3. For the young Roma it is more important to be active locally than to initiate international activities 4. Young Roma girls are having less opportunities to participate than the Roma boys 5. Youth work is not possible in the Roma communities because the young Roma people are getting married very young	Alex
	10.30	Debrief plenary discussion about the exercise and about the subject	
Materials Needed	Flip chart paper and markers		

Good Practice Examples

Day and Date	Day 2 Wednesday 7 th November 2012		
Session N ^o & Time	Session 2 11.30 to 13.00		
Aim & Objectives	Show and provide opportunity to explore what 3 elements of the YiA programme look like in reality		
Session Description	Time	Description	Who
	11.30	Intro to the session Opportunity to meet three examples and hear about the successes, difficulties and failures of real people and real projects that have or are taking place in the YiA. Challenges and solutions to be explored in each presentation	Nik

	11.40	Story 1 – Training Courses: Belmin from BiH Belmin shared about how his organisation got involved in the Youth in Action Programme just a few years before and what activities they have been involved in since. He explained about the benefits to his organisation, promotion through local media, how the name of their organisation is now well known, more people getting involved and so on... as well as the harder things such as increased budget and therefore greater accounting. He also shared some tips regarding applications, partners and participants. He used a mixture of video and photos to show the different activities he was talking about it.	
	12.10	Story 2 – EVS and Exchanges: Tom Slovenia Tom produced a video about a young Roma girl who had taken part in a Youth in Action Programme activity and was now inspired and motivated to developing her own film/documentary making.	
	12.40	Open floor Q+A session	
Materials Needed			

Field Visit

Day and Date	Day 2 Wednesday 7 th November 2012		
Session N ^o & Time	Session 3 & 4 15.00 to...		
Aim & Objectives			
Session Description	Time	Description	Who
	15.00	Visit to three Roma settlements organised and hosted by Roma Academic Club of Murska Sobota ~ Vanča vas-Borejci – including the Roma education and sports club ~ Pušča – including the Roma Kindergarten ~ Kamenci – including an education room and a Roma Museum	
Materials Needed			

Field Visit Debrief

Day and Date	Day 3 Thursday 8 th November 2012		
Session N ^o & Time	Session 1a 09.30 to 10.15		
Aim & Objectives			
To reflect on the field visit To highlight participants learning			
Session Description	Time	Description	Who
	09.30	Energiser Review of previous day Intro to the day	Nik
	09.45	The debriefing will be held following the field visit which takes place the previous day. The following questions will be used: How did you feel? What did you see? What impressed you most? Was there anything that surprised you? What did you learn? Is there any similarity/difference with your reality/ies? Is there anything (ideas, practices...) you can use in your youth work practice?	Alex
Materials Needed			

Day 3

Youth in Action Programme Presentation

Day and Date	Day 3 Thursday 8 th November 2012		
Session N ^o & Time	Session 1b 10.15 to 11.00		
Aim & Objectives	Present the key elements of the Youth in Action Programme		
Session Description	Time	Description	Who
	10.15	<p>Presentation of the origins and concept of the Youth in Action Programme with brief mention of the different actions, based on the opening paragraph of the YiA Guide.</p> <p>for young people</p> <p>European citizenship</p> <p>Solidarity</p> <p>Tolerance</p> <p>Future</p> <p>Mobility</p> <p>Non-formal learning</p> <p>Intercultural dialogue</p> <p>Employability</p> <p>Inclusion of all young people</p> <p>Plus the permanent priorities: 'citizenship' 'participation' 'cultural diversity' and 'inclusion'</p> <p>Interactive questions and answers</p>	Nik + Team
Materials Needed			

Reflection on Involvement in the Youth in Action Programme

Day and Date	Day 3 Thursday 8 th November 2012		
Session N ^o & Time	Session 2 11.30 to 13.00		
Aim & Objectives	To provide space for reflection on participants and their organisations involvement in the Youth in Action Programme		
Session Description	Time	Description	Who
	11h30	<p>Participants will be asked to reflect on their possible involvement in the programme as well as on the involvement of their organisations with the YiA programme. This they will do individually for 10 min. with the following questions:</p> <ul style="list-style-type: none"> - What I would like to be involved in? - What I would like to involve the young people I work with and my organisation? 	
	11h40	Participant will get in groups and will share on the 2 questions.	
	12h30	Feedback in plenary	
	13h00	Lunch	
Materials Needed			

Youth in Action Programme Workshops

Day and Date	Day 3 Thursday 8 th November 2012		
Programme Time	Session 3 15.00 to 16.30		
Aim & Objectives	<p>~ Provide the participants with an opportunity to explore in more detail three aspects of the Youth in Action Programme</p> <p>~ Explore the process of creation, development and application for each action</p>		
Session Description	Time	Description	Who
	15.00	<p>Intro to the activity</p> <p>There are three simultaneous workshops</p>	Nik + Mailja

		Action 1, 2 and 3 Each is facilitated with all the relevant materials: ~ Examples of application forms ~ Pages from the 2012/2013 programme guide Participants can attend 2 workshops only Workshops need to cover: ~ explanation of the relevant priorities for each Action ~ realistic timescale to complete an application ~ realistic timescale of application to activity happening ~ basic do's and don'ts regarding applications ~ partner finding tips	3.1 Alex + Emily 1.1 Eliz 2
	15.10	Choosing workshops	
	15.20	Workshop 1	
	15.50	Workshop 2	
	16.20	Plenary	
		Any outstanding questions	
Materials Needed	Computers Copies of relevant application forms Pages from the relevant sections of the Programme guide		

Challenges to Involvement

Day and Date	Day 3 Thursday 8 th November 2012		
Programme Time	Session 4 17.00 to 18.30		
Aim & Objectives	To explore the challenges to involvement of Roma Youth organisations with the YiA		
Session Description	Time	Description	Who
	17h00	The "Front page" from COMPASS Participants will be asked to prepare a "Front page" of a newspaper which reflects the challenges of Roma Youth to get involved with the YiA. They will have an hour for that and will work in small working groups.	
	18h00	Presentations in Plenary of the results The activity will be followed on the next day by another one focusing at the solutions to the challenges	
Materials Needed	Flip Chart paper Old magazines and newspapers Markers Glue sticks Scissors		

Day 4

Solutions to Involvement

Day and Date	Day 4 Friday 9 th November 2012		
Programme Time	Session 1 09.30 to 11.00		
Aim & Objectives	Begin the exploration of solutions for inclusion of Roma young people in Youth in Action Programme activities		
Session Description	Time	Description	Who
	09.30	Energiser Review of previous day Intro to the day	
	09.45	World Café approach ~ Highlight issues and challenges raised from the previous afternoons session ~ Each issue(s) is located on a separate table ~ The group is divided onto equal numbers on each table	

	<ul style="list-style-type: none"> ~ Depending on the number of tables a fixed amount of time is spent at each table ~ At each table the participants review the issue(s)/challenge(s) and write responses on the table cloth ~ Once each group has returned to its original table they summarise all the responses and prepare a short report 	
	10.40	Plenary presentations of the reports
Materials Needed	Flip chart and pens for each table Half flips for presentations	

Project Development

Day and Date	Day 4 Friday 9 th November 2012		
Programme Time	Session 2 & 3 11.30 to 17.00		
Aim & Objectives	To provide space for project development		
Session Description	Time	Description	Who
	11h30	The project development will start with individual reflection. Participants will be invited to write on a A4 paper their project idea either theme or type of action or both. Once ready participants will be invited to mingle in a "market" of project ideas to find partners and form groups. Once ready the groups will be announced and each group will receive a simple project form to complete. Following that the groups will work on their project ideas and the team will be available for consultations.	
	15h30	The project presentations will start. After each group the team and participants will be able to provide feedback.	
	16h30	Coffee break	
Materials Needed	Flip chart and pens for each table Half flips for presentations		

Follow Up, Evaluation and Closure

Day and Date	Day 4 Friday 9 th November 2012		
Programme Time	Session 4 17.00 to 18.30		
Aim & Objectives	Wrap up the week, ensure follow up is provided for the participants, evaluate and close the training course		
Session Description	Time	Description	Who
	17.00	Input on contact points and National Agencies in the region and their role Explain about the concept of further online/personal support from Nik	
	17.20	Written evaluation	
	17.40	Dynamic evaluations List of key elements of the weeks are read out and the group moves to certain parts of the room dependent on their response to each element Practical things like food and accommodation to technical elements like communication from organisers to pedagogical aspects like methodologies, subjects covered, etc.	
	18.00	The Net Closure activity Stand in a circle, each person has the opportunity to say something to close the activity for themselves Each person speaks when he or she receives the ball of string After they speak they keep hold of the a piece of the string and throw the ball to someone else in the circle Circle ends with one of the facilitators having the final word Then the net is cut into pieces, each person keeping hold of the piece of the net they have	

Materials Needed	Ball of string/ball of wool Evaluation forms Names and addresses of all relevant contact point and NA persons responsible for support
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