

EaP CSF RE-GRANTING 2017

Annex VII: Final Narrative Report template

Project title: “Everybody counts: Rural youth empowerment in EaP countries”

Grant Agreement no: SEC003/2017/WG4/01

Project duration: April 1 – December 13, 2017

Reported period: September 1- December 13, 2017

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1. Overall description of project implementation, changes in timeline and reasons for change

All three partner organizations: Armenian Progressive Youth, Foundation for Advancement and Society Initiatives Institute, operated several changes in the project in order to increase its impact and better adapt to the local context. The administered changes did not affect the overall project progress and results.



Overall Changes

Because of the fact that the prices for the flights to Armenia both from Moldova and Ukraine have cost more than initially planned in the budget, we have decided to cover the flight costs for 7 representatives from Moldova and Ukraine (14 in total) instead of 9 representatives per country as planned originally. The made savings covered the travel expenses for the selected participants from Moldova and Ukraine as well as covering the accommodation for 4 additional participants from Armenia.

Armenia

The project activities have started with a partner outreach to ensure creation of a strong regional network for participant enrolment in trainings and consultations and needs assessment survey and youth challenges and opportunities research ("Youth civic participation and involvement in the community life"). The partner organizations have helped us in dissemination of our needs assessment questionnaire (See image 1) which helped us determine the topics to be covered in the trainings, based on a the responses to a Likert scale grid of how useful they find a given topic, skill or competence (Not at all useful, not useful, uncertain, useful, extremely useful).

Խնդրում ենք նշել՝ որքանով է Ձեզ համար անհրաժեշտ հետևյալ թեմաներից յուրաքանչյուրի ներառումը դասընթացի մեջ

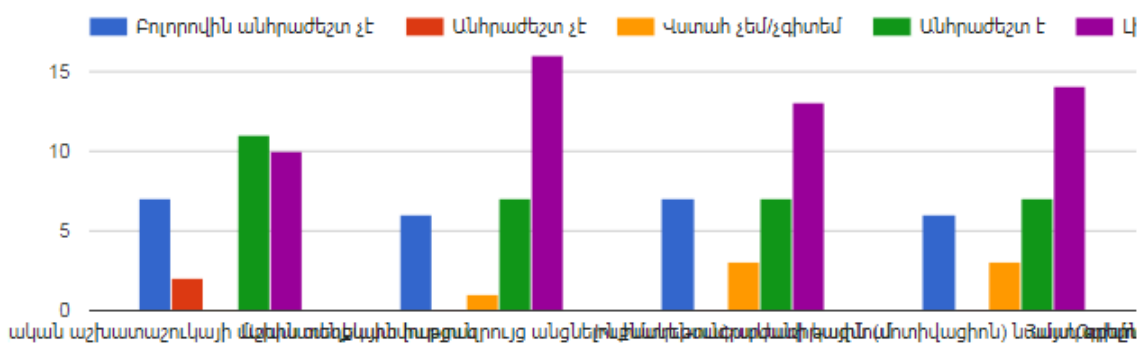


Image 1: A screenshot of the Likert scale questions from the needs assessment questionnaire .

Afterwards, in collaboration with the leading youth soft-skills development and HR/talent management trainers we have designed a custom-made curriculum covering:

- Where to find education and job opportunities in Armenia?
- What is Erasmus + and how to find Erasmus+ opportunities?
- How to impress the interviewer during a job interview?
- How to compile a competitive CV?



- How to write a cover letter?
- How to write a persuasive motivation statement?
- Email, what should your email address look like? The emailing conventions, tips and tricks.

The training curriculum comprised a mix of trainer input, discussions and hands on exercises allowing the participants to put their newly acquired skills and knowledge to practice and receive feedback from recruiters and youth project participant evaluators.

Additionally, 5 inventory/guideline handouts were created to be shared with the participants and help them further develop the CVs they create and the motivation or cover letters they write. The created handouts are as follows:

- Inventory of useful expressions for writing
- How to write a cover letter + a sample cover letter
- How to write a motivation statement + a sample motivation statement
- Most common interview questions
- "Cheat sheet" of CV creation

After each offered training the participants have been asked to evaluate the training both orally and through filling out an evaluation/ feedback questionnaire.

We have cooperated with one of the leading research & surveying institutions in Armenia- Yerevan State University [Center for Gender and Leadership Studies](#) to design a "Youth civic participation and involvement in the community life" surveys tailored to the specific context and needs of the youth living in the regions of Armenia (the English translations of both questionnaires developed within the framework of the project are available in Attachment 1). The questionnaire has been administered online and been filled out by 206 respondents (See image 2).

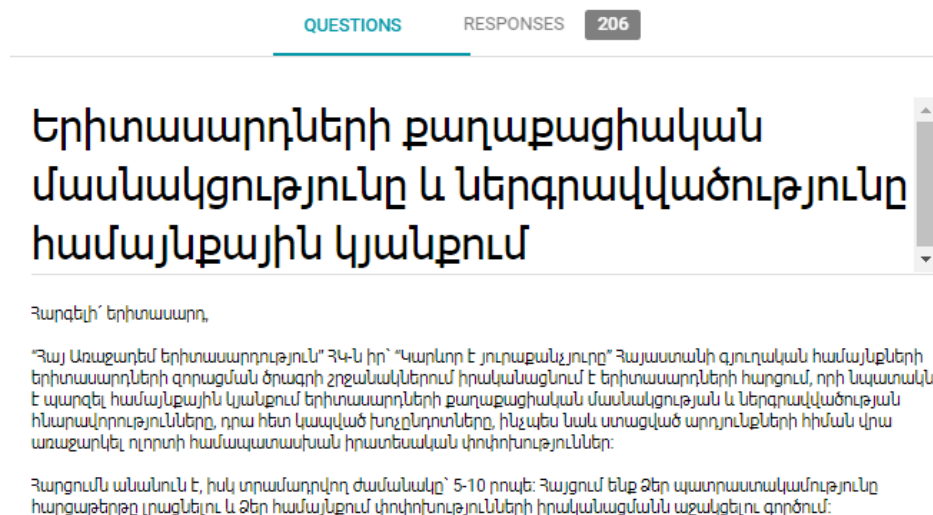


Image 2 : A screenshot of "Youth Challenges and Opportunities" online questionnaire.



The findings of the research are thoroughly analysed and used to draft the "Recommendations promoting youth participation and inclusion in EaP countries" (the English translation of the package of recommendations is available in Attachment 2).

Originally, 5 trainings were planned in the regions of Armenia, however based on the interest of youth from the regions of Armenia, who study in the capital, we have decided to deliver one additional training in Yerevan, making it a total of 5 soft-skills development and employability enhancement trainings.

The Forum hosted 14 youth leader, youth activists and youth organization and Ministry representatives from Moldova and Ukraine, as well as 16 of their counterparts from Armenia, to have discussions on most pertinent youth-related issues in the EaP region, exchange approaches and methodologies of fostering youth participation and drafted the "Recommendations promoting youth participation and inclusion in EaP countries"

In Armenia, the trainings originally planned for August have been moved to November and December to make sure they do not overlap with the vacation season. Also we have requested a deadline extension to give the project manager-Diana Chobanyan proper recovery time after a surgery.

Moldova

Due to the fact that summer is a low profile period in working with youth, we organized the informative sessions with youth within other large national events such as Summer School Wave Week Moldova and National Gala of Positive Youth Practices (1st of July). We participated in the design of the agenda of these two events so that we had separated time to deliver the session, complete the need assessment questionnaire and discussed about the project. These formula allowed us to cover youth from 23 different districts (in total in Moldova we have 32 districts). That this partnership, with both organization that are part of the WG 4 Moldovan National Platform of the EaP CSF contributed to ensure proper achievement of the project outcomes and in the same time build inside the WG synergy of the projects.

Ukraine

The project activities were planned while the preparation period of the application by the partners, and kept within general timeframe. Unfortunately, the original preparatory meeting was cut from the budget, which could enhance and secure even better communication and project implementation.

Within project, as agreed we conducted online and real time questionnaires in schools and youth environments in Western Ukraine and based on them conducted training sessions addressing the needs of potential participants. We held 5 trainings and 11 information sessions within other projects and meetings in order to promote goals and results of the projects.



2. Project Activities and Outputs

Description of implemented project activities and how they translate into achieving the overall aim and specific project objective/s

In order to accomplish the project objectives and milestones, the partner organizations carried out the following activities:

Activity 1- Online Preparatory Meeting of project coordinators

The coordinators have held 8 online meeting throughout the project implementation stage to synergize in creation of the tools and ensure the alignment of the created methodology with outlined objectives.

Activity 2- Work with rural youth on the local level in Armenia, Moldova and Ukraine:

Armenia

The list below represents the dates and the locations of the one-day youth capacity development trainings, which have contributed to the accomplishment of youth skills development and employability enhancement objectives:

18.06.2017: Artashat, Ararat region
02.07.2017: Vandzor, Lori region
04.09.2017: Yeghegnadzor, Vayots Dzor region
24.11.2017: Alaverdi, Lori region
29.11.2017: Yerevan
09.12.2017: Goris, Syunik region

Moldova

August 20-24, 2017: 5 capacity building events developed in five different areas (North part: Riscani and Floresti, Central part: Orhei, Varnita, South part: Stefan- Voda).

In accordance with the findings, conclusions and statistics of the need assessment questionnaire, Foundation for Advancement from Moldova developed 6 different regional events. For each workshop, Foundation provided to participants one coffee break and all necessary materials (folders, pens, ppts, etc.). Local partners offered location, project, and screen and flipchart table.

Ukraine

07-09.06.2017: Training in Lviv
10-11.06.2017: Training in Ternopil
16-18.06.2017: Training in Slavske
16-18.06.2017: Training in Vinnytsia
24-25.06.2017: Training in Lviv



During the course of the project implementation we prepared questionnaires and did some personal interviews in some schools of Western Ukraine in order to understand the needs and future expectations of rural youth in terms of development and performance. Based on these data we prepared materials and trainings which we later conducted in 5 regions in Ukraine. It gave also an opportunity to understand better the local context and in future be more specifically local-needs oriented beforehand.

Participants of some of our events as well as partners (including representative of the Ministry of Sports and Youth of Ukraine) participated in the Final Forum which was organized in Armenia. Ministry, as well as three local councils (Lviv, Ternopil and Ivano-Frankivsk) because of the project are now interested and willing to expand our cooperation with further projects.

Activity 3- Final Forum in Armenia

27.09.2017-30.09.2017

The final forum brought together 29 participants to strategize on youth empowerment and integration methodologies and co-create "Recommendations promoting youth participation and inclusion in EaP countries". A public event mainstreaming youth participation and integration issues was organized, where we had the honour of having his Excellency Mr. Switalski, Ambassador, Head of the EU delegation to Armenia deliver a keynote speech. Armenian, Moldovan and Ukrainian Ministries of Youth have delegated representatives to take part in the forum to present Ministries' positions on the subject matter and ensure transfer of the deliverables to the Ministries. Deputy Minister of RA Ministry of Sport and Youth Affairs Mr. Arsen Karamyan has delegated the head of the Research and Cooperation department of the Ministry to deliver an opening speech on his behalf. During the forum around 30 CSO leaders and activists, 25 youth activists and 25 young people joined the working-groups for policy and recommendation development on the following priority topics:

- WG1: Fostering Participation of Young People with Fewer Opportunities and Youth from the Regions and Rural Communities through Employment and Entrepreneurship Opportunities;
- WG2: Fostering Participation of Young People with Fewer Opportunities and Youth from the Regions and Rural Communities through Formal and Non-formal Educational Opportunities;
- WG3: Political and Civic Participation of Young People with Fewer Opportunities and Youth from the Regions and Rural Communities;
- WG4: Fostering Participation and Involvement of Young People with Fewer Opportunities and Youth from the Regions and Rural Communities through International Cooperation and Mobility.

Activity 4- Development of a handbook on "Inclusion of Youth with fewer opportunities in EaP "

The handbook features country chapters based on the "Youth civic participation and involvement in the community life" primary research and secondary research of rural youth integration national policies and strategies, prior research findings on the status quo of rural youth, etc. The results have been summarized in 15-20 page articles covering the situation in each country. The Handbook has been written in English and, consecutively, translated into Russian. However, APY has also translated it into Armenian to ensure a wider reach in the regions of the country.



Activity 5- Mainstreaming of the project findings and advocacy

The "Rural Youth Integration Handbook" as well as the "Recommendations promoting youth participation and inclusion in EaP countries" has been shared with the relevant youth Ministries in Armenia, Moldova and Ukraine. Armenian Progressive Youth NGO team has had a separate meeting with the head of the Youth Policy Department of RA Ministry of Sport and Youth Affairs (Mrs. Tamara Torosyan) to discuss the transfer of the developed recommendations into the RA State Youth Strategy. Additionally, we have presented the document in the State Youth Policy development consultation meetings and in the Eastern Partnership Civil Society Forum 2017.

The project target group has been actively involved in the all the stages of project design, delivery, evaluation and follow-up. Our decisions regarding the educational units for the trainings were informed by the answers provided by youth in the needs assessment questionnaire.

Youth workers, youth leaders and regional youth have exchanged on the topics of local and regional significance, drafted recommendations based on their experience and networked for establishment of collaboration projects.

Project outputs

Output 1

Need assessment questionnaire

Armenian Progressive Youth NGO took a lead for the needs assessment questionnaire development process. The project team had several Skype meetings where the coordinators brainstormed over the aims of the questionnaire, its design and content. The original was developed in English, later it was adapted it to the local contexts and translated into all 3 country languages so that youth can easily fill it out.

Output 2

Youth capacity development and employability enhancement training curriculum

Based on the results of the above mentioned needs assessment questionnaire, a non-formal education, peer learning curriculum for one-day training was created. The curriculum features presentations, individual , pair and team work exercises, case studies, role plays, brainstorming activities and, in built discussions and Q&As .

Output 3

Training materials

For each subject of the workshops were developed separate training materials, including but not limited to the following:

- ppts,
- exercises,



- relevant scenarios,
- handouts,
- checklists,
- guidelines,
- etc.

Output 4

Youth trainings

325 young people from Armenia (123 participants), Moldova (72 participants) and Ukraine (130 participants) received valuable knowledge and honed their skills for finding educational and employment opportunities for better self-realization and self-actualization.

29 youth workers and youth leaders took part in experience exchange and networking forum in Armenia.

Armenia

Project outreach and youth consultation meetings (involving around 500 young people) within the Europe Day celebration events:

- May 12, 2017- Gyumri (Shirak region)
- May 13, 2017- Vanadzor (Lori region)
- May 14, 2017- Dilijan (Tavush region)
- May 19, 2017- Kapan (Syunik region)
- May 20, 2017- Goris (Syunik region)
- May 21, 2017- Yeghegnadzor (Vayots Dzor region)

Output 5

Establishment of local networks of organizations concerned with rural youth activation

Each of the partner organizations has formed a network of supporting organizations, which share their concerns of lack of opportunities for rural youth. These networks keep expanding and giving birth to newer cooperation projects, for instance, Armenian Progressive Youth is expanding the project to all the regions of Armenia, building upon the partnership network and created deliverables.

Output 6

Creation of "Youth civic participation and involvement in the community life" questionnaire

In collaboration with Yerevan State University Center for Gender and Leadership Studies APY has developed the "Youth civic participation and involvement in the community life" questionnaire, which has been translated into Romanian and Ukrainian and digitalized into an online research in all



3 partner countries. The findings on the survey provided invaluable insight into the current state of affairs of the regional (mostly rural) communities of the partner countries. These findings will be informing our decisions regarding our upcoming regional projects to make sure all the offered activities are needs based.

Output 7

International Youth Forum

The forum was organised by partner organizations and hosted by APY in Yerevan, Armenia from September 27-29, 2017. The event pursued the aim of fostering the integration and participation of young people from rural and deprived urban areas through raising awareness on youth participation opportunities. The partners achieved the following results:

- learned about the youth activity and youth policy in the partner countries;
- established new contacts between Armenian, Moldovan and Ukrainian organization presented at the Forum;
- promoted the national youth policy agenda and advocated for synergy of the youth policies within the EaP project partner countries;
- presented examples of youth work best practices, projects, activities that are successfully developed at local and national levels to inspire other members
- contributed to development of the recommendations towards the adoption of the relevant State Youth Strategies.

Output 8

Handbook

A handbook on Inclusion of Youth with fewer opportunities in EaP countries in English and Russian has been developed and published. It features an up to date desk research of the opportunities that rural youth in Armenian, Moldova and Ukraine have and the challenges that they face.

3. Project Impact and evaluation

Please describe the project impact, please refer to the project advocacy plan, if relevant

Please list the impact indicators for evaluation

The project consolidated communication and interaction between the EaP partner countries in the field of empowering youth and building creative means for youth participation in the region. The activities developed under this initiative increased the linkage between the project partners, young professional researchers in the field of youth and education, CSO from the partner countries and



raised on the regional EaP, Advocacy agenda of the stakeholders issue related to inclusion of youth with fewer opportunities in EaP countries.

Below you may find the summary of the project impact in each country:

Armenia

- Number of the participants at the capacity building events: 123 people
- Number of the persons who completed the questionnaire: 206 people
- Training evaluation forms, which were filled out by the participants at the end of each training. The questionnaire asked open ended questions requesting to a. name 3 best things about the training and b. 3 things that have room for improvement, among the close ended questions, as follows:

The information I got about the training beforehand was clear and timely.
I gained knowledge about European educational programs, interviews, writing cv, and writing e-mail.
The training helped me to develop skills to find future employment.
The material was presented well.

The mean for all the close-ended items for all the trainings is 4,45 out of 5, which is an extremely high benchmark and an indication of high level of satisfaction with the delivered content and its mode of delivery.

Moldova

- Number of the participants at the capacity building events: 72 people
- Number of the persons who completed the questionnaire (Moldova -120 persons filled in the on line questionnaire

Ukraine

As mentioned, some of the participants constantly write to us seeking new opportunities and possibilities for personal and community development. We already have provided it to them via means of consultancy and invitation to take part in projects developed by us or our partners.

For main indicator of success at the short-term perspective we take number of participants participated in our events, as well as outreach via FB audience and web-page. As long-term perspective indicator we take into account the changes and development of the project participants and their future roles.

We plan that spread of the guidebook among target audience and its availability on the web-page of the organization will also help to disseminate the project results and create positive impact.



4. Gender mainstreaming

Please describe how gender approach was mainstreamed on the course of project implementation.

During the events organized within the framework of the project and during the selection process of the participants for the Forum the partner organizations encouraged equal chance and access to these opportunities for both male and female participants. Nevertheless, in Moldova, 24 male and 48 female participants took part in the capacity building events and the delegation from Moldova at the youth Forum was formed from 1 male and 6 female members. In Armenia out of 123 training participants we had 89 female and 34 male participants.

5. Visibility and Outreach

Please describe the compliance with the Visibility Guide

Please describe the outreach of the project

The project activities were widely communicated via professional and social media tools. In this external communication effort we respected the rules and requirements of the visibility guide provided by the donor. The proper logos and disclaimer were inserted on all project documents and outputs. Also, all posts on social media were professional approached with relevant tags and hashtags.

Numerous ways for dissemination of activities have been used such as social networks, online media which comprises news reporting websites and websites focused on reporting youth related news and headlines, a digital media publishing platform, live streaming, a short video clip and dissemination of an info leaflet about project activities and results achieved. The info leaflet (Please see Attachment 4) has been sent out to all organizations involved in project activities.

A project-themed logo (please see Attachment 5) has been designed and used in all of the project correspondence, including on the designed Banner (please see Attachment 6) alongside with the logo of Eastern Partnership Civil Society Forum and partner organizations' logos. The created logo has resonated with the project target group and fulfilled its mission of becoming the visual "face" of the project taking a solid place on all visibility materials.

During the project we have provided online photo-streaming of the project activities on our organizations' Facebook pages. A project hashtag "#EverybodyCounts" has been created to keep the posts aligned under the same hashtag enabling other users to find our posts easily.

Before the International Forum local and international media has been informed about the start of the project through our press release.



Several media representative have been invited by our PR manager to cover the activities of the project. The project has been covered by several national and international media outlets, the list below includes some of the most significant media coverage posts of the projects:

- A video clip prepared by APY: <http://bit.ly/2jVPue7>
- An article covering the project published on APY website: <http://bit.ly/2j5ahul>
- An article by YOUTH EVENTS HOLDING CENTER State Non-Profit Organization (SNPO): <http://bit.ly/2zePcHe>
- An article by Ukraine Ministry of Youth and Sports: <http://bit.ly/2Cyte1l>
- An article on Disability Info: <http://bit.ly/2ARG2D3>
- An article on News.am e-newspaper: <http://bit.ly/2yFgT8y>
- An article on Yerkir Media TV channels website: <http://bit.ly/2j6rwf2>
- An article on Krupnews media website: <http://bit.ly/2Brltge>

Armenia

The project outreach campaign involved contacting over 50 regional CSOs in Armenia and making agreements with around 20 NGOs and foundations for sharing the announcements for the trainings and hosting the trainings at their offices free of charge. 80 people attended the Public Event organized during the International Youth Forum in Armenia (Invitation package, including the "Everybody Counts Project Introduction", "Forum Agenda" and "Invitation Letter" is available in Attachment 3).

Moldova

The project activities reached out youth groups and network that correspond to the project target group, in this regard the project message was reshaped and translated in a very user friendly manner. The lead applicant developed a project logo, which we always use and promote, in order to build the image of the project. Also, within the implementation process of the project in Moldova we encourage young people that attended the project activities to share their experience and write posts, articles in their web resource about experience of attending the events (*please see attached to the report print screens of the relevant articles*).

Ukraine

We tried to ensure the maximum visibility and exposure of the project by using tools of social media – the main source of communication of our target audience. For example, we have created and constantly shared a page about the project:

<http://www.sii.org.ua/uk/portfolio/everybody-counts/>

Moreover, while conducting all questionnaires and project activities we proceeded them while with mentioning of donors and partners. According to our statistics we targeted 270 participants within our trainings and nearly 1000 participants within later outreach.

Posts in FB and other social media gathered more than 28000 reviews.



6. Relevance for EaP CSF

Please mention here how you consulted/involved/shared the project output/s with the relevant EaP CSF Working Groups and National Platforms or with EaP CSF Secretariat, if relevant.

Armenia

In May 2017 Armenian Progressive Youth NGO has made a presentation of the project at the Eastern Partnership Civil Society Forum Armenian National Platform's meeting. Following the presentation the members of the fourth working group of the national platform were asked for feedback regarding the project framework, selected venues, methodology, etc. Their feedback served as important guideline when selecting the venues for the project trainings.

Moldova

As regional partner in Moldova, Foundation for Advancement developed the training program in partnership with Youth Banks Network, managed by the East Europe Foundation. Both organization are members of the Moldovan NP of the EaP CSF and managed to create synergy of efforts in multiplying the project results by extending the geographical area covered within the training program. This partnership brought added value to the general visibility of the project and build internal cooperation of the WG 4 at the national level.

7. Project Sustainability Outlook

The project managed to create strong and multi-faceted international and national networks of youth organizations which aim at rural youth empowerment. The established networks have led to experience and expertise exchange and creation to follow-up collaboration projects. For APY, the current project served as a pilot for a wider, larger and a more long term rural youth empowerment project called "Youth EN.P.ACT Lab" which we will implement during the upcoming year. The created methodology and articles are readily available for nay organizations or teams interested rural youth in the EaP region making the project impact sustained well beyond its closure.

8. Attachments (if relevant)

- Attachment 1- Questionnaires
- Attachment 2- Recommendations
- Attachment 3- Invitation package for Public Event organized within the framework of the "International Youth Forum" (includes the "Everybody Counts Project Introduction", "Forum Agenda" and "Invitation Letter")
- Attachment 4- Project Leaflet
- Attachment 5- Project Logo
- Attachment 6- Project Banner
- Attachment 7- Project Presentation

