



North-South Centre of the Council of Europe

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Final Report

6th Training Course for Youth Leaders of the African Diaspora Living in Europe - Training of Trainers - 8 -15 November 2015 – Nairobi, Kenya

In the framework of the 7th African 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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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 2nd 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 15th 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) 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 Europe¹. 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**.



¹ 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. A world where every African Diaspora youth in Europe can unite as global citizens and contribute to the sustainable development of both continents...

Please visit: www.adyne.eu

3. Background of the 7th African University on Youth and Development and of the Network of Universities on Youth and Global Citizenship

The African University on Youth and Development was developed as a follow-up of the 1st Africa-Europe Youth Summit that took place in Lisbon in 2007, as a way to promote the contribution of Youth for the implementation of Africa-EU Strategic Partnership. Since the development of 2012-2015 Action Plans and the launching of the Africa-Europe Youth Platform (in 2012) the consolidation of the University has been identified as an annual and permanent feature of the Africa-Europe Youth Co-operation.

The African University on Youth and Development is part of the **Network of Universities on Youth and Global Citizenship**, together with the University on Youth and Development (16th edition in 2015, Spain), the University on Participation and Citizenship (2003-2012 Uruguay) and the Mediterranean University on Youth and Global Citizenship (3rd edition in June 2015).

The Network of Universities, promoted by the North-South Centre of the Council of Europe in partnership with youth organisations and governmental institutions, aims to promote personal development through training as well as capacity building and co-ordination of youth organisations in global youth work. The Network aims to promote a more co-ordinated work between Universities, thus promoting more visibility and sustainability of the partnership.

The 7th edition of African University on Youth and Development took place in Nairobi, Kenya, and brought together around 80 young people mainly from Africa and Europe, whom during one week had the chance to live and learn together.



3.1. 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 Guidelines², 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 solidarity³ (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 – 13th University on Youth and Development (2012)

² <http://nscgloaleducation.org/index.php/resource-center/item/126-global-education-guidelines>

³ <http://nscgloaleducation.org/index.php/resource-center/item/33-global-education-recommendations>

4. Background of the 6th Training Course for Youth Leaders of the African Diaspora Living in Europe – Training of Trainers

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 in 2013 and Mollina in 2014) 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 continued to invest in organising a capacity-building activity for youth organisations from the African Youth Diaspora living in Europe.

The sixth 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 7th African University on Youth and Development, from the **8th to the 15th November 2015**.



3rd 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 6th region of Africa** and the 6th 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.

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 developed the 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 exchanged experiences and strategies to empower the youth community of Africans Living in Europe.

The 6th edition of the course is a result of a needs assessment of the African Diaspora youth organizations based in Europe and focus on the development of competences of youth leaders, youth trainers and capacity-building of their organisations on the training and capacity building field, and consequently to contribute for the fulfilment of their role as actors of change in their communities.

5. Aims of the Training Course

The training course aimed at:

- **Empowering young people** to further support the practice of **Global Education (GE)** based on NSC GE methodology and programme (Global Education Guidelines and online training courses), as well as;
- **Developing competences** of participants that are actively involved in organizations of African Diaspora Youth Living in Europe and **contribute to a network of qualified trainers in this field.**
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6. Objectives of the Training Course

The concrete objectives of the training were to enable participants:

- To **identify and map the trainers** from African Diaspora living in Europe and/or working on its strengthening;
- To build the capacity of the trainers to **act as multipliers** to empower, motivate and coach African Youth Diaspora living in Europe;
- To **empower** the youth community of Africans Living in Europe;
- To strengthen individual and organisational **competences for providing training and capacity building**;
- To facilitate the development of competences and transfer of innovation in educational strategies with a collaborative learning approach;
- To equip the trainers on how to **advise on educational matters** and on how to produce educational materials to the benefit of African Diaspora living in Europe;
- To understand the different contexts of implementation of **global education**;
- To reflect **about organisational management of a training course** and identify strategies and instruments for a more efficient, sustainable and inclusive work within the training context;
- To co-operate in a **network** with other participants and their projects best practices and cultural backgrounds;
- 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

- Afou Chantal Bengaly, trainer
- Bruno António, pedagogical coordinator
- Ludgero Gomes, trainer
- Najatte Kaaouiss, trainer

8. Training Methodology

The training course was a **residential programme of 6 days**, and was held in Nairobi (Kenya), from the 8th (arrival day) to the 15th November (departure day). The pedagogical team of the course was composed of **4 experienced trainers in Euro-African co-operation and training for trainers' courses.**

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.



3rd 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, reference documents, simulation exercises, group dynamics, interactive role plays, good practices sharing, training sessions, practices implemented by participants, etc...

The course gather 20 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 were trainers representing **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 providing training;
- 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.

9.1. List of participants:

N.º	Surname	Name	Nationality	Country of origin	Organisation	E-mail
1	BERHANU	Bitania Lulu	Ethiopia	Ethiopian	Youth Alliance for Leadership and Development in Africa of Addis Ababa University	lulu.bitania@gmail.com
2	ABDULLAHI	Nassir	Sweden	Swedish/Somali origin	Tensta Youth & Family Association	nassirabdullahi@hotmail.com
3	MULBAH	Alexander	Turkey	Liberia	Liberian student Association in Turkey	all8alex8@yahoo.com
4	CAPALDO	Ramona	Italian	Italian	AICEM	ramona.capaldo@gmail.com
5	TWUMASSI	Stephanie Abena	Austria	Austria	PANGEA.Werkstatt der Kulturen der Welt	stephanie.twumasi@gmx.at
6	ZANA	Josephine	Germany	Zimbabwe	WOSM	josiezana@yahoo.com
7	HAMICH	Amal	Belgium	Morocco/Belgian	Achievement Assoc. / WediActivists / Euro-Arab NHSM Network	Hamich.amal@gmail.com
8	NOUKPETOR	Lolo Ayawo	Romanian	Togo	A.R.T. Fusion Association	lolo.noukpetor@gmail.com
9	DJIGUINE	Ibrahima	Austria	Guinea	VAS AUSTRIA and ADYNE	djiguine2010@gmail.com
10	KANEZA	Karen	Belgium	Burundi/Belgian	YBP- Young Burundian Professionals ASBL	kkaneza@hotmail.com
11	KTHIRI	Chaima	Tunisia	Tunisian	Bra's tunes	chaimakthiri@outlook.com
12	WALLACE	Ayoade	UK	UK	The Ubele Initiative	ayo.wallace@ubele.org
13	MAGDOLIN	Harmina	Germany	Egyptian	Migrafrica	magdolin.harmina@gmail.com
14	MICKOSKI	Dimche	FYROM	FYROM	Youth Initiative for human rights	mdimce@yahoo.com
15	MOOGE	Zamiya	Ireland	Somalia/Irish	ADYNE	samiyamooge@hotmail.com
16	ANTONIO	Bruno	Portugal	Mozambique/Portugal	TEAM TRAINERS / ADYNE	bruno.chirrinze@gmail.com
17	TEIXEIRA	Ludgero	Portugal	Cabo Verde	TEAM TRAINERS / ADYNE	gomesludgero1@hotmail.com
18	KAAOISS	Najatte	Belgium	Morocco/Belgium	TEAM TRAINERS / ADYNE	najakanajaka@yahoo.fr
19	BENGALY	Afou Chantal	Mali	Mali	TEAM TRAINERS / ADYNE	chanthy2@yahoo.fr
20	SAAFI	Karim	Belgium	Tunisia/France	ADYNE General Secretary	karim.saafi@gmail.com

10. Programme

7h00 - 9h00 Breakfas	Day 0 - Sunday	Day 1 - Monday	Day 2 - Tuesday	Day 3 - Wednesday	Day 4 - Thursday	Day 5 - Friday	Day 6 - Saturday	Day 7 - Sunday
9h30 - 11h00	Arrivals ---	Opening 7th African University on Youth and Development	Learning to Learn "Getting into the topic"	Resources for trainers: I Methods and Methodology	Training Sessions from Participants "Getting into practice"	Myself as a trainer: "Competences development plan"	Action Planning "Myself as an actor of change"	Departures
11h00 - 11h30								
11h30 - 13h00		TFT AD Opening "Getting into the course"	Concepts and Principles of Non Formal Education "Getting into the topic"	Resources for trainers: II Designing a Session & III Training Programme Design	Training Sessions from Participants "Getting into practice"	Resources for trainers: IV Continuing my learning path	Follow Up & ADYNE Training Strategy	
13h00 - 15h00	Lunch							
15h00 to 16h30	Arrivals --- Registration	Group Building Activity "Getting into the group"	Exploring Experiential Learning	ROUND TABLE "Actors4change" --- youth.org:actors4change	Training Sessions from Participants "Getting into practice"	Field Trips: Experience the change in process - Nairobi Youth Work realities	Evaluation & Course Closing	Departures
16h30 - 17h00								
17h00 - 18h00	Arrivals --- Registration	Exploring our realities "Getting into the group"	Experiential Learning Cycle & Debriefing		Feedback & Evaluation Participants Training Sessions	Field Trips: Experience the change in process - Nairobi Youth Work realities	7th AUYP Closing Session	
18h00 - 18h30 19h30	Dinner							
21h00	Welcoming Evening	Welcome Dinner	Youth.ORG: Organizational Bazar	Global YOUTH Intercultural night	I act4change: small stories- storytelling (Campfire)	Free Evening	Farewell Evening	

African Diaspora Training Course Programme – **White** | Joint Programme - **Yellow**

11. Programme Day-by-day & Session Results

Day 1 – Monday 9th November, 2015

7th African University on Youth and Development Opening Session (09:30-11:00)

The official opening of the 7th African UYD was introduced by Rocío Cervera, the Youth Co-operation Programme Manager of the North-South Center of the Council of Europe together with Michael Adikwu, the chairperson of the Network of the International Youth Organizations in Africa (NIYOA).

It was also the moment where the join programme and the different training activities and meetings that would take place in the framework of the 7th African UYD were introduced to all the participants.

Training Course Opening & Introduction (11:30–13:00)

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 (Rocío Cervera and Karim Saafi, ADYNE General Secretary).

The trainers introduced themselves and shared to participants their expectations.

The group was presented the objectives and programme of the training course. Participants were asked to share their expectations and concerns for the training course about sharing and thinking about their role as potential trainer, contributions and how to cooperate better in the Africa-Europe context..



In the end of the session Ludgero Gomes, trainer and Karim Saafi also introduced ADYNE timeline and the major milestones of the organization.

The opening session contributed to make more clear the training course framework and context. It helped participants to explore their own motivations and expectations but also to understand the organization background behind the course. It allowed participants to develop a better understanding of the training course, the objectives and the programme.



Group Building Activity: "Getting into the Group" (15:00-16:30)

In the afternoon, the group went through a group building activity, where the group had to cooperate in order to overcome the challenges and the tasks provided to them.



The activity allowed the participants to start getting to know each other better and to create the feeling of belonging to a group. It was also highlighted the importance of allowing the space to the other, when working together. Allowing each one to have his/her change to contribute with their thoughts and ideas to the discussions. This activity also allowed participants to build a team work spirit among them.

Exploring our realities: "Getting into the Group" (17:00-18:00)

The session allowed participants to share information about their organizations and the work they were developing on the field of youth training.

It also allowed the groups to map common challenges and also future opportunities for cooperation among organizations.

It was very positive to visualize the diversity existing within the group and the richness of the work developed at grass roots levels by many of the present organizations.



Introduction to Reflection Groups and daily report (18:00-18:30)

Since participants would be experiencing an intense training not only in terms of content provided but also in terms of personal development and learning process. The team decided to introduce a methodology named Reflection Groups, where participants were divided into smaller groups according to gender, geographical distribution and background, in order to insure a diverse and complementary group. These groups allowed the participants to share their learning outcomes of the session taking place during the day and also for the trainers to collect feedback and to close any learning outcome that was not fully achieved (i.e. confidence building, needs assessment, ... The reflection groups took place all along the training week.

The daily reports has also been introduced in order to get recommendations from the different participants' viewpoints. It has been a way to learn how to report and assess the process of the training. This method focused on the self-organization, group division, group dynamics, and time management.

Day 2 – Tuesday 10th November, 2015

Learning to Learn: (9:30-11:00)

The session allow the participants to better understand their own personal learning track, identifying spaces, people and important moments where they realized that learning too place. At the same time it allowed to enhance our understanding of what is learning and how I better learn – identifying each one own learning style(s). And that learning comes from different sources and actors.

It contributed to the participants to become more aware that as trainers they need to insure that we address the different learning styles existing within a group of participants.



Concepts and Principles of Non Formal Education: (11:30-13:00)

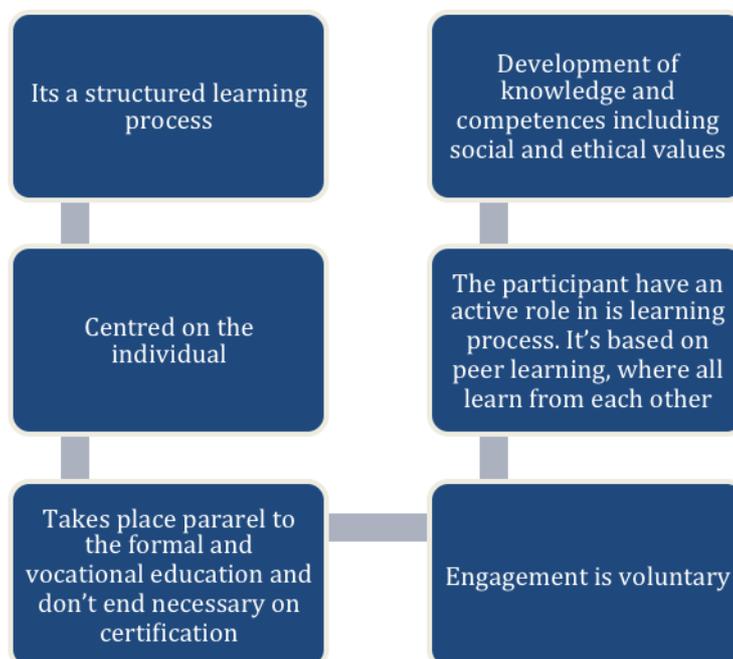
Having in consideration the different understandings and experiences in terms of Non formal education & learning. It become important to create a common understanding within the group of participants.

The session also contributed to close the first session of the morning in terms of introducing concepts and models about learning, such as the learning styles and the retention of learning according to different approach. This contributed to highlight the importance of having a training approach that use different methods and support materials to address different learning styles within a group of participants

The session was developed together with the training for trainers from the NIYOA. This allowed participants to share different methodological approaches and concepts into what is training with youth and young adult groups.

In general the session allowed to identify different understanding about NFE in the group and to enlarge the participants understanding of different educational approaches: informal/Formal/ non-formal learning and what characterizes them. Highlighting the importance of the complementarity among the approaches.

Both groups had the possibility to identify the main characteristics and elements (structural/ Methodological / principles) of non-formal education within their educational backgrounds.



Exploring Experiential Learning (15:00-16:30)

The session was based on the exercise extracted from the Manual for Human Rights Education of the Council of Europe (<http://www.coe.int/web/compass/a-mosque-in-sleepyville> - adapted version by the trainers to the group reality and setting). The aim and objectives of the session were not directed connected with the exercise, since we intended to use the exercise for the participants to lived an experiential learning process throughout a simulation and to reflect and analyses the potential

of the exercise to develop intense learning environments on an individual and group process.

Using the meta-reflection the participants were able to analyse the exercise as trainers and to identify the impact that such methodology can have on a cognitive and emotional dimensions of the learning. And to become aware of the careful and attention we need to have when implementing such exercises.

Experiential Learning Cycle & Debriefing (17:00-18:00)

The session was a continuation of the previous session but it allowed introducing some core concepts and theoretical aspects to better understand the experiential learning cycle.

The session also allowed the participants to get more acquainted with the debriefing of an experiential learning exercise, its phases and the importance that it has to insure the learning on the individual and group level. The session contributed for the participants to increase their knowledge on how to conduct a debriefing.

The following set of questions gave them a short overview of the points which any debriefing should cover:	
<ul style="list-style-type: none"> - What happened? - Why did it happen? - How did you feel? - Why did you feel like this? - What does it remind you of with regard to "real life"? - Can you give examples of similar situations? - How can you use this experience in life or in your work with young people? 	<ul style="list-style-type: none"> Feelings/emotions Process, conflict management Rational/logical patterns Learning outcomes/links to reality



Youth.ORG: Organisation Bazar – Joint Programme Session

In the joint programme session in the evening the participants had the opportunity to present their organization to the participants attending the other courses in the 7th African UYD and to get to know in more detail the activities that others were developing in the framework of their organizations.



It was a great moment for networking and to increase the participants' knowledge about the work being implemented in many different context and realities both in Africa and in Europe.

Day 3 – Wednesday 11th November, 2015

I Resources for Trainers: Methods and Methodology (9:30-11:00)

These two blocks of sessions were introduced in the moment just before the participants would start to plan their session to perform during the training course. This in order to provide them concrete tools and knowledge to be used on the coming sessions that they will themselves implement.

The session allowed the group to understand and explore what methodologies are more used in the context of Non Formal Education. Where they explored peer-learning, experiential learning among others. They were able to distinguish what is a method and what is a methodology and specially what to have in consideration when selecting the methods to use in a training session or in a training programme.

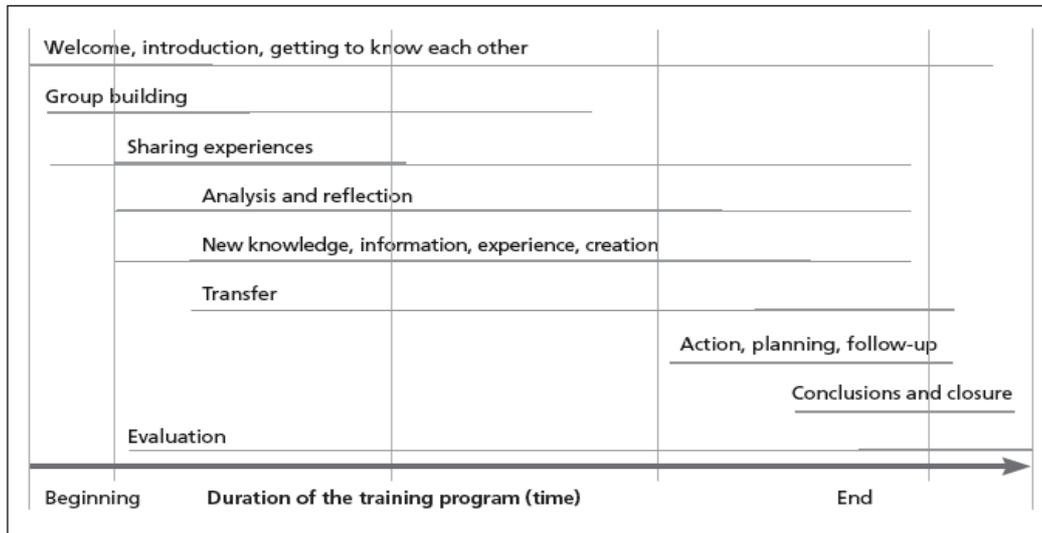


Extracted from T-Kit 6: Training Essentials

II Resources for Trainers: Designing a Session & Training Programme Design (11:30-13:00)

The session allowed participants to understand important aspects to have in consideration when designing a training programme. During the session we introduced several aspects regarding programme flow of a training course highlighting features that supports us developing a programme focusing on the participants.

TE-11 Program flow



The session also allowed participants to understand what to have in consideration when designing a training session (such as time planning, objectives, group, trainers, institutional setting, etc.).

In the end of the session trainers also introduced a session designing tool and its utility in preparing, implementing and evaluation a training session - *the training session outline*.



Round Table: "Actors 4Change" – Joint programme session (15:00-19:00)

During the afternoon the participants had the opportunity to participate in a joint programme session together with all the 7th African UYD participants.

Day 4 – Thursday 12th November, 2015

Training Session from Participants (9h30 – 16h30)

The session that encompassed several sessions with the duration of 60 minutes, allowed the participants to experience the process of implementing a training session, which had been previously prepared in a multicultural group.

After the finalizations of the preparations that took place during the previous evening and night. The participants had the possibility to implement 3 training sessions on several topics allowing them to develop their competences as trainers in non formal education context.

The Network of International Youth Organisations in Africa (NIYOA)⁴ also engaged in play by kindly offering to the ADYNE participants to deliver their trainings to the NIYOA participants.

The development and implementation of the session by the participants allowed them to experience in a real but safe environment them to pass through the several stages and elements of preparation of a session, such as definition of the needs and objectives, target group analyses, definition of methods and division of tasks among the team members.



⁴ 11th Africa-Europe Training Course for Youth Organizations – 8-15 November 2015

Feedback & Evaluation from Participants training sessions (17h00 – 18h00)

The NIYOA and ADYNE trainers used a diversity of methods to allow the participants to evaluate and reflect on their training session. This moment aimed to provide the space for the participants to have a structured moment of evaluation within each training group, on individual level and on the level of the overall group of participants. It allowed a more personal feedback to the teams and also on the individual level.

The session contributed for the participants to identify aspects to improve in the future, both in terms of preparation process, implementation and group and individual performance and evaluation.

Day 5 – Friday 13th November, 2015

Myself as a trainer: *Competences Development Plan* (9h30 – 11h00)

The session allowed the participants to identify core competencies of a trainer in the context of NFE. It created the space for an individual reflection with the objective to identify acquired skills but at the same time to map competencies to be developed in the future;

Participants had the opportunity to map a broad range of competencies (knowledge / attitudes and values / skills) that were considered fundamental for trainers. It was also highlighted the importance of team work in non-formal education contexts, which allows a complementarity between various elements.

The possibility of having an individual time for reflection that allowed starting the process of setting up a competences development plan was important for the solidification of the learning process.



Resources for Trainers: *Continuing my learning Path* (11h30 – 12h30)

During the session it was share many resources for the participants to continue their learning process. Resources such the Council of Europe publications, the Partnership publication and SALTO Resources were shared and discussed how to use them.

It was also identified opportunities where participants can have access to future training course on specific topics for their further development.

Field Trips: Nairobi Youth work realities (All afternoon)

During the afternoon the participants together with all the 7th African UYD had the opportunities to emerge in the Nairobi youth work reality, visiting several organizations in the capital city of Kenya.



Day 6 – Saturday 14th November, 2015

Action Planning: *Myself as an actor of change* (9:30-11:00)

During this session participants had the opportunity to both plan their individual multiplication plan to follow up this course and also to discuss in small groups if they would like to develop some collective projects together to follow up the course.

The participants had the opportunity to share their ideas how they will multiply the course in the context of their organizations and local communities.

Many of the ideas share were quite inspiring for the overall group of participants and trainers.

Follow up & ADYNE Training Strategy (11:30-13:00)

The ADYNE representatives had the possibility to share with the group some of the ideas of follow up that ADYNE as an organization is planning to implement in the coming future and the role that the participants can have in such plan.

Evaluation & Course Closing (15:00-16:30)

During our last course session the participants evaluated the course relative to expectations, content and program, logistics, team facilitators, results and other relevant aspects that provide information to analyse the participants' experience and improve the quality of future courses.

It allowed participants to give direct feedback about your experience and to share it with the entire group.

The evaluation moment was closed while participants individually filled out evaluation forms.

The closing of the course was done respectively by the course organizer and partners, the North South Centre of the Council of Europe and ADYNE – African Diaspora Youth Network in Europe.

7th UYD Closing Session (17:30-19:00)

The closing ceremony participants had the opportunity in an interactive and dynamic session to share some of the outcomes of the several activities taking place within the University framework. Both the main organizers, the North South Centre of the Council of Europe and NIYOA share the last words with all the University group.

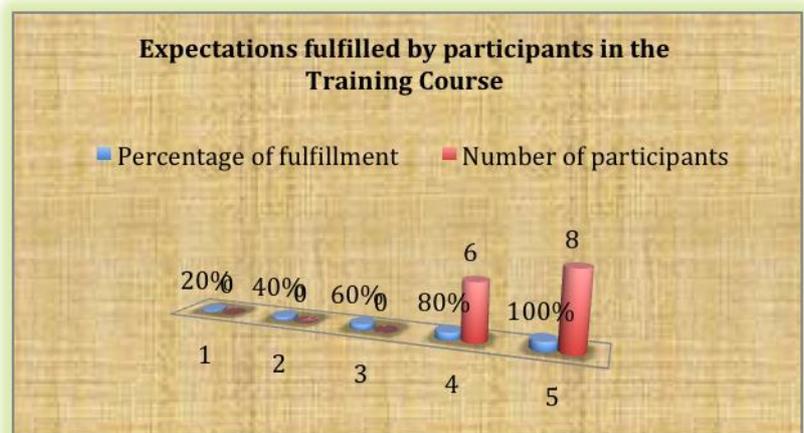


12. Participants Evaluation

This evaluation was directed to the participants and divide in two moments namely oral in the group and individual written in the questionnaire.

The first moment all the group with participants, trainers and organizers did a circle in the working room where the training activity was achieved and asked for everybody on reflection about the entire training week and then everybody had the opportunity to give the feedback saying what they liked during a week and what was less successful, sharing their final evaluation impressions, general overview of the results include appreciation for 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, the team and group evaluation, the methods used and the logistical approach.

The second part of the evaluation the participants had a moment with individuals reflections on filling the evaluation questionnaire elaborate by the trainers as way to register the feedback from each participants in the training course (the ones that didn't fulfil the questionnaire sent after to the organizers by email).



These boards, graphics and comments highlights how the participants evaluated the training course

A. Expectations fulfilled

Percentage of fulfilment	0 - 20%	40%	60%	80%	100%
Number of participants	0	0	0	6	8

Comments:

"...The training course was very rewarding. It expressed me a number of important methodology in carrying out training."

"...I am very satisfied with the methodology, methods, tools, contents and especially with the trainers."

"...Thanks you for everything! You have given me so much and this is just the beginning. Love!"

"...It could have been more if I was more involved! But the Training course was good and all the topics were connected."

"...It was really professional. I gained lot of useful information that will allow me to write projects!"

"...simply I was not expecting that much in term of learning quality. So I've overcome euh... You overcome my expectations."

"...It was better than my expectations"

"...It was very inspiring experience."

"...I got a lot of knowledge and experience. I know more now!"

C. Objectives of the programme

	0-20%	40%	60%	80%	100%
Objectives					
A. To identify and map the trainers from African Diaspora living in Europe and strength their capacity.	0	0	0	3	11
B. To build the capacity of the trainers to act as multipliers to empower, motivate and coach African Youth Diaspora living in Europe as well as the organizations in terms of training capacity.	0	0	0	4	10
C. To equip the trainers on how to advise on educational matters and on how to develop educational contents to the benefit of African Diaspora living in Europe.	0	0	0	6	8
D. To reflect about organisational management of a training course and identify strategies and instruments for a more efficient, sustainable and inclusive work within the training context.	0	0	0	3	11
E. To understand the different contexts of implementation of global education.	0	0	0	7	7
F. To co-operate in a network with other participants and their projects best practices and cultural backgrounds.	0	0	0	2	12
G. To get acquainted with the action framework provided by the Africa-EU Strategic Partnership and the Africa-Europe Youth Co-operation process.	0	0	0	4	10
H. To live through an intercultural experience with the opportunity to develop expertise and know-how on intercultural learning.	0	0	0	3	11
Average	0	0	0	4	10

D. Training program

Percentage of expectation been fulfilled	0-20%	40%	60%	80%	100%
Daily program of the training course					
DAY 1:					
Opening 7th African University on Youth and Development	2		2	3	7
Training for Trainers, Opening "Getting into the course"			2	2	10
Group Building Activity "Getting into the group"				3	11
Exploring our realities "Getting into the group"				4	10
DAY 2:					
Learning to Learn "Getting into the topic"				4	10
Concepts and Principles of Non Formal Education "Getting into the topic"				9	5
Exploring Experiential Learning – Simulation Game			2	7	5
Experiential Learning Cycle & Debriefing				8	6
DAY 3:					
Resources for trainers: Methods and Methodology				7	7
Resources for trainers: Designing a Session				3	11
DAY 4:					
Training Sessions from Participants "Getting into practice" – Preparation, Implementation and evaluation of planning session of each group of trainers				8	6
Feedback & Evaluation Participants Training Sessions				10	4
DAY 5:					

Myself as a trainer: « <i>Competences development plan</i> »			2	5	7
Resources for trainers: Continuing my learning path				5	9
DAY 6:					
Action Plan « <i>Myself as an actor of change</i> »				7	7
Follow Up & ADYNE Training Strategy				8	6
Evaluation & Course Closing	1			1	12

13. Conclusion and Recommendations

After analysing the various instruments and evaluation moments used during the course, such as, the daily reflections groups, the results of the evaluation questionnaires from participants as well as the results of the evaluation meeting of the trainers team (both documents can be found in the annexes to this report), we conclude that the training was highly successful. We can see that the level of satisfaction with the defined objectives was very high. That reflects the quality and the group recognition of the intense learning process that took place throughout the all training course.

The diversity of experiences and background in the group was undoubtedly one of the elements that the team could use as a catalyst factor for learning. And what could be initially a challenge becomes an opportunity that brought a high positive impact to the group dynamic and to the learning process with our group.

We would also like to highlight the positive impact in terms of team process but also in terms of the delivering of the training course contents, that was the existing complementarity of experience within the training team. Having a team of four members, coming from different backgrounds allowed bringing different training styles and approaches. Furthermore it also to make possible to support the learning of each participant in a more individual way, that contributed to increase each participant learning potential.

The intensity of the course that in reality didn't allow almost any free time during the programme, raised some expected complains from the participants. Which also reflects the need in such training for trainer's course to have more time to allow participants to digest their learning outcomes. Nevertheless, the high level of commitment of the participants during the all programme also indicated that participants considered the programme attractive and engaging.

The team considered that we managed to develop and implement a very logical programme in terms of flow. In general all team members felt that the structure, the design and the diversity in terms of methods used during the six working days was very good and adapted to the diversity of profiles existing in the group.

We would like to thank the organizing team from the North South Centre in the person of Rocio Cervera and Neli Hristozova for all the support during the trainer's preparations and implementation of this training course. Your constant support was fundamental for the success of this activity.

We could not close this report without thanking the outstanding group of participants we had the pleasure to work with during our course. We believe that with your capacity and potential for change we will have an African Diaspora youth every day more engaged in shaping the future of our societies in Europe, in Africa and in the world.

ANNEXES