



## North-South Centre of the Council of Europe

NSC/Info (2014) 7

# Final Report

## 5<sup>th</sup> Training Course for Youth Leaders of the African Diaspora Living in Europe

21 -28 September 2014 – Mollina, Spain  
In the framework of the 15<sup>th</sup> University on Youth and Development



**Organised by the North-South Centre of the Council of Europe in the framework of the Joint Management Agreement between the European Commission – EuropeAid Co-operation Office and the North-South Centre**



Joint Management Agreement between the  
European Commission – EuropeAid Co-operation Office and the North-South Centre of the Council of Europe  
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[www.nscentre.org](http://www.nscentre.org)

In partnership with:



## 1. Background of North-South Centre's Youth Co-operation Programme

The objective of the Youth Co-operation Programme of the Centre is to provide **training and capacity building for young people and youth organisations** as well as to facilitate their participation in decision and policy making, in the framework of **quadrilogue initiatives**.

The Youth Co-operation Programme is composed by **3 main dimensions**:

1. A **Euro Arab and Mediterranean dimension** that includes a new capacity-building programme that it is being developed in 2014 focused on "Structured Participation in Democratic Processes". A pilot training activity took place during the 2<sup>nd</sup> edition of the Mediterranean University on Youth and Global Citizenship.
2. The **Network of Universities on Youth and Global Citizenship** that gathers the different Universities in a coherent and articulated system and brings together relevant youth organisations and institutions working in regional co-operation processes, global education and global youth work. The 15<sup>th</sup> edition of the University on Youth and Development took place in Mollina, Spain (21-28 September 2014).
3. The **Africa-Europe Youth Co-operation** activities in the framework of the "Joint Management Agreement" signed with the European Commission in November 2008 and renewed until 2015. This agreement includes the organisation of training activities, an Online Resource Centre ([www.aeyco.com](http://www.aeyco.com)) a Seed Funding grant and the meetings of the Africa-Europe Youth Platform.

## 2. Background on ADYNE - African Diaspora Youth Network in Europe

The African Diaspora Youth Network – ADYNE is a platform of organisations, led and driven by young Africans and young people with African backgrounds living in Europe<sup>1</sup>. It **aims and endeavours to serve the interests of young people from all over Europe, promoting their active participation in a constructive dialogue between African and European societies**.



*4<sup>th</sup> Training Course for Youth Leaders of the African Diaspora Living in Europe – Hammamet, Tunisia (June, 2013)*

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<sup>1</sup> ADYNE refers to the term "youth" and "young people" according to the definition given by the African Youth Charter. These terms shall refer to every person between the ages of 15 and 35 years. Similarly, ADYNE refers to the term "African Diaspora" according to the definition provided by the African Union Charter: "people of African origin living outside the continent, irrespective of their citizenship and nationality and who are willing to contribute to the development of the continent ...".

For the past years, a growing number of young African leaders from the Diaspora have felt the need to create a network to connect with each other and express their needs, interests and aspirations. They strongly believe that, as Africans from the Diaspora, they can be key actors and be the bridge between African and European societies. Therefore, they joined their efforts to make this vision a reality and launched a process that resulted in the establishment of the African Diaspora Youth Network in Europe - ADYNE.

ADYNE is a continuous process that aims to become the face of the African Diaspora young people in Europe, actively participating and contributing, for the sustainable development of our societies.

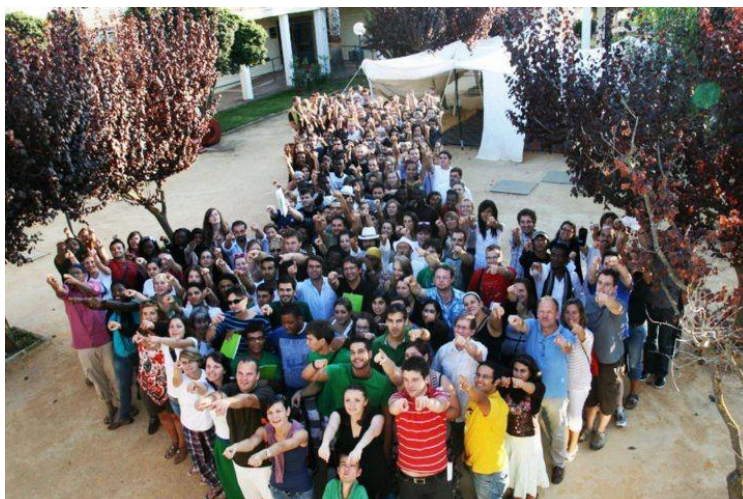
Please visit: [www.adyne.eu](http://www.adyne.eu)

### 3. Background of the 15<sup>th</sup> University on Youth and Development and of the Network of Universities on Youth and Global Citizenship

The **University on Youth and Development** (UYD)

UYD is an activity organised by the North-South Centre of the Council of Europe (NSC) in partnership with the Spanish Government (INJUVE), the European Youth Forum (YFJ), the Spanish Youth Council (CJE), the Latin-American Youth Forum (FLAJ) and other international youth organisations and youth serving organisations.<sup>2</sup>

Since its first edition in 2000, the University takes place once a year bringing together representatives of youth organisations and youth movements from all over the world who gather in CEULAJ (Euro-Latin-American Youth Centre)<sup>3</sup> to discuss, train and be trained as well as to take political action around the main issues on the global agenda.



*12<sup>th</sup> University on Youth and Development (2011)*

The University is the oldest University of the Network of Universities on Youth and Global Citizenship (together with the 3 others that have been organised in Tunisia, Cape Verde and Uruguay) that is facilitated by the North-South Centre of the Council of Europe. The Network has identified "**Youth Opportunities**" as the joint theme for all the Universities in 2014.

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<sup>2</sup> For more information:

[http://www.coe.int/t/dg4/nscentre/Youth/UYD/PresentationUYD\\_en.asp#TopOfPage](http://www.coe.int/t/dg4/nscentre/Youth/UYD/PresentationUYD_en.asp#TopOfPage)

<sup>3</sup> For more information: <http://www.ceulaj.injuve.es>

In 2014, the University on Youth and Development gathered for its 15<sup>th</sup> edition and therefore renewed hopes and aspirations, objectives and challenges were launched by the partners to reinforce this as the space and home of Global Youth Work and of the Global Youth Movement.

The overall **objectives of the University** are to promote youth work development and youth participation as well as political mainstreaming of the youth related issues and youth policy development; to reinforce capacity-building of civil society organisations; to foster youth co-operation and Global Youth Work; and to promote human rights, intercultural dialogue and democratic citizenship as essential dimensions of global education.

### **The Network of Universities on Youth and Global Citizenship**

This Network, created in 2011 includes the *University on Youth and Development*; the *University of Participation and Citizenship* (Latin America); the *African University on Youth and Development*; and the *Mediterranean University on Youth and Global Citizenship*.

The Network provides an exceptional space for young people and youth organisations around the world to meet, debate, **build their capacity and cooperate on youth policy related issues**.

The educational model developed in these Universities has been enhanced by its various partners and largely inspired by the Global Education Guidelines<sup>4</sup>, systematised by the North-South Centre of the Council of Europe and by the new framework provided by Council of Europe Recommendation on education for global interdependence and solidarity<sup>5</sup> (CM/Rec(2011)4, adopted by the Committee of Ministers on 5 May 2011).

Committed to further **strengthen the interregional and global youth co-operation** and the impacts of its activities, the partners engaged in this network decided to develop a coherent and coordinated system for the Universities on Youth and Global Citizenship.

The establishment of this Network is expected to bring added value to the political support and funding of the Universities as well as to strengthen the impact of the work of the Universities and its partners in youth development.



*Meeting of the Network of Universities on Youth and Global Citizenship – 13<sup>th</sup> University on Youth and Development (2012)*

<sup>4</sup> <http://nscgloaleducation.org/index.php/resource-center/item/126-global-education-guidelines>

<sup>5</sup> <http://nscgloaleducation.org/index.php/resource-center/item/33-global-education-recommendations>

#### 4. Background of the 5<sup>th</sup> Training Course for Youth Leaders of the African Diaspora Living in Europe

The **Africa-EU Strategic Partnership**, a framework created by the 2<sup>nd</sup> EU-Africa Heads of States Summit, and the Africa-Europe Youth Summits recognise youth as a key actor in development in Africa and in Europe. The empowerment of youth organisations and youth movements, as well as the strengthening of co-operation between African and European youth, is decisive for a sustained youth contribution to policy-making.

As a follow-up of the Africa-Europe Youth Summits in 2007 and 2010, the North-South Centre of the Council of Europe has been **developing and implementing a programme** in partnership with key governmental and non-governmental actors in Africa and Europe, including the **African Union Commission**, the **European Commission**, the **European Youth Forum** and the African Youth Platforms such as the **African Diaspora Youth Network in Europe**, the **Pan African Youth Union** and the **Network of International Youth Organisations in Africa**.

The North-South Centre co-operates with the European Commission (Europe Aid, DG DevCo) in order to secure a sustainable process for collaboration which will provide important support of various (youth) structures, quality reassurance and funding for Africa-Europe youth work.

In November 2008, the North-South Centre and the European Commission (EuropeAid) signed a **Joint Management Agreement (JMA)** for the period of three years (2009-2011) that aimed at strengthening global education in the new Member States of the European Union and supporting Africa-Europe youth co-operation. This agreement was prolonged until 2012 in November 2011. A new JMA was signed in September 2012 for the period 2013-2015.<sup>6</sup>

Apart from the Joint Management Agreement, a **series of Euro-African training activities have been implemented between 2009-2012** in the framework of the EU-CoE youth partnership (DGEAC).

Moreover, as a follow-up of the Africa-Europe Youth Summits and in order to answer to the priorities of the Africa-EU Strategic Partnership, this Africa-Europe Youth Programme aims to:

- Promote the **empowerment of Europe's and Africa's youth**;<sup>7</sup>
- Strengthen young people's capacity to share information and to get involved in the **implementation, monitoring and evaluation of the Joint Strategy**;<sup>8</sup>
- Facilitate **encounters and exchange between young Africans and Europeans**;<sup>9</sup>
- Help **mapping the existing African youth networks**.<sup>10</sup>

This Programme implemented by the North-South Centre includes activities such as:

- **Five sub-regional seminars** on youth policies and African youth charter (finalised in December 2012);
- **Africa-Europe training courses** for youth organisations (nine editions until 2013), and training opportunities for **African Diaspora in Europe**;
- Mapping exercise of Africa-Europe youth co-operation/work, leading to the creation of an **Africa Europe Youth Co-operation on-line resource centre** (AEYCO – [www.aeyco.com](http://www.aeyco.com));

<sup>6</sup> For more information on JMA:

[http://www.coe.int/t/dg4/nscentre/Youth/AfricaEuropeCooperation/JMA/YouthJMA\\_en.asp](http://www.coe.int/t/dg4/nscentre/Youth/AfricaEuropeCooperation/JMA/YouthJMA_en.asp)

<sup>7</sup> As in 56. of the joint strategy, under the heading Human and social development

<sup>8</sup> As in 56. of the joint strategy, under the heading Human and social development

<sup>9</sup> As in 108, under civil society + 158. under the heading Monitoring, evaluation and review mechanisms

<sup>10</sup> As in the action plan of the joint strategy under the heading Making it work: institutional architecture and implementation

- Providing **Seed Funding** for pilot youth NGO exchanges (5<sup>th</sup> round in 2014);
- Establishment of the **Africa-Europe Youth Platform** and institutional follow-up, monitoring and implementation with key youth actors from Africa and Europe, and representatives of implementing agencies and institutions of the Africa-Europe youth strategy (1<sup>st</sup> meeting of AEYP was held in November 2012, Addis Ababa, Ethiopia, 2<sup>nd</sup> meeting in November 2013, Brussels, Belgium);
- **African University on Youth and Development** (5<sup>th</sup> edition in 2013).

Between 31<sup>st</sup> March and 1<sup>st</sup> April 2014, the **3<sup>rd</sup> Africa-Europe Youth Leaders' Summit** took place in Brussels, Belgium. "To ensure that the future Africa-EU partnership will include a stronger focus on youth and youth organisations, the youth of Africa and Europe call upon the heads of state and government at the 4<sup>th</sup> Africa-EU Summit to build on success of the Africa-Europe Youth work and address the common youth challenges through establishment of an Africa-EU Youth Facility targeting joint actions on:

1. Leadership development,
2. Strengthened Africa-EU youth entrepreneurship and
3. Promotion of the role of youth for peace."<sup>11</sup>

Within the framework mentioned above and encouraged by the success and demand of the previous training courses (Almada, Portugal, 2009; in Praia/São Francisco, Cape Verde, 2010; Braga, Portugal, 2012; Hammamet, Tunisia, 2013) and of the thematic Seminar on the African Youth Diaspora and the Millennium Development Goals (held in Spain in 2011), the North-South Centre of the Council of Europe will continue to invest in organising a capacity-building activity for youth organisations from the African Youth Diaspora living in Europe.

The fifth Training Course was organised by the North-South Centre of the Council of Europe in **co-operation with the African Diaspora Youth Network in Europe (ADYNE)**. The Course was organised in the framework of the 15<sup>th</sup> University on Youth and Development, from the **21<sup>st</sup> to the 28<sup>th</sup> September 2014**.



*3<sup>rd</sup> Training Course for Youth Leaders of the African Diaspora Living in Europe – Braga, Portugal (May, 2012)*

At the political level the Diaspora is **considered by the African Union as the 6<sup>th</sup> region of Africa** and the 6<sup>th</sup> building block of the African Union. These groups are also important actors for youth co-operation and represent for the hosting societies an immense richness in terms of human resources, intercultural opportunities and possibilities for relationship with the origin societies.

<sup>11</sup> 3<sup>rd</sup> Africa-Europe Youth Leaders' Summit – Summit Paper: [http://www.africa-eu-partnership.org/sites/default/files/userfiles/3rd\\_africa\\_europe\\_youth\\_leaders\\_summit\\_-\\_summit\\_paper\\_.pdf](http://www.africa-eu-partnership.org/sites/default/files/userfiles/3rd_africa_europe_youth_leaders_summit_-_summit_paper_.pdf)

The Youth organisations and youth groups from the African Diaspora living in Europe are fundamental actors for the Youth Co-operation.

During the course participants develop competences to strengthen the role they play with regard to Euro-African Co-operation and develop as well the capacity of their organisations as civil society actors. Participants exchange experiences and strategies to empower the youth community of Africans Living in Europe. Participants exchange also strategies to encourage actions developed from a local level to achieve the global goals involved within the Euro-African co-operation framework.

The 5<sup>th</sup> edition of the course focused on the development of competences of youth leaders and capacity-building of their organisations on project and organisational management, to contribute for the fulfilment of their role as actors of change in their communities.

The course is also an important tool to renew, enlarge and consolidate the network of youth leaders from the African Diaspora Youth Network in Europe, initiated by the participants of the first training course. The course provides an excellent **space for strategic networking** and finding partners; this dimension is strongly encouraged by the team of trainers as well as for intercultural dialogue and intercultural learning.

Furthermore, the course is a unique moment of **practical and political follow-up of the Africa-Europe Youth Co-operation** and the outcomes of the 2<sup>nd</sup> meeting of the Africa-Europe Youth Platform and the 3<sup>rd</sup> Africa-Europe Youth Leaders' Meeting.



*3<sup>rd</sup> Training Course for Youth Leaders of the African Diaspora Living in Europe – Braga, Portugal (May, 2012)*

## 5. Aims of the Training Course

The training course aimed at:

- **Strengthening the role of young people**, particularly youth leaders and youth workers **from the African Diaspora**, active in youth organisations in the hosting countries or leading African Diaspora youth groups/movements.
- **Empowering and promoting the capacity to organise, take action and foster their political participation** in their communities, in the Africa-Europe Youth Co-operation and Global Youth Work, through the development of competences related with project and organisational management.

## 6. Objectives of the Training Course

The concrete objectives of the training were to enable participants:

- to develop a **common understanding** of the situations and challenges faced by young people from the African Diaspora Living in Europe;
- to strengthen **individual and organisational competences** for project and organisational management;
- to get acquainted with different **tools for designing, implementing and evaluating quality projects**;
- to reflect about organisational management and **identify strategies and instruments for a more efficient, sustainable and inclusive work**;
- to co-operate in a **network** with other participants and their projects;
- to get acquainted with the action framework provided by the **Africa-EU Strategic Partnership and the Africa-Europe Youth Co-operation process**;
- to live through an **intercultural experience** with the opportunity to develop expertise and know-how on intercultural learning.

## 7. Pedagogical Team

- Karim Saafi, trainer
- Rachael Moore, trainer
- Sérgio Xavier, pedagogical coordinator
- Yassine Ennaem, trainer

## 8. Training Methodology

The training course was a **residential programme of 6 days**, and was held in Mollina (Spain), from the 21<sup>st</sup> (arrival day) to the 28<sup>th</sup> September (departure day). The pedagogical team of the course was composed of **4 experienced trainers in Euro-African co-operation and project/organisational management**.

The pedagogical team was responsible to further design and implement the methodology of the course. Invited guests and experts provided proposals for reflection in a process based on **global education and participant-centred methodologies**. The training methodology was based on a number of successful experiences of training for youth workers and youth leaders developed by the North-South Centre of the Council of Europe.



*3<sup>rd</sup> Training Course for Youth Leaders of the African Diaspora Living in Europe – Braga, Portugal (May, 2012)*



The programme included a variety of **educational methods** such as: thematic and political inputs and discussions, new technologies, reference documents, simulation exercises, group dynamics, interactive role plays, good practices sharing, etc..

**The course gather 19 youth leaders from, working with or interested to work with the African Diaspora** active in youth organisations in the hosting societies or leading African Diaspora youth groups and movements.

## 9. Participants

The participants in this course are representatives of **youth organisations and youth groups of African origin living in Europe and/or working/interested to work directly with African Diaspora youth**. The course was open for residents of all member-states of the Council of Europe.

Concerning participants and their profile:

- From African origin or working/interested to work directly with the African diaspora youth community; playing an active role within a youth organisation, network or service at local, national or regional level; plan to continue this work in the near future;
- Aged between 18 and 30;
- Have already some qualification or experience in terms of international youth work and project management;
- Be committed to attend the full duration of the course and be supported by a youth organisation or service;
- Be able to present the context of their work, their way of tackling problems, the challenges they meet and identify;
- Be able to work and communicate in English.

The selection process took into consideration organisational, gender and geographical balance.

### List of participants:

Surname	Name	Sex	Country of Residence	Nationality	Organisation
DAUD MOUSSE	Abdikarim	M	United Kingdom	British/Somali	Anti-Tribalism Mouvement
DIAKITE	Youssouf	M	Austria	Mali	VAS Austria
LAABICH	Sanaa	F	Germany	German/Moroccan	MJD - Muslimsche Jugend in
CHARGEISHVILI	Sulkhani	M	Georgia	Georgian	Ministry of Sports and Youth - LEPL
KOANG	Miri	F	United Kingdom	British/Sudan	2nd Chance
TCHOUMANI	Line	F	Cyprus (Lamaka)	Cameroonian	IMCAMSА - International
AFOUAIZ	Sana	F	France	Moroccan	The Voice of Women Initiative
GOMES	Isidoro	M	Portugal	Cabo Verde	Juventude para Democracia,
MALUNGO	Mafuta Manuel (Abylaine)	F	The Netherlands	Dutch/Angola	ADYNE Netherlands
SERGE	Gwabene Buhendawa	M	The Netherlands	Congolese	CODINE
ISSE	Mohamed	M	Finland	Finnish	ASDA Fy
IGBONEZIM	Nneamaka Augusta	F	Hungary	Nigerian	ERASMUS Mundus Student and Alumni
KANEZA	Michele	F	Romania	Burundian	Burundian Community in
AWUNI	Prosper	M	Germany	Ghanian	Abibimman Foundation
Chimbganda	Tasumudzwa Godfrey	M	Ireland	Zimbabwean	Youth Platform Project Ireland
LESKO	Diana	F	Germany	Hungarian	AEGEE Europe
PITIRRA	Marzia	F	Italy	Italian	Affabulazione
SULEJMANAJ	Juela	F	Greece	Albanian	Generation 2,0 RED
IMJED	Essia	F	Italy	Italian/ Tunisian	OTE

## 10. Implemented Programme

	Sunday 21	Monday 22	Tuesday 23	Wednesday 24	Thursday 25	Friday 26	Saturday 27	Sunday 28	
8:30-9:15	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	
9:30-11:30	Arrivals	Introduction-part I (until 10:15)	Africa-Europe Youth Co-operation process Doing it	It's all about needs! Aims & Aspirations	Implementation & Unforeseen Stuff Evaluation & Monitoring	Strategical approach to organisations	Follow-up Action - Peer Feedback	Departures	
11:30-12:00		10:30 - 12:45 UYD Opening	Break	Break	Break	Break	Break		Break
12:00-14:00		13:00 – Introduction part II	Doing it	Objectives & Smarties Methodology & Coherence	Evaluation & Monitoring Follow-up & Sustainability	Strategical approach to organisations	Preparation of Presentations Follow-up Action - Presentation Preparation of closing presentation		
14:00-16:00		Lunch	Lunch	Lunch	Lunch	Lunch	Lunch		
16:00-17:30		Team Building	This is not a reflection Group	Joint Session "Youth Opportunities "	Free Time	Closing the follow-up action	Evaluation See you later + certificates		
17:30-18:00		Break	Break	Break		Break	Break		
18:00-19:00		Me as a project Who is NAOMMIE?	Take action now (Joint Session with EFIL group)	Joint Session "Youth Opportunities "		Closing the follow-up action	Conclusions & Closing of the UYD		
19:00-19:30		This is not a reflection Group				This is not a reflection Group			
19:30-20:30		Free time				Youth Opportunities with the local community			
20:30-21:30		Dinner	Dinner	Dinner		Dinner	Dinner		
21:30		Welcome Evening	Youth Opportunities	Sharing Workshops	Youth Opportunities	Youth Opportunities with the local community	Farewell Party		

African Diaspora Training Course Programme – **Orange** | Joint Programme - **Green**

## 11. Day-by-day session description

### Day 1 - Monday 22th

#### **Introduction - part I (9:30-10:15)**

The group was welcomed and introduced to the background of the training course by representatives of the North-South Centre of the Council of Europe and ADYNE (Andreia Henriques and Yassine Ennaem).

A name game was played in order to participants to get more familiar with each other names.

#### **UYD Opening (10:30-11:45)**

*Joint Programme activity*

#### **Introduction part II (12:00–14:00)**

The group was presented to the objectives and programme of the training course. Participants were asked to share their expectations and concerns for the training course.

Within the assessed expectation were: networking, to have a follow-up project in the end, to make new friends, to hear about the positive side of being African Diaspora, project management knowledge, to learn from peers, to have opportunity to think about the future.

Within the concerns were: that the group dynamics would not go in the right way, "africanization", lack of communication.

#### **Team Building (16:00-17:30)**

After lunch, the group went through a team building activity, a minefield where the group had to cooperate in order to cross to the way-out.

During the debriefing, the group mentioned the importance of hearing to each other, responsibility of leaders and followers, the importance of learning by doing, the conversion of frustration in learning.

#### **Me as a project (17:30-18:15)**

Participants were asked to lay down and, in a cozy atmosphere, think in themselves as a project. Afterwards they have drawn their personal timeline in a piece of paper that was kept by them.

#### **Who is NAOMMIE ? (18:15-18:30)**

The project cycle management model used in the whole programme - NAOMMIE: Needs, Aims, Objectives, Methodology, Methods, Implementation, Evaluation - was briefly presented at this point.

#### **This is not a reflection Group (18:30-18:45)**

Participants were asked to mime their feeling about the day, for monitoring purposes.

### Day 2 - Tuesday 23th

#### **Africa-Europe Youth Co-operation process (9:30-10:30)**

The group was introduced to a timeline with the general milestones of Africa-Europe Youth Co-operation process by representatives of the North-South Centre of the Council of Europe and Adyne (Andreia Henriques and Yassine Ennaem).

#### **Doing it (10:30-14:00)**

Participants were divided in small groups and were given an object (an apple) that they had to use in trading operations with people in the surroundings, in order to get a more valuable product in the end.

During the debriefing, participants were asked to present their (impressive) outcomes and to share about their strategical approaches to the activity. It was mentioned that working in a team, with clear roles, could improve the chances of convincing others to exchange for objects of more value. Also, it was mentioned that resources shall never be underestimated. The debriefing was wrapped-up by linking the strategical approach of the participants to the need of having a strategical approach to projects - and that's the reason for learning to work with a model such as NAOMMIE.

### **This is not a reflection Group (16:00-16:30)**

Participants were asked to write down their feeling about the day and possible improvements, for monitoring purposes.

### **Take action now (16:30-19:30)**

This was a joint session with European Federation for Intercultural Learning (EFIL) - Embracing Diversity Seminar group. Participants were asked to write down their ideas for a quick action happening during the UYD week. Afterwards, participants got together in groups, according to their preferences. In the end of the session, the actions were planned and prepared. These actions included: a quote box in the line for lunch, music/dance performances, "a tree of identity", etc.

## **Day 3 - Wednesday 24th**

### **It's all about needs! (9:30-10:30)**

Participants were presented with a short input about different needs a project may tackle: community needs, institutional priorities, personal motivation.

Afterwards participants went in small groups with a needs assessment form, in order to fill it in through sharing with others.

### **Aims & Aspirations (10:30-11:30)**

After an input on the attributes that an aim shall contain, participants were asked to look back to their previously assessed need and to draw aims from these conclusions. They improved their aims with the help of feedback groups.

### **Objectives & Smarties (12:00-13:00)**

After a short input on "SMART" objectives, participants were asked to write down their follow-up project objectives and to feedback each other in each one of the "SMART" features. In the end of the session, participants reviewed and reformulate their objectives having in account the given feedback.

### **Methodology & Coherence (13:00-14:00)**

After a short input on the characteristics of a methodology, participants were presented with a study-case where they had to design a suitable methodology in small groups. In the end of the session, each group shared their outcomes and a discussion on the different approaches to methodology took place. One of the points raised was that methodology needs to be realistic (as objectives) specially having in mind the available resources. Also, not always the easier way to implement a project is the most coherent with the project aim and values.

### **Joint Session "Youth Opportunities" (16:00-19h30)**

*Joint Programme activity*

## **Day 4 - Thursday 25th**

### **Implementation & Unforeseen Stuff (9:30-10:30)**

Participants were presented with a reality-inspired case where they had to find their way out of a complicated unforeseen situation during the implementation of a project. Small groups conclusions included: fundraising initiatives such as conferences, fees, donations collection, "self-funding" or street funding. Also it was mentioned the importance of involving policy-makers and institutions in contributing to the solving of the situation.

### **Evaluation & Monitoring (10:30-11:30)**

Mr. Barry Navarro (from the organisation "International Alert") was invited to implement this session (until 14:00), as an expert on Evaluation and Monitoring. The participants were asked to gather in small groups in order to settle how they were baking a cake and the way they would evaluate the result. The results were presented before the break and some of the participants conclusion were already pointing to indicators such as "The number of people complimenting the cake" or "Was all the cake eaten?"

### **Evaluation & Monitoring (12:00-13:45)**

On the second part of the session, participants got a study case were, in small groups, they had to assess different evaluation & monitoring features, such as inputs, outputs, outcomes, etc.

By the end participants presented the results of their group work and had the chance to make clarifying questions such as "what is the difference between output and outcome?"

### **Follow-up & Sustainability (13:45-14:00)**

This short input consisted in a general overview on what comes after implementation of a project and how projects can assure their sustainability, for example, building the capacities of the people involved so that they can multiply afterwards their learning with others.

## **Day 5 - Friday 26<sup>th</sup>**

### **Strategical approach to organisations (9:30-14:00)**

Participants were divided in pairs and provided with a question regarding the characterization of their organisation, the identification of the features to be improved and their role in the action needed to achieve those improvements.

The whole morning was dedicated to this assessment and, in the end, participants shared their general outcomes. Some of the remarks made were: "*I'm surprised with the amount of information i don't have about my organisation*"; "*I like my organisation, but i want to do something else*"; "*I'm still unsure of my readiness to get immersed in my organisation*"; "*I can do much more for my organisation than I'm actually doing now.*"

### **Closing the follow-up action (16:00-19:00)**

Participants were provided with time to review and finish their follow-up action plans. Mentoring slots were also provided, were participants could pick someone from the team and have support in a limited amount of time.

### **This is not a reflection Group (19:00-19:30)**

Participants were asked to write down their feelings about the day and possible improvements, for monitoring purposes.

## **Day 6 - Saturday 27th**

### **Follow-up Action - Peer Feedback (9:30-11:30)**

Participants were divided in trios for presenting their projects and collect feedback from their peers.

### **Preparation of Presentations (12:00-12:30)**

After the peer feedback, participants prepared the presentation of their follow-up action that was about to happen.

### **Follow-up Action - Presentation (12:30-13:30)**

Each participant presented their project. The suggested follow-up actions included: General Assemblies, trainings, cooperation platforms, online resource centers, seek organisations, new youth services, internal improvements (NGO level), youth networks, campaigns, empowerment conferences, recognition of members inside NGO, internal advocacy plans, create an informal group.

### **Preparation of closing presentation (13:30-14:00)**

Participants had some time to prepare their training outcomes presentation during the joint programme on the afternoon.

### **Evaluation (16:00-17:00)**

Participants were invited to share their final evaluation impressions in a circle, where everyone spoke. A general overview of the results include appreciation for: having the opportunity to be in the selected group of the training course; the way the group worked together; the step-by-step approach to project design (NAOMMIE); the team; the non-formal education methodology. Also, participants mention that it would be nice to have: a deeper insight on project implementation; a 10 days training course instead of 6; a moment during the training course to present each participant organisation and to network; always hot water in their bedrooms.

Some of the comments coming from participants were:

"This training course made me think what I can still do."

"I learn something new from each one of you."

"I felt like being at home, with my family."

"Now I carry something new in my memory."

Later on, participants had the opportunity to fill their final evaluation forms.

### **See you later + certificates (17:00-17:30)**

Members of the team gave the certificates to each participant in a relaxed ceremony and the training was officially declared as closed.

## 12. Participants Evaluation

<b>Course Objectives</b> (1: Not reached at all. 5: Fully reached)																	
To strengthen individual and organizational competences for project and organizational management.	4	4	4	5	4	5	5	4	5	4	4	5	5	4	4	4	<b>4,4</b>
To get acquainted with the action framework provided by the Africa-EU strategic partnership and Africa-Europe youth co-operation process.	4	5	4	5	3	5	2	3	5	4	3	4	4	5	5	4	<b>4,0</b>
To get acquainted with different tools for designing, implementing and evaluating quality projects.	5	4	3	4	3	5	5	5	5	4	5	5	5	4	5	4	<b>4,4</b>
To live through an intercultural experience with the opportunity to develop expertise and know-how on intercultural learning.	5	5	4	5	4	5	5	5	5	5	3	5	5	4	5	4	<b>4,6</b>
To reflect about organizational and project management and identify strategies and instruments for a more efficient, sustainable and inclusive work.	4	5	3	5	4	5	5	5	5	4	4	5	5	5	5	4	<b>4,6</b>
To co-operate in a network with other participants and their projects.	5		4	5	4	5	4	5	5	4	4	5	5	5	4	5	<b>4,6</b>
<b>Programmed elements</b> (1: Not enjoyed at all. 5: Fully enjoyed)																	
1 <sup>st</sup> day morning: Introduction	4	5	3	5	4	4	5	4	5	4	5	4	5	4	4	4	<b>4,3</b>
1 <sup>st</sup> day afternoon: Team building	5	5	4	5	4	5	5	4	5	5	5	5	5	4	3	3	<b>4,5</b>
1 <sup>st</sup> day afternoon: Me as a Project & Who is NAOMMIE?	4	5	4	5	4	5	4	5	5	5	5	5	5	4	4	3	<b>4,5</b>
1st day This is not a reflection group	4	4	3	5	4	5	5	4	5	3	5	5	5	4	5	3	<b>4,3</b>
2 <sup>nd</sup> day morning: Africa-Europe Youth Co-operation process	4	4	4	5	4	5	1	4	5	4	4	5	5	4	4	5	<b>4,2</b>
2 <sup>nd</sup> day morning: Doing it! (The Apple)	5	5	4	5	3	5	5	5	5	4	5	5	5	4	4	4	<b>4,6</b>
2 <sup>nd</sup> day afternoon: It's all about Needs!	4	4	4	4	4	5	5	4	5	4	4	5	5	4	4	4	<b>4,3</b>
2 <sup>nd</sup> day: This is not a reflection group	4	4	4	5	4	5	5	4	5	3	5	5	5	4	3	3	<b>4,3</b>
2 <sup>nd</sup> day afternoon: Take Action now (session with EFIL group)	5	4	4	3	3	5	3	4	5	4	3	5	5	4	4	4	<b>4,0</b>
3 <sup>rd</sup> day morning: Aims & Aspirations, Objectives & Smarties	5	4	4	5	4	5	4	5	5	4	3	5	5	5	4	5	<b>4,5</b>
3 <sup>rd</sup> day morning: Methodology & Coherence	4	5	4	3	4	5	4	4	5	4	4	5	5	5	5	3	<b>4,3</b>
4 <sup>th</sup> day morning: Implementation & Unforeseen	4	4	4	4	4	5	5	5	5	4	4	5	5	5	5	3	<b>4,4</b>
4 <sup>th</sup> day morning: Evaluation & Monitoring, Sustainability (Session with guest)	4	5	4	4	4	5	5	5	5	4	5	5	5	5	5	2	<b>4,5</b>
5 <sup>th</sup> day morning: Strategical approach to	4	5	4	4	4	5	4	5	5	4	5	5	5	4	4	5	<b>4,5</b>
5 <sup>th</sup> day afternoon: Closing the follow-up	4	5	4	5	4	5	4	4	5	4	5	5	5	4	5	4	<b>4,5</b>
5 <sup>th</sup> day: This is not a reflection group	4	4	4	3	4	5	4	4	5	3	5	5	5	5	4	3	<b>4,2</b>
6 <sup>th</sup> day morning: Follow-up actions peer feedback	5	5	5	4	4	5	3	4	5	4	3	5	5	4	4	3	<b>4,3</b>
6 <sup>th</sup> day morning: Preparation of Presentations, Follow-up action presentation, preparation of Closing preparation	5	4	5	3	4	5	5	4	5	4	3	5	5	5	5	4	<b>4,4</b>

The participants' evaluation results show that:

- The following objectives were **mostly reached**:
  - To live through an intercultural experience with the opportunity to develop expertise and know-how on intercultural learning.
  - To reflect about organizational and project management and identify strategies and instruments for a more efficient, sustainable and inclusive work.
  - To co-operate in a network with other participants and their projects.
- The following objective was **not fully reached**:
  - To get acquainted with the action framework provided by the Africa-EU strategic partnership and Africa-Europe youth co-operation process.
- The session that hapened on the 2<sup>nd</sup> day morning: Doing it! (The Apple) **was the most appreciated** and the session that happened on 2<sup>nd</sup> day afternoon: Take Action now (with EFIL group) was **the least appreciated**.

The participants **missed on the training**:

- fundraising skills
- more joint sessions
- more space/time to introduce participants organisations and networking
- more time for the training process
- not all the trainers were present during the activities
- more games
- in depth implementation skills
- in depth strategizing skills

The participants evaluated the **group atmosphere** as, generally, very good.

The participants **appreciated specially**:

- the peer learning methodological approach;
- presenting their follow-up action in a short time

The participants mention as their **learning outcomes**:

- new approach to their NGO's;
- project cycle management, project management skills, NAOMMIE model (e.g. „a tool I will use forever“)
- social skills (e.g. „making friends“, „being patient“, „tolerance“)
- personal skills (e.g. self-confidence)
- new ways for funding projects

At the end of the UYD, the participants created a short presentation about their experience during the training course. A video from it can be seen in the following link:

<https://www.facebook.com/video.php?v=10152399726707358&set=vb.566442357&type=3>

### **13.Thank you notes**

This training was made with an outstanding group of participants: thank you very much for your endless generosity and 'goodmoodiness'.

Thank you to the volunteers, staff and media team that took photos used in the report. Thanks also to all the participants that contributed as well with photos for this document.

Thank you for your understanding and good mood day after day, dear members of the Joint Programme team.

Thank you all!