



Power of Multimedia – Bridges of Diversity

Activity Report

Training Course held in Durrës -
Albania from 12 – 20 November 2016



Erasmus+



Reporter: [Suhida Dermani](#)
YOUTH 4 SOCIETY ASSOCIATION

ACTIVITY REPORT



Training Course on Cultural Diversity through Multimedia

GENERAL SUMMARY

The training course Training Course on **Cultural Diversity through Multimedia**, part of the project **Power of Multimedia – Bridges of Diversity** was implemented by Youth 4 Society organization and took place from 12 – 20 November in Durres, Albania.

The project is financed under Key Action 2, Capacity building in the field of youth, by European Commission, within Erasmus + Youth in Action Program.

The consortium was composed of 8 organizations from Albania, FYR of Macedonia, Kosovo, Serbia, United Kingdom, Turkey, Romania, and Greece.

The group was composed of 32 participants from whom 18 females and 14 males.

The training was facilitated from an international team of 3 trainers and 2 support staff.

The training course was designed as part of a long-term process, which allowed participants to explore the specific elements of the non-formal, formal and in formal education contexts, in relation to cultural diversity and multimedia.

The training course gave participants the opportunity to discuss, learn and share their experiences working with young people with different cultural background. It was based on paying a particular attention to the concrete tools how to promote cultural diversity through multimedia, to foster critical thinking and to be tolerant toward differences, foster solidarity for the marginalized groups, boost sense of initiative and bring up new ideas for youth work.

The main aim of the training course was to develop competences of youth workers in using multimedia, to promote cultural diversity for and with young people. In addition, it aimed to indirectly increase the skills of young people, as multimedia tools which can be used in formal education and labour market.

The participants from 8 partner organizations got the opportunities to debate, to express themselves, to participate in simulation exercises and try different kind of activities realized by (exercises, art, workshops, creative and cooperative exercises, collective creations, charters...) through interactive methods and exchange of experience between participants.

Participants were encouraged to actively participate in the training. They were the main characters who gave life to our training contributing with their ideas, experience, thoughts and active participation. Space for reflection after workshops was provided for them in order to better digest the information and also learn how to self-reflect on their own learning process.

Through different workshops participants improved their competencies and gained practical skills and tools how to work concretely with young people in different areas such as: inclusion, discrimination of emigrants and refugees, disability, gender violence, poverty etc.

Practical workshops were the main element of the program. The program was built on working in groups to exchange practices, going into specific subjects more deeply and finding possible solution how to improve youth workers job and practices in local level. At same time participants had opportunity to work on future project ideas and activities, during a dedicated workshop last day of the training.

With this project we have achieved to provide detailed information to direct beneficiaries (participants) about Erasmus + Youth in Action programme, knowledge about cultural diversity and multimedia, new tool to use with young people such as Inno Labs, promotion of European citizenship and inclusion of people with different cultural background, promotion of non-formal education methodology, promotion of intercultural learning.

More specifically related to objectives of our training youth workers and leaders got possibility to improve their understanding and knowledge on Cultural Diversity and improve their skills on different Multimedia tools such as filmmaking, editing, theatre skills ect, to increase their problem-solving skills, Through participants' empowerment, hopefully our partners will be empowered using the knowledge gained in the course with other young people in local communities.

PREPARATION

Preparation of the project started as was planned in the project. Preparation was done in different levels, in local and international.

In international level: Detail information, roles and responsibilities, program and all necessary information were sent in advance to all partners. The module of the training was discussed in advance from the trainers team selected in advance, there was not any difficulty during this phase.

Participants were prepared about the training from each national coordinator. They received information about the project and support for logistic process from the national and Y4S coordinator.

Other preparation were done from the host organization. Infopack, logo, poster of the project were created. Appropriate place for accommodation and training room was provided by the host organization. When participants arrived in Durres, local transportation was organized by the volunteers of the organization. Materials for the training and a visit in local NGO was prepared in advance. Reimbursement of the travel for each participants was done cash during the last day of the project by the financial officer.

PARTNERS

In the project were partner 8 organizations from different European countries: Youth 4 Society Albania, PEL- Macedonia, Ligo Lex Lexis-Kosovo, Light-Serbia, Praxis-UK, DGT-Romania,

NEANIKI EKSELIXI 18 MKO-Greece , Batman fen - Turkey. Each organization was responsible for recruiting, selecting, preparing and sending four participants in the course.

PARTICIPANTS

The participants were youth workers, youth leaders and also volunteers in the partner organizations of the project, aged between 18 – 35 years old. For most of the participants, it was not the first time they worked with cultural diversity and multimedia. Five of the participants were photographers, journalist, and youth workers in the cultural diversity fields. But, also the ones, for whom it was the first time they worked in this field, were very motivated to learn, work and to develop their skills.

PROGRAMME

Practical workshops were the main elements of the program. 4 workshops of 90 minutes each, were organized each day of the program. The program was built on working groups to exchange practices, going into specific subjects more deeply and finding possible solution how to improve youth workers job in local level. As well participants had opportunity to work on future activities in last day of the training.

Minimal adaptations on the program were made by the trainer's team in order to try and meet the learning needs of participants. Nevertheless these changes did not influence the logical flow of the planned activity.

PEDAGOGICAL APPROACH

The general methodology chosen by trainers was adapted to different learning styles/needs and participants were encouraged to participate actively by being guided to dare and get out of their comfort zone. A great combination of tools were used (theoretical and practical tools) in order to encourage participants to discuss and bring their thoughts, ideas and generate solutions. Individual and team work, space for reflection and theoretical input from trainer's team was provided. Different methods were used such as: brainstorming, buzz groups, video presentations, simulation exercises, role plays, debates, open group discussions, theatre, small working groups etc.

EVALUATION

Prior evaluation was done for each participant after sending the application forms before the course started. Some participants had less experience in youth field as we could see from application forms. This element was taken in consideration by trainers team who adopted the working methodology and information provided, as well as by combining the working groups among those more experienced with the less experienced participants.

The on site evaluation was done during the second day of the course. "What is my learning point" was the exercise where participants have to share with each other expectations, contributions and fears and create a common solid ground to start working together. *(A summary of what participants wrote is presented in the module of the Activity 1).*

Small reflection groups were held every day. 5 groups were created in mixed national team. The reflection was done in small team and a meeting was held with trainers and organizers to report the learning outcomes by each group reporter. The evaluation was structured and participants have to guide their reflections responding to the following questions:

1. What did you learn this day?
2. What was the most AHAAA moment (the best moment) of the learning process during the day?
3. Any suggestion for improvement?

This method gave to organizers and trainers team the opportunity to take into consideration eventual suggestions and remarks given by the participants for the continuation of the activities.

On the other hand, the organizing and support team could follow the learning path of each participant more closely.

Find below the feedback for each day

Day 1: participants expressed that they were happy with the day and the exercises used, broke the ice among them. Participants stated that they got a lot of new information about each other and this was helpful to start their relationships. In overall, the participants were satisfied and were looking for more to come in coming days.

Day 2: Participants were very satisfied with the detailed info they received about the whole project and they enjoyed getting detailed information about non formal education and holistic approach of it. The best moment of the day for some were the warm up activities, for some other participants the best moment was learning more information about different cultural approach and talking about culture in personal point of view. There was one comment about having more free time and two other comments that would prefer to have more learning by doing exercise. Overall evaluation was positive and satisfactory.

Day 3: Participants liked a lot this day since was a great combination of theory and practice. Participants enjoyed especially the simulation exercise, the debate and discussing with each other cultural identity. Some comments were that participants liked a small group workshops, as they were from different backgrounds and had different approaches. Positive comments were for various methods chosen by trainer's team about this day. All the comments were positive.

Day 4: Positive comments about the day and especially for the workshop on using photography and Multimedia Skills. Positive comments were given for the trainer's team and methods used. There was one comment that workshops were very long and was no time to explore the Albanian culture.

Day 5: This day was with only positive feedback. The participants commented positive feedback especially for the working groups and finally being happy on starting their idea for the final movie. There was one positive comment on the final presentation of "0 Euro Campagne". There were no other different comments.

Day 6: Participants were very enthusiastic for this day, because they started to give live of the work they did the previous day. There were positive comments on the group work on the video recording and how great was the way they collaborated with each other. There were five comments which mentioned that the group spirit was in maximum level this day. Very good feedback was given for methods chosen from the trainer's team.

Day 7: Participants gave all positive feedback on this day. They had the opportunity to visit Roma Active Albania Organization in Tirana. Positive comments were given about the information they had about the reality of Roma Community in Albania. There were also a lot of positive comments about the day spent in Tirana and the opportunity they had to explore more Albanian culture.

Day 8: There was no reflection groups in this day, since the final evaluation took place.

Final evaluation

Final evaluation of the course was done the last day as planned in the program. There was plenty of space for exchange of ideas and suggestions and the individual assessment of satisfaction was checked by each participant having to fulfill the project evaluation questionnaire.

Evaluation structure was developed as below:

1) Rewind

One of trainers led all participants on a journey through the entire TC program, refreshing their memories about all the sessions.

2) Reviewing learning aims, expectations, contribution and fears

Participants were asked to come back to the first day's exercise related to learning aims; one by one they were asked to remove those aims that they feel have been achieved. Participants were happy since almost all their expectations expressed were covered by the program, most of participants expressed that they contributed 100% to the process of earning by sharing their ideas and being active participants. There were 5 participants who expressed they could have given more contributions but maybe they will do that in the future. About the fears, only one participants expressed that her fear for not speaking good English was true but she say thank you to her group who help her sometimes with translation. Other participants expressed that their fears were irrelevant.

3) Evaluation Form

Learning Process	
At what scale the training fulfilled your expectations?	4.6
I got a lot of new information The best non-formal education learning The training was amaizing The expectation were fulfilled more than I expected It was good The activities were exactly what we needed I expected less, because of the large nr. of participants but I got more	
Was the methodology used during this training appropriate?	4.7
The methodology was attractive and very helpful Best methodology I learned before The methodology was great It was easy to understand what we were being taught. It was very useful It was the best non – formal learning	
How would you assess the programme flow and time management?	4.6
Excellent	

<p>Some people sometimes were late, but I think 97% of us were in time Sometimes we needed more time to finish our workshops, but still it was really good The flow of the programme was go, but training courses were too long It was good but not perfect, because we needed more time for the shooting part We had some problems with time manageing, but still it was good It was good</p>	
How would you assess the trainer's work?	4.8
<p>The trainers were very clear They worked so hard in the workshops, thanks for helping us I have learned a lot from them The trainers were great The trainers worked hard and made it easy for us to understand and learn Excellent It was the best Perfect</p>	
How would you assess the organisers' work?	4.7
<p>It was good organized and convenient for everyone Well organized Everything was organized in perfect way Excellent The organizers are amazing</p>	
<i>Food</i>	4.6
<i>Accommodation</i>	4.8
<p>My room was uncomfortable</p>	

Group Dynamics

How do you rate the co-operation and communication in the group?	4.7
<p>Some people took credit on the work of the others The group was amazing The most people from the group know to speak Albanian so they spoke a lot of time in Albania Different opinions and sometimes is hard to make it in the one Other Participants (not many) didn't join us</p>	
How would you evaluate your own participation and contribution to group work?	4.5
<p>I tried to be enthusiastic in everything and tried my best but the work was hard</p>	

I tried my best in everything I did
 I don't speak good English
 It was my first project as a participant and I feel that I have more experience, but I could
 contributed more
 I want my opinion to be heard

What are the main important outcomes of this training for you?

Improved multimedia skills, group organizations skills
 Better understanding of Erasmus+ and Youth4Society
 Better understanding of cultural diversity
 Learning how to use Adobe Premier Pro
 Editing videos
 The working groups
 I destroyed prejudices

How are you going to use the learning outcomes of the training in your country/organisation?

I will try to share with the other everything that I learned and try to raise awareness about these
 issues
 After this training course I feel more professional in Multimedia tools, so I am going to use them in
 my future projects
 In the future I will be a teacher and I will use what I learned in the training
 I will start a learning programme with young people

How you will disseminate the result of the training in your local organization?

By sharing the results, videos, pictures and everything we did here
 I will talk to other youngsters and promote the work
 We will promote the video in the highschoools
 Making my own videos
 I will do follow-up in my community, to share al the information that I have learned

Additional feedback and suggestions

Everything was on point, organized in a perfect way.
 We had all the support needed
 Everything good
 I think it was a good training which taught us a lot
 The training courses were so long, it was like all day
 It will be really helpful
 More breaks

More city tours

The only thing I would suggest is to not be so many people who speak the same language
We can do more practicalities, f.e shooting, editing ect

4) Last Word

To participants was asked to say one last word about the training course expressing their general mood about the overall impression and learning process. Some of the words participants said were: interesting, powerful, inspiring, motivated, relax, new idea, enlighten, culture, cultural diversity, friendship, networking, multimedia, partnerships, happy, satisfied, challenged, looking forward for next activity, connected, good, happy, interesting, great, skillful, friends etc.

RESULTS and IMPACT

More specifically related to objectives of our training youth workers and leaders got possibility to improve their understanding and knowledge on Cultural Diversity approach, to increase their problem-solving skills, to raise the debate on specific topics of culture and multimedia. Through participant's empowerment, hopefully our partners will be empowered using the knowledge gained in the course with other young people in local communities.

With this project we have achieved to provide detail information to direct beneficiaries (participants) about cultural diversity and multimedia, Erasmus + Youth in Action programme, knowledge about culture and all its element, new tool to use with young people, promotion of European citizenship and inclusion of people with different cultural background, promotion of non-formal education methodology, promotion of intercultural learning.

At the organization level, participants worked in future project ideas and from this

activity the participants planned the following Project Ideas:

Group 1 :

Title : Get together through sport – Youth training

Objectives :

- Youth training about cultural diversity and sport
- Use sport to understand multicultural diversity
- Provide tools of sport and multimedia to understand cultural diversity

Partners : Uk, Slovakia, Poland, Netherland, Italy, Cipro, Turkey

Group 2 :

Title : What we imagine, we can create – Youth Exchange

Objectives :

- Help young people understand the importance of creativity in youthwork

- Create new tools and games to help youthworkers in their field
- Create a new online platform on using creativity, filmmaking and video editing

Partnes : Kosovo, Macedonia, Albania, Greece, Turkey, Italy, Romania

Group 3 :

Title : Beyond Hate Speech – Training Course

Objectives :

- Provide information about Hate Speech and Human Rights
- Raise awareness about Human Rights with online campagnes
- Promote inclusion of people with fewer opportunities

Partners : Macedoni, Serbia, Italy, Uk, Greece, Romania, Albania, Turkey

Group 4

Title – Protect Woman Rights – Training Course

Objectives :

- Learning information about Woman Rights
- Create different campagnes in our community to raise awareness of woman rights
- Create leaflets and video about the topic and show it in the highschoools to promote woman rights

Partners : Albania, Kosovo, Serbia, Macedonia, Italy, Uk

Group 5

Title – Youth Employment Empower – Training Course

Objectives :

- Raise awareness of youth employment, especially for people with fewer opportunities
- Provide the possibility to learn new skills to youthworkers
- Online champagne

Partners : Macedonia, Italy, Croatia, Turkey, Uk, Romania, France

Other stakeholders/institutions

On site visit in Roma Active Albania organization

Participants learned about the daily work of the organization, the target group they are working with, concrete examples of their project, how the organization is working especially to empower youth people from Roma community. Open discussion was facilitated by one of youth workers of the Roma Active Albania.

Outcomes

In the end of the training we had this important Outcomes :

1. Creation of the Blog of the Project : <https://multimedia4hre.wordpress.com/power-to-multimedia-bridges-to-diversity/>
2. Two videos based on the topic
3. Three articles published :
in Albania : 1. <http://www.pika.news/index.php/2016/11/23/diversiteti-kulturor-dhe-nevoja-per-te-thyer-paragjykimet-ndermjet-te-rinjve/>
2. <http://shendeti.com.al/forca-e-multimedias-ura-ndaj-diversitetit-kulturor/>

In Kosovo : <http://gazetaliria.com/te-rinjte-kosovare-mesojne-per-multimedia/>

