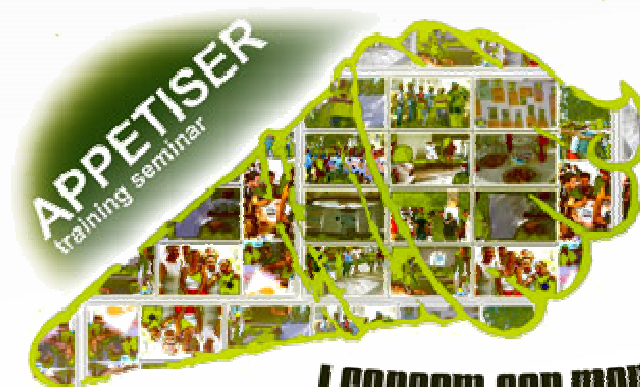


SALTO-YOUTH
TRAINING AND COOPERATION
RESOURCE CENTRE



Overall Report

of training seminars held within the period of

2nd half of **2013 - 2014**

Appetiser in the United Kingdom, 11th - 15th of September 2013

Appetiser in Poland, 9th – 13th of October 2013

Appetiser in Germany, 3rd - 7th of February 2014

Appetiser in Cyprus, 11th-15th of March 2014

Appetiser in Turkey, 05th – 9th of May 2014

Appetiser in Sweden, 08th – 12th of October 2014

by the team of trainers:

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1. GENERAL INFORMATION

Participating countries	Final number of participants
AUSTRIA Total	3
BELGIUM-FL Total	2
BELGIUM-FR Total	2
BULGARIA Total	7
CROATIA Total	5
CYPRUS Total	9
CZECH REPUBLIC Total	5
DENMARK Total	4
ESTONIA Total	3
GERMANY Total	4
GREECE Total	1
HUNGARY Total	8
ICELAND Total	0
IRELAND Total	4
ITALY Total	7
LATVIA Total	3
LIECHTENSTEIN Total	0
LITHUANIA Total	3
LUXEMBURG Total	2
MALTA Total	2
NORWAY Total	12
POLAND Total	9
PORTUGAL Total	0
ROMANIA Total	9
SEE Total	9
SLOVAKIA Total	2
SLOVENIA Total	2
SWEDEN Total	4
SWITZERLAND Total	1
THE NETHERLANDS Total	4
TURKEY Total	14
UNITED KINGDOM Total	10
EECA Total	9
BELARUS	3
MOLDOVA	2
ARMENIA	1
AZERBAIJAN	1
UKRAINE	2
SEE Total	9
KOSOVO ¹	2
SERBIA	3
BOSNIA & HERZEGOVINA	3
ALBANIA	1
Grand Total	159

Total number of received questionnaires

150

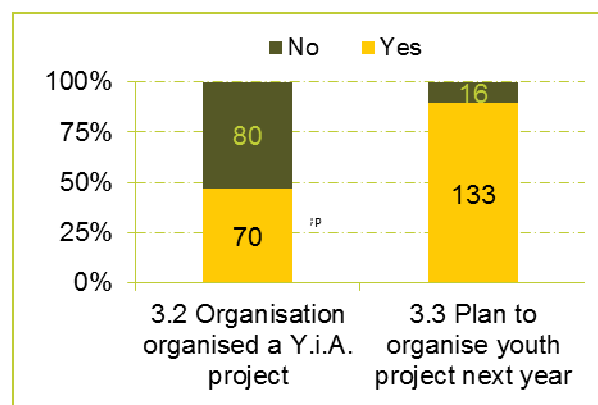
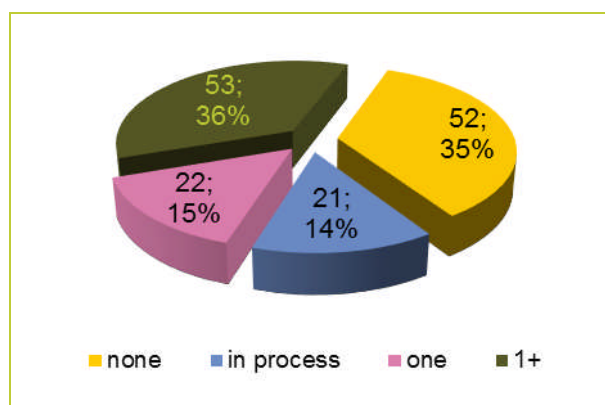
¹ As defined by United Nations Security Council Resolution 1244 of 10 June 1999

2. AIMS AND OBJECTIVES: ARE THEY MET?

YES	148	NO	2
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3. TARGET GROUP

3.1 Experience in international youth activities



General conclusions about participants selection and preparation

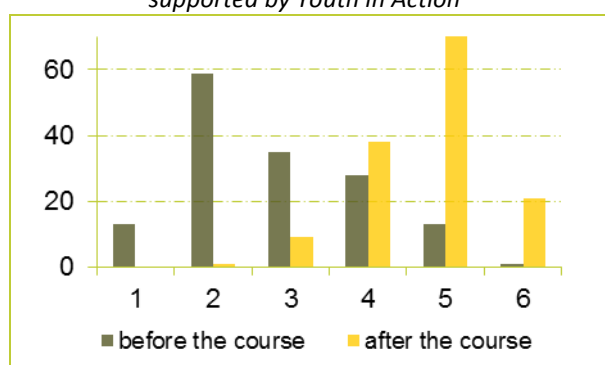
The main target group of “Appetiser” is participants with no prior experience in international youth work. However, only 49% of them fulfilled this criterion. 51% had *one or more experiences already*, in comparison to 38% in the previous reporting period (PRP onwards), see *Appetiser Comparative Report 2012 – 2013*.

46,6% of the organizations represented, had already organized a **Youth in Action** project; a slight increase of 7% comparing to the PRP, which also (together with the finding right above), though, demonstrates a more experienced input overall in the reported editions of the *training seminar*. Trainers’ team has repeatedly speculated on the *reasons why*; the introduction of the *New Programme*, which had already been announced before the first of the reported “Appetisers”, has been their concluding answer.

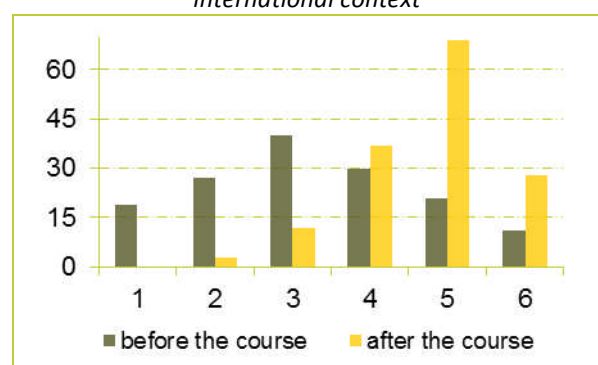
It is very encouraging and promising that 89% of the respondents, plan to organize an **Erasmus + Youth in Action** project next year²; that was 86% in the PRP. This minor increase can also be interpreted on the grounds of more experienced input; participants are more capable to face the practical challenges of project management and organizations, more ready to support implementation.

4. GROUP LEARNING PROCESSES AND RESULTS

4.1 Understanding of the international youth projects supported by Youth in Action

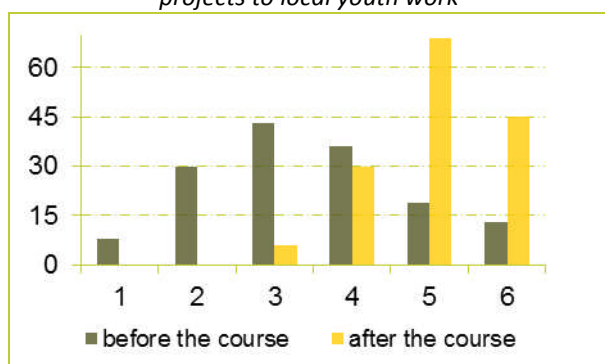


4.2 Confidence to present local youth activities in an international context

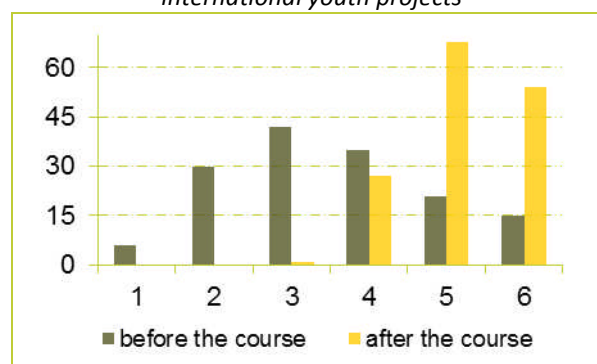


² This is the *next year* of the reported “Appetiser”, not of this report.

4.3 Awareness of benefits of international youth projects to local youth work



4.4 Understanding of intercultural learning in international youth projects



4.5 Understanding of non-formal learning in international youth projects

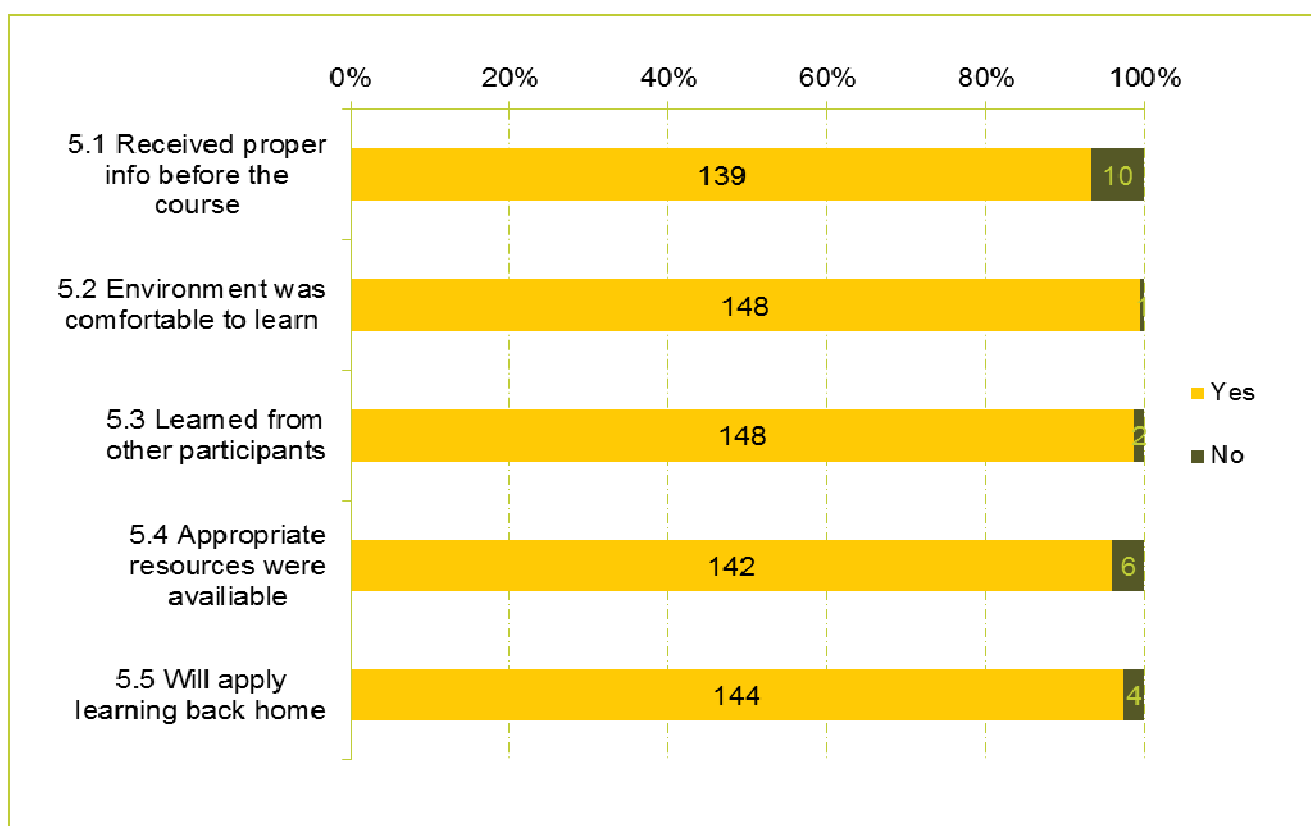


General conclusions about participants learning process and results

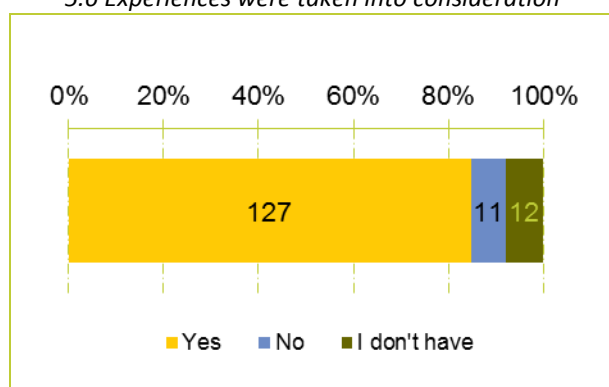
All of the above graphs clearly demonstrate that there has been a remarkable increase of *knowledge* in every researched item. More specifically:

- Graph 4.1 shows that participants now have a solid grasp on international youth projects supported by the **Youth in Action Programme**. The sessions “Sharing of experience” and above all, “Good practices” have admittedly played a key role in this achievement.
- Graph 4.2 shows that “**Appetiser**” has empowered participants to feel proud and confident to present their local activities in an international context; again, the “Sharing of experience” session but also, the “Organizations’ bazaar” have supported the goal.
- Graph 4.3 presents the – very encouraging – responses to an underlining question in “**Appetiser**”: *will international youth work make a difference in participants’ local reality?* Participants are evidently aware now that the practice of international youth work can enhance their local youth work service delivery and its benefits can have a great impact in young people’s lives.
- Graph 4.4 tells us that participants now have a good breadth of understanding on *intercultural learning in international youth projects*; so good that some critical questioning is necessary. The theory and practice of intercultural learning is based upon several inputs by disciplines such as sociology, psychology and pedagogy; it is also something mainly constituted by 2 concepts increasingly complex and *in flux*, that is *culture* and *learning*. Therefore, understanding of it takes much more than a 3-days international training seminar but admittedly there is a lot of effort being put by the trainers’ team both to explore the concept intellectually and to experience its suggested methodologies and approaches.
- Same as right above, Graph 4.5 informs us that *non-formal learning principles and practice* are now well understood by the participants. The critical remarks, the considerations and the conclusions made for *intercultural learning* are also valid here.

5. QUALITY OF THE COURSE ORGANISATION



5.6 Experiences were taken into consideration



General conclusions about quality of the course organization

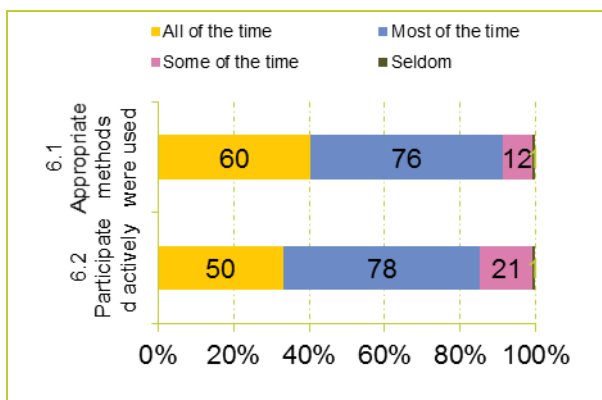
It is evident from the above graphs that SALTO TC RC, the hosting and sending National Agencies and the trainers' team, have made a significant effort to deliver "**Appetiser**" in good quality. In a nutshell:

- Just an insignificant number of participants, only **6,7%**, have not received *proper information before the course* (graph 5.1); we can safely assume that those participants who responded so, were either last-minute replacements or simply facing technical and/or other difficulties that surpass the capability of the information providers (sending/hosting National Agencies) to solve them.
- The *environment has been comfortable to learn* something that also enabled significant *learning from other participants* (see graphs 5.2 & 5.3). The achievement is so high that it can be safely concluded that despite the physical space chosen for the seminar venue (and "**Appetiser**" has taken place anywhere between the spectrum of fully-serviced hotels to self-managed youth

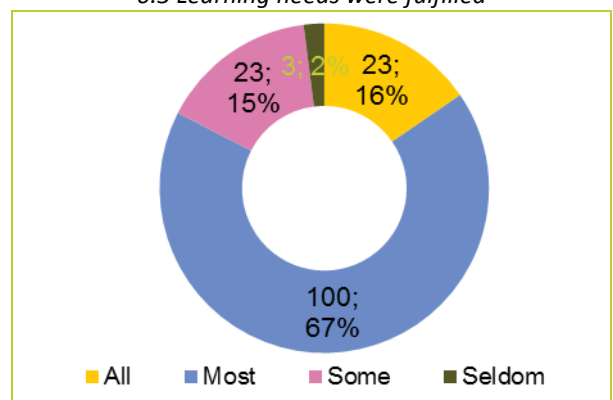
centres), the concentrated effort by everyone involved is solid, coordinated and systematised that any spatial limits and restrictions (eg. room capacity, remoteness, social spaces etc) are effectively overcome.

- c) All but very few participants believe that *appropriate resources were available to use and take with them* (see graph 5.4); something that will also assist them in *applying the learning back home* (see graph 5.5). The trainers’ team has created (and continuously updates and improves) an “**Appetiser**”-specific resource file that is sent to the participants after the seminar. We have testimonies (be it through the Facebook groups that are now a standard, participant-initiated practice or through personal emails to the trainers) that this file, when properly explored, has almost the effect of a “eureka” moment. It, also, greatly helps to put the learnt into practice, as participants can explore different methods and the theories that back them up.
- d) **85%** of the participants believe that their experiences were considered during the course, reflecting this way a major component of “**Appetiser’s**” methodology which sees them as “experts” of their own reality whose experiences can have a significant impact to the work lives of their peers. **7%** of the participants responded that their experiences were not considered; as we have seen above (pg. 3, graph 3.1), for this reporting period, participants have been relatively more experienced than in PRPs and also in comparison to what is anticipated for “**Appetiser**” and, presumably, this justifies the case.

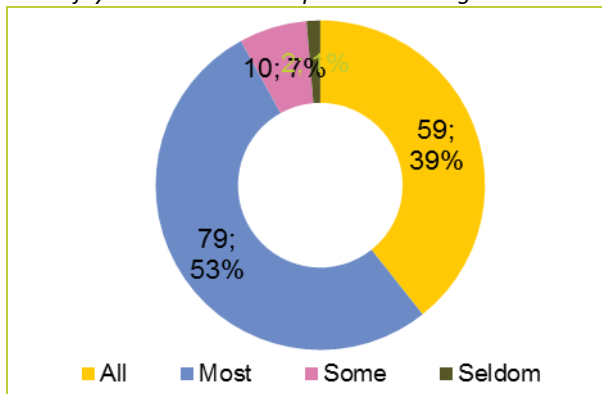
6. METHODS AND INDIVIDUAL LEARNING



6.3 Learning needs were fulfilled



6.4 Enjoyed intercultural experience during the seminar



General conclusions about methods and individual learning

There is a lot of learning, evidently, taking place in “Appetiser”. Although its duration is short and explored themes need to be compacted, opportunities for learning are diverse and well-supported. That’s why **91%** (see graph 6.1) of the respondents consider that *appropriate methods were used all or most of the time* something which helped them to *participate actively (85% all or most of the time, see graph 6.2)*. An approximate **15%** of participants that were either *some of the time* or *seldom participating actively* have been usually stating *lack of experience* as the reason for their low-level active participation.

With *methods being appropriate* and *participants being active, learning needs were fulfilled* (see graph 6.3). **83%** of the respondents have *ticked all or most* of their learning goals at the end of the seminar. The rest **17%** have mentioned, in general, that they would expect more information about the *New Programme* and several times also, more hands-on, practical tips on application writing, something that is not foreseen as an objective for “Appetiser”.

Lastly, “Appetiser” wants to be the first international and also intercultural experience for its participants, as stated in its *Objectives*; we have seen though (see pg. 3, graph 3.1) that this has not been the case for many of them. However, the *intercultural experience during the seminar*, has been greatly enjoyed by **92%** of them!

7. METHODOLOGY

The standard methodology developed throughout the last 10 years, has been applied during the implementation of the referred “Appetiser” training seminars. Participants were invited to be actively involved and contributing, share responsibility and have well-reflected experiences. The trainers’ team is constantly trying to get to the right balance between the dipoles of *action-reflection* and *theory-practice*. Concluding from all of the above findings, this has been the case and the *learning journey* has been enjoyed by the vast majority of the participants.

8. TEAM

In a nutshell, the members report smooth communication in the team, although more effort should be made for the contact to be maintained in periods of *inertia* (that is, between 2 seminars, usually end of spring and beginning of autumn).

Cooperation between the team members, NA representatives and expert-guests has also been smooth, although the intensity of contact has varied from time to time. In some cases, NA representative(s) stay together with the team in the venue, assisting both in administrative and educational issues while other times they are present in those moments that their educational input is necessary (eg. Erasmus+: Youth in Action session). There has been no noticeable difference if the one or the other case is applied, although a continuous presence seem to be appreciated by the participants as it bridges the gap between *them and the institution*. It is understandable by the team of trainers though, that officers have been facing significant challenges - especially due to the transition period – therefore it can only be recommended, not required, that NA representatives are staying throughout the seminar. Expert-guests were rightly selected by the hosting NAs and their input and contribution has always been a highlight.

9. FUTURE DEVELOPMENTS

- A greater effort should be made for newcomers to international youth work to be the ones enjoying “Appetiser”; it’s for them and this is what has made “Appetiser” a succesful and recognizable concept the last 10 years. However, this is not to say that the significant higher percentage of experienced participants, in comparison to previous years, had a negative impact in the success of the seminar. On the contrary. It is just an invitation, for the experienced ones to be directed to the appropriate educational activities.

- The presence of the NA representative and several guests, during the sessions “Erasmus+: Youth in Action” and “Good practices” respectively, has had a great impact in participants’ learning. The multi-sided input (trainers – NA – practitioners) seems to create a solid understanding of all the aspects necessary for the implementation of good quality projects.
- Trainers’ team members have been discussing at different moments, possible adaptations of the sessions, predominantly “Sharing of experiences”, “Non-formal learning” and “The Value of International Youth Work”. All of them have been evidently successful so far however, it has been discussed that with a bit of further reflection on their delivery, even greater outcomes are to be expected.

Annex 1

Overview of group composition in each “Appetiser” seminar for the first half of 2013 - 2014

1) Appetiser in the United Kingdom, 11th - 15th of September 2013

Participating countries	Final number of participants
Croatia	2
Czech Republic	2
Estonia	2
Hungary	2
Latvia	2
Lithuania	1
Netherlands	2
Poland	2
Romania	3
Turkey	3
UK	4
EECA	
Belarus	1
Moldova	1
SEE	
Kosovo ³	1
Serbia	1
Total number	29

2) Appetiser in Poland, 9th – 13th of October 2013

Participating countries	Final number of participants
Bulgaria	2
Cyprus	2
Germany	1
Greece	1
Ireland	2
Italy	1
Malta	1
Norway	1
Poland	2
Turkey	3
EECA	
Armenia	1
Belarus	1
SEE	
Bosnia & Herzegovina	2
Total number	20

³ *ibid*, p. 2

3) Appetiser in Germany, 3rd - 7th of February 2014

Participating countries	Final number of participants
AUSTRIA	3
CROATIA	2
CZECH REPUBLIC	2
GERMANY	1
HUNGARY	2
ITALY	3
LITHUANIA	1
NORWAY	1
POLAND	1
ROMANIA	3
SLOVAKIA	1
SWEDEN	1
TURKEY	2
UK	2
EECA	
AZERBAIJAN	1
UKRAINE	1
SEE	
BOSNIA AND HERZEGOVINA	1
Total number	28

4) Appetiser in Cyprus, 11th-15th of March 2014

Participating countries	Final number of participants
Bulgaria	2
Cyprus	5
Denmark	4
Estonia	1
Netherlands	2
Norway	6
Switzerland	1
UK	2
EECA	
Belarus	1
SEE	
Albania	1
Serbia	1
Total number	26

5) Appetiser in Turkey, 05th – 9th of May 2014

Participating countries	Final number of participants
Belgium FL	2
Belgium FR	1
Bulgaria	2
Hungary	2
Italy	1
Norway	4
Poland	2
Romania	3
Slovakia	1
Slovenia	2
Turkey	4
UK	2
EECA	
Moldova	1
Ukraine	1
SEE	
Kosovo ⁴	1
Serbia	1
Total number	30

6) Appetiser in Sweden, 08th – 12th of October 2014

Participating countries	Final number of participants
BELGIUM-FR	1
BULGARIA	1
CROATIA	1
CYPRUS	2
CZECH REPUBLIC	1
GERMANY	2
HUNGARY	2
IRELAND	2
ITALY	2
LATVIA	1
LITHUANIA	1
LUXEMBURG	2
MALTA	1
POLAND	2
SWEDEN	3
TURKEY	2
Total number	26

⁴ *ibid*, p.9