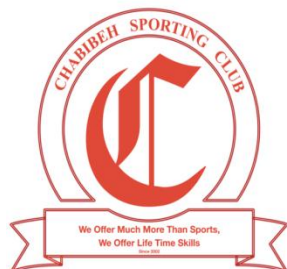


Impact Study 2018

Celebrating 10 Years of Euro-Mediterranean Cooperation

Analyzing the Impact
on the Personal and Professional Development
of Participants
at Erasmus Plus/Youth in Action/Euromed projects
through “*Chabibeh Sporting Club*”
From 2008 till 2017



Background Information

In 2008, “*Chabibeh Sporting Club*” had the chance to take part in a Euromed Conference in Paris, organized by SALTO Youth Euromed under the Youth in Action program of the EU entitled “Youth Participation in Euromed Context”. This participation had a great impact on the organization since it opened the doors to discovering the field of Youth Work and the first outcome was the creation of the “*Chabibeh Youth Department*”, with a mission to offer opportunities for youth in Lebanon, and an objective of developing their skills and empowering them personally and professionally.

“*Chabibeh Sporting Club*” members were involved since then in many SALTO-Youth Euromed activities (PBA, TOT, Training and Networking) and were able to build sustainable partnerships with many European and Mediterranean organizations. The first Youth in Action project in which “*Chabibeh Sporting Club*” took part in as Lebanese partner was in Spain in 2009, and this was the starting point of projects developed and implemented with the different partner organizations.

Many young people had the chance to travel and to take part in projects (EVS, Youth Exchanges and Training and Networking). These young people at the beginning were Chabibeh members, or volunteers or friends, until the management board decided to open these opportunities for youth from all over the country, by networking and collaborating with other organizations in Lebanon working with or for youth. Throughout this journey, “*Chabibeh Sporting Club*” organized in collaboration with SALTO-Youth Euromed and UNESCO Beirut a study visit in 2015 and the second training of mentors for EVS in 2016, offering many Lebanese organizations the chance to meet European NGOs and to be involved in this program.

What was missing throughout all these years was measuring the impact. Some of the people who travelled and participated in these projects came back and implemented follow up activities at Chabibeh, and/or joined our programs as volunteers or youth workers and are still in contact with the organization. Some also learned new methods and tools that they used in their work.

However, we never measured the impact of this participation on their personal and professional development. Moreover, we noticed that other organizations in Lebanon are also active in this field, but none did a study on the impact of these projects on youth. In 2014, The Euromed Youth program ended and Lebanon did not receive any replacement program from the EU. Youth in Action was integrated in a larger program called Erasmus Plus. Lebanese NGOs cannot apply under these programs but can still be partners in projects. However many still ask “What’s in it for youth?” “Why Non Formal Education?”, “Why Intercultural Learning?”, “Why Youth Participation?”

To answer these questions, this impact study was implemented, proving that Non Formal education’s contribution to Youth Development is as important or maybe more important than Formal Education, and for sure it offers experiences with an impact that lasts a lifetime.

The Study

In September 2017, “*Chabibeh Sporting Club*” Lebanon and “*Nous Organization*” Italy partnered in a EuroMed Exchange Project (EEP) funded by Anna Lindh Foundation through the “Exchange Programme for Intercultural Leadership and Cooperation program”. “*Nous Organization*” Italy selected 2 interns to come to “*Chabibeh Sporting Club*” for one month, and one of the activities the interns supported was the “Impact Study”.

he study targeted the 52 participants, who participated in the projects of “*Chabibeh Sporting Club*” under the Euromed Youth/Youth in Action/Erasmus Plus programs from 2009 till 2017, through an online questionnaire. The questionnaire included 4 sets of questions:

1. Questions related to the participants background
2. Questions about the projects participants took part in through Euromed Youth/Youth in Action/Erasmus Plus
3. Questions about the impact of these projects on the participants personal and professional development
4. Questions related to the participants’ relationship with “*Chabibeh Sporting Club*”

The survey was designed online using “Jotform” and sent to the 52 participants by email. 44 responded making the response rate 84.6% .

The survey was followed by a Focus Group session with a selected group of participants, to investigate deeper the competences they developed by using the Youth Pass model.

This publication includes the results of both the online survey and the focus group session.

The Study was done by *Lama Zeinoun Tabet*, Projects Coordinator and Head of Youth Department at “*Chabibeh Sporting Club*”, and Trainer and expert in Non Formal Education.



“Youth Participation in Euromed Context” 12 to 16 November 2008 Paris by SALTO Youth Euromed
“*Chabibeh Sporting Club*” first participation in a Euro Med activity

Where did the participants go and in what type of projects did they participate?

The table below includes the location and types of projects that “*Chabibeh Sporting Club*” participants took part in under the Current Erasmus Plus and previous Youth in Action and Euromed Youth programs. These projects were implemented and hosted by European and Mediterranean organizations that “*Chabibeh Sporting Club*” partnered with, and also include one project applied for and hosted by “*Chabibeh Sporting Club*” in Lebanon. The study does not cover the participation of Chabibeh members at SALTO-Youth Euromed events.

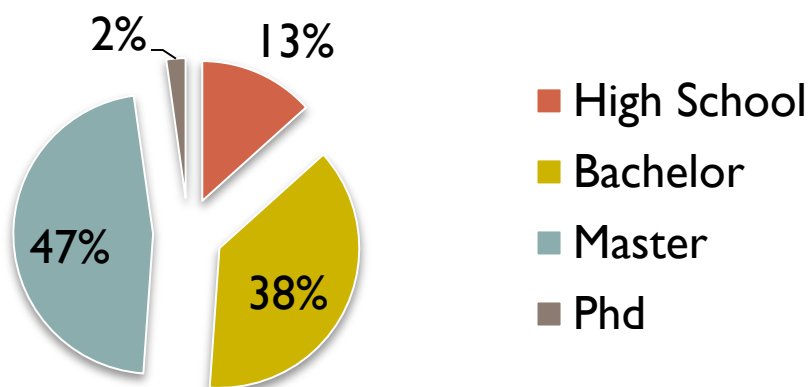
Country	Number of Projects	Training and Networking	Youth Exchanges	European Voluntary Service
Finland	8	1		7
Italy	5	4	1	
Hungary	3	3		
Turkey	3	3		
Georgia	2	2		
Germany	2	2		
Lebanon	2	1		1
Spain	2	1	1	
UK	2	2		
Egypt	1	1		
France	1	1		
Ireland	1	1		
Jordan	1	1		
Latvia	1	1		
Morocco	1		1	
Norway	1			1
TOTAL	36	24	3	9

PARTICIPANTS BACKGROUND

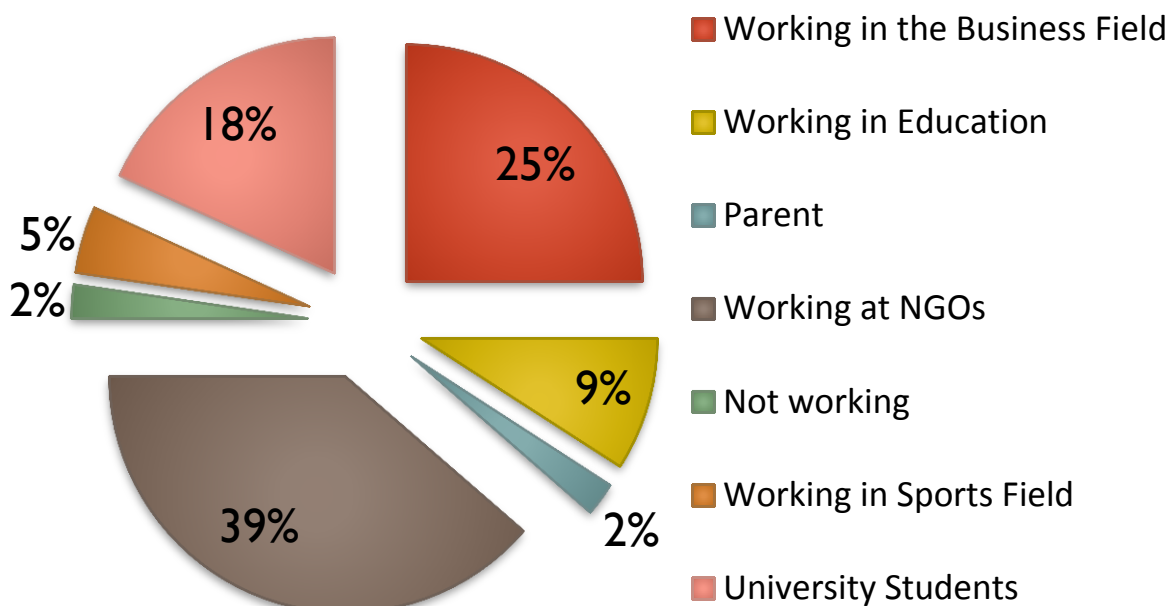
The following section includes the responses to the Questions related to the background of the participants.

GENDER	
Females	Males
46%	55%

Education Level as of date of survey

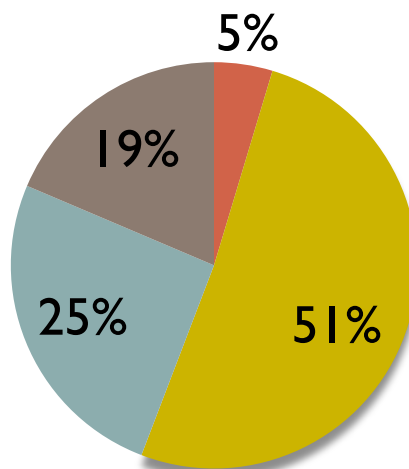


Status as of date of survey



Age at First Project

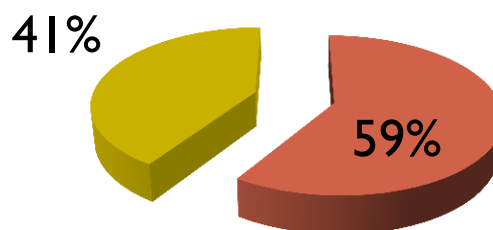
■ 16-17 ■ 18-25 ■ 26-35 ■ 36-50



81% of the participants were below the age of 35, in response to the program main target group which is Youth. As for the 19%, they were mainly “*Chabibeh Sporting Club*” Board members who participated in “Partnership Building” projects and in projects that required strategic decisions, or trainers or team leaders. The 19% also included Educators who participated in projects in order to learn Non Formal Education tools, and to use it later on in the formal education field

Are you a Member/Volunteer in any Association?

■ YES ■ NO



By disaggregating more the results, we see that:

- 41% Answered NO (most of them are employees)
- 32% Answered YES and they are Members or Volunteers at “*Chabibeh Sporting Club*”
- 27% Answered Yes and they are Members or Volunteers in another NGO

This shows that 68% of participants who answered this survey are not members in “*Chabibeh Sporting Club*”, and the reach out strategy that the Management Board decided out succeeded.

PROJECTS INFORMATION

The following section includes the responses to the Set 2 Questions related to the project/s that participants have taken part in and the follow up after the end of the project(s)

In how many Euro-Mediterranean project did you participate through "Chabibeh Sporting Club"?

Nb of Participants	Nb of Projects they each took part in
33	1
3	2
4	3
1	4
1	5
1	8
1	11

Are you still in contact with the other participants (from other countries) in the projects you attended?



The data does not show any relation between age of the participants and the fact that they are still in contact with other participants or not. By analyzing more we saw that the NO answer came from different sources:

1. An EVSer who was the only international participant in the project
2. Participants who had challenging experiences during the project
3. Participants whose contribution to Youth work before and after the project was non-existing or minimal, and their motivation to take part in these projects was never clear
4. Other participants who are active members, volunteers etc... but we do not know why they kept no contact.

However, with 75% answering YES, we can definitely say that these projects have a great impact on relationship building and interpersonal skills.

**Were you satisfied about the quality of the project(s)?
Did you have others expectations?**

- **73% expressed that they were satisfied and some of the comments mentioned were the following:**

“The outstanding part of each project was the nature of human connection. As part of the civic society and the education sector, I consider it as the most essential one. One’s learning is at its best when shared in a healthy environment”

Layal Barbari

“I am satisfied about my experience since it created a very good multinational network “

Maya Jizzini

“The project was really interesting and it gathered people from many backgrounds and with different ideas. Therefore, it nourished the participants and made us realize that being different with different ideas is what makes us interesting and what gives us value. All your experiences and thoughts are valuable and can be used elsewhere in the world”.

Elie Lattouf

“The project was a dream for me ! I am so glad that I had the chance to be part of it ! it was more than wonderful”.

Mireille Chamieh

“It was one of my favorite experiences and helped me interact with other people from other countries”.

Marc Bou Assi

- **17 % Did not reply to this question**
- **10% expressed different opinions between not satisfied or “Yes and No” and some of the comments follow:**

“I was not much satisfied. I wanted more in depth knowledge and expertise on teaching values through sports”

Elissar Doueih

“Some of the projects were so interesting and well organized, others were disappointing...”

Fadi Tabet

“Some projects were more satisfying than the others, and it was directly related to the host organization experience and ability to manage quality projects”

Lama Zeinoun Tabet

“I took part in 3 projects. 2 were excellent but one did not bring any added value and we went back home with nothing new”

Michel Andraos

What was the impact of your participation in these projects on your local community (work, village, area, school, university...)?

Some answers from respondents are shown below

I used the Non Formal Methodology I acquired through the training in my Biology classes at school

“Marie Ammar, Biology Teacher”

I Learned new activities like writing skills that I started to implement at my work and in the village club north Lebanon

“Assala Jawhari, Safe Space Coordinator”

I still use the activities that I learned in the project in my current work

“Weam Khattar, Chief Happiness Officer”

I acquired know how and I use it to attract young people and provide them with the chance to learn about other cultures

“Fadi Tabet, Consultant in Sports Management”

I developed professional skills which I use in my work, specifically related to training and capacity development, as for the community, the impact is directly related to the Youth Program I manage

“Lama Zeinoun Tabet, Consultant in Non Formal Education”

I tried to implement what I have learned in prison with young inmates but could not do that because the prison's administration was not open to the idea

“Elissar Doueihi, Director of Social Affairs Center”

My community involvement in environmental issues increased dramatically

“John Abou Elias, Digital Communication Officer”

I applied a lot of the skills in my work, and in my family

“Mona Salhab, Biology Teacher”

I was able to introduce new ideas and techniques in my voluntary work

“Cynthia Nakhle, Procurement Specialist”

It helped me to develop my communication skills at my work and at university

“Marc Bou Assi, University Student and Employee”

I applied the activities I learned in the school where I teach

“Hassan Ezzedine, PE Teacher”

What was the impact of your participation in these projects on your local community (work, village, area, school, university...)?

Some answers from respondents are shown below

Teaching our community what we have learned through daily actions

“Roland Francawi, University Student”

Working with the kids in my local community

“Joseph Bou Jaoudeh, Information Field Assistant”

Develop my skills and influence others so that they know the importance of non formal education

“Elie Aziz, University Student”

Fadi Tabet at the “Sports and Innovation” New
Pathways for Integration

Training from 22 to 28 November 2009

Sevilla, Spain

Coordinated by ***Associasion Juvenil Gantacala***



Elie Aziz at the “Interculturability” Youth Exchange
from 18 to 30 August 2016

Essaouira, Morocco

Coordinated by ***Esplora Organization Italy***

Jinan Saleh at the “Poke the Globe ” Group EVS
from 3 October to 3 November 2015

Metsakartano, Finland

Coordinated by ***Metsakartano Youth Center***



How would you describe your experience through these projects in
ONE WORD

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Beneficial **Informative**
Long Lasting **Interesting**
Development **Great**
Inspirational **Super**
Special **Expanding**
Unique **Sublime**
Enlightening **Useful**
Transforming **Brilliant**
Valuable
ADDED VALUE **Fruitful**
Life Changing
Enriching **Good**
Unforgettable **Amazing**
Insightful **RICH**
Educational **Extraordinary**

Would you advice someone else to take part in any Euro-Mediterranean project? Why?

43 Yes

1 No

Sure because it's an unlimited experience between humans around the world

Great knowledge. Positive impact

Yes. It is a nice experience and a vast bank of communication and new information coming. Spirit of discussions and the way of communication is always interactive and will always be in my mind. Reflection boosts your personality which will affect no matter what your community via your organization

I would, because it might open their eyes to things they never expected to understand

Yes, they will have a good experience

Yes but not just one project since it has to be diverse in order to enrich our knowledge

Yessss...it is all about Intercultural learning

Yes I do..They give an experience that no other cultural projects would do

Yes, it's good to share experience and information

Yes because it helps you and gives you so much experience and methods that help

Sure, I would advice anyone to live such an amazing experience and add to their knowledge and know more about the world!

Sure. Participation in this kind of projects gives you self confidence, life skills, the ability to accept others, to be open-minded, and to know other cultures ...

Yes, it gives the person vision

Definitely yes, it is a way to integrate with other people, it helps to develop one's social networking skills and lets you accept the others

Yes, I advice people to take part in such projects because it's a wonderful experience on all the levels

For sure, it will be a very good opportunity and even I would like to be part in other projects

Yes, because of the intercultural dimension and the networking opportunities

Definitely, because it is an opportunity to meet people with different perspectives and experiences which may be useful to our local community and our own lives. Also the topics and workshops are so interesting and can be used in our daily lives in our community

Yes; It develops character

Of course, for the amazing experience on the personal and professional levels

Yes, as these opportunities can help in elaborating new personal skills which we try to provide to our volunteers. Mostly we encourage our volunteers to participate in these projects for their personal development and to have an impact on their own community later on.

I already gave advices to many youth to take part in a Euro-Mediterranean project because it will help them to develop their skills especially communication and intercultural skills.

Yes, they can learn a lot either on a personal level or on a community level.

Of course, its an amazing experience that you have to take with you in life

Already did !

Yes of course. Because it will allow them to experience something new and it will open doors for new ideas and it will give them new tools to work with

Of course, it's a one of a kind experience.

Yes, since it helps in developing several hidden skills & work on tasks that will be beneficial later on

Yes. Because it's a one in a lifetime experience.

Of course, amazing experience to meet people from all around the world and to have a purpose from travelling other than vacations and fun



Joe Bou Jaoudeh at the "EVS" Project
from October to December 2015
Kotka, Finland
Coordinated by **City of Kotka Organization**

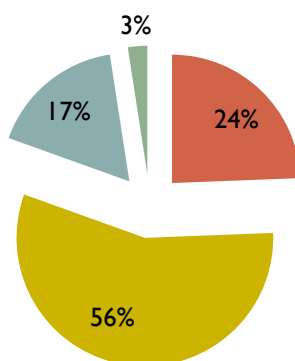
IMPACT ON PERSONAL AND PROFESSIONAL DEVELOPMENT

On a scale from 1 to 5, participants rated how much their participation in these projects contributed to the development of the skills measured in this study:

1 stands for “Very Basic” and 5 stands for “Very Advanced”

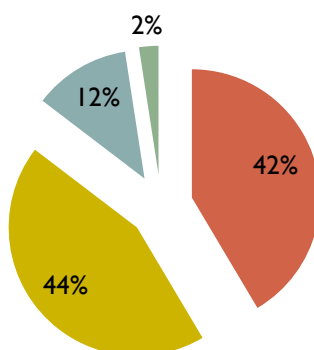
Interpersonal Skills

■ Rate 5 ■ Rate 4 ■ Rate 3 ■ Rate 2 ■ Rate 1



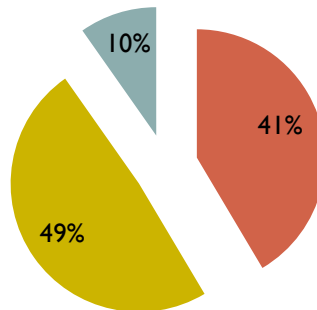
Intercultural Skills

■ Rate 5 ■ Rate 4 ■ Rate 3 ■ Rate 2 ■ Rate 1



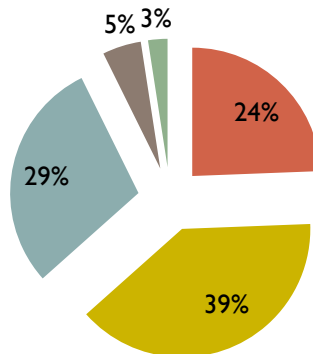
Communication Skills

Rate 5 Rate 4 Rate 3 Rate 2 Rate 1



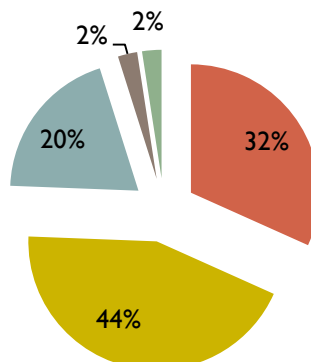
Problem Solving Skills

Rate 5 Rate 4 Rate 3 Rate 2 Rate 1



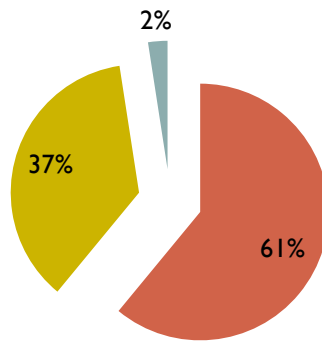
Leadership Skills

Rate 5 Rate 4 Rate 3 Rate 2 Rate 1



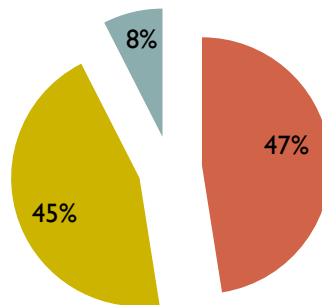
Teamwork Skills

Rate 5 Rate 4 Rate 3 Rate 2 Rate 1



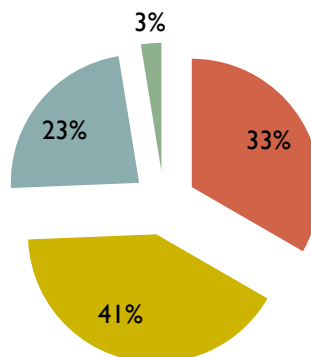
Adaptability

Rate 5 Rate 4 Rate 3 Rate 2 Rate 1



Sense of Initiative

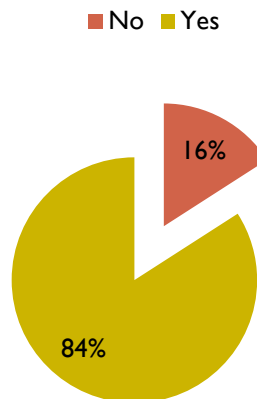
Rate 5 Rate 4 Rate 3 Rate 2 Rate 1



When asked about whether they added this experience to their CV, the responses were as follows:

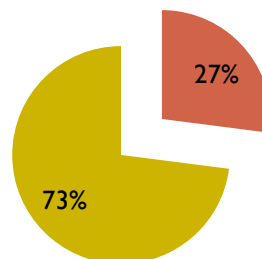
Did you add this Experience(s) to your CV

Jinan Saleh, an EVSer, once used the Youth Pass CV and found it useful. One of her recommendations was modifying the Euro Pass CV to match the job market, and adding a section in the Euro Pass CV about Youth Pass and encouraging youth to use this form when applying for jobs



If yes, were you asked about it during a job interview?

■ No ■ Yes



7 participants did not add this/these experiences on their CVs. By looking deeper into the data, 3 of them also are not in contact anymore with the people they met during the projects, and according to the organization data, these people are not active in youth work, and also do not have any contributions on the social level. Another 3 of them are already settled in their jobs and fall in the 35 + age category, while also 2 are parents with kids and do not work.

As for the participants who added these experiences on their CVs but were not asked about it during a job interview and by looking deeper in the data, we did not find a correlation between the type of jobs they hold and the fact that they were asked about the experience, because their jobs are really varied and from different sectors, education, NGOs, business etc..

However and according to more data collected, 6 out of 10 were not looking for a job during the period between their experience (s) and the study.

Do you consider this experience as an enrichment? Why?

Very, because it opens the vision to other cultures and opens borders between humans

Everyday you learn something new. It builds up your skills: Meeting new people, Growing and having new ideas, Sharing your ideas, Variety of subjects and people with different cultures and mentalities from everywhere

Sure, since they introduce you to other cultures, build team work with others and be creative in some places. Self confidence will improve and communication as well. All these skills help us in life, family, work...

Yes. Meeting with multicultural colleagues brings lots of ideas and sharing

Of course...it was very beautiful concerning the learning, communication, culture, activities, extra curricular activities.....

They were for sure an enrichment since I met new people from different countries who had the same thoughts as I have. I also learned new activities during the project.

Yes a lot. After that, my organization has been introduced to and accredited by Salto for EVS under Erasmus plus.

Yes because I got a lot of experience that we didn't have in Lebanon

Of course it's an enriching experience; getting to know new culture, meeting new people, Overcoming challenges, learning new things... All these created a stronger version of me.

Yes. It was an enriching experience for many reasons:

- 1- Developing my knowledge
- 2- Developing my life skills (teamwork, communication ...)
- 3- Knowing about other cultures
- 4- Making new friends

Yes it allowed me to gain cultural knowledge about the country visited and the people that took part in this project

Yes, because it gave me a good knowledge about myself

Yes of course these experiences are as an enrichment, they give the chance for many young people to discover new cultures and new habits, moreover they enrich their life skills.

On a personal level, these experiences were an eye opener and contributed to changing my mindset and exposing me to different experiences and networking opportunities

Professionally I have developed skills that contributed to shifting my career from the business field to the NGOs field, where I feel that I am contributing.

Do you consider this (these) experience(s) as an enrichment? why?

Every experience is an enrichment by itself and especially if you can use it to the benefit of your community

Of course ; it was a great experience, meeting new people, learning new skills, new culture, learning how to be responsible ! its a great experience

Yes; it increased my understanding of different cultures

Yes mainly for the international networking

Yes , because I did experience things I couldn't have experienced otherwise. I did increase my knowledge, and I did use my knowledge and experience

These experiences are considered as an enrichment from the sharing of ideas, situations, and projects. On the personal level, participants can evolve their personality and learn new skills.

Of course, I consider this experience as an enrichment and I hope one day I will be part of another project

Of course it was a very enriching experience, I was introduced to a lot of new tools and helped build good networking with the new people I met during the projects.

Of course, these are experiences that help you in life, and will always do.

Mainly because of their rarity in my country, I consider myself lucky to have participated in it and am trying to incite others to join and experience what I have experienced abroad as well.

Yes because they allowed us to see and experience new perspectives in life which is essential for moving forward

Of course. I can start with the diversity of cultures you work with and then the importance of the new techniques learned and finally the impact of the subjects handled during the training.

Yes, since it enhanced the experience that I had working with children, which is essential to be able to work with the children in my community



Alain Saade, Samir Zeinoun and Samer Allam

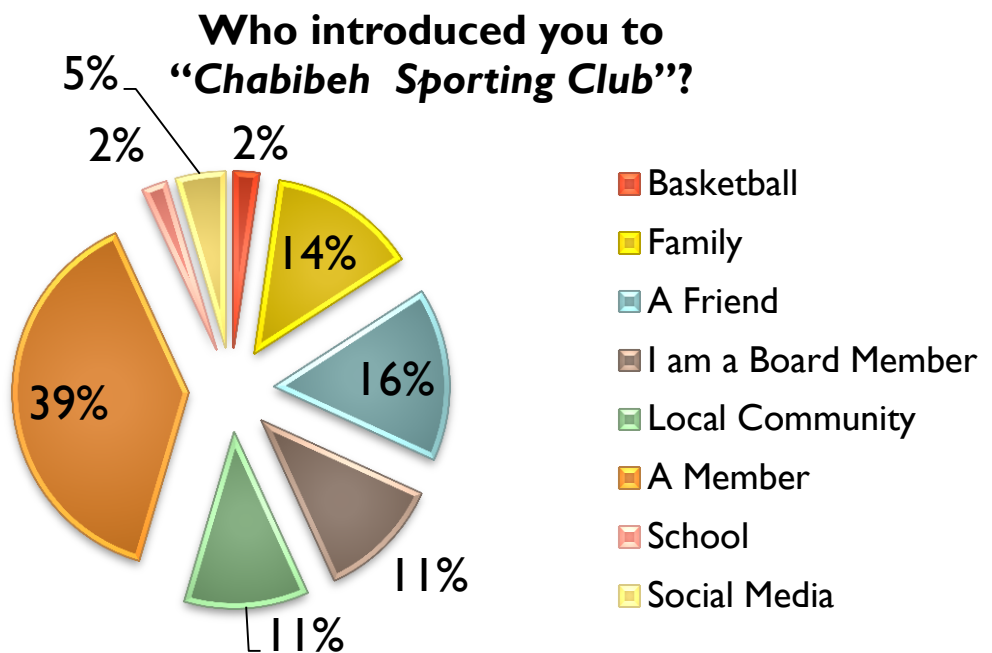
at the "Plus One" Training

from 6 to 13 August 2017

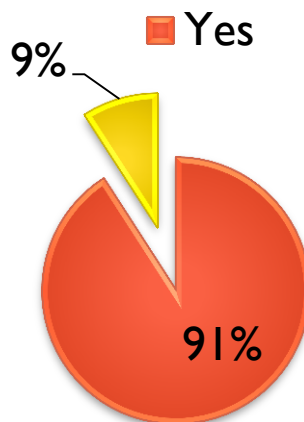
Pilismarót, Hungary

Coordinated by **Foundation for Conscious Youth**

RELATIONSHIP WITH “CHABIBEH SPORTING CLUB”



Are you still in Contact with “Chabibeh Sporting Club”?



As part of “Chabibeh Sporting Club” networking strategy, keeping contact with participants in overseas projects is very important. In addition to the organization members who participated in these projects, some participants joined our youth programs directly by taking roles in it, or indirectly by supporting us with ideas, opportunities and contacts. In addition to others with whom we exchange invitations to events, and opportunities of participation in events and trainings.

Did you implement any follow up activity at “Chabibeh Sporting Club” after the project(s)?

Follow up activities at Chabibeh



Examples of Activities done at Chabibeh Club following the participation at the Erasmus Plus/Youth in Action/Euromed Youth projects

Workshops for Youth through the “Chabibeh Sporting Club” Program “Youth for Change”

Life skills through sports for the S4D project at “Chabibeh Sporting Club”

Mothers Day celebration at “Chabibeh Sporting Club”

Team Building and Energizers for the “Chabibeh Sporting Club” Youth

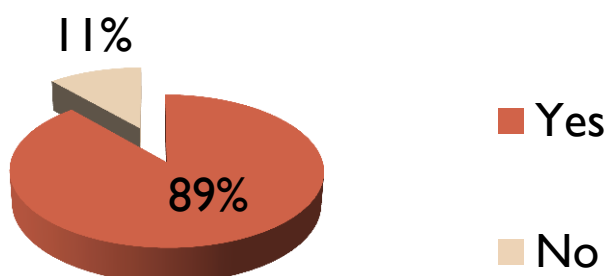
Design and implementation of a Youth Program at “Chabibeh Sporting Club”

Sessions to share what we learned with “Chabibeh Sporting Club” members

Designing and implementing a program with “Chabibeh Sporting Club” , targeting school students, writing proposals and supporting the youth program

The study revealed that “Chabibeh Sporting Club” has a weakness in this regard. The weakness lies in the lack of a follow up system within the organization, to ensure that Follow Up activities are being planned and implemented. Many participants revealed that they had ideas but did not know how to proceed in order to implement it.

Willingness to join “Chabibeh Sporting Club” Youth Program



FOCUS GROUP SESSION at “Chabibeh Sporting Club”

On 8 June 2018, 7 participants were invited to join a Focus Group session to reflect more on the competences they gained through these projects and its transferability. 6 of them took part in Erasmus Plus projects through “Chabibeh Sporting Club” and 1 of them was an Italian EVS volunteer hosted in Lebanon.

The group included 3 females and 4 males and their background in the program was as follows:

- 1 Italian EVS volunteer hosted in Lebanon with previous Youth exchange experiences in Europe (Erasmus plus)
- 1 Lebanese who has done a 3 months EVS in Finland (Erasmus plus)
- 1 Lebanese who has done a 1 month Group EVS in Finland (Erasmus plus)
- 1 Lebanese who has taken part in a youth exchange in Morocco under Erasmus plus applied for by an Italian organization (Erasmus plus)
- 1 Lebanese who has taken part in 5 projects, 4 Trainings in Jordan (under the Euromed Youth program), Turkey, Georgia, Hungary (under previous Youth in Action or current Erasmus plus) and 1 Study visit in Russia under Erasmus Plus
- 1 Lebanese who participated in a training in Jordan under the Euromed Youth program
- 1 Lebanese who participate in a PBA in Italy under Erasmus Plus

The Focus group session used the **Youth Pass Model** and started with an introduction and an activity whereby each participant talked about the project(s) they have taken part in. After that they identified competences they have developed through the projects and shared how they transferred these competences to one or more of the following areas:

- Employment
- Further Education
- Entrepreneurship
- Civil Society Engagement
- Other

At the end, each person was asked to select 2 areas and to explain further how these competences were transferred.

Results of the Focus Group session follow.....

What competences have you developed and to which sector have you transferred it?

EMPLOYMENT

Decision Making – Open Mindness – Teaching and Training Skills – Proactivity – Perseverance – Presentation Skills – Self Confidence – Organizational Awareness – Taking Responsibility – Leadership Skills – Focus on achievement – Adaptability – Intercultural Sensitivity – Negotiating – Critical Thinking – Dealing with Change – Flexibility – Networking – Creativity – Giving/Receiving Feedback

CIVIL SOCIETY ENGAGEMENT

Networking – Openness for Learning – Taking responsibility – Motivating Others – Adaptability – Negotiation – Teamwork – Focus on achievement – Self Awareness – Leadership Skills – Open Mindness – Developing Others – Self Confidence – Decision Making – Intercultural Sensitivity - Negotiation

FURTHER EDUCATION

Managing Own Learning – Openness for Learning – Artistic Expression – Intercultural Sensitivity – Open Mindness – Dealing with Change – Proactivity – Teaching/Training Skills – Focus on achievement

OTHER AREAS

Accurate Self Assessment – Taking responsibility – Ideation – Adaptability – Dealing with Change – Relationship Building – Open Mindness – Creativity – Motivating Others – Self Awareness

ENTREPRENEURSHIP

Creativity

**AND THE WINNER IS
EMPLOYMENT
&
CIVIL SOCIETY ENGAGEMENT**

The Focus Group session activity revealed that the competences were largely and mostly transferred to the Employment and the Civil Society Engagement sectors and during the discussions, participants revealed that they have realized this after they took part in the project (s) and mostly this becomes clearer when engaged in self-reflection exercises about competences.

6 from the 7 participants have filled the Youth Pass using the competences model, but they all confessed that it was not easy and that instructions should be simplified.

All participants have mentioned the Youth Pass in their CVs. None was asked about it as per se, rather 6 out of 7 have been asked by interviewers about the experience itself.

Joseph Abou Jaoudeh haven taken part in a 3 months EVS in Finland. After he came back he applied for a job at an International Organization. Joseph shared with us how anxious he was before and at the beginning of the interview and how nervous he was. However when the interviewer asked him about the EVS project, he felt much more at ease, and started sharing this experience in a very confident way and started to lead the conversation especially when the interviewer wanted to know more about this experience.

Jinan Saleh took part in a 1 month group EVS in Finland and she said that when she moved to Spain for her masters degree, after the EVS project, she was so proud of the experience she had in Finland and she also noticed that she knew much more about Erasmus plus than the other European young people with her at university.

Fabrizia Complone is doing her EVS project currently in Lebanon. Fabrizia is from Italy and she said that sometimes she does not realize what she has learned in these projects until family or friends ask her about these experiences and she starts to explain, the she realizes how much she has developed.

Elie Aziz participated in a Youth Exchange in Morocco. Currently a university student in Lebanon, Elie expressed how much this experience made his realize the stigma he has been living in and the traditional mindset of people around him. After coming back he felt he was different and he wants to change others, and when he talks about this experience with others, he feels how much they want to hear what he is sharing.

Mohamad Hamdan confessed that the Mohamad before this experience is different than the Mohamad after this experience. What changed for him was the mindset and perception of things.



Enhancing my **organizational skills and awareness** is indeed one of the most important competences I gained over the past three years of participation in more than 8 different projects under Erasmus Plus. Also being an EVS Responsible of Projects for 3 years gave me the chance to more organization of documents, files and actions which lead to more organization of thoughts and **critical thinking**.

Salha Nasser – Haya Bina

I took a risk in going alone to a place where I do not know anyone. But in Jordan and after my arrival, I met so many new people from different countries and I **built relationships** with them. I experienced being a team leader during the exchange. After I came back to Lebanon, I stayed in contact with most of them and we are still talking about and discussing ideas for collaboration. I developed **Networking skills** which I am using now to network with other organizations in Lebanon.

Mohammad Hamdan -



Rose Abou Elias and John Abou Elias
at the "Walk Towards Inclusion" Training
from 11 to 21 July 2017
Atskuri, Georgia
Coordinated by **A Net Youth, Sweden**

Conclusion and Recommendations

It is clear that participation in projects under the current Erasmus Plus and previous Youth in Action/Euromed Youth programs has a large impact on participants. Even challenging experiences are seen as learning opportunities. However, a very important aspect has to be considered here. If participants are not offered the opportunity to reflect on their learning process, it will be hard to self recognize the skills acquired, and therefore harder to express and expose the competences developed in the social, professional or personal environment. Here lies the importance of Reflection and Evaluation tools, like the **Youth Pass**.

Not all organizations invest time and effort, during the project or after it, with participants in order to reflect on and validate the competences developed. Also not all organizations involve participants in follow up activities and restrict the youth participation to the duration of the exchange activity abroad. Participants in any Capacity Development activity need at least 5 to 6 months after the activity to start realizing the impact it had on them.

My recommendations for “*Chabibeh Sporting Club*” and for other organizations active in these programs are:

- When outreaching for participants, use a call that includes an application and a motivation letter
- Send an acceptance letter to the selected participants and prepare an engagement letter to be signed prior to exchange activity
- Always evaluate the participation using different forms (evaluation meeting, questionnaire, focus groups, some directly after the exchange and others after 5 months)
- Encourage youth to include the experience on their CV and support them with that
- Develop a follow up system offering youth the chance to design and implement follow up activities upon their return
- Keep a database and a well maintained information system

“*Chabibeh Sporting Club*” would like to thank all the **Partners** that worked and are still working with us in these projects, for their trust and their continuous relationship. Also “*Chabibeh Sporting Club*” would like to thank all the participants who took time to reply to the Study Questionnaire and to attend the Focus Group Session.

We thank you for your efforts, your contribution and your belief in Youth Work and in Non Formal Education

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