INTERNATIONAL TRAINING COURSE
"YOUTH MANAGEMENT
FOR YOUTH DEVELOPMENT"

Funded by the "Erasmus+ Youth in Action" Programme of the European Union

No. 2016-1-PL01-KA105-023671

FINAL EVALUATION REPORT

JUNE 30 – JULY 9, 2016

ZAKOPANE, POLAND

Project funded by the European Union within the framework
of the Erasmus Plus Youth Programme

TABLE OF CONTENT

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PROJECT BACKGROUND

The international training course "Youth Management for Youth Development" was implemented in the frames of the European Union Erasmus+ Youth Programme through June 30 – July 9, 2016 in Zakopane, Poland. During 10 days, participants from 11 countries – Bulgaria, Croatia, France, Greece, Hungary, Italy, Poland, Portugal Romania, Slovak Republic and Spain took part in activities, workshops, discussions, simulations, dramas, based on non-formal education approaches etc.

Training Course 'Youth Management for Youth Development' implementation is connected with existing need of active inclusion of young people in the education process of their peers, as the most effective way of their social inclusion, effective learning and improving the situation of young people in the labour market. Improvement young workers skills will have strong influence to further promotion of development of international cooperation in Europe, increasing the employability of young people, and an indication of the opportunities arising from new contacts and acquired knowledge and skills to act in a multicultural environment. As a result of this consultations, PARNAS with partners network and participants prepared the following training course.

Objectives of the training course are as follows:

- Development of the knowledge and competence of youth workers in the management of international projects aimed at developing the youth sector, especially those in European programs, including Erasmus +;

- Promotion of the idea of European integration through the use and development of non-formal education components and intercultural dialogue;

- Development of competence related with raising and monitoring the quality of international projects;

- Creation and development of real and effective international partnerships;

- Stimulation of creativity and entrepreneurship among young people;

- Exchange of good practices and experiences taken from previous work in the implementation of youth projects at local and international level.

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The main elements of the training course:

- Developing competences related to project management provided by Youth;

- Providing a detailed overview of the Erasmus+ Programme, its priorities, actions and procedures;

- Showing how to design projects based on the needs of specific target groups in Erasmus+ Programme;

- Indicating how to ensure high level of participation of young people in Erasmus+ projects;

- Developing interpersonal relations concerning leadership, decision making, team work and dealing with conflicts;

- Sharing and exchanging good practices of international cooperation projects, partnerships, challenges and local youth work;

- Strengthening actions undertaking: building and strengthening partnerships and youth projects.

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LIST OF PARTICIPANTS AND THE TEAM

N	Name & Surname	Country	Sex	Mail	Organization
1.	Teodora Georgieva	Bulgaria	F	teodora_errtien@abv.bg	Bulgarian Youth Community
2.	Simona Vakarelska	Bulgaria	F	simona.vak@gmail.com	
3.	Martin Nenov	Bulgaria	M	nenov92@gmail.com	
4.	Iva Paić	Croatia	F	iva94paic@gmail.com	Udruga mladih „Device"
5.	Antonija Španja	Croatia	F	antoniaspanja@gmail.com	
6.	Dijana Vukičević	Croatia	F	artemidijana@gmail.com	
7.	Nora El Allali	France	F	nora.elallali@gmail.com	Cap Mobilite Monde
8.	Antonine Granet	France	F	antonine.granet@gmail.com	
9.	Ronan Merlen	France	M	ronan.merlen@hotmail.fr	
10.	Chrysi Papadomichelaki	Greece	M	chrysoulapa10@gmail.com	Heraklion Youth Centre
11.	Eirini Pavlaki	Greece	F	eripavlaki@gmail.com	
12.	Rodanthi Smyrnaki	Greece	M	rodanthy_smy@hotmail.com	
13.	Kinga Gaál	Hungary	F	gaalkinga.hu@gmail.com	Association „MeOut"
14.	Kamilla János	Hungary	F	kamillaberek@gmail.com	
15.	Emese Zsófia Németh	Hungary	F	broken.semaphore@gmail.com	
16.	Serena Falone	Italy	F	serena.falone@gmail.com	Futuro e progresso
17.	Valeria Maresca	Italy	F	valeriamaresca@live.com	
18.	Alessandro De Giovanni	Italy	M	alessandrodegiovanni96@gmail.com	
19.	Aleksandra Kruszewska	Poland	F	rurka177@gmail.com	Center for Scientific and Cultural Initiatives PARNAS
20.	Agata Stankowska	Poland	F	agata.stankowska@gmail.com	
21.	Wojciech Szafrański	Poland	M	wojteszaf@gmail.com	
22.	Juliana Cordeiro Goncalves	Portugal	F	juli-marg@hotmail.com	Associação Intercultural Amigos da Mobilidade
23.	Henrique Emanuel Araujo Silva	Portugal	M	henrique.silva96@hotmail.com	
24.	Ricardo Paulo Senra Monteiro	Portugal	M	ricardopsm@ua.pt	
25.	Liliana Geru	Romania	F	geruliliana@gmail.com	Asociatia Young Initiative
26.	Ana Maria Kreis	Romania	F	kreisanamaria@yahoo.com	
27.	Florin Ciobanu	Romania	M	ciobanu.florin10@yahoo.ro	

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28.	Monika Budiakova	Slovak Republic	F	budiakova.monika@gmail.com	
29.	Daniela Koscelníková	Slovak Republic	F	daniellakoscelnikova@gmail.com	SYTEV
30.	Lukáš Hrošovský	Slovak Republic	M	sytevoffice@gmail.com	
31.	Nazaret Fernández Esteban	Spain	F	nazaretfe@hotmail.com	
32.	Antonio Palma Palomo	Spain	M	antonio_tuyun@hotmail.es	AJ Intercambia
33.	José Daniel Pérez Cabello	Spain	M	danielpercab@gmail.com	

Trainers and facilitator

1.	Marcin Księżopolski	Trainer	M	mksiezopolski@gmail.com	Free lance
2.	Nataliya Pavlyuk	Trainer	F	nata.pavlyuk@gmail.com	Educational Initiatives Centre
3.	Łukasz Gołota	Facilitator	M	l.golota@uw.edu.pl	Center for Scientific and Cultural Initiatives PARNAS

PROGRAMME' ELEMENTS DAY BY DAY

DAY 1, JUNE 30, 2016

SESSIONS 1 & 2: WELCOMING AND METHODOLOGICAL INTRODUCTION

Objectives:

- To discuss about objectives and the way of reaching;

- To introduce the work programme and the methodology to be used during the training;

- To assess the learning needs of the participants and the group resources.

Activities:

1. Objectives, Programme, Methodology

A short presentation introduced the participants to the objectives and the programme of the training. Then a similarly short input on the applied methodology was given by the trainers. Methodology based on approaches of non-formal education included Diversified Learning, Intercultural Learning, Learning through Challenges, Learning to Learn, Own responsibility for learning, Learner oriented process and others.

Outcomes:

Participants got to know the context, objectives, daily programme and methodological approach of the training in details as well as had a possibility to give their suggestions, introduce activities prepared by them what let them have systemized perspective of next days.

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SESSION 3&4: FEARS AND EXPECTATIONS & ICE-BREAKING

Objectives:

- To open on others;
- To share points of view and try to deal with fears and expectation together;
- To find first in common things;
- To break the ice and learn names of each other;
- To start the process of team-building.

Activities:

1. Fears and Expectations

During short reflection session participants were asked to think more about their expectations, their fears related to the training course. Later, after putting all of them on small pieces of paper, everyone was involved in discussion about possibilities to fulfil expectations and avoid fears, what is much easier together, while cooperating. The goal of this activity – to bring all participants together and to discuss what was written by each of the persons, why they have any specific expectations and fears, how we can go through some of it during the project. The outcomes have been presented at the end of the session (see below).

2. Round of Us

Each participant was asked to shortly introduce him or herself by saying the name and the country of origin and few information about himself/herself.

3. Picasso Portrait

The participants draw each other's portraits in a collective exercise which asked them to draw only specific parts of the portraits to allow more than one person to contribute one portrait. Portraits on envelopes are prepared for participants who would like to give anything during the whole project to anyone as a buddy, friend or secret friend.
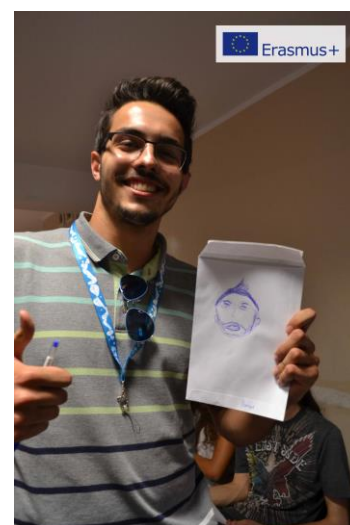
Outcomes:

The participants got to know some names and got a first impression of their peers participating in the seminar. They learnt also personal and professional backgrounds. This served as icebreaking and more comfortable atmosphere to work, as well as participant got to know who are the resource persons in the group, based on their professional experiences in the youth work. Participants had an opportunity to share their expectations towards the seminar with each other. The outcomes of fears and expectations are summarized below; the emotional icons show the outcomes of the final evaluation towards the expectations of the training:

Expectations:
- Find out ideas for projects ☺
- Get new, useful information☺
- New contacts and partners ☺
- Gain experience to work in international group ☺
- Develop project management skills ☺
- To improve English while public speaking ☺
- To see Zakopane and Poland ☺
- Building networks ☺
- To spend time in multicultural environment ☺
- To know more about other countries, cultures and their problems ☺
- Have fun ☺
- Know more about Erasmus+ structure ☺
- Learn how to write and implement projects ☺
- Exchange experience with people from different countries ☺

Fears:
- Bad weather ☺
- Lack of necessary things for effective work ☺
- No personal contribution ☺
- We may waste time ☺
- Lack of respect in the group ☺
- Bad food ☺
- Lack of free time ☺
- Boredom ☺
- Low level of involvement of some participants ☺
- Lack of wi-fi ☺
- Problem with English speaking ☺
- Misunderstandings with other participants ☺

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DAY 2, JULY 1, 2016

SESSION 1&2: NAME GAMES & INTEGRATION ACTIVITIES

Objectives:

- To learn each other's names better;

- To get to continue getting to know each other on personal and professional levels;

- To get familiar with each other and to create a working atmosphere;

- To learn how to work in effective way in new, international team.

Activities:

1. Name, Nationality and One thing to take to the mountains

Each participant says his/her name, nationality, one thing starting with the same letter as his/her name that would like to take to the mountains and shows unique gesture symbolizing that thing. The next participant in the circle has to repeat the name, nationality, thing and gestures of 3 participants who has been naming themselves and showing gestures before. The round ends when the last participant says all 3 previous names, nationalities, things and gestures in the circle.

2. What's my name? – Crossword

Participants in many different pairs were looking for their names while asking questions and responding on questions of other knowing, that they cannot receive more than one letter from the same person. Aim of this activity was to stimulate many conversations on random topics as well as to find together all of our names helping each other.

10

3. Onion of diversity

Activity based on methodology of 'speed dating'. During 10 1,5-minute rounds participants in 2 circles had opportunity to talk with 10 different people about 10 different topics. The participants got time to talk to each other about their professional background, their private life, habits, wishes and dreams etc. The aim of this activity is to find as specific in common things with others as it is possible and present it after all in front of the rest of the group.

Outcomes:

Participants got to know each others names, personal and professional backgrounds better. This served as further icebreaking and more comfortable atmosphere to work, as well as participant got to know who are the resource persons in the group, based on their professional experiences in the youth work.

SESSION 3&4: TEAM BUIDILING ACTIVITIES & EFFECTIVE TEAM BUILDING

Objectives:

- To learn working together as a team;
- To work on methods that we are going to use later;
- To understand team processes;
- To define important elements connecting individuals into the team;
- To discuss and agree on the ground common rules for the group;

Activities:

1. Touch the ball

Activity combining team work with competition between two teams working next to each other. Both with the same task and the same rules saying that winner is the team that will have shortest time of touching the ball by all of the team members. Key to win is to share ideas, combine them, try all at least once, not forgetting about time management and predispositions of different people being important element and the chain.

2. Mission (im)Possible

Participants as a one big team had to accomplish 15 different tasks in 30 minutes and then they had 15 minutes to present results. Strategy and plan preparation included in this period of time, so they had a possibility to work under pressure of time in quite new multinational team. Activity showing the variety of participants' predispositions and potential of the whole team.

3. Effective Team-building – input made by trainers

After all the team building exercises and understanding intercultural environment conditions, participants divided into groups had to reflect on the experience of working together during the day and elements using presented model of 'Effective Team Work'. Participants based on group conclusions discussed openly about structural effective team-work, which systematized knowledge, experience and feelings from previous team-building activities and from previous work of participants during other initiatives. Participants had a chance to define all skills of effective team member related to the process of team building.

4. Establishing common rules

After all the team building exercises, participants were asked to give their input in common rules. After experience of the whole 2 days, participants after short reflection working together were giving one by one rules which in their opinion are important to have effective work next days.

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Among the results of session dedicated to common rules establishing we could find:

- Be on time;
- Take care of your environment;
- Energizer or tornado every morning
- Respect each other
- Be helpful
- Be positive/ stay positive attitude
- Smile every day
- Be open-minded
- Take care of your secret friends
- Express your ideas & speak loud
- No fights!
- Try to talk with everyone
- Change your places for meals
- Bora-bora vol. 2 with dictionary
- Don't judge
- Be active
- Any idea is better than no ideas
- Think about and be open for constructive feedback
- Give as much as you want to receive back
- Share experiences
- Create a good mood
- Don't stay alone
- Mobile tower
- No Facebook and chatting during activities
- Don't be shy!
- Only constructive criticism

Outcomes:

Participants had a chance to see how it is to work in this team, while being divided on smaller groups or not, when the time is limited and there is a lot of things to deal with. They had possibility to utilize all human resources that they had to fulfil diversified tasks showing also the whole potential of participants coming from 11 countries. Participants learned how to work together as a team as well as they established the working rules for upcoming days. One of the greatest outcomes of 2 first days was created atmosphere of mutual understanding and willingness to achieve great results together.

Summary of Daily Evaluation

What did we like?

- The diversity of opinions
- The really fast connection of each other
- The game of "Mission impossible", cause all the members of the team were working like one for the same target
- The atmosphere
- Activities
- Dynamics of team
- Atmosphere
- Friendliness and kindness of people
- Doing games outside
- Feeling as being a part of team
- Learned to deal with difficulties matters in simple ways
- Having opportunity to discover my talents
- Topic of teamwork
- New ideas of people
- Trying things that we are afraid of
- Freely expression our opinion
- Good food

What did we learn?

- We learnt that despite we are from different countries, we are not so different;
- We met each other and learnt more things about us;
- That it is not a bad thing to be wrong, to make mistakes and that criticism can be a nice thing;
- The power of team work;
- That with these creative activities we may learn things about our teammates that we don't know about the people we are working with or other;
- Listen to each other;
- Stay connected;
- It's ok if I don't know something;
- Get comfortable with people you know only for 1 day;
- Seeing advantage of diversity in group;
- To state goals specifically;
- Importance of the consistency of the group;
- Selection of participants;
- Discovering new abilities;
- Importance of cooperation;
- Importance of discovering the talents of team members and assigning the tasks according by.

What we would like to improve?

- More short breaks;
- More feedback from the mentors (the expectation of the exercise we are doing at the end);
- More energizers;
- Be more outside;
- Improve communication with each;
- Increase self-esteem;
- Raise self-confidence;
- Explain ideas more clearly;
- How to join ideas to create the final solution;
- Be more serious;
- To pay more attention as a group;
- To be more effective during communication;
- Improve the way of talking;
- Not to jump into each other's sentence;
- Offer better coffee ☺

Feelings:
- Like activities, ice breaking stuff;
- I became less stressed in speaking in public in foreign language – I feel much more comfortable;
- I feel improving myself by having fun;
- I feel well with talking about others in English;
- I feel really welcomed;
- I feel people support and everything is going perfectly – we are like a bouquet that is going to grow;
- I like working in smaller groups to express yourself;
- I felt really shy but I am going well and breaking my barriers;
- I feel motivated for the rest activities for showing in my country what I have learnt;
- I fell intend pressure to let others to speak more.

Findings:
- Having a troublemaker is extremely important and I shouldn't refuse from those people;
- Giving a chance let people to open and show capability;
- People can easily reject problems, our background and mental model are influencing much more than we can predict;
- I found out that sometimes process is more important than result;

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- I found out about team work – it was new for me because about my profession;
- There is nothing to be afraid in making mistakes – we should be open and try;
- We have to use our potential, because we can do things better, even learn from them;
- That I can listen to others.

Feedback:
- Everything ok, besides of weather;
- Some elements of today could be moved to the first day.
- Everything perfect, we are waiting for next days!

1ST INTERCULTURAL EVENING: CULTURE OF THE SOUTH

Evening prepared by young participants from Greece, Portugal and Spain during which other participants had opportunity to see presentations, prepared brochures, see traditional dances, try local and national cuisine.

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DAY 3, JULY 2, 2016

SESSION 1 & 2: WHO ARE I? PROJECT MANAGEMENT INTRODUCTION & SPECIFIC ELEMENTS OF PROJECT MANAGEMENT

Objectives:

- To let participants think about their skills as managers/coordinators and about skills that in their opinion manager should have;
- To reflect on personal experience with project management;
- To develop themselves;
- To let participants know themselves better as a future managers/ coordinators;
- To systematize knowledge about project management and specific steps that they have;
- To give first opportunity to be coaches for each other.

Activities:

1.   Who are I? Introduction to Project Management
Activity focused on defining participants' identity, key characteristics, understanding ourselves to get the best of us as a future project managers, coordinators, etc. Activity dedicated to finding out if participants have characteristic of natural leaders and for defining their role in the team that they would like to build or that they would like to be the part of.

2. Project Management and its elements – input made by trainers

Participants were invited to reflect on what skills project managers should have as well as what are the most important elements of the project management process. Brainstorming session was organized at first and later on participants were invited to make a list of key project management elements in smaller groups. After presentations of the group work a general introduction to

the project manager skills was made by trainers.

17

Outcomes:

Participants had opportunity to define, systemize, develop management skills that they had before and that they gained during all activities of training course. Participants helped each other in finding existing advantages and disadvantages related with their social situation, possibilities and chances as well as taken initiatives. Participants had a chance to try their theoretical and practical managers' skills to find out their own directions as projects managers in defined by themselves project management process, with all the most important elements used during next days.

SESSION 3: INTERCULTURAL LEARNING AS BACKGROUND FOR INTERNATIONAL COOPERATION AND ERASMUS+ PROGRAMME

Objectives:

- To identify, reflect and share problems and challenges of international cooperation, contacts between participating countries;
- To define steps in building effective contacts, developing international cooperation also those under Erasmus+ Programme;
- To show participants how important is to avoid prejudices, stereotypes etc. in today's world to utilize new opportunities and cooperate effectively.

Activities:

1. 'The Derdians'

Participants divided into 3 groups took part in simulation game about meeting between 2 cultures during which they had to find key to foreign cultural behaviour analyse effects of different gestures, situations. Engineers thinking in their way, knowing some aspects, had to explain how to build a bridge to the group of Derdians, having completely different background. 3rd group of 'experts' was responsible for observing and thinking about conclusion, given at the end of the session.

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2. Sharing the individual points of view, country realities

At the end of the session, after getting feedback from the group of 'experts' participants had time to discuss and to talk about their own points of view, arguments for and against different elements observed in this exercise, looking for in common things in their way of thinking (what was the most important and key to solve the problem) and trying to avoid all mental models and prejudices that they had.

The trainer shortly summed up the session.

Outcomes:

Participants got to know and experienced the realities in which groups from different cultures are in. The realities reflected on the challenges, disadvantages, privileges and sometimes discrimination. Participants shared the realities in their countries, their experience from previous work, from their life and define what is important for developing effective international and multicultural cooperation – mutual understanding, what should be the background of each international initiative, also for Erasmus+ projects that participants would like to implement.

SESSION 4: TARGET GROUP – HOW WOULD WE LIKE TO WORK AND FOR WHOM? – YOUTH PARTICIPATION

Objectives:

- To identify, reflect and share problems and challenges of target groups including young people in participating countries;
- To define steps in working with and for target groups, problems and opportunities for Youth also those under Erasmus+ Programme;
- To reflect on personal experience;
- To reflect on personal and organisational experiences of Youth work.

Activities:

1. Target group idea introduction – input made by trainers

The session was implemented with the presentation of the "Target group tool", which let participants be introduced and work in smaller groups on examples of their target groups.

2. Target group – how would we like to work and for whom?

During this activity participants were spread into their national groups with the aim to think about the problems, topics of the project, which could be implemented in their home environment and to focus on target groups with which they could work during their project. They've got a list of questions, on which they had to answer and to try to involve it into their main project proposition later on. The questions were as follows: What do you call this group? Can you draw the picture that represents them? What are their needs? What are you offering them? How many are there? How many of those will you reach? How frequently will you interact? What do you get in return? Learning outcomes: team work and cooperation skills were the target for this session; participants could learn how to implement their leadership skills, raise the responsibility in the work they're implementing and share the tasks among others.

Outcomes:

As a result of the activity participants understood needs, problems and situations of different target groups better. They had also chance to exchange their experience, inspire each other and talk about possible methods and technics of Youth work to fulfil expectations of young people in the best possible way. Participants identified, shared and learned the most common problems and challenges of young people in Europe with which they would like to work to contribute to development of target groups of their organisations.

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Summary of Daily Evaluation

What did we like?

- We liked "Me as a Project Manager";
- We thing "What managers do" was very helpful;
- We like the presentation, but few people think that it was too professional and it put them under pression;
- "The Derdians Game" was fun, but we had to less time and we were tired, so it was chaotic;
- We like the energizers;
- Construction task – intercultural learning;
- National projects.

What did we learn?

- A lot about ourselves, how we are and a lot about others;
- To work in team;
- Intercultural learning: adaptable, flexible, break the barriers, organizing skills;
- How to see clearly the steps of a project;
- Self-knowledge;
- Speaking in front of people – out of comfort zone;
- Group work (common goal, limits) with Florin – push people;
- Leadership skills in the construction game without picking a leader;
- Finding the roles in the teams.

What we would like to improve?

- Sometimes it's better to have a break, so we can work even better (Derdians Game in the morning);
- The program of the day should be explained better;
- Group/national project – better mix up to get new perspectives in the analysis. 1 person from each counties or: same projects designed by each nationalities;
- The countries have same/similar problems;
- Intercultural learning: too many people – in the engineers and citizens – more compromise, learn to step back;
- Divide tasks in teams – led people in each team improve methodology;
- Leaders are useful, but not always necessary and nice to experiment without them;
- Work under pressure;
- Experts were useless? More roles.

Feelings:

- Breaks let me summarize what we learnt and talked about;
- I feel happy to be involved in everything;
- Appreciation to see different aspects – great to have exchange of thoughts;
- To have "concrete team" and to stick to rules;
- Felt lost in communication with other people – really challenging activity – good to develop;
- Great to have deep conversation and learn through someone else;
- I tried to go out of comfort zone to be better team worker;
- People should be more patient and respective;
- Great to have energizers that woke up in the morning – we were a little bit confused with questions and paper;
- I feel comfortable with the team;
- Boring and too long activity – about target group;
- I don't like energizers, I don't have problems with having energy to work;
- Really exciting simulation – different than any other activities;
- It was great to deserve how others are working – great experience.

Findings:

- Project management points, new elements, new ways of thinking;
- All the time new things about what to take into account (many of them that you cannot realize are there);
- More aware about the target group – to know other opinions, through exchange of ideas;
- We have to talk in the same level – take into account their needs;
- I have discovered myself – what are my strengths and possibilities as project coordinator;
- Preference to work with other nationalities than in national team;
- I have to work on expressing myself.

Feedback:

- To little time to fulfil the task properly;
- More games (simulations) but in smaller groups;
- It would be great to stay connected to implement also ideas in national teams;
- Nice and challenging game that showed us the idea of intercultural environment;
- We have to listen to everyone – to push them somehow.

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DAY 4, JULY 3, 2016

SESSION 1 – ERASMUS+ YOUTH INTRODUCTION

Objectives:

- To exchange ideas and experience related to Erasmus+ and other European programes;
- To present Erasmus+ as a programme with many opportunities;
- To talk more about details of concrete actions;
- To show existing possibilities to turn idea into action and participate more actively.

Activities:

1. Discussion based on presentation about Erasmus+

Participants shared their experience related to international exchanges and programmes that they were participating in, as well as gave their general point of view about Erasmus+ and its elements. Going step by step with next points of presentation, young people had an open space to discuss, ask questions and share their points of view about existing possibilities.

Outcomes:

Participants with facilitation of trainers, using presentation and their open minds found out more – also in themselves – about European programmes and Erasmus+. Sharing experience related to European programmes and projects that participants had been involved in, young people defined key elements of the programme. They talked more about details of specific actions and found out plenty of existing possibilities to act, to influence positively on their societies and to turn idea into action and participate more actively.

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SESSION 2 – NON-FORMAL EDUCATION – LET'S DEFINE

Objectives:

- To create definitions of non-formal education;
- To use creativity and potential of participants during effective brainstorming;
- To inspire open discussion about non formal education, based on previous experience of participants.

Activities:

1. Creative brainstorming – Non-formal education? Let's define!

Each team using the method of creative brainstorming had to build definitions of non-formal education in 3-steps process. In first moment groups, using any language that they know, put to each letter all associations to words 'NON-FORMAL EDUCATION'. Next step was to choose for each letter, one the most accurate association – no suggested method – could be compromise, could be voting, etc. Last step was to build definitions of both words using chosen key words.

2. Presentation of definitions

Each group presented own built definition of 'NON-FORMAL EDUCATION'. After all participants had time for questions and discussion about different ideas and about their common work results.

Outcomes:

Teams made 6 definitions of words 'NON-FORMAL EDUCATION'. Process of its creation improved skills of creative thinking and group working using brainstorming method. While working, participants had to adapt to different conditions, knowing only partial information during the task and think completely open, without information what is the final result of activity. It helped them in filling each step of session using their creativity, exchanging many different ideas, experience, etc. Final result of the activity showed participants possibilities of brainstorming as well as potential that has to be excavated from themselves.

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SESSION 3&4 – MULTIDIMENSIONAL ORGANISATIONAL PASSAGE

Objectives:

- To know other organisations good practices;
- To share obligations of facilitator during short mini-workshops;
- To find partners for projects;
- To initially build partnership;
- To find inspiration in other's activities.

Activities:

Sessions dedicated to getting to know aims, objectives, fields which organisations from different countries are focused on. Participants in their organisation-teams had time to implement their short activities through which they were presenting key activities, values and methods of their NGOs. Participants who had previous experience with other organisation had opportunity to present them as well, what helped in showing diversity of institutions and undertaken initiatives. First 2 sessions were arranged by participants from France, Italy, Poland, Slovak Republic and Romania.

Outcomes:

Participants got inspired by each other and started to look for partners for their future projects and other initiatives, found out which organisations are the closest to them by searching for similarities. Finding out communities and target groups with which potential partners are working with was also possible, what became an introduction for defining common problems of communities and Youth in different countries. Moreover, participants used the chance to implement their own activities and learn them from each other.

Summary of Daily Evaluation

What did we like?

- Incremented the sharing of ideas (brain storming);
- Teamwork;
- Introduction to other countries' problems;
- Other teams' activities;

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- The presentation for Erasmus+ was clear, important, easy-understanding and necessary. It was not creative;
- It was great to work in a non-formal way, but I could've had a final conclusion, a kind of official definition of NFE.

What did we learn?

- Organizations in other countries;
- More about non formal education.

What we would like to improve?

- We were a bit late with the schedule – the lunch was late, we didn't have enough time to rest before afternoon session;
- Suggestion: it would be great to have all presentations in the Facebook group (from organizers);
- Shorter presentations;
- Kindly reminding, we would appreciate more breaks.

Feelings:
- Tired x 10;
- Satisfied with our own activity – we were afraid how it would be;
- Happy about great video together – we loved it!
- Enjoying other activities;
- More energy, because of interactive organizational passage;
- A bit disappointed that my team didn't take my idea into account;
- Interesting way of defining;
- We were all involved in smaller groups what let us brain storm effectively;
- I like the "bridge of trust";
- A lot of motivation about future work;
- I am more self-confident, I think I can do many things!
- I feel more comfortable in group speaking English;
- Good to change the team every day to know more ideas.

Findings:
- A lot of info about existing possibilities;
- Learnt a lot about Erasmus+ – new things;
- That my ideas are not very useless;
- I found that I am creative and that I can solve problems;
- We are working without pressure from each other;
- I want to participate more.

Feedback:

- Erasmus+ presentation was hard to follow because of technical elements, but it was useful and necessary;
- We are happy that we can do something by ourselves and be involved;
- It's great to be here, people are really creative and helpful;
- We are involving more and more people every day;
- I like the whole days – full day – presentation in the morning and then a lot of activities.

2ND INTERCULTURAL EVENING: CULTURE OF EASTERN AND WESTERN BALKANS

Evening prepared by young participants from Bulgaria, Croatia and Romania during which other participants had opportunity to see presentations, prepared brochures, see traditional dances, try local and national cuisine.

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DAY 5, JULY 4, 2016

SESSION 1&2 – MULTIDIMENSIONAL ORGANISATIONAL PASSAGE

Objectives:

- To know other organisations good practices;
- To share obligations of facilitator during short mini-workshops;
- To find partners for projects;
- To initially build partnership;
- To find inspiration in other's activities.

Activities:

Continuation of the sessions from previous day, dedicated for getting to know aims, objectives, fields which organisations from different countries are focused on. Participants in their organisation-teams had time to implement their short activities through which they were presenting key activities, values and methods of their NGOs. Participants who had previous experience with other organisation had opportunity to present them as well, what helped in showing diversity of institutions and undertaken initiatives. Next 2 sessions were arranged by participants from Bulgaria, Croatia, Greece, Hungary, Portugal and Spain.

Outcomes:

Participants got inspired by each other and started to look for partners for their future projects and other initiatives, found out which organisations are the closest to them by searching for similarities. Finding out communities and target groups with which potential partners are working with was also possible, what became an introduction for defining common problems of communities and Youth in different countries. Moreover, participants used the chance to implement their own activities and learn them from each other.

SESSION 3&4 – PROBLEM AND SOLUTION – POINTING OUT, DESCRIBING AND ANALYZING

Objectives:

- To stimulate creativity;
- To show the way of problems defining;
- To find out common elements in 11 countries, which need involvement of Youth workers developing young people;
- To share points of view and work together on existing problems.

Activities:

1. Looking for existing problems

Working in mixed teams, participants created a catalogue of existing problems using their personal experience and knowledge that they have from living in their societies. Each group found out from 5 up to 10 quite general aspects that in its opinion is a similar problem for young people in their countries.

2. Defining roots of problems using 'Tree Model' analysis

Discussing and looking for arguments, participants in mixed groups decided which specific problems they are going to define more detailed. Using the method of Tree Model young people had a chance to analyse and go deeper looking for roots of existing problems, that they have defined before.

3. Presentation of team work results

After the whole process of problems defining and analysing, participants had a chance to present results of their work, to share it with others and to confront points of view. Each presentation was summarized with short discussion and questions from audience.

Outcomes:

3-steps workshops in mixed teams gave participants chance to work on existing problems and to analyse them in this way to find their roots and fields in which each of us can act and contribution to its solving. Young people learnt new method

for problems defining and analysing, using creativity and open thinking. Working in mixed teams intensified process of finding common elements in all 11 countries, which need involvement of open, active and creative young people.

Summary of Daily Evaluation

What did we like?

- Problem model tree;
- That we could use creativity;
- The chance to analyse problems, which are really similar;
- The will of acting together for solving nowadays challenges;
- Great atmosphere in the team;
- That we are changing teams each day!
- Yesterday cultural evening!

What did we learn?

- How to analyse and define problems;
- That our countries are really similar also in matters of existing problems;
- Each problem has its root, from which we should start;
- It's easier to deal with problems together;
- Next organisations from next countries;
- New activities to be used in future work.

What we would like to improve?

- Attitude of some of participants – be more focus!
- Less food for lunch, because we cannot eat so much;
- We should mix places also during meals;
- More time spent together in the evening!

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DAYS 6, JULY 5, 2016

SESSIONS 1&2 – USEFUL TOOLS AND METHODS SHARING SPACE

Objectives:

- To share more methods and instruments that can be used in Youth work;
- To see existing possibilities;
- To learn how to use new technologies and social media and for which purpose;
- To inspire each other with own methodologies and experience.

Activities:

1. Useful tools and methods sharing space

Open space provided by trainers, who were supporting participants in sharing their experience, used methods. The whole process was complete with elements proposed by trainers, such as Wordpress, T-kits, icnlusing especially one related to Project Management and Intercultural Learning, Salto-Youth and its all existing possibilities.

SESSIONS 3&4 – FREE TIME IN ZAKOPANE COMBINED WITH OUTDOOR ACTIVITIES

Objectives:

- To let participants find out more about Zakopane;
- To let participants manage their time;
- To give a short break in intensive program of activities;
- To give an open time space for reflecting on past process.

3RD INTERCULTURAL EVENING: SLAVIC CULTURAL EVENING

Evening prepared by young participants from Hungary, Slovak Republic and Poland in cooperation with folklore group of Polish mountaineers during which other participants had opportunity to see presentation, prepared brochures, take part in quiz, see traditional dances, sing traditional songs, play prepared games and try local and national cuisine.

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DAYS 7-8, JULY 6-7, 2016

## SESSIONS 1&2 – ERASMUS+ YOUTH – PROJECT FORM STEP BY STEP

Objectives:

- To get on well and familiarize with Erasmus+ forms;
- To get to know how to prepare projects on different fields;
- To get to know how to utilize opportunities given by European Union;
- To see technicalities of project preparation.

Activities:

1. Erasmus+ Youth form step by step – input made by trainers; and sessions of questions

Trainers provided sessions during which step by step were explaining gaps in official Erasmus+ Youth (KA1) project forms, giving participants open space to analyse, take notes and ask questions to each specific point. After smaller parts, young people had time to discuss between each other, think about their ideas as well as doubts that they had, to ask and receive complete information.
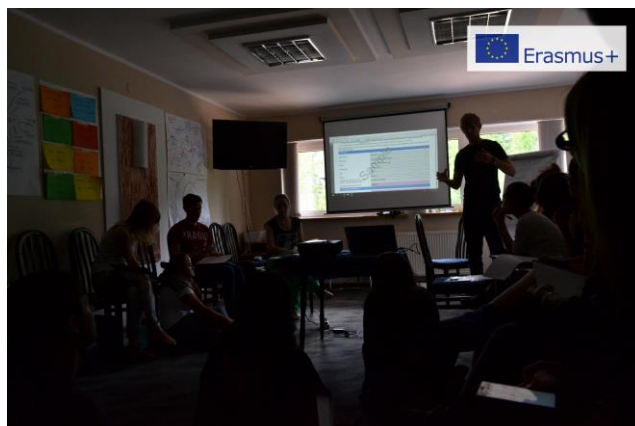
Outcomes:

Participants get familiarize with Erasmus+ Youth (KA1) forms and received answers for a lot of questions that they had before according to specific points, gaps and parts of project. Moreover, trainers introduced the Impact Chain method, which was the first step in putting together initial ideas of groups, that participants created by themselves taking into account existing problems, their target groups and ideas thas they would like to focus on.

SESSIONS 3&4 – PRE-PROJECT DEVELOPMENT

Objectives:

- To get on well and familiarize with Erasmus+ forms;
- To get to know how to prepare projects on different fields;
- To get to know how to utilize opportunities given by European Union;
- To see technicalities of project preparation.

Activities:

1. World café simulation exercise for exchange of ideas about specific elements of project cycle – resources, implementation, learning outcomes, evaluation, follow up

Participants divided into 5 mixed groups were working on 5 different topics: resources, implementation, learning outcomes, evaluation, follow up, changing stations during 5 15-minutes rounds. Each station was held by 1 leader, who was staying in the same place to introduce next groups in work of previous ones. Leaders were also responsible for stimulating other participants during creative brainstorming, develop their ideas and asking right questions using the method of coaching, as well as invite everyone to wright down all ideas to be able to present them with help of their groups at the end.

2. Presentation of the work of groups in all 5 topics

Leaders during 6th round summed up work of all groups with their primary ones, preparing themselves to presentation of the results of work of all the groups to give examples, ideas and inspire all of the project writing groups, as well as to make sure that all of the things are understandable and that participants would have wide background for developing their initiatives.

33

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Outcomes:

Participants analysed 5 important elements of project cycle, which caused the biggest problems to them before. It let them understand the whole process and start project developing the whole perspective of different steps in project management building one big picture. Participants after this simulation exercise went back to primarily created 6 project teams with a lot of new ideas and widen horizons, helping in open and effective project development during next sessions. Activity was summarized by trainers and let the group be divided in final teams in which they have prepared 6 projects drafts during block of sessions – PROJECT DEVELOPMENT. Participants were led through project development by trainers with steps as it follows:

1. General introduction made to the project cycle, different stages of the project development;
2. Impact chain. The model used to describe the logic of intended intervention and is composed of the following interrelated components: Resources needed for the action → Intended Impact to happen → Intended Outcomes of the action → Intended Outputs of the specific actions → Intended specific actions. Through impact chain participants had to identify main activities of their project, outputs of each activity, outcomes (Objectives) and the Impact (The main Aim) as well as needed human, organizational and financial resources to be aware of their needs before project implementation.
3. Participants were invited to go further and choose indicators of achievements for their activities, outputs, outcomes and the impact they intend to achieve through the project as well as means for verification for these indicators. Another task was to think and describe way of monitoring and evaluating their projects – discussion about evaluation forms, Youthpass etc.
4. Last part of Project Development was dedicated to discuss about financial management and reporting of projects.

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SESSIONS 5&6 – PROJECT DEVELOPMENT – 3P – PARTNERS, PROJECT IDEA, PARTICIPANTS' PROFILE

SESSIONS 7&8 – PROJECT DEVELOPMENT – IMPACT CHAIN – MAIN ACTIVITIES, IMPACT, OUTCOMES, EVALUATION AND RESULTS' DISSEMINATION

Objectives:

- To develop ideas for future initiatives;
- To work together on common projects;
- To build partnerships for future implementation of prepared projects;
- To give participants space and opportunity to plan and develop common projects on local and international level.

Activities:

The teams composed by participants from the same or different countries according to their target groups, common interest and already established mutual understanding got open time space to work on their ideas inspiring each other as well as having support of trainers and facilitator. Going step by step, teams had opportunity to develop their ideas and to create international projects. Dependently on ideas and the way that the working process was going on, teams receiving tips and advices introduced step by step the project development phases and were given different tools and tasks to go through the all important stages of the project cycle.

Erasmus+ Youth in Action form was the basement for participants in this activity, but it was also widened with the knowledge and experience of trainers and participants from their previous work experience related to project management.

Outcomes:

Participants improved several competences related to project development. They stimulated their creativity as well as gain new abilities in planning, analysing project elements. They raised up their entrepreneurial attitudes and became more able to turn ideas into action, also by taking into account realities in which they would have to implement their planned project. Participants developed, presented and discussed

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6 projects: 'Change your life and the life of your kids', 'Future Belongs to You(th)', 'Training for Youth Workers', 'My EU = Your EU', 'Be Eco without Ego', 'Music as international language'. The details of the projects are given in **Annex 1** of this report.

Summary of Daily Evaluation of days 7. & 8.

What did we like?

- Practical explanation of the creating process (links, web pages, …);
- The way that we could create our teams;
- Interesting and amusing the fact we had to work on topic we like;
- Different opinions on the method Stop&Go (explanation and 10 min to work);
- Enjoying this part because it's more practical.

What did we learn?

- How to create a project – applications are not easy at all!
- That it's important to be open others ideas even though we already know quite a lot.
- A lot – hard to point out everything!
- We learned so many details for the application and how to build successful project step by step.

What we would like to improve?

- Nothing to improve!

Feelings:
- Haven't expected so much things in that effective way;
- We liked Polish evening;
- Interesting to work on topic that you love – I am really inspired;
- We were really good team – we are working perfectly with a lot of effort;
- We are about to find solutions – step by step;
- At the beginning a bit frustrated, but after dividing into different teams we feel able to manage everything!
- Inspired, but at the same time desperate that many things were difficult to overcome;
- Work as a team on big things, even serious, can be easier and funny;
- I feel excited to work together on projects.

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Findings:

- I found out that people are not happy with education system – even teachers;
- Cooperation and connections are really important to do something nice and achieve goals;
- We realized about plenty of micro-problems in our societies;

- We have learned more about others;
- We have the same problems in many countries – endangered species, unemployment;
- It's good to have journalist in the organization;
- New small things about technicalities for applying and working with European projects;
- It's easier to work on projects with people from other countries to share points of view;
- We were not aware of situation and problems in other countries;
- Even small survey can be really useful;
- We have o lot of similarities;
- Little things and small steps;
- I can change my point of view and share with others.

Feedback:

- We like the way the teams were formed, how we could choose topics;
- We like the system that we could work freely, manage the time;
- Morning session was a bit too much;
- It would be good to have more energizers;
- Good that groups were small, anyway the task is difficult;
- We are waiting for tomorrow.

4TH INTERCULTURAL EVENING: FRENCH-ITALIAN UNITY

Evening prepared by young participants from France and Italy during which other participants had opportunity to see presentations, prepared brochures, see traditional dances, try local and national cuisine.

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DAY 9, JULY 8, 2016

SESSION 1 & 2: PRESENTATION OF PREPARED PROJECTS IN THE YOUTH SECTOR

Objectives:

- To present developed ideas and exchange points of view;
- To exchange good practices;
- To evaluate ideas and get constructive feedback from others;
- To motivate participants showing real possibilities of turning ideas into action.

Activities:

1. Presentation of prepared projects

Participants presented the outcomes of their work to the rest of the group. After presentation discussion was held on the impressions of participants on other's ideas and problems that they would like to solve with their projects.

2. Discussion about results of project development sessions

Young people had time to discuss their ideas, compare results, share points of view, give feedback to others as well as receive constructive opinions from other participants. Young leaders were talking about future initiatives and cooperation for the development of Youth sector in their countries and created space for reflection to be continued the next day.

Outcomes:

Participants developed, presented and discussed 6 projects: 'Change your life and the life of your kids', 'Future Belongs to You(th)', 'Training for Youth Workers', 'My EU = Your EU', 'Be Eco without Ego', 'Music as international language'. The details of the projects are given in **Annex 1** of this report.

REVIEW SESSION: SHARING LEARNING OUTCOMES

Objectives:

- To share impressions and learning moments of the seminar;
- To present the most important elements from the point of view of participants;
- To create overall view for the whole working time;
- To show how much participants made together;
- To remind to each other what participants had learnt during project;
- To give a free space for initial evaluation.

Activities:

Participants in mixed-international teams in which they also were preparing daily evaluations had open choice to prepare presentation/poster/speech/song/ performance, etc. about the whole project, their opinions, feelings. After preparation time each team got time to present it to the rest of participants during the next day, to remind the most important elements and to make the initial evaluation.

Outcomes:

Participants prepared presentations – also with funny elements – in which contained the most important things that they have learnt, new experiences, new attitudes etc. Results of this session were presented the next day during session dedicated to Project Evaluation.

TIME FOR YOUTHPASS

Objectives:

- To reflect on passed process;
- To evaluate yourself;
- To find own way of naming and analysing key competences.

Outcomes:

Participants managed their self-evaluations working individually or in pairs exchanging ideas and points of view. Each of them had a chance to fill the second part of Youthpass, basing on received materials.

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DAY 10, JULY 9, 2016

SESSION 1 & 2: EVALUATION AND CLOSING CEREMONY

Objectives:

- To discuss passed process of development;
- To provide a feedback to the organisers and trainers;
- To assess if learning needs were matched to the provided programme and content;
- To let participants share their impressions;
- To certify participants' work during whole project.

Activities:

1. Discussion about results of the Training Course

Young people had time to discuss their ideas, compare results, sum up everything as well as talk about future initiatives and cooperation for the development of Youth sector in their countries. Most of time was dedicated to prepared projects that participants are going to apply with, as well as implement in the local level.

2. Programme reminder

In order to help the participants to remind all the sessions that were realised in the past days, the trainers reviewed the programme of the past days together with the participants.

3. Creative Project Evaluation

Participants were presenting creative evaluations that they prepared the day before. Moreover, trainers introduced and analyse with participants evaluation forms, which participants filled after coming back to their countries. The evaluation forms were handed out to all participants to assess their overall satisfaction with the training and their assessment of its components e.g. programme, logistic arrangements and practicalities. Please find the evaluation results attached in **Annex 2**.

4. Fears and Expectations: Review

After having remembered all the sessions of the past days, the participants took a look at their initial expectations and learning needs and reflect in the very same groups in which they articulated them if their expectations were actually matched. Participants had to draw a happy, neutral or sad face icons along to the each particular expectation they had according to the degree of their satisfaction. The outcomes of the expectation satisfaction evaluation is given in the **page 9**.

5. Certificates and final statement

At the end of the evaluation, participants discuss about Youthpasses, ways of filling the second part of it, as well as they received one per person. Each Youthpass was belonging to someone else. Each participant had to name the Youthpass holder they had in hands and say a final wish to her/him. As a result each participants got a Youthpass and a final wish from a peer. At the end participants were summing up the Training Course and gave personal speech to others.

Outcomes:

Participants got opportunity to reflect on entire seminar and look to the different aspects of it, such is logistics, programme, facilitation, group cohesion etc. Participants shared their point of views and listened to others.

For more detailed individual feedback participants filled in written evaluation forms, the outcomes of the written evaluation form was reviewed and will be considered by organisers and facilitators for the better performance of their future work.

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ANNEX 1 – OUTCOMES OF THE PROJECT DEVELOPMENT ACTIVITIES

I. Change your life and the life of your kids, Erasmus + KA1 Training course

What? Where? When? With and for whom?

Title: Training course – Change your life and the life of your kids

Dates: 22 August – 29 August 2017 + travel days

Project partners:
1) Greece – host organization
2) Association Young Initiative (Constanta, Romania)
3) European Center for Youth Initiatives (Warsaw, Poland)
4) Udruga mladih Device (Croatia)
5) SYTEV - Slovak Youth for Traveling, Education and Volunteering
6) Bulgarian Youth Community (Varna, Bulgaria)

Participants:
- Teachers from kindergartens with motivation to change their way of thinking and the way of teaching (we want them to be with at least 2 months experience and with good English);
- 24 participants;
- 20-35 years old;
- 4 representatives from each country

Project idea:

Training course "Change your life and the life of your kids" (CYLALK) aims to invite creative, initiative, open-minded and ready for action teachers who will learn how to think differently within interactive way. That will help them to implement all the experience in the course in their daily life and most important – the work in kindergartens with kids. Our mission is to teach them how to prepare some new ways of games, energizers, team works and simulation exercises that in future at the end of the training course will be put into practice and will have an impact on kids with whom they are working with. On the training we will be focused on self-developing activities, teamwork, physical and mental games with concentration that will make teachers more focused on work place and will make them more productive. The idea

TRAINING COURSE "YOUTH MANAGEMENT FOR YOUTH DEVELOPMENT"
ZAKOPANE, JUNE 30 – JULY 9, 2016
FINAL EVALUATION NARRATIVE REPORT

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is after the course teachers and kids to try some new ways of learning like non-formal ways of education, theatrical plays and stimulating games.

Objectives of the project:

- Development of the knowledge and competence of teachers in the work as pedagogues with the work with kids.
- Implementing some new ways of teaching, non-formal education, creative ideas as games and making intercultural discussion and dialogues connected with the problems in the kindergartens.
- Creating and developing real and effective projects that can be put into action at the end of the training as an impact into the kids.
- Stimulating teachers with some mental and physical practices which will make them feel refreshed, stimulated and more focused on their daily work.
- Exchange of good practices and experiences taken from previous work in the implementation of teaching in kindergartens.
- Making cooperation between NGOs and kindergartens.
- Introducing the non-formal education, the way of learning by practicing and brainstorming to teachers and helping them to implement it in their work.

The main elements of the training course:

- Showing how to design project in kindergartens based on the specific class and knowledge of the kids.
- Developing interpersonal relations concerning soft skills, influencing, creativity, teamwork and dealing with conflicts.
- Sharing and exchanging good practices of international education and teaching in kindergartens.
- Raising the potential of the teachers and making them more motivated to implement non-formal ways of education in formal ways of teaching.

Methodology:

The whole project is created by non-formal learning including:
- Workshops;
- Energizers;
- Brainstorming;
- Simulation exercises;
- Getting to know each other games;
- Team building games;
- Active discovery of the venue;

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- Speeches and presentations;
- Cultural presentations organized by the participants;
- New practices and games organized by the participants and their ideas;
- Daily reflection and final evaluation.

Learning outcomes:

We are expecting that at the end of the project the teachers that are participating in it will develop some skills. They will gain self-confidence by taking part of some activities or by presenting the results of their team work, also they will gain skills like energy, positive emotions, patience, more opportunities, inspiration, responsibility, curiosity and they will learn new methods and tools. These new ideas will be used in action in their work, inspiring kids to be more creative and help them think outside of the box".

Evaluation:

Our main idea is to make an impact on our society by influencing on kids and teachers in kindergartens. We want to encourage teachers from the new generation to make the change. That will be the first step into creating one better life in our countries because kids are the diamonds in our society that should be shaped and treated into best way. If the teachers give them their best knowledge, kids will be able to grow up as the ones who will follow and develop the change in our society.

Follow up:

Our satisfaction from the project will be if we make an impact in our participants'' life. The plan for the future is to keep in touch with them and to see if they are developing the ideas learned by the trainers and the project.

In five months when the project will be already finished we are going to have Skype meeting for consulting or exchanging ideas with our participants.

We are going to make an effort and spread the idea of the project on media. An article will be written or a video on TV will be shown about the way this training course took place (non-formal education) and the projects results that our participants created. Any of our participants is invited to take part in it or to spread the idea in his country if he/she wants.

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II. Future Belongs to You(TH)

Partners

1. Poland – **ECIM**: In our team we have a lot of people who are during their studies and they are open to learn new things. They are already active, but still they want to develop themselves. And we are also trying to make people around us who are not so active more active, to motivate them, to show them existing possibilities.

2. Slovakia – **SYTEV**: We're working with young people from 14 to 20, to develop their skills. We did a project in Slovakia about making people more active through the idea of start-ups. We have already participated in 7 projects about employability among youth.

3. Bulgaria – **BULGARIAN YOUTH COMMUNITY**: We want to help young people in making companies and show them how to use European funds to set their own business from the beginning, to use the idea of entrepreneurship in their lives.

4. Portugal – **AIAM (MOBILITY FRIENDS):** Our organization send to the project young people who are still studying. We have an objective to promote the self-development of young people, to promote the dialogue between different cultures and acquire new knowledge to be able to work (among others) in financial area and in the field of entrepreneurship.

5. Romania – **JUNII ASSOSIATION**: We are working with students (our target group is people in the age between 15 and 30) to create a portfolio, to take good decisions, to find a good job, to take part in some trainings and to create the community more active, to implement practice methods, using non-formal education.

6. Spain – **ASSOCIACION JUVENIL INTERCAMBIA:** We're trying to involve young people in international projects, to show them what possibilities around Europe they have. We're concentrated on students.

We decided to involve in this project two countries from central Europe, two from Balkan region and two from the South to have a cultural diversity. All together we found out that we have common problems and ideas. Because we want to involve countries with high youth unemployment rate, we have Spain: 45,3%, Portugal: 30% and Slovakia: 24,1%, they can explain what are their difficulties. Romania (20.9%), Bulgaria (20.8%) and Poland (20%)[1], as the country with lower rate can present their ways of fighting with this problem. This way we can exchange our experiences, good practices, our points of view and have a wide comparison which can lead us to common solutions. We can help each other to deal with this problem and have a real

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[1] Youth unemployment rate in EU member states as of February 2016, available on:
http://www.statista.com/statistics/266228/youth-unemployment-rate-in-eu-countries/ (6.07.2016)

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impact on peoples' ways of thinking. But besides of the differences, we have already found many connections and similarities among us. Because of that, we can share our different ideas for solving the problem of unemployment and passive attitude among youth. We have already worked together and we are more than sure that the work in the environment created by the members of our organizations will be really effective and will lead us to real results.

Objectives – description of the project

The project's main aim is to fight against the high rate of unemployment among youth in the partner countries and influent on the passive attitude of citizenship. We would like to concentrate on young people, because they are 'the future' of their countries and they will be responsible in which direction the countries will develop. Activities will be concentrated on stimulating autonomy, independence of young people, the development of their skills (especially soft skills), promoting initiatives, providing critical way of thinking, showing wide range of existing possibilities.

Together with partners, after many discussions during which we exchanged our points of view and ideas, we found out the common need for our young citizens. Many of them have a problem with finding a job and we think it is caused by passive attitude and not being aware of the existing opportunities. They are not well-prepared to enter to the labor market. In our opinion it is cause by too formal education during the school years. By providing simulations games, workshops, debates, activities which give people opportunity to express their minds, so using non-formal education, we can stimulate them and solve the problem of lack of soft skills. With those different opinions, different ways of thinking and working, we will give young people a lot of useful information and a basis to start to live differently. One of our goals is also to change minds and become more active by showing how many possibilities we can use – it is enough just to get to know about them.

It is about to let people be aware that they should gain the experience not only because money, but also because to have wider range of skills.

Our project will fulfill the objectives of Erasmus+ program through the following points:

1. **Growing&learning through mobility**. We would like to show young people that participation is really important and they should abandon the attitude while they are only waiting when somebody else will decide for them. They have to understand the importance of having social skills, be solidary, develop knowledge, skills, participation as citizens in today's Europe. Moreover we will show them the ideas how to enter to the labor market more easy.

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2. **Better youth work through international cooperation**. Participants will have an opportunity to exchange good practices and find solutions for common problems. We will also share our knowledge that our organizations already have, to spread ideas among our countries.

3. **Young people actively participating in creating policies that affect them**. We will provide the space for meeting and reflections and let young people be aware that they should take the responsibility because they will be the important part of the future world.

Moreover, while doing this project, we will follow the priorities of European Union, among which the most important, from the point of view of our activity are:

1. Involving young people facing unemployment and other obstacles and promoting active lifestyle.
2. Inclusion of young people, while knowing different cultures
3. Make people aware of the opportunities which EU offers to let them think more about EU programs
4. Working in creative ways with young people on important competences they need in life (for example taking initiatives, like different languages).

The relevant topic:
   i.   Unemployment
   ii. Passive attitude of people in the society (not-active citizenship)
   iii. Intercultural dialogue

Participants' profile
   ### Background and needs of participants:
   1) At least communicative level of English – to let participants understand what project is about
   2) Young people interested in the topic of unemployment and with the will of changing their attitudes. Their needs are focused on finding the way how to get a job, how to be the active part of their societies, learn from new cultures and to improve their language skills, to develop their IT skills connected with the labor market, like writing interesting CVs and motivation letters. We realized that among their needs we can also find getting the knowledge how to prepare to the job interviews and how to present yourself in the proper way – in social media.
   3) The participants will come from the regions where the level of unemployment is the highest and the possibilities connected with the education and gaining new skills are not well-developed.

Recrutation process:

1) We will use the participant application form which will show us their experience and motivation. All of the partners will use the same draft, to recruit participants. Because of that we will have exactly the same procedures in every country. Moreover, it will give us the concrete view on participants' expectations and their needs, show us their interests and hobbies.

2) **Participants with fewer opportunities:** We will give the chance to participate in our project to people who are living in the small villages and districts of cities that are in some way excluded from the society. Those people might not have a chance to know other cultures and their economical situation is not good enough to do it by their own. Moreover, we will give the possibilities to people coming from ethnicity minorities to let them feel like the real part of the society.

3) **Age:** 18-30 – We will have students, youngsters who just have graduated and people who have already finished their studies but still are unemployed. For all of them it is difficult to find a job because of the labor market competition and the lack of soft skills. All of them will be open enough to learn new things and to get used to new ways of thinking. We will wake up in them the motivation to play an active role.

4) **Gender balance:** We will ask partners to follow the rule of gender balance to have diversity of opinions among sexes.

5) **Learning outcomes:** personal development, involvement, critical and analytical thinking, intercultural exchange, self-confidence, motivation for taking responsibility and be active in everyday life, team-work, soft skills, communication skills, acceptance of similarities and differences, pro-active (citizenship), create the future and realize that it belongs to them

6) **Certificates and other instruments to evaluate:** We will ask participants on the beginning of the project to fulfill everyday their YouthPasses to let them see the real impact of the project on their personal development. It will allow them to see the effects of learning, how many skills they gained. We will also use the EuroPass CV and EuroPass Cover Letter which they can really use later, while searching for a job.

Preparation

1) We are ready and able to provide the accommodation for participants, project materials (like pens, markers, flipcharts, etc.), to cover the travel costs (to help participants with buying tickets or if not, later on we will make

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ZAKOPANE, JUNE 30 – JULY 9, 2016
FINAL EVALUATION NARRATIVE REPORT

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the reimbursement), insurance for each of them. If they will need any help before or during the project, we are open.

2) **Project management:** We will have two main coordinators of the project who will be responsible for the preparation of the project, contact with partners, then implementation and at the end – the evaluation. Moreover, they will stay in touch with the members of partner organizations. We will make Skype conversations, exchanging e-mails and while needed, everyone will have the phone number of the leaders in case of emergencies. Together with partners we will make the fanpage of the project, the results will be published on the webpage of the host organization and also on the partner's ones. Leader from every country will be moreover responsible to publish the results of the project in the media (online Universities newsletters, radio, newspapers, etc.). Host organization will ask in 2 months after the project for proofs that the popularization has been done and will attach it to the final report.

3) **Preparation of participants:** Together with partner organizations we will prepare the webpage/Facebook fanpage of the project, where participants can have the first contact with each other and ask questions. While needed, we will organize Skype conversations with leaders or people interested in it. All the participants will have the task to prepare the national, cultural evening, so they should bring with them typical food, clothes, drinks to present it. Moreover, we will ask participants to be ready to take part into workshops about existing possibilities for young people in their countries: where they can search for internships, Erasmus projects, European funds for starting a business, volunteering, start-ups – in general actions that they can take to be more active in the society. This way they will have the possibility to exchange real ideas that they have in their countries. We will also ask them to prepare presentations about organizations. We will give them a time to do it in interactive ways, so besides of present their organizations to others, they can show what they can really do and how they can stimulate other people. We will also ask partners to prepare at least one meeting before the main activity to let participants have the first contact with the group, to explain all of the most important parts and aims of the project and while needed, to ask their questions.

Implementation

1) **Main activities:** The main activity will consist of 8-days Youth Exchange with 36 participants from 6 countries. During this time, we will show young people existing possibilities which they can use in their countries, as well as in general – in Europe. We will promote the active citizenship, we will show

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participants that they are responsible for their future and if they will become more active, they will see the opportunities and find the idea how to develop themselves. To achieve those goal we will use the methodology of non-formal and informal education. Through them participants will have a chance to discuss and to debate about usual problems. This will allow people to think outside of the box, to find methods for solving problems, to think about different aspects of their lives in critical and analytical way. Participants will also have the possibility to work in teams, to exchange opinions, experiences, good practices. To create a space for that we will provide simulation games, ice-braking games, outdoor activities, different kinds of workshops (for example we will show them how to write attractive CV, motivation letter, how to dress and behave on the job interview, how to present yourself in the fast and good way). We will also use the method of brain-storming to show participants that it is possible to come from many ideas to one result and solution. All from above will give youth opportunity to see their similarities and differences and to make them realize that they have a common goal and they can find common solutions for existing problems. Moreover, this way they will understand the main idea of intercultural learning. We will also organize the meeting with young entrepreneur through which participants will see how important is taking the existing chances. This way they will become more motivated, inspired and they will develop entrepreneurship ideas in their minds and be more self-confidence. Through preparation and later presentation of their cultures during cultural nights, participants can learn more about other countries, other languages, customs of each country and this way become more tolerant, will have a chance break existing stereotypes and learn about the diversity.

Follow up

1) **Impact:** Our project will give young people an opportunity and a chance to change their way of thinking. Because of the main action of the project, they will gain a lot of soft skills which they didn't get during the school years, because it is based only on the formal education. They will be more aware of the responsibility which they should take in their life. They will become more active, they will see existing opportunities and understand the main idea of entrepreneurship, will become more tolerant with other cultures and start to see common goals, solutions for actual problems in their countries.

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After the project the partners will gain new knowledge about applied methodologies, so we can spread our knowledge and exchange it. Moreover, we will promote the idea of European citizenship, we will popularize Erasmus+ program and make people more aware about that. Later on the participants will have the possibility to share acquired knowledge in their local environment – among their friends, families, at Universities. Through the results of the project they can change not only their attitudes, but also ways of thinking of people around them. Because of changing their minds, they will start to act in their local community and later on they can also start to affect on bigger communities.

2) **Dissemination of the project results:** We will popularize, together with partners, the project results through multimedia tools: webpages, Universities' newsletters, Fanpages of partners, newspapers, radio. We will check the achieved effect 2 months after the main action and we will attach documents to the final report. The idea of the project this way will be spread not only in the hosting country, but also in the partner countries. This way it will be visible for European community.

3) **Evaluation:** We will provide every day daily evaluation made firstly with participants (in mixed-groups) and later with leaders of the teams. This way we will have a chance to know how people are feeling, what are their suggestions and how we can react on them, what they like and what we should think to improve. We will also see the real impact of the project – how they see it and feel it.

Besides of daily evaluations, we will make at the end the big, final evaluation. Choosing the methods will be depended on participants: they could use presentations, dramas, movies or other methods that they want to. This way they will show us what are their feeling at the end of the project, what they have learnt and show us what we can improve in next projects. What we will take from their evaluations will be useful for us to make our future projects better – as well as for participants and for us. We will also make the on-line survey and we will share the link with all of the participants to let them give us opinion about food, accommodation, implemented activities, agenda, etc. We will also attached results gained here to the final report of the project.

We will also ask participants to leave comments on the webpage of hosting organization. This will be real feedback from them to us, but also to other people who would like to participate in that kind of projects in the future.

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III. Training for Youth Workers

Description: 6 days training for Youth Workers from different countries and different fields (teachers, social workers, volunteers, child psychologists). The aim is to inform Youth Workers for new methods of training, such as Non Formal Education. The training will take place in the countryside.

Dates: 1st – 6th August 2017

Training for 24 participants, aged between 22-65 years old. Selection will be by age groups: 20-30 - 8 persons; 30-40 - 10 persons; 40-50 - 4 persons; 50-60 - 2 persons. 24 participants will be selected from 12 countries, (2 participants from each country) and the pairs will have to accord with gender balance. Countries: France, Greece, Poland, Bulgaria, Croatia, Spain, Sweden, Germany, Switzerland, Austria, Hungary and Italy.

They will attend a Training for Youth Workers in countryside.

The aim is to inform Youth Workers from different such as Teachers, Social Workers, Child Psychologists and Volunteers for new methods of training and practice Non Formal Education. In addition, inform participants for Erasmus + Programs and analyze the benefits of participation. During this project participants will have the opportunity to be trained in new methods, exchange opinions and practice the new tools doing workshops with teenagers (aged 16 – 18 years old) from high schools. So, 30 youngsters are invited to participate in workshops with Youth Workers and to help the outcome of the training.

Youth Workers are the direct influence to children; to our next generation. They will learn how to create a new way of communication. They could be self developed and at the same time they could train children and teenagers on their own self development.

Different approaches will be implement during the training, such as Non Formal Education, Non Violent Communication, Psychodrama, Systemic method, Theater lessons, Yoga, Meditation and Gong's music.

Evaluation – Measure Results:

1) Every day evaluation of program from participants;
2) Evaluation from teenagers for Youth Workers (Workshop day);
3) Evaluation of Program from Trainers;
4) Feedback from Youth Workers after period of: 3 months, 6 months and 9 months.

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Learning outcomes:

- New tools – methods for Youth Workers;
- Self-development;
- Develop soft skills;
- They could implement changes in educational system;
- Build the gap between Youth Workers and children or teenagers;
- They become more flexible, adaptable and listen;
- They learn how build trust and work as a team;
- They give children the chance to express themselves;
- Survival in nature.

Agenda:

08.00-08.30	YOGA (by option)	YOGA (by option)	YOGA (by option)	YOGA (by option)	YOGA (by option)	YOGA (by option)
08.30-09.30	BREAKFAST	BREAKFAST	BREAKFAST	BREAKFAST	BREAKFAST	BREAKFAST
	Welcoming	Theater lessons	Non Violent Communication	Non violent Communication	WORKSHOP with Teenagers	Seminar by girl – boy scout for survival in nature
	Name games	Oppressed Theater	Theory	Psychodrama Intro	Role Switching	Non Formal Education
	Ice breaking	Role playing	Practice	Discussions : Bullying		Self Development games
	Team building					
13.30-14.30	LUNCH	LUNCH	LUNCH	LUNCH	LUNCH	LUNCH
	Intro Non Formal Education	Creativity Games	Role playing Giraffe - Jackal	FREE TIME OUTSIDE	Workshop with Teenagers	
	Info Erasmus+					Evaluation
	Evaluation	Evaluation	Evaluation	Evaluation	Evaluation	Closing
19.00-20.00	DINNER	DINNER	DINNER	DINNER	DINNER	DINNER
	Intercultural night	Meditation	Gong's music	Meditation	Gong's Music	Free evening

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IV. MY EU = YOUR EU

Participating countries: Italy, Romania, Hungary, Greece, Spain, Turkey, Germany, France**.**

Participants' profile: 18 – 30, journalism and political science students, professional journalists, photographers, bloggers.

Location: Mineo, Sicily, Italy

Date: June 30 – July 9, 2017

Project objectives:

Raise awareness of the refugee crisis by building an intercultural dialogue between participants and the refugees. The activities take place in the Minao Refugee center with the help of the local organization. The main activity consists of three preparation days for the participants, four days of work with the refugees and three days for finalizing, summarizing and evaluation. At th end of the project the participants will present their work: the RSG (Refugee Survival Guide) and an exhibition. After the project the participants can spread knowledge about the topic through their work: publishing articles, reports about the experience, hold public discussions.

The trainers will be human rights activists, local social workers and three facilitators from Italy, Hungary and Romania.

Learning outcomes

- raise awareness of the refugee crisis;
- intercultural dialogue;
- promote diversity and social inclusion;
- develop communication skills;
- develop social and civic competence;
- check privileges;
- make impact on social environment, society;
- initiate discussion on refugee crisis;
- create tangible outputs: Refugee Survival Guide (RSG), exhibition.

Resources

- apply to Italian National Agency
- Maneo Refugee Center: help to select refugees
- trainers: Human Rights activists (Amnesty), local social workers

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- facilitators: Alessandro (Italy), Lili (Romania), Emese (Hungary)
- Arabic-speaking translators
- Partner countries: Italy, Romania, Hungary, Greece, Spain, Turkey, Germany, France
- Partner organizations: MeOut, Futuro e progresso, Asociatia Young Initiatives, Be PART, Intercambia + partners from Turkey, German and France
- 4 persons/country: 8x4: 32 participants
- Gender balance
- 2 of the 4: ethnic minorities (northern-African French, Kurdish Turkish, German, Romani, etc.)
- Availability of Halal, Vegetarian, Vegan, Kosher meals

Implementation

- Main activity: 3+4+3 days
  - o <u>3 Days preparation with the participants</u>
    - Icebreakers, teambuilding
    - Introduction to the main topic: refugees, crisis, migration tendencies in the Contemporary World
    - National Teams presenting the refugee situation in their home countries
    - Games aiming social inclusion and social awareness:
      - *Privilege   Walk*:
        <u>Purpose of the Activity:</u> The purpose of the Privilege Walk Activity is to learn to recognize how power and privilege can affect our lives even when we are not aware it is happening. The purpose is not to blame anyone for having more power or privilege or for receiving more help in achieving goals, but to have an opportunity to identify both obstacles and benefits experienced in our life.
        <u>Activity Description</u>: 1) Have participants form a straight line across the room about an arm's length apart, leaving space in front and behind.
        2) State: Listen to the following statements, and follow the instructions given. For example, when I read "If you are a white male, take one step forward," only white males will move and everyone else will stand still. Each step should be an average length step. No one is going to check up on you, so if you feel you qualify to take a step then do so, if not then you may stay. You are the judge of what you should do.

55

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3) Read the statements one at a time allowing time for participants to take a step.

If you are a EU citizen, step forward.

If your parents encouraged you to go to university, step forward.

If you've ever been outcasted because of your religion, step back.

If you've ever been bullied because of something you can't change, step back.

4) When all the statements have been read process the activity using the following questions: • What is your "gut reaction" to where you find yourself at the end of this list of privileges? • Are you surprised at where you are? How does it feel to be in front? In the middle? In back? Did you come to any new realizations? If so, which one had the most impact?

http://www.albany.edu/ssw/efc/pdf/Module%205_1_Privilege%20Walk%20Activity.pdf

UNHCR's Passages Simulation Game:

Purpose of the Activity: The purpose of this game is to create awareness of the difficulties experienced by refugees as they flee their homes and countries towards an uncertain future.

Activity Description*:* http://www.unhcr.org/473dc1772.pdf

- o 4 days of work with participants and refugees
- o Schedule:
    - Workout (CrossFit, Yoga) (8:00-8:30)
    - Breakfast (8:30-9:30)
    - Morning Activity: icebreakers, teambuilding, energizers (9:30-12:00)
    - Lunch (12:00-13:00) + Siesta (13:00-14:00)
    - Afternoon Activity: (14:00-17:30) writing and editing together the articles, interviews, reports and the survival guide, do photographs
    - Dinner (18:00-19:00)
    - Cultural nights, freestyle activities together (watching related documentary films, playing board games, play table tennis, etc.) (20:00-22:30)
- o 3 day work for finalizing, evaluation, editing the RSG, curating the exhibition, create presentation

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- ▪ Refugee Survival Guide (RSG): what to teach to each other about own cultures: useful words, vocabulary, gestures. In between: articles, interviews that were made also during the project, illustrated with photos also made during the project
  - ▪ Photo exhibition: refugee participants and photographers take photos and curate them, edit them, print them. Write captions, stories, descriptions next to them. The opening ceremony of the Exhibition would be a fundraiser event also for the Minoa Refugee Center
  - ▪ Subtitle of the RSG and Photo exhibition: „This is what you should know about us"
- Methodology: cultural learning, non-formal education, formal education.

Evaluation & Follow-up

- Publishing the articles, reports, interviews by the bloggers, journalists, students
- Student participant hold public discussions, open lectures at universities, meetings with peers
- Professional printing of the Refugee Survival Guide (RSG), sorting it out at National Migration Agencies, Refugee Centers, relevant local and international NGOs

V. Be Eco without Ego [BEE]

Objectives:

- Environmental awareness:
  - o Renewable resources;
  - o Green areas;
  - o Recycling.
- Changing attitudes of youngsters;
- Showing existing problems and possibilities;
- Inspire local communities to take responsibility for environment.

Dates: 30th June – 9th July 2017

Countries: Slovakia, Greece, Austria => 18 people (including leaders)

Location: North-West Slovakia, near AT borders, near local farm, near wind mill factory, near green park

Target group: high school students, 14–18 years old, at least communicative English

Methodology: simulation games, interactive games, self-development games, fun games with learning outcome, reflections.

Activities:

- collect trash from parks, bring them to site and together learn how to separate it (before there'd be a session about what is considered for plastic, what paper, etc..);
- international exchange discussion about the environmental issues in each participant's country, what are practices at their home;
- do handcrafting workshop from used material;
- play theater performance with the use of hand crafts;
- plant seeds in the beginning of the training so that participants have to take care of growing plants everyday (choose plant that grows fast in 10 days);
- go to see the local farm and spend there 1 day → is supposed to show good example of animal treatment but before show bad example via videos/photos how the animals are treated (tips: little chickens video, Mc'Donalds, coca cola → these are all bad example of how the meat and the food/drinks are prepared what they contain…);
- create compost.

At the end let participants write notes and have a discussion after activities – what they learned, liked/not liked, etc.

Learning outcomes:

- increase knowledge about different types of recycling methods;
- create respect for the environment and nature;
- stimulate positive influence on people around;
- lead participants to make more responsible choices;
- contribute to healthier environment;
- implement learned methods from training in their own lives;
- learn about adv. & disadv. of renewable resources;
- lead to empathy and sensitivity with nature;
- increase creativity.

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AGENDA

30th June	1st July	2nd July	3rd July	4tj July
Arrivals 7:00 pm Dinner 8.00 pm Welcoming ice breaking	8.00–9.00 am Breakfast 9.00–10.30 Compost energizer, planting seeds 10.30–11.45 Break 11.45–13.00 Interactive games	- Park tour collect garbage; - Recycling activity; - Handcrafting inspiration; - Cultural night (SVK)	- Handcrafting activity + presentation; - Movie night + discussion - Board games	- Visit local farm - Erasmus+
5th July	13.00–15.00 Lunch time	**6th July**	**7th July**	**8th July**
- Renewable resources lecture; - Simulation game; - Theatrical performance; - Cultural night (GR)	15.00–16.30 Energizer, discussion about environmental issues 16.30–17.00 Break/energizer 17.00–18.30 Nature walk (game) 18.30 Evaluation 19.00 Dinner 20.00–22.00 Board games	- Visit of wind-mills – excursion; - Discussion with interactive way	- Compost - Plant trees - Starting making projects I - Cultural night (AT)	- Project presentation II - Final evaluation - PARTY **9th July** Departures

Authors: Rodanthi Smyrnaki, Daniela Koscelníková, Monika Budiaková

VI. Music as international language, Youth Exchange

Participants profile: 3 teams of 5 teenagers (15-22age) whose parents could not afford music school and 1 person who is a somewhat expert in music (plays an instrument, sings or dances).

We would select them according to their interest of music, economical background, at least one or two from the group would have to be from the countryside less from the city.

Musical education is not necessary but if they have some experience it's not a problem.

Location: Skradin, Croatia

Objectives:

- Raising intercultural dialog, and increase international understanding through different non formal music education.
- Give the chance to people with fewer opportunities (difficult economical background).
- Using traditional elements of each country's music.
- The result of the project would be a concert held in front of the cathedral in Sibenik.
- Encourage them to be creative
- Raise money to buy instruments for kids with less opportunities
- Raise self confidence (teamwork)

Measure: In the end we reach the success with raising money and helping them

Partners: Udruga mladih Device, MeOut Association, Center PARNAS, National Park Krka, City of Sibenik

Time: Summer 2017.

Learning outcomes: Communication in mother tongue, communication in foreign languages, cultural awareness, social and civic sense, open minded about other cultures

Knowledge, skills, attitude: Increase curiosity for other cultures, playing music, improvising, reading notes, education.

Description: We think that it's important to increase the international understanding and develop intercultural dialog. Encouraging people who have less opportunities for self-development and to use music as an international language.

Since Europe is a continent built of broken bridges between cultures, we want to rebuild the bridges of trust and understanding between cultures through music

How does it link to objectives of Erasmus+: Increasing mobility of youth, breaking cultural barriers, gaining new skills, the band is a team so you have to work as a team to cooperate and create something – improvement of creativity

Issues and needs seeking to address with this project: Lack of self-confidence, need of development

How did we choose the partners: Thanks to previous experience we have organisations who care about these things, connected to music, we already have personal contact with some of them, we had many organisations to choose but we chose only the ones who can find us the most appropriate participants and to whom we can rely on in all stages of the project (preparation, implementation, follow up etc.).

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Annex 2 – Summary of the written evaluation forms

Quantitative data

Programme Elements	1	2	3	4	5	6	7	8	9	10	Level of satisfaction
Practical info about project, programme, venue	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	1 Pax	9 Pax	8 Pax	15 Pax	91,21%
Fears and expectations	0 Pax	0 Pax	0 Pax	0 Pax	1 Pax	0 Pax	2 Pax	7 Pax	9 Pax	14 Pax	89,70%
Ice-breaking & Integration activities	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	3 Pax	4 Pax	7 Pax	19 Pax	92,73%
Energizers	0 Pax	0 Pax	0 Pax	1 Pax	0 Pax	0 Pax	1 Pax	4 Pax	11 Pax	16 Pax	91,52%
Effective Team-building	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	1 Pax	5 Pax	8 Pax	19 Pax	93,64%
Who are I? Introduction to Project Management	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	1 Pax	2 Pax	3 Pax	9 Pax	18 Pax	92,42%
Project Management	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	1 Pax	5 Pax	9 Pax	18 Pax	93,33%
Intercultural Learning – The Derdians	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	1 Pax	2 Pax	10 Pax	20 Pax	94,85%
Target group - how would we like to work and for whom?	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	2 Pax	2 Pax	4 Pax	9 Pax	16 Pax	91,21%

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Erasmus+ Youth introduction	0 Pax	0 Pax	0 Pax	1 Pax	1 Pax	3 Pax	4 Pax	3 Pax	9 Pax	12 Pax	84,85%
Non-formal education - Let's define!	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	3 Pax	2 Pax	6 Pax	22 Pax	94,24%
Multidimensional Organisational Passage	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	3 Pax	5 Pax	9 Pax	16 Pax	91,52%
Problem and solution – poiting out, describing, analizing	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	1 Pax	1 Pax	3 Pax	8 Pax	20 Pax	93,64%
Useful tools and methods sharing space	0 Pax	0 Pax	0 Pax	0 Pax	1 Pax	0 Pax	2 Pax	6 Pax	3 Pax	21 Pax	92,12%
Erasmus+ Youth - application form step by step	0 Pax	0 Pax	0 Pax	1 Pax	0 Pax	3 Pax	1 Pax	6 Pax	5 Pax	17 Pax	88,48%
Project development activities Pre-Project Development Project Development - 3P - Partners, Project Idea, Participants Project Development - Impact Chain - Main activities, impact, outcomes, evaluation and results' dissemination	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	1 Pax	1 Pax	1 Pax	7 Pax	23 Pax	95,15%
Project Evaluation activities Daily Evaluation (3F method & 3 questions method) Preparing Evaluation in mixed groups Youthpass as a tool of non-formal education Project Evaluation	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	4 Pax	10 Pax	19 Pax	94,55%

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Cultural Evenings	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	4 Pax	2 Pax	27 Pax	96,97%
Overall Score	0	0	0	3	3	11	29	77	139	332	**92,31%**

Logistics	1	2	3	4	5	6	7	8	9	10	Level of satisfaction
General Organisation (information, transport, support, communication)	0 Pax	0 Pax	0 Pax	0 Pax	1 Pax	0 Pax	1 Pax	0 Pax	6 Pax	25 Pax	95,76%
Food	0 Pax	0 Pax	2 Pax	2 Pax	1 Pax	4 Pax	4 Pax	7 Pax	6 Pax	7 Pax	76,06%
Rooms	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	1 Pax	4 Pax	3 Pax	5 Pax	20 Pax	91,82%

Qualitative data

Did the training course met your personal expectation? Please explain why or why not.

- Absolutely yes, even more. Because everything I had expected I got, knowledge about the topic of the project, intercultural learning, friendship etc.
- Yes. I expected learn more about other countries, about Erasmus+ and improve my English, and the cultural evenings, mix team work and the development of a Project help me achieve this.
- Youth Exchange met my expectations because I learned a lot about new way of thinking, analyzing and I gained a lot of new skills + I had a lot of fun and met new people.
- I'm positively surprised of what I could learn in only 10 days, so I can honestly say it matched with my expectations.
- Of course and it did, and I could say that it was even better than I expected. Because the subject of the project was about a theme which is unknown in my country, so I got this new important information for me. Also, I liked a lot the fact that it was really important for the project the effective team

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building, which gave us the opportunity to meet each other and to express freely ourselves.

- It did. It actually was over my expectations. Because I've experienced more than I ever thought I would. The organizators were so amazing and I'm happy I participated.
- It definitely did because I got more comfortable with public speaking, making friends, and became more informed and confident in planning projects.
- Was over my expectations as all the activities provided a good and motivating way of working in team.
- My expectations were achieved because I wanted to meet new people and cultures from different countries, learn practical information about the projects and develop myself, as I did.
- Yes, my expectations were met because since the beginning I did not know quite what to expect, but in the end, I felt fully realized with the activities. It was a new experience for me, and hopefully not the last.
- I expected to learn about tools that would allow me to bring my ideas to life and that was indeed fulfilled. I also, according to my expectations, met people from different places with whom I may cooperate in the future and which allowed me to find out about other cultures in a manner unavailable otherwise. Moreover, I gained some skills connected to successful planning, organizing and management. However, I was hoping to learn more about being a leader and managing a team, I feel that this topic wasn't covered enough.
- Yes: I made friends, connected, built possible future partnerships.
- Honestly no. I didn't expect to receive so much of this TC because it was my first international experience and I have some problems with English. It gave me a lot.
- This project has completely met my expectations.
- I wasn't really expecting anything because I didn't know what to expect, but everything was wonderful!
- Yes, the Training Course Youth Management for Youth Development met all of my expectations. I came there to meet new, active people from almost the whole Europe and to learn how to write and develop and then manage the European projects. And I did it.
- Yes. I learned new methods-new tools. I became more adaptable and flexible for a common goal. i learned giving space to other people and let them lead. I was trained how to implement my idea as an international project and help in social problems.

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- I didn't know what to expect from the project so I cannot say if it met my expectations. Before I thought I will learn something how project management for Erasmus+ programme works and that was fulfilled by the training for sure.
- I wouldn't say, that it has meet my expectations, because I wasn't sure before the project, what my expectations are. But definitely I am very happy, that I participated in this project, time spent on many different activities for sure wasn't wasted and I would love to take part in next projects and exchanges.
- Yes, yes I think that all.
- Yes, absolutely. I really liked this project because I met so many interesting people, I learnt so many things about other cultures and languages, I developed important skills for my future, and I learnt so much about a new area (Project Management) for me. It was a great experience and I want to thank for the opportunity.
- Yes. I expected learn more about other countries, about Erasmus+ and improve my English, and the cultural evenings, mix team work and the development of a Project help me achieve this.
- Yes, my expectations were mainly to learn about project management, develop my soft skills and of course, be in intercultural environment. Everything was perfect and i really feel fulfillment inside me. Every session was useful as well as activities we did in a project.
- Yes, the training course met my expectations and even surprised me good.
- It surprised me in a positive way. I found out many skills I didn't know I have. Overall I am so glad I joint this project!
- Yes, because I practiced my English, I had fun, I met new friends and learnt how to organize an Erasmus + project and knowledge about how manage any project.
- Yes, it did, because now everything about this topic – making project is much more clear. It was serious, but also with many elements of fun, different activities and clear explanations of everything and I think that it is also what made it successful. Very useful.
- It met all of my expectation. We worked very well together as a group and we had a lot of fun as well, meanwhile I learnt a lot about project management and also about myself.
- Yes, because I decided to do it to improve my skills and knowledge in this field.
- For me was one of the best experience. Not only that the exchange met my expectation. I can say that it surpasses my expectation. All the experience

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and the people that I met inspired me a lot; I can truly say that now I believe that the future can be bright :) thank you!

- Yes, because even if I was scared at the beginning, at the end I learnt lot of things and met lot of amazing people.

- Yes! The project was great, because I was there to learn how to write a project and to practice my English. In advance I met amazing people and friends, exchanged knowledge in many topics and learned a lot of new things which will be in my plus in future and most importantly I had a great time and had fun! That was one unforgettable experience that I will never forget.

- Yes, in the same time I take more experience, and learning experience, to know more about another culture and about management of project.

Which session made the biggest contribution to your intercultural learning and how?

- When I had the chance to lead an activity because I experienced that I was also able to do that.

- The most important part of the training was an opportunity to work on a project of my own. It showed me how can I put ideas and knowledge from the training into practice and gave me more self-confidence necessary to realize my initiatives.

- I think it's session "Who are I?" Because I became more aware of myself and people who have had an impact on me of what I had never much thought, and "Project development activities" because I was working on something that I really love and that gave me a chance to think little more about it and how much it means to me.

- Making of the project was so much inspirational.

- My favorite moment has been the one in which we had to meet in small groups and discuss about the problems of our own country. It has been a moment of growth for all of us, that gave us the chance to compare our backgrounds and to see how much we have in common, despite the differences.

- Project management, because it gave me wider overview on this field.

- I think that all the sessions were important. Some of them included activities and some others were more theoretical, but all were important.

- I think it was the development of the project because fostered team spirit, and allowed my organizational skills, cooperation and management were enhanced.

- Project Management and others that included self-development and teamwork because it was focused on us.

- Making our own projects – this is when we fully realized that we have the capability, knowledge, creativity to create a project on our own.

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- Creating our own projects in which I learned that if you really wish to do it, then you just have to work hard and it will be done.
- The most important session was our personal project, because when I realized that my idea could happen in reality made me feel much more willing to work harder for it.
- I think that hasn't been a particular session what contributed in my development, if not has been the process of this TC generally what's made the biggest contribution for me.
- I think it was the session about project development - to be more precise, all of them, because they were divided into few parts. Now I know how to follow the application form step by step and I think the project which I wrote with my group of partners can be approved in the closest deadline. Because of those workshops I believed that it can become true and my own project will be implemented soon.
- The "who are I – project management introduction" because I discovered myself and my advantages as project manager – I believe I can do it!
- Youth in action from Step by step, what gave me a lot about technicalities of Erasmus+ projects, that I would like to prepare.
- Learning outcomes, resources, implementation, evaluation and follow up for can do the project with more ideas.
- All of them combined contributed to me and my self-development in different ways.
- All the sessions that i had to work with different teams and various tasks, because I had to do with different personalities. The Derdians game. I had to move fast and change strategy.
- It was all the team building activities, presentations, simulation games, energizers...
- I think 'Project development activities' Profile' because I learnt so many important things and the different steps to make my own project. Now, I express myself in a better way (opinions, ideas, needs, feelings, read, write, speak) thanks to the methodology of non-formal education.
- Making our own project - it was as well practical, interesting experience as it gave me a lot of ideas and really extended somehow my creativity and imagination.
- I liked the session where we had to think about ourselves as project manager, what experiences made us as we are today. I discovered about myself a lot during this session. And of course, i like the process when we were making our own project. It developed so much, i feel more creative and self-confident.

- Cultural activities because I LOVE to meet new cultures and discover new things and share good practice between us.
- Writing a project, the presentation for project management and what is manager/coordinator/leader.
- Multidimensional passage. It is good and interesting to take the role of trainer.
- The activity in which we had to write down what made us what we are now (the things that affected us). It let me understand myself better.
- The session 'who are I?' made me be thankful to those people who made me be who I am now. Also for me was really interesting the sessions for preparing and apply our project, because made me feel capable to do it.
- Project development sessions when we worked in groups. I could realize that project writing and management has a lot of detail and you have to take care of everything. It was a great experience that even if it's a complicated task we found an answer for everything.
- The definition of non-formal education, because make me feel like I can use this kind of education when I came back to my country.
- The session when we were writing our own projects, what stimulated my creativity and showed existing possibilities.
- I think that one of the most interesting activity was the writing of our own project and the activities that helped us to learn step by step how to do it and also the 'Non-formal education - Let's define!' activity.
- The "who are I" because I discovered myself and that way know which are my qualities and how I could contribute for the Project. It built all my behavior during the week and was crucial to the Project.

Which new competences (skills, attitudes, knowledge) related to the topic did you gain during this Training Course?

- I was introduced to possibilities offered by the Erasmus+ program, I learned about its structure and rules. I learned a new approach to resolving problems, the project also helped me improve my public speaking, creativity and widely understood communication skills (including foreign language).
- I learned how to work better in teamwork, more of project development etc.
- I gained more positive view on life, I learned to appreciate good organization and hard work because it was totally worth it!
- I learnt to be more calm, more understanding, help the others, more respectful, work in a team, how to be a leader and what can I do to motivate the others and how can I help them. I understood how I can build a Project, how to be a manager and about Erasmus+. I learnt about other cultures, other countries, words in other languages and I improved my English.

- Communication skills, leadership skills, cultural awareness, critical thinking.
- Knowledge, on top. Now I'm more informed about what is related to the topic Also some skills and attitudes, the ones who allow you to get in contact with new people, build a partnership for the future.
- During our training course I could say that I developed myself. I gained self confidence in presenting tasks and on supporting my opinion. I can say that I became more creative, open minded and flexible. I learned a lot about ERASMUS programs, the application, the partners, the target group, the objectives, etc. All these I will try to show and to other people, and especially the youth.
- I think that teamwork, organizational capacity, cooperation, management, ability to be a leader and understanding were the abilities more empowered. I learned a lot about other cultures too.
- English, cultural awareness, more active attitude.
- Presentation skills, no fear of public speaking, teamwork abilities.
- Communication in foreign languages, project management, time management, positive attitude, patience, critical thinking, leadership skills.
- I learned so much about the diversity that surrounds us and that was a way to increase my trust in people.
- I developed my communication skills, my personal contribution in the team work, my leading skills, my attitude towards different cultures and my knowledge for the Erasmus+ programmes and the youth exchange.
- I have learned to listen, cooperate, be patient...and specially develop my creativity.
- First of all, as I already mentioned, I gained a lot of skills related to writing the projects. Starting with talking with partners, through thinking about existing problems, ending with expressing my ideas by appropriate words. Moreover, I learnt a lot about other cultures, I gained new soft skills (how to be a leader, how to build a team effectively, how to use my knowledge and ideas in practice) and I feel that this Training Course gave me a lot. Of course I also improved my English skills.
- Public speaking, project development stages.
- Leadership, teamwork, time management, new methods, relationships and learning by playing.
- Management – time and project. Teamwork. Adaptability. Flexibility. Patient.
- Talking in public and teamwork.
- I understood what the project management for Erasmus+ is all about, how to write the project and how to work out my project idea. What everything has to be taken care of when organizing and implementing the project. Further

I practiced my presentation skills, as well as leadership skills and working in a group helped me to become better team player.

- Soft skills: team work, communication skills; new knowledge about unknown area for me initiative; be positive respect for other cultures; enthusiasm; critical and analytical way of thinking; solving problems logically structuring situations and resolving the unstructured ones; be motivated; self-confidence cultural backgrounds; how to break stereotypes; be creative, innovative; take risks; plan a project; be aware of different ways of working and different ethical values; entrepreneur skills; better methodologies.
- I learnt to be more calm, more understanding, help the others, more respectful, work in a team, how to be a leader and what can i do to motivate the others and how can i help them. I understood how I can build a Project, how to be a manager and about Erasmus+. I learnt about other cultures, other countries, words in other languages and I improved my English.
- For sure I gained skills related to the leadership, time and project management and I've changed my attitude - I became more outgoing and friendly person then I was before.
- How to write a project, presentation skills and to trust people whom I don't know.
- Learning by learn, listen to each other.
- I gained soft skills, as presenting in front of people. I improved my communication skills and a little bit of my English level. I feel much more motivated then before. I am more educated about different countries and their culture.
- Other languages, technical, cultural :)
- Public speaking, skills and knowledge about project management.
- Team leading, words in foreign languages, confidence, technical knowledge in the Erasmus+ field.
- How to manage a team, self-confidence at public speaking, how to organize and apply for an E+ project and fluency with English.
- Communication skills, critical thinking, self-confidence, planning.
- Creativity, multitasking, be more positive, be able to work in a team.
- Now I can plan a project, understand technical words, cooperate in a team and be able to talk in front of people.

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How will you use these newly acquired competences (knowledge, skills and attitudes) in your future widely understood activities?

- To begin with, I'd like to conduct some initiatives on a small, local scale to start working with little issues being able to affect bigger problems, but I'm also thinking about using gained knowledge and contacts to try to prepare a project involving people from all around Europe. In addition, I would like to take part in more Erasmus projects regarding various topics.
- For better communication with the people, the spread of ideas, development projects and similar things, and I will definitely share with the people learned knowledge.
- I will use them in everyday life, especially on jobs.
- To build partnerships and to establish connections between different countries.
- First I will be affected in my life and in my job. I will try to show to my students and another way of learning, THE NON FORMAL EDUCATION, although our education system is so strict and non flexible.
- I would like to use it in my professional life, which is strongly related with the Youth sector right now.
- I will transfer them to my friends and spread the word about it.
- I think it has enormous effect on how I look for a job, what kind of work ethic I will present in a working environment. I also have a bigger desire to travel.
- Mainly to develop projects and manage them in the best way and to establish partnerships with people from other countries and from my own country.
- I will pass this knowledge to others in other projects, in the organizations where I'm, in my work. The attitudes that i improve will be very important to be a better person to the others and help them. The languages to be more social and the cultures to know how I should be in other countries.
- As I am back home, I just started a new project where I will have a leading position and my team is build up to 20 people. The training showed me that I can manage team work even if the group is big and diverse.
- I can use all these tools and skills in my future projects, which of course I will repeat.
- Firstly, I would like to apply for an environmental project and secondly to promote this new knowledge to young people starting from my city.
- I just graduated from university, and have to find a job. I will use these new useful skills in finding a great job.
- I will use them for my work and creation of new project.
- I hope can use these competences in my job for create good training courses in the company.

- Still don't know, but I'm sure they will come in handy.
- I will apply for a project in October "Training for Youth Workers". I will use them in my daily life. In our volunteer team in my hometown.
- I will utilize the knowledge and skills acquired while working with the people in the future, or when I would like to implement project of my own.
- 1) In my studies; 2) In future projects; 3) In my routine; 4) In my own projects; 5) In my entire life.
- I will pass this knowledge to others in other projects, in the organizations where I'm, in my work. The attitudes that i improve will be very important to be a better person to the others and help them. The languages to be more social and the cultures to know how I should be in other countries.
- My projects, my youth work.
- I will be more active in my live.
- Those competences are really useful in almost every area of our lives – I guess, i will use them every day, mostly even unconsciously. But also, I'm sure that those skills will be useful in planning in general - project planning, making study plan, wise management of time, etc...
- I will use them in my school and future job. I discovered what i would like to do in the future know.
- I hope that I will be able to apply with my project in the closest deadline, so I would like to become a project coordinator and lead the activities for other young people being a leader. After the project I already know how to use my knowledge and spread it and provide some activities about which I already have ideas. I also can use the skills that I gained in everyday life, for example on studies or at work.
- To would join more Erasmus activities, and maybe create them myself.
- I hope to apply for an E+ project someday. Also I will use my skills in my daily life and future job, whether as entrepreneur or in an enterprise.
- I will implement them at my work.
- In my activity, in my NGO, in my daily life.
- I think that all the things that I've learned I can use them in my day to day activity and also to try to inspire others.
- I'll use this in my future job but also in my everyday life, at University and during the activities with the scouts.
- I will try to write a project, travel more and will be more open for people who I meet in future.

If you would be able to change/improve/add 3 things, what would they be?

- I'd add more 2 days to the programme and one more free day, and change the mealtime.
- I would improve and changed some things about myself, but not about the project in general.
- Activities in woods; that it lasted a few days more; more feedbacks.
- For me there were a bit too many games and energizers, I felt that sometimes they were unnecessary and seemed kind of infantile. I would also like to find out more about managing a team and ways of leading it in a proper manner, as this topic was spoken of very briefly.
- 1) food 2) more physical activity, because we sat too much! not healthy at all!!! 3) more coffee breaks in the sessions.
- Probably I wouldn't change a thing.
- We needed more breaks, because so much time working was a bit tiring for us.
- More free time, more time for develop the project and longer cultural nights.
- Prejudice, unknowledge.
- I wouldn't change or improve anything. The project was amazing and the people and the location.
- 1) More physical activity to stimulate our bodies too when we sit too much 2) More coffee breaks during long sessions 3) Reminding ourselves of the common rules every day.
- Longer! A sequel! More!
- 1. One more trainer because the days were a lot and it was difficult for our trainers. 2. More activities because i loved them and wanted more 3. ways that everyone can speak even he/she is shy.
- 1. Shyness; 2. Strength; 3. Panic.
- Nothing.
- I would not change everything. The project was perfect - really well-implemented, organized and planned.
- More breaks, more time for can speak between us in the free time and I will spread our knowledge in medias.
- One more free day, or two free half days.
- The presentations. Maybe with a more interactive way. Like game with questions and divided by teams. More name games and ice breakers on first day.
- To have more simulation games, work in smaller groups (max. of 3-4 people).

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- Try to become the presentations more attractive; More free time; Improve the nights with movie nights.
- I add more 2 days to the programme and one more free day, and change the mealtime.
- More breaks - especially during the lecture-look-like activities, even short ones - 5 minutes or so. Also I would like to get more theoretical background on some topics. I wouldn't change the amount of practical activities, but this theory is somehow missing, even though the whole project is based on non formal education.
- I really do not know, the project was very well organized and i feel very happy and satisfied with the whole process. Maybe i would like to talk much more with every person there.
- Hotel only for us, videos/other method for explaining application form and Erasmus+ translation of this project to English and send it to every participating country.
- I would divide the group on 3-4 teams in the game of Derdians. I would put the exercise worth the meditation at least every second day. For short time before the evaluation.
- More activities created by the participants, Respect the breaks as well as the hours of work. Give more chances to visit interesting sites (monuments, museums...).
- Stay with all the people more time (I miss them all). More coffee break time. Better coffee.
- More breaks between sessions shorter presentations.
- -/+1 free time day -/+ at least 3 more days for the training course - more days dedicated for the writing project activity.
- More teams work and role games. More time to prepare the project.
- My presentation skills, I want to develop the manager in me that will help me to work with project management and for sure, I want to develop my English communications into upper level.

Do you feel more able to influence your closest environment? Please explain why or why not?

- Absolutely. I'm more positive and I can give this energy and hope to my family and friends.
- Yes, because I learnt more things about the others and that we have common problems. Together we can change the things and achieve our goals. Furthermore, the energizers, the teamwork and the ice-breakers was very important to know how motivate, how to be a leader and how can he influence.

In addition, this programme allowed me to know more about Erasmus+ and the opportunities that it has, as the possibility to make our own Project to development.

- I was shown how to analyze problems and focus only on some, reachable parts of them, which for me makes the perspective of influencing my environment closer and more real. I also gained some self-confidence and realized that I'm able to come up with good ideas, which is crucial for successful project management.

- Absolutely yes! Because with new gained knowledge I can influence in more positive way.

- I feel I have more to give, and I learned that you cannot just watch your environment you need to take part in it and give something to it.

- I feel like a got the chance to see that I can make the difference, on my own.

- All my friends and the close environment of mine have already known the unique experience I had and that it' s worth for them to try. I feel more confident and strong on influence and inspiring my close people on doing something that it will be good for them, their lives and development.

- Yes, especially because I am now able to look at the people around me in a different way and because I am now able to better recognize the opportunities that are presented to me.

- Yes, of course, in many aspects.

- Yes I do, because I've developed so much and now I know how to teach other to do so too.

- Absolutely, because when something affects me on a deeper level, I always talk about it a lot so I'm sure I will talk about this a lot to friends, family, colleagues, uni friends, etc.

- Yes, firstly because I know that together we become a stronger voice and secondly because I know that if I really want to do it, I will find a way.

- I feel more self-confident in order to inform and influence my closest environment and not only.

- Truly yes. This TC has taught me that I am also important like a part of workgroup.

- Yes, I think that I can tell my friends about existing possibilities under Erasmus+ program and spread my knowledge to the others to let them be more active, because I think young people now are sometimes not well-informed and this way I have an opportunity to influence on them.

- Yes, because now I have more knowledge and more self-confidence.

- Yes and I would like to influence my environment in a lot of dimensions right after getting back to my city!

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- Yap, I got a lot experience.
- Yes, because I met people who really believed in their causes and were actually making changes, and because I now know how to prepare a project!
- Yes. I know how to encourage others, believe in them and give them the opportunity to express themselves.
- A little bit, I can share my experience with the people in my closest environment and naturally it can influence them.
- Yes, because now I know about common problems, common solutions, target groups which they need intervention, and I'm feel more comfortable to change some rigid ideas and implement others more innovating.
- Yes, because i learnt more things about the others and that we have common problems. Together we can change the things and achieve our goals. Furthermore, the energizers, the teamwork and the ice-breakers was very important to know how motivate, how to be a leader and how can he influence. In addition, this programme allowed me to know more about Erasmus+ and the opportunities that it has, as the possibility to make our own Project to development.
- Yes, definitely. I feel like i can change peoples' attitude like the project has changed mine.
- Yes, I feel. I want to keep inspiring my environment and encourage them in any ways. I was also influenced so much by many people i have met in this project and as well as by activities and sessions we had.
- Yes, yes :) Now I know again more about projects and youth work and I see that youth work is about all time learning.
- I have the authority to influence of my environment and I have the will to do it.
- Yes, I am more positive and feel grow up.
- Yes, because we've been capable to develop projects with friends, so also in reality.
- I feel that it's not impossible to influence others, and I got a lot of inspiration from other participants and their projects and plans.
- Yes. I feel this because other people influence me so I think that it is not impossible and if you really want to do something you have just to go for it.
- Yes, because I can feel part of a bigger puzzle in which everyone is important and can help to finish it.
- For sure! I feel I gained self-confidence and that gave me the power to believe in me. That means I will try to change some part of my routine life into better way that will have an influence not only to me but to people with whom I am working with and people who are around me.