

Council of Europe
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Partnership between the European Commission
and the Council of Europe in the field of Youth

Ref: DJS/EYCB/EUROMED/TOT

25 May 2010

Consultative meeting
**Quality in non-formal training youth activities in
the broader Euro-Mediterranean context**

6-7 May 2010
European Youth Centre Strasbourg
Room 3.3

REPORT

1. Opening of the meeting and adoption of the agenda

Rui Gomes opened the meeting and welcomed the participants. He underlined the uniqueness of this meeting and institutional cooperation.

Present:

- Ljubov Lissina, trainer
- Khalil Raihani, trainer
- Ahmed Alhindawi, League of Arab States (LAS)
- Sarah Zaaime, Anna Lindh Foundation (ALF)
- Farah Cherif d'Ouezzan, trainer
- Bernard Abrignani, Salto Euromed Resource Centre (Salto)
- Daniel Nuijten, European Youth Forum (YFJ)
- Rui Gomes, Council of Europe, Directorate of Youth and Sport
- Nadine Lyamouri-Bajja, Directorate of Youth and Sport

Partly present:

- Marta Medlinska, partnership between the European Commission and the Council of Europe in the field of youth
- Viktoria Karpatska, Partnership programme between the European Commission and the Council of Europe in the field of youth

Apologised:

- Marcos Andrade, CoE, North-South Centre (NSC)
- Udo Teichmann, Salto Training Resource Centre

2. Introduction to the participants of the meeting

Participants were asked to introduce themselves in relation to Euro-Mediterranean cooperation as well as their expectations towards the meeting.

Ljubov is a member of the trainer's pool of the Council of Europe and former participant of TATEM. Since, she has been involved in Euro-Med training as well as working for the Catalan National Youth Council and in Estonia. She was involved in the ALF Forum in Barcelona.

Daniel is the training coordinator for the YFJ, this meeting represent his first steps into the Euro-Mediterranean context.

Viktoria is the project assistant to Euro-Mediterranean cooperation, Human Rights Education and Intercultural Dialogue activities within the partnership. She assisted in the TATEM evaluation seminar.

Marta is the educational and policy advisor of the partnership. She is currently coordinating TALE, a long term training course for trainers. She was a participant in ATTE and a team member in TOTEM.

Bernard is the coordinator of the Salto EuroMed Resource centre. He was, together with Rui, a co-Director of TATEM, and implemented - in cooperation with the NAs Italy, Poland and the national Coordinator of Euromed Youth Programme in Egypt - the TOTEM.

Rui has been acting coordinator of Euro-Mediterranean activities within the partnership. He was involved in the development and implementation of TATEM as well as the Mosaic courses and the development of the Mosaic T-Kit.

Nadine is educational advisor in the Directorate of Youth and Sport of the Council of Europe. She was involved in the evaluation seminar of TATEM and in last years' Mosaic course.

Sarah is in charge of the Youth and Education programme of the Anna Lindh Foundation. She would expect to know what is expected from ALF in financial and content terms by the end of the meeting.

Farah is a trainer and was involved in the past in LTTCs, workshops on HRE in Arabic, in the Mosaic seminars in the Arabic version of the Mosaic T-Kit. She was also a trainer in the last phase of TATEM.

Khalil was involved in the Training courses for training in human rights education Egypt and Lebanon. He also participated in the course organized by the LAS and the Council of Europe on Youth Participation, Youth Policy and Intercultural Dialogue.

Ahmed is working for the League of Arab States. It is a challenge to find qualified trainers, so he sees this meeting as an opportunity to find a new group of trainers for interventions on youth policies, knowledge and research about youth.

3. Introduction to the background of the meeting and training of trainers in the Euro-Mediterranean context

Rui provided an overview of the background and history of Euro-Mediterranean training of trainers as outlined in the meeting's background document (DJS/EYCB/EUROMED/TOT/2010/20). He explained that since the end of TATEM, many activities with an intercultural dialogue dimension have been developed in the Euro-Arab context.

New partners, such as the ALF or the Alliance of Civilisations (AoC) have emerged and the Euro-Med programme has evolved.

In 2005, TATEM came from the realization of a common need for resourceful trainers with more experience in Euro-Mediterranean youth work. Many of the trainers active in this field today are former participants from TATEM. Nevertheless, many of these trainers have evolved professionally and moved away from the youth field.

In order to secure the quality of Euro-Mediterranean and intercultural dialogue activities in the future, it is important to start considering how to best prepare the next "generation" of trainers. Many new people could potentially benefit from a commonly organized training of trainers. Trainers are part of the quality insurance for activities, although not exclusively. It could therefore be needed and useful for all partners to consider investing in future trainers with specific competences in the field.

Whichever decision and initiatives come out of the meeting, we should be aware of the great opportunity presented by the rare constellation of partners present in this meeting. A common training course would also aim at reinforcing cooperation between institutions. The political dimension would thus be as important as the educational one, even if all are aware that such cooperation also brings challenges and requires certain compromises.

4. Update from institutions on their programmes and priorities

Salto Euro-Med

Salto Euro-Med will be celebrating its 10th anniversary this year. The new Euro-Med Youth phase started; INJEP won the call for being the RCBS. A new dimension of training at national level for multipliers and youth NGOs was added. These new developments also mean that competent trainers will be needed.

Concerning SALTO, new potential trainers are being introduced to activities, but it remains difficult to find the right people. The two Mosaic seminars gave some ideas about possible thematic focuses which we should take into account if planning a Training of trainers. In the meantime, three National Agencies asked Salto Euro-Med to develop some "Euromed Essentials" trainings similar to the Mosaic format with a longer duration. This could be an opportunity to target future participants for the Training of trainers. The seminars this year will focus on geopolitical issues and next year on history and religion.

In all this, a training course for trainers is what is clearly missing.

The TCP meeting for the 2011 planning will take place in September; the results of this meeting can be fed into the new strategy.

Council of Europe

The Council of Europe intends to start a training project with the League of Arab States (LAS) on leadership and participation in order to deepen the cooperation between the 2 institutions.

Cooperation with the Euro-Asia Foundation was started in 2009 and will be pursued this year with a training on sustainable development. For this, some trainers from European countries could be needed.

The North-South Centre has their own programme on Latin-American cooperation which could also benefit from competent trainers we work with.

Renewal of the Trainers Pool is under way. New trainers for intercultural dialogue activities will be needed in the near future.

Partnership between the European Commission and the Council of Europe in the field of youth

The partnership will start a new framework agreement in June in which both training and Euro-Mediterranean activities will be given less priority. Mosaic was published in English and will still come out in French and Arabic this year. This tool needs to be developed, known, used and improved.

Due to budgetary reasons, the Mosaic training has to be discontinued this year but will hopefully be reintroduced next year, just as the training course on human rights education.

The partnership started a cooperation with the Anna Lindh Foundation (ALF). A training course on conflict transformation took place last year, and one on intercultural dialogue on youth policy this year. The partnership was also involved in the ALF Forum in Barcelona.

For all these activities, the Trainers' Pool of the Council of Europe is addressed when it comes to recruiting competent trainers. The TP thus needs renewing and bringing in new

competences. Both Mosaic seminars and a potential training of trainers help to develop more specific competences in certain fields.

Finally, TALE, the course for trainers being run in the framework of the partnership will be concluded this year. Some results should be exploited and used in other activities. Possible links could be made with the envisaged training of trainers, especially in relation to the recognition of competences of trainers.

Anna Lindh Foundation

ALF had their Forum in Barcelona in March this year. One of the main recommendations which came out of the meeting was the need to develop a training of trainers. Trainers are needed in trainings for multipliers. National networks mainly get financial support to develop their capacities, but it would be great if ALF could provide them with some competent trainers from a pool.

Concerning granted activities, their quality needs to be improved and ensured, which again could be done by involving trainers. ALF considers itself the little sister of the institutions in this field.

ALF's current phase finishes in the end of 2011, so for them it would be better to invest in this first phase as the future after 2011 remains unclear. ALF could thus commit itself financially for 2011, taking into account the transition period afterwards. If a big programme is identified as a result of this meeting, ALF could commit to a long term yearly contribution. The clear interest of the institution in such initiative was underlined.

League of Arab States

The LAS is in a process of building an infrastructure in terms of training. A first Training of trainers took place in Sudan on youth development, the same format will be reproduced in Yemen. National Pools of trainers are encouraged. A real need for a regional centre was expressed, which could ensure more commitment in the field of youth work. LAS is also working on a database of trainers at regional level, which could be improved. An online profile of these trainers could be developed. The LAS underlined a challenge of not having its own pool of trainers, as well as the remaining ambiguity between experts and trainers.

European Youth Forum

The YFJ has an active pool for European youth activities. Euro-Mediterranean cooperation is clearly a priority in which expertise is missing. There is a real need for it. A new plan for 2011-2012 will soon be established. Euro-Mediterranean cooperation might take more importance in it.

5. Working groups

The participants of the meeting split into 2 groups: the institutional partners, on one side, and the trainers on the other side. They both discussed the following points:

- Identifying existing quality criteria in Euro-Mediterranean training activities:
- Challenges faced by partners in applying those criteria in training activities?
- The role of trainers in ensuring quality in Euro-Mediterranean youth work:

Conclusions: Common work on developing quality criteria for Euromed activities could be envisaged. These could also be distributed to participants as an indicator of what is expected from them. All partners agreed to develop a common ToT starting in 2011, even if some ambiguity concerning medium and long terms strategies remain for some of

the partners. The European Youth Forum agreed to contribute content-wise, but will not be able to commit financially.

6. Preparation of a potential common Training course for Trainers

Institutional setting

The LAS reiterated its interest in running this course, thus expressing certain conditions: Firstly, the course would need to take place in countries to which all participants could possibly travel. A practical level of agreement could be envisaged, for example if the costs are split according to institutional restrictions. It was concluded that this point needs to be further clarified from higher levels of the institutional representatives and governments.

The ALF, on the other hand, underlined that countries that do not belong to the Union for the Mediterranean could also participate with certain limitations. For the Council of Europe, it is important to ensure that the course is open for participants from all Council of Europe member states.

It was underlined that by the only fact of starting a project with these four partners, we start something which is making the course extremely attractive, even if it involves many potential challenges.

Calendar

The project fits well for all institutions in terms of calendar and their current strategies. ALF repeated that the financial commitment would preferably be for 2011, whereas for the partnership it would rather be 2012.

We aim at identifying the broader structure now and leave a more defined strategy to be defined within the next 6 months.

The 4 partners, with the support of the YFJ were asked to decide on the next meeting dates, where they would be organized and to which extent the partners would fully commit.

Rui reminded that the DYS had carried out this consultative meeting, but that the next meetings should be carried by one of the other partners. He also asked for full transparency between the partners concerning any upcoming issue or problem in order to be able to think about solutions together.

It was agreed that the Training of trainers should take place between 2010 and 2012.

2010: consultation and preparatory stages, meetings up to 2011

2011: launching of the course and implementation all the way to 2012

2012: Evaluation period

All partners agreed that the calendar was good, both Bernard and Rui felt that 2012 is a good year to close and complete the project. The ALF would prefer that the last phase of the project be 2011 for budgetary reasons. Rui suggested that the conclusion of it should be December 2012, reminding that the project will adopt a long-term approach, using e-learning but will not be like TATEM in 5 stages because of the commitment issue.

Aim

The aim was not definitely formulated, but the main elements to be included were defined:

Training for active trainers to support youth cooperation strategies in the broader Euro-Mediterranean and Arab context aiming at developing competences and ensuring quality for sustainable non formal education projects.

Keywords: support- development- quality- youth work- intercultural dialogue- cooperation- Euro-Mediterranean- training- framework- projects- non formal education- Arab- strategy- sustainability- competences- trainers- capacity building- youth policy.

Competences to be developed

The partners discussed and defined which competences should be developed through the course and possibly acquired by trainers who participate as a result of this course. The list is not complete and exhaustive, but corresponds simply to a first brainstorming.

- Interpersonal skills
- Competences for sustaining Euro-Mediterranean (E-M) youth programme
- Sensitivity to Euro-Mediterranean youth issues
- Knowing the actors and policies present in E-M + Euro-Arab space
- Designing a training programme and implementing it
- Ability to introduce/develop learning based (for example Mosaic thematic issues)
- ICD + ICL
- Using/applying NFE in E-M training situations
- Ability to deal with conflicts (transformation and management...)
- Ability to adapt existing manuals and tools to develop new ones
- Critical attitudes and spirit
- Ability to work with and across different actors, institutions and programmes in the broader E-M context
- Intercultural team work
- Developing youth projects (understanding and experience...)
- Networking
- Knowledge of educational and training traditional styles
- Ability to connect training with youth policy, research, youth work
- Ability to self assess learning and planning our learning
- Evaluations in training activities
- Understanding of (geo) political issues and tensions in E-Mediterranean cooperation
- Ability to use ICT for learning
- Ability to use tools for recognition in Non-formal learning.

Format and methodology

The general framework of the course was defined as follows:

2011	
<i>Before the course</i>	Preparatory phase (e-learning etc)
Seminar	Training Seminar 1 (11 days) Skills development Concepts Group building
2012	
<i>Practice phase (12 months)</i>	Practice and projects E-learning Mentoring Smaller activities (the partner institutions could involve some participants in their activities as junior trainers)
Seminar	Training Seminar 2 (8 days) Evaluation Generalisation
2013	
<i>Follow-up and evaluation</i>	

Profile of participants

A question was raised concerning the selection of participants and whether the 4 partners would select them commonly or each institution separately. All agreed that it should be a shared process in order to ensure a group with harmonious experiences, which could not be ensured by separate procedures.

The possibility of proceeding to a "pre-selection" of potential candidates was discussed. This could be done by the institutional partners directly, or by asking some trainers in the field to identify some of their participants. It could be useful to develop a tool in which this information could be shared amongst the partners. Bernard agreed to make a proposal on how this information could be shared. This tool could be used beyond the course as such.

It was agreed that participants need to have already significant experience in training and Euro-Mediterranean youth projects. The practice phase will be essential in the course, even if not all participants have the same access to finances and to training opportunities. The partners should thus try to support participants in getting some training experience.

The profile of participants was defined as follows:

- Active trainers of multipliers or facilitators with preferably some experience in training in Euro Mediterranean or Euro-Arab youth work
- Interested, motivated, committed
- Intending to remain active and involved in Euro- Arab cooperation youth projects

The partners agreed for a minimum of 25 and a maximum of 35 participants. A North-South balance as well as a gender balance should be ensured as much as possible.

It was also agreed that not more than 3 participants in the course should be coming from the same country of residence.

In view of the inter-institutional cooperation, it was decided that no participation fee would be requested from participants in the course.

All applications will need to be supported by 2 recommendation letters from 2 organisations or people as references.

Finally, a dilemma concerning the profile of participants was identified: Are we training trainers on Euro-Mediterranean cooperation or are we training Euro-Mediterranean trainers on training? This will have a clear incidence on the selection of participants.

Languages

Everyone agreed that from a logistical point of view, a unilingual course would be much easier, especially if e-learning is involved. From a principle point of view, a certain level of multilingualism and interculturality need to be considered. Another option which was envisaged was the creation of linguistic groups during the course.

The final decision was to leave this point open and dependant on the final profile of participants. If some participants highly qualify for the course but lack English speaking skills, Arabic or French might be added.

For the sake of visibility of diversity, the call for participants will be drafted in 3 languages. The call itself will state that the course will mostly take place in English, but that Arabic and French might be considered in case of need.

Management

Discussions concerned responsibilities amongst partners. One common secretariat needs to be agreed, for which budget should be foreseen in the overall course costs. Salto and the Council of Europe will agree amongst themselves concerning the hosting of the secretariat.

All decisions concerning political, logistical and other decisions should be shared equally amongst partners.

Concerning the residential seminars, the first one should take place in Europe, coordinated by the Council of Europe and Salto. The second seminar should take place in the South and could be coordinated by the LAS and ALF.

Budget

Sarah and Rui will propose a draft budget. In principle, every partner agreed on an equal splitting of the costs amongst the 4 stakeholders, but the nature of the contributions could vary and could take different forms on different parts of the course. The most important is to be realistic and evaluate early enough what the institutions are able or not to do.

Trainers

The team of trainers will need to be trilingual as a whole (not each member, but the team as such). All participants and trainers will need to be able to work in at least 2 languages.

The call sent out should be both targeted and open. The team altogether needs to be able to train participants in all competences listed above.

7. Next steps and task sharing

The follow up steps were defined as follows:

- Draft course presentation (Nadine)
- Draft budget (Rui and Sarah)
- Tool for sharing info about potential participants (Bernard)
- Other possible quality support measures (Ahmed, Khalil, Farah, Ljubov)

All proposals should be ready by **15th June 2010**.

The next meeting between the institutional partners will take place on **2-3 September 2010** in the EYC in Strasbourg.

Annex I. Programme

Thursday, 6 May 2010

09:30-11:00

1. Opening of the meeting and adoption of the agenda
2. Introduction of the participants in the meeting
3. Introduction to the background of the meeting and training of trainers in the Euro-Mediterranean context
4. Review of the aims and objectives of the meeting

11:00 Break

11:30-13:00

5. Participants' expectations towards
 - The meeting
 - Euro-Mediterranean training activities
6. Institutional needs and priorities in relation to Euro-Mediterranean training activities

13:00 Lunch

14:30-17:00

7. Working groups on:
 - Existing quality criteria in Euro-Mediterranean training activities
 - Challenges faced by partners in applying those criteria
 - The role of trainers in ensuring quality in Euro-Mediterranean youth work (including support needs and structures, strengths and weaknesses)

16:30 Break

17:00 – 18:15

8. Presentation and discussion of the groups' results
9. Conclusions of the day

Friday, 7 May 2010

09:30-13:00 (Break integrated)

10. Strategies and approaches to:
 - Secure the sustainability and development of quality non-formal education activities;

- Support exchange of good practices and learn from experience;
- Support the development of Euro-Mediterranean and Euro-Arab cooperation training projects;
- Train future groups of trainers and multipliers to support international youth work and training in the broader Euro-Mediterranean context

[In working groups]

12:00-13:00

11. Reporting back from the working groups and discussion

13:00 Lunch

14:30-17:00

12. How do we go from here? Developing a shared medium-term plan (2011-2013?)

- Possible activities and support measures to train trainers and support quality development
- Roles of the different partners in the meeting: who could take the lead on what?
- Next steps and procedures in the pursuance of action plan

13. Evaluation

14. Closing of the meeting

Annex II. List of participants

Name	Organisation
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