



Annual  
report  
for

2012

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Annual report of Youth Alliance for the period January – December  
2012

## Content

- I. About Youth Alliance
- II. Projects

### **II/1 Common values 4 Common Actions – Let’s meet our neighbor**

- General information
- Activities
- Achievements

### **II/2 Common Values for Common Actions**

- General information
- Activities
- Partners

### **II/3 International Youth Conference “European Values for the Future of Southeastern European countries” - 2012**

- General information
- Program

### **II/4 Ready, Steady = JOB**

- General information
- Activities
- Partners

## I. ABOUT YOUTH ALLIANCE

### **Youth Alliance Scope**

Youth Alliance is an independent, non-governmental, non-political and non-profitable organization established in 1999. Our members are young people between 15 and 35, who work, study or express an interest in processes of Euro Atlantic integration of our country and SEE region in general. YAK is run by young people for young people, enabling a strong experience to all its stakeholders.

### **Axes of priorities:**

- Active involvement of young people in decision-making processes at local, national and regional level;
- Contribution of young peoples in the Euro-Atlantic integration process of the SEE region;
- Encouraging and supporting young people to fully participate in society by providing them with new contacts, experiences and knowledge;
- Increasing the contribution of youth in the economic development of their local communities.

### **Goals:**

- To promote new ways of expressing the views of young people from SEE vs. well-known political and uncooperative methods;
- Acceptance of the modern European values of young people from SEE and fostering mutual understanding between young people in different countries ;
- To promote youth activism in all issues of social life and to create a dynamic environment designed by active and enthusiastic participation of young people;
- Creation of conditions for faster and sustainable economic development;

### **How we work?**

The organizational structure of Youth Alliance: Annual General Assembly (which is composed of all our members), Management Board, President of the Organization, Supervisory Board and Secretary of the organization. The Annual General Assembly is the highest authority responsible for the annual programme of the organization. The Management Board and the President of the organization are responsible for implementation of the organization. Annually we hold a General Assembly with all members of Youth Alliance Krusevo. The Management Board and the President of the organization are responsible for the decisions in the organization until next Annual General Assembly.

### **Our Values**

Participation, democracy, equal opportunities, transparency, solidarity, tolerance, understanding, mutual support, cooperation.

### **Youth Alliance – UNESCO club**

UNESCO club Krusevo from 2010 function as a part of Youth Alliance. The UNESCO club Krusevo shares the UNESCO ideal, seeks to disseminate it by undertaking activities directly inspired by those of UNESCO.

## II. PROJECTS

### II/1 Common values 4 Common Actions – Let's meet our neighbor

- **General information**

In examining the civil society cooperation between Greece and Macedonia we are looking at it from a particular angle. The context in which cooperation between the civil societies of the two neighboring countries has developed is influenced by bilateral relations characterized by a mutual lack of trust, filled with confrontational spirit, prejudices and stereotypes. The undertaking of initiatives to foster relations between the two sides is therefore hindered. Contacts for civil society cooperation in the border regions of Macedonia and Greece are few and strained. Undertaking of isolated initiatives by individual citizens and organizations are not strong enough to contribute to the development of friendly relations, building of confidence and respect for human and cultural rights between Greece and the Macedonia.

A meaningful contribution, in the spirit of development of friendly relations, would be the strengthening of solid and stable structures for cooperation between the civil society of the two neighboring countries, in the direction of EU and Euro- Atlantic integration of SEE. Positive energy, spirit and willingness of young people open the path to the cooperation and dialogue, in the context of building good neighboring relations.

With the initiative "Contacts for the common Future - Let's meet our neighbor" we strived towards from Vision to Change, through enhancing sustainability of the cooperation between NGO's from Macedonia and Greece, development of cooperation between civil society and other sectors in society in both countries and their encouragement to be facilitators of a broad policy dialog. Achievements of the aims was provided by meeting of possibilities for cooperation, the direct identification of areas of common interest and display of the mutual benefit derived from efficient cross-border cooperation serving business, civil society and government. Project activities were distanced from nationalistic political choices and had adoption a more realistic approach, the two neighboring countries have similar interests and treading on similar paths. There is a common commitment to peace, stability and sustainable development of the SEE region. Moreover, it is hoped that through the building of a bilateral and regional co-operation, there will be a region's integration into Euro - Atlantic structures.

- **Activities**
  - Planning and preparation phase – **Preparatory seminar** – 09-11.03.2012, Krusevo, Macedonia
  - Phase "Exploring for a Common Future" - **two rounds of Study Visits** :
    - I. Study visits in Greece in 4 cities - Florina, Edessa, Kastoria & Kilkis – 09 -13.05.2012.
    - II. Study visits in FYR Macedonia in 4 cities – Ohrid, Bitola, Kavadarci & Strumica – 16 - 20.05.2012
  - Phase "Sharing for a Common Future":
    - I. **Feedback seminar** – 01-03. 06. 2012, Struga, FYR Macedonia
    - II. **Briefing workshop** - 20-21.10, Skopje, FYR Macedonia (during the Briefing workshop we had one Info day in Skopje)
  - Phase "Shaping Common Future – **Follow up seminar** – 15-18.02.2013, Thessaloniki, Greece

- **Achievements**

Even a marathon starts with a single step. We started to run the C4CF marathon in 2010 and the Contacts for the Common Future 2012 provided the necessary space for the most important elements of this initiative: creation of strong interpersonal relations between the young people from the both neighboring countries, exploration of the possibilities for cooperation, establishing good contacts with local communities, business sectors and civil society and organize concrete visible actions that would contribute to trust building and overcoming prejudices and stereotypes. This possibility was important and challenging. It was important because it opened the path to cooperation with our neighbors. But it was indeed challenging: during the planning, we identified the needs, elaborated a vision, planned the activities and then - during the implementation of it - we discovered new scenario, beyond our initial intuition. To ensure a constant composition of the participatory groups during this one year long lasting project made our work hard but extremely interesting. There were fifteen percent changes in the composition of the participatory groups during all project phases. This new scenario brought together no less than seventy youth workers, youth leaders and active young people in the Contact for the Common Future who all contributed in the project and now they are committed to building a common future. Having such a big group in the project is already an achievement in itself.

## II/2 Common Values for Common Actions

- **General information**

**The Youth Exchange** "Common Values for Common Actions" (CV4CA) took place in **Krusevo**, Macedonia from the **1<sup>st</sup>. to the 9<sup>th</sup>. of September** and brought together **58** participants from **10 different countries**: Albania, Bosnia and Herzegovina, Croatia, Greece, Kosovo, Italy, Romania, Serbia, Turkey and Macedonia. The group of participants was composed by young people mainly aged between 16 and 30 years old and already active in organisations which implement youth activities and who were willing to develop Common Values for Common Actions.

**Main theme** of the youth exchange was exploring the role of young people in their contribution to the development and the preservation of common values while respecting the diversity of the cultures and traditions. Alongside with "Cultural diversity" and "Young people in multicultural society", two other priorities have been integrated in the CV4CA programme: Intercultural competences for "Youth employment" and "Youth Participation".

**The objectives** of the YE were:

- Broadening the cultural awareness among young people and thus fostering understanding and tolerance of people with different national, ethnic and religious backgrounds;
- Providing an opportunity for: intercultural exchange by discussing different local (national) experiences related to youth employment; promotion of cross-border professional and vocational opportunities for young people; and exchange of ideas for ensuring access to unemployed young people to all offered opportunities;
- Promoting of youth participation in decision making processes as an added value to actual multicultural societies in EU and SEE and encouraging young people to be active citizens;
- Articulating recommendations for cooperation, common actions and future work between participants in youth development perspectives;
- Promoting YiA programme as a tool that encourages active participation of young people, and a way to acquire knowledge and skills useful for persons' professional development.

The youth exchange was based on a **fully non-formal, direct participative and highly interactive approach**. The activity program of this project was prepared and implemented with contribution of all project promoters.

**Main program elements** were the following:

- **Group dynamics** development through different activities and getting to know each-others on individual, personal and professional level as well as understanding cultural differences/similarities through different forms of presentation. National nights and different teams contributing good group and working atmosphere;
- **Information** about youth exchange, its objectives, partners, methodology used contributed to the orientation, trust development and building a safe environment;
- Developing **common understanding** about the concepts intercultural, multicultural and culture; multicultural society and EU values in multicultural societies were one of programme elements as well;
- **Quality elements** in Youth in Action programme and **good practices** were explored through presentations of prior experiences of the participants, quiz in action and also discussing and getting to know about youth Cultural diversity projects;
- **Promotion** of the common values for Youth Participation and Youth Employment through presentations of best practices, role plays and interactive workshop. These elements were necessary to achieve common basic knowledge and to provoke interest for further mutual actions;
- **Evaluation** was ongoing process with valuation exercises, daily evaluation sessions, evaluation group of participants and final evaluation session. Also measurement of success and accomplishment of objectives were measured by post-evaluation questionnaires.

We strongly believe that "Common Values for Common Actions" raised the awareness between the participants of the certainty that the more we know about each other and our neighbors, the greater chance we have of understanding and appreciating the differences between us and putting them in function for joint actions.

- **Activities**

The youth exchange "Common Values for Common Actions" **gave the young people/participants the chance to participate in planning and organising their own activities, to experience decision making and responsibility and to sample new cultures and values**. This project aiming at high quality provided possibility for young people to learn throughout its different phases: Planning and preparation, Implementation of the Activity, Dissemination and Exploitation of results and Evaluation (including reflection on a follow up).

The project started with **the preparation activities** for the Youth exchange, we put stress on this phase as the key to success of the project. Throughout the preparation phase our approach was in a well planned and participative way and all project promoters in order getting ready for the Youth Exchange developed the following preparation activities: Group preparations (travel, insurance, parental consent); Participants explorations of the topic (local, national and international level, non formal methods to work on it, preparation of presentations); Preparation of the participants for the intercultural experience; Creating a FB platform for groups to get to know each other before the Youth Exchange; Activities for promotion of the Youth exchange; Discussions for partner agreement. Preparation activities undertaken by the host organization were logistics, practical arrangements, info packs, invitation letters, local actions and activities preceding the youth exchange etc.

The culmination of all our preparation and planning activities has been seen during the **YE programme** itself. The contents of the eight days long lasting programme were based on the principles and practice of non-formal education, taking into account the participants needs, motivations and experiences. The working methods of the Youth Exchange facilitated the exchange of information, communication between participants and mutual understanding. The participants were also provided with essential theoretical information regarding the Youth in Action programme; Multicultural societies and its values; Youth participation and Intercultural competences for Youth employment. A diversity of non formal education working methods was used: presentations, working groups, thematic workshops, role plays, energizers, outdoor activities, games, national nights.

The seeds of **visibility, dissemination and exploitation** of the YE “Common Values for Common Actions” were sown as early as with the selection of the participants. In the same way as the programme was developed in partnership, we were all together, through promotion of the YE, cooperation with media, networking, multiplying experiences, follow up actions, involved in increasing of the project impact.

**The evaluation process** of the project involved several activities in the different phases of the project. Firstly through the process of preparation there were on line consultations about the on going process of selection procedure of participants, the process of preparation of groups and explorations on the topic of the Youth Exchange. The Youth Exchange was evaluated by the following sessions/tools: daily evening evaluation sessions, Reflection group of participants, Group leader meetings, Evaluation questionnaires, Interviews, Evaluation exercises, Reports. To the evaluation process contributed internal and external stakeholders.

- **Partners**

KRIIK Albania Association, Albania; MIOS, Bosnia and Herzegovina; ORLANDO, Croatia; UNESCO Youth Club Thessaloniki, Greece; Lunaria, Italy; Better Life in Kosovo, Kosovo; Youth Alliance – Macedonia; EuroDEMOS Association, Romania; Generator, Serbia; 24 KALL, Turkey.

II/3 International Youth Conference “European Values for the Future of Southeastern European countries” - 2012

- **General information**

In 2012, Youth Alliance celebrated ten years of the organization of the first International Youth Conference “European Values for the Future of the Southeastern European Countries”. The tenth International Youth Conference was five days of intensive work which was serving as forum for discussions and reflections of youth leaders from SEE as one of the main creative and productive forces of the region, whose ideals and aspirations underpin the development of the region as a

prosperous, democratic and stable region in the framework of the European Union. Within this context, **fifty-five (55) active young people from 15 countries (Macedonia (host country), Albania, Bosnia and Herzegovina, Bulgaria, Croatia, France, Greece, Germany, Kosovo, Monte Negro, Italy, Romania, Serbia, Slovenia and Turkey)** focused on promoting the European values as common values of young people in SEE. This event took place in Krusevo, Macedonia, from 21<sup>st</sup> to 25<sup>th</sup> of September, 2012.

The event provided inspirational insights into the role of young people in achieving the European values in their societies and developing recommendations and proposals for further youth actions for promotion of these core values among young people in Europe and particularly in SEE. The conference consisted of both parallel sessions adapted to the different groups present, and common sessions for all stakeholders. The conference programme introduced participants to variety methods for promotion of the European Values and provided opportunities for experiencing European values by exchanging realities, opinions and values with relevant stakeholders and active young people from SEE and Europe. Also it was an ideal opportunity for networking, finding solution, for discussions between different stakeholders and for communicating outcomes and making impact. This all led to an impressive set of action plans, aimed at bringing the European values closer to our realities.

### Friday 21.09.2012

09 : 00 - 19 : 00	Arrival of the participants and Registration
19 : 00 - 20 : 00	Dinner
20 : 00 - 21 : 30	<p style="text-align: center;"><b>Opening Ceremony</b></p> <p style="text-align: center;"><b>Keynote Address: HE Gudrun Steinacker , Ambassador of the Federal Republic of Germany</b>  <b>Mr. Rolf Hempelmann, Member of the German Bundestag,</b>  <b>Ms. Nita Starova, Project Coordinator and representative of Friedrich Ebert Stiftung in Macedonia</b>  <b>Mr. Metodija Stojceski - President of Youth Alliance Krusevo</b></p> <p style="text-align: center;">Presentation of video clip <b>“Best moments of the International Youth Conference, Krusevo, 2003 - 2012”</b></p> <p style="text-align: center;">Impressions of the participants on previous conferences  <b>“We and the International Youth Conference, Krusevo - 2003 - 2012”</b></p> <p style="text-align: center;">Introduction to the Conference, 2012</p> <p style="text-align: center;">Presentation of the <b>“Conference Museum”</b>  <b>(Plenary hall)</b></p>
21 : 30 - 00 : 00	Cocktail reception

### Saturday 22.09.2012

08 : 00 - 09 : 00	Breakfast
09 : 00 - 09 : 30	Ice breaking activities



0 9 : 3 0 - 1 1 : 3 0	<p align="center"><b>European identity - Where does Europe end?</b></p> <ul style="list-style-type: none"> <li>• European Values as a Uniting Force in SEE</li> <li>• European values and identity vs. Balkan values and identity</li> <li>• European citizenship- What makes a European citizen?</li> <li>• Youthful Europe - young people work on dimension of Europe</li> </ul> <p align="center">Introduction speech:  <b>Prof. George Voskopoulos</b>  Assistant Professor of European Studies at University of Macedonia - Greece  <b>Prof. Nano Ruzin</b>  FON University - Skopje</p> <p align="center">Moderator: Mr. Omer Kaya  Q&amp;A, discussion and interventions by participants</p> <p align="center">Individual presentations of the participants</p> <p align="center">Plenary Session</p>					
1 1 : 3 0 - 1 2 : 1 5	Coffee break and press briefing					
1 2 : 1 5 - 1 4 : 0 0	<p align="center"><b>How the experience from French - German reconciliation process can be inspiration for European Idea?</b></p> <p align="center">Moderator: <b>Mr. Frank Morawietz</b>  <i>The French-German Youth Offices</i>  Round Table Discussion</p>					
1 4 : 0 0 - 1 5 : 3 0	Lunch					
1 5 : 3 0 - 1 7 : 3 0	<p align="center"><b>Encouraging self help and solidarity</b></p> <ul style="list-style-type: none"> <li>• Self help as a way of assessment</li> <li>• How to learn from each other</li> <li>• Solidarity as a type and degree of integration</li> </ul> <p align="center">Panel Discussion  <b>Mr. Paul Baron</b>  <b>Dr. Heinz Bongartz</b></p> <p align="center">Moderator: Mr. Omer Kaya</p> <p align="center">Q&amp;A, discussion and interventions by participants</p> <p align="center">Individual presentations of the participants</p> <p align="center">Plenary Session</p>					
1 7 : 3 0 - 1 8 : 3 0	<p align="center">Interactive workshops on: <b>Difficulties in implementation of youth programs and way of supporting</b> - 3 concurrent workshops</p> <table border="1" data-bbox="411 1715 1487 1933"> <tr> <td data-bbox="411 1715 767 1933">Plans and exchange of experiences</td> <td data-bbox="767 1715 1123 1933">F u n d r a i s i n g</td> <td data-bbox="1123 1715 1487 1933">Plans and exchange of experiences</td> </tr> </table> <p align="center">Presentations of the results from workgroups</p> <p align="center">Facilitator: Ms. Gordana Ristic</p>			Plans and exchange of experiences	F u n d r a i s i n g	Plans and exchange of experiences
Plans and exchange of experiences	F u n d r a i s i n g	Plans and exchange of experiences				

18:30 - 19:00	Evaluation session
19:00 - 20:30	Dinner - Intercultural Dinner
20:30 - 00:00	Social event "Talent Night"

### Sunday 23.09.2012

08:00 - 09:00	Breakfast
09:00 - 09:30	Concentration exercise
09:30 - 10:30	<p><b>New age media - Social Media</b></p> <ul style="list-style-type: none"> <li>• A new field for youth activism</li> <li>• Advantages and disadvantages of the social media <ul style="list-style-type: none"> <li>• Risks and protection in the digital era</li> </ul> </li> </ul> <p>Introduction speech  <b>Mr. Saso Ordanoski</b>  <i>Journalist</i></p> <p>Moderator: Mr. Damir Neziri</p> <p>Q&amp;A, discussion and interventions by participants</p> <p>Individual presentations of the participants</p> <p><b>Plenary Session</b></p>
11:30 - 12:00	Coffee Break
12:00 - 14:00	<p><b>Youth Policies and Strategies from a Youth Perspective</b></p> <ul style="list-style-type: none"> <li>• Development of youth policies and national strategies <ul style="list-style-type: none"> <li>• Similarities in youth policies in SEE</li> </ul> </li> <li>• Implementation of youth policies in SEE countries</li> <li>• Youth policies in Europe - good practices examples</li> </ul> <p>Panel Debate  <b>Mr. Omer Kaya</b> - Turkey  <b>Mr. Charalampos Papaionnou</b> - Greece</p> <p>Q&amp;A, discussion and interventions by participants</p> <p>Individual presentations of the participants</p> <p><b>Plenary Session</b></p>
14:00 - 15:00	Lunch
15:00 - 20:00	<p><b>Treasure hunting in Krusevo - to discover cultural and historical richness of the city</b>  Walking tour in Krusevo</p>
20:00 - 21:30	Diner at a traditional restaurant in Krusevo
21:30 - 00:00	Night in Krusevo

### Monday 24.09.2012

08:00 - 09:00	Breakfast
09:00 - 09:30	Exercise "Active Participation"

09:30 - 11:45	<p align="center"><b>Debate on: “Youth Activism”</b> Good arguments for youth activism</p>		
	<p align="center"><b>Practicing and Sparking Positive Change?</b></p>	<p align="center">Youth activism in EU vs. Youth activism in SEE</p>	<p align="center">Ideas and Action for A New Generation Youth Activists</p>
	<p align="center">Facilitators: Ms. Mihaela Bolohan &amp; Ms. Catalina Aghinitei</p>		
11:45 - 12:00	<p align="center">Coffee Break</p>		
12:00 - 13:15	<p align="center"><b>Presentations of the participants</b></p> <p align="center">(Presentation of the activities linked with the topic “Youth Activism” implemented by represented organizations)</p> <p align="center"><b>(Plenary Hall)</b></p>		
13:15 - 13:30	<p align="center">Coffee Break</p>		
12:00 - 14:00	<p align="center"><b>How to keep the idea of the European integration alive in the minds of young people?</b></p> <ul style="list-style-type: none"> <li>• Economic crisis and European integration</li> <li>• Political elites’ lack of activity for European integration <ul style="list-style-type: none"> <li>• Euro- scepticism and Young people</li> </ul> </li> </ul> <p align="center"><b>Introduction speech: Ms. Radmila Sekerinska</b></p> <p align="center"><i>The chairperson of the national Council for European integration of the Assembly of the Republic of Macedonia</i></p> <p align="center">Q&amp;A, discussion and interventions by participants</p> <p align="center">Moderator: <b>Mr. Damir Neziri</b></p> <p align="center">Individual presentations of the participants</p> <p align="center"><b>Plenary Session</b></p>		
14:30 - 16:00	<p align="center"><b>Lunch</b></p>		
16:00 - 18:30	<p align="center">Interactive workshops on: <b>European values and youth</b> 3 concurrent workshops</p>		

	<p style="text-align: center;"><b>WORK</b></p> <ul style="list-style-type: none"> <li>• Youth Unemployment</li> <li>• Why to working on work?</li> <li>• Carrier aspirations of young people in Europe VS Carrier aspirations in SEE</li> <li>• Establishing your own business/ Youth entrepreneurship in SEE VS EU</li> <li>• Knowledge and new skills for new jobs (no formal Learning)</li> </ul>	<p style="text-align: center;"><b>SOCIETY</b></p> <ul style="list-style-type: none"> <li>• What do young Europeans think the important components of democracy are?</li> <li>• What aspects make SEE societies less tolerant?</li> <li>• Why to be an asylum seeker in EU? What is the view of young European people on immigrants and asylum seekers?</li> <li>• Is Europe a place where people prefer having neighbours who are like themselves, in terms of behaviour, living style, ethnic background, religion etc.?</li> <li>• Sports fan groups - urban form for expressing of young peoples</li> </ul>	<p style="text-align: center;"><b>FAMILY</b></p> <ul style="list-style-type: none"> <li>• Is family important in European countries?</li> <li>• Is Europe a place where family life is changing?</li> <li>• Modern family models</li> <li>• Family values in Europe today</li> <li>• Family values in SEE VS Family values in Europe</li> <li>• Rich diversity of values in Europe</li> <li>• Is Europe a place where parents put their children first?</li> </ul>
	<p>Presentations of the results from workgroups</p> <p>Facilitators: Ms. Maja Stojanoska &amp; Ms. Marijana Janceska</p>		
1 8 : 3 0 - 1 8 : 4 5	Coffee Break		
1 8 : 4 5 - 2 0 : 0 0	<p>Preparation of the final documents:</p> <p><b>Recommendations and proposals for future youth actions for promotion of European values among young people in Europe and particularly in SEE</b></p> <p>(Summary of the conference part I)</p>		
2 0 : 0 0 - 2 1 : 3 0	Dinner		
2 1 : 3 0 - 0 0 : 0 0	Closing Ceremony “Full Steam Ahead”		

## Tuesday 25.09.2012

0 8 : 0 0 - 0 9 : 0 0	Breakfast
0 9 : 0 0 - 1 1 : 3 0	<p><b>Future planning and follow up activities</b></p> <p><i>(defining concrete joint actions and their time frame)</i></p>
1 1 : 3 0 - 1 2 : 0 0	Coffee Break
1 2 : 0 0 - 1 3 : 3 0	<p>Presentation of the final documents:</p> <p><b>Recommendations and proposals for future youth actions for promotion of European values among young people in Europe and particularly in SEE</b></p> <p>(Summary of the conference part II)</p>
1 3 : 3 0 - 1 5 : 0 0	Lunch
1 5 : 0 0 - . . .	Departure of participants

II/4 Ready, Steady = JOB

- **General information**

The International Training Course “Ready, Steady=JOB” was successfully delivered in **Krusevo**, FYR Macedonia by the international team of trainers from **8th to 15th of October, 2012** and it brought together young people from **9 countries**: Albania, Bosnia and Herzegovina, Bulgaria, Croatia, Greece, FYR Macedonia, Romania, Serbia and Turkey. Each country was represented by 3 participants. The TC Ready, Steady=JOB offered an excellent learning opportunity to **27 youth leaders/youth workers** who deal with groups that are affected by unemployment and wish to transfer the knowledge or would like to bring along affected young people. As the work of these leaders and youth workers is particularly challenged by the problems their working target is facing nowadays, they are constantly seeking for new tools, methods and techniques to work with these youngsters. Acknowledging this situation, the Training Course **main theme** was Youth Workers for youth initiative, youth creativity and youth employability.

Specific **learning objectives** of the training project did include:

- To provide a non formal learning and exchange of experience between youth workers/leaders on how to stimulate young people’s creativity, to develop entrepreneurial skills and initiative;
- To equip youth workers/leaders with new tools, competences and knowledge to work with young people in order to stimulate their spirit of initiative, their preparation for entrance into the labor market and their ability for active participation;
- To prepare participants for transferring the acquired knowledge, new tools and new skills with other youth workers/leaders in their countries (multiplier effect) and apply them in their work with young people particularly in work with young unemployed people;
- To promote international cooperation, sustain and widen existing networks of youth workers and youth leaders, and initiate projects with multilateral approach to youth employment and youth participation;
- To promote the Youth in Action programme as an opportunity for gaining new skills and competencies between young people and to encourage the creation of future projects within the framework of the programme with unemployed youngsters as a target group of promoters.

During the training course, a **variety of methods** based on non-formal education was used, allowing the participants to use their own experiences and explore the topic through brainstorming, discussions, debate, small group work and simulation methods. The participants were supported with inputs from the trainers and a variety of visual aids (videos, movies, photos, flip chart draws) was used. The programme and the methods were set according to the needs and the capacity of the participants encompassing the **following topics**: Youth Self Initiative, Youth Workers for Youth Employment, Approaches for Youth Entrepreneurship, Youth Work in preparing youth for the job market and Creativity and Innovation – New motivation tools. Moreover, the daily reflection/evaluation groups and flexible training team allowed the participants to steer their own learning.

The most important highlights of the TC “Ready, Steady=JOB” were that: The role of youth work in helping young people to gain competences and become more ‘employable’ is serving as a resource for supporting youth employability. Investing in youth workers is necessary in order to ensure continuous support of young people in their search for work or in the set-up of their own entrepreneurial activity. Youth work can team up with other stakeholders who have expertise in the employment field, contributing its methodology, which is particularly adapted to working with young people. We are especially proud of the group of participants of the Training Course, they showed

enthusiasm, lot of passion and boundless energy which led to the final conclusion: READY, STEADY=JOB IS A SUCCESS.

- **Activities**

The project "Ready, Steady=JOB" involved **preparation**, seven days of intensive work for the **training** of 27 youth workers, leaders and youth activists, **evaluation** of TC programme and processes and **follow up** activities. This event provided inspirational insight into youth employment and entrepreneurship during which the participants were equipped with new knowledge, tools and skills for stimulating young people's spirit of initiative, their preparation for entrance into the labor market and encouragement of youth entrepreneurship. The programme also showcased good practices for contribution of youth work to the creativity and entrepreneurship of young people and introduced participants to a variety of funding and support programmes that can be used for employment or entrepreneurship projects. This all led to an impressive set of Ready, Steady action plans aimed at bringing young people closer to a JOB.

The **preparation process** was very important for the success of the TC because it gave an opportunity to discuss training styles, our own needs & draw up a list of preparation items for the participants to enable them to do some preparation regarding the TC main theme at home. During the preparation for the TC the trainer team had several on line meetings in order to discuss expectations for the event, plan the sessions, review the needs of the participants and get a good sense of the space allocated to us in the venue. The training team was really impressed with the high level of interest and consultations carried out by the participants during the preparations. This also added to the success of the TC as it gave a really good understanding of the target group, their interests and commonalities for future activities.

The **working methods** of the course facilitated the exchange of information and provided training for the development of new competences. The entire course was designed as a mutual learning situation, where the personal experiences of the participants served as a basis for reflection and discussions. The participants were also provided with essential theoretical information needed in addressing youth employability and creativity and entrepreneurship of young people. A diversity of non formal education working methods was used. A particular emphasis was put on developing and sharing tools and knowledge for stimulating youth's spirit of initiative and transferring it into participants' reality.

Aiming at strengthening the multiplying effect and sustainable impact of the TC, during the first part of the **follow-up activities** we prepared a publication "Ready, Steady=JOB – inspirational publication" and DVD as dissemination materials. The core of the publication and DVD has been made by the methods that were presented and collected during the TC. The booklet was sent to all participants of the TC, to all project promoters, to all contributors of the publication, the electronic version is also available online on the YAK website. We believe that in this way the results and impact of the project will be higher as many more young people will have the chance to use the methods in practice. These materials served as tools for follow up activities- presentations by the participants of the TC in their organizations and local environment.

The **evaluation process** of the project involved several activities in the different project phases. Firstly through the process of preparation there were on line consultations about the on going process of preparation of the participants and their explorations on the topic of the TC. The TC was evaluated by the following sessions/tools: daily evening evaluation sessions, Reflection group of participants, Daily training team meetings, Evaluation questionnaires, Interviews, Evaluation exercises, Reports. To the evaluation process contributed internal and external stakeholders.

- **Partners**

Youth Alliance, Macedonia; KOCAELI 24 KASIM ANADOLU LISELILER DERNEGI; AEGEE, Tirana, Albania; International Initiatives for Cooperation, Bulgaria; Asociatia Kasta Morrely, Romania; Association International of Student in Economics and Management, Bosnia and Herzegovina; JEF Croatia; Center for civil society development PROTECTA, Serbia; UNESCO, Greece.