



TABADOL

YOUTH empowerment

through European Citizenship education, mobility and exchange



About us...

Migration_miteinander was founded in April 2017 and foresees activities nation-wide. The association follows three main objectives - always in the intention to strengthen Europe and to raise international understanding:

- ☺ **Empowerment of migrants:** Through orientation programs or advice offers migration_miteinander wants to provide migrants with the necessary information, knowledge and skills for a self-determined life in Europe. This shall make possible a full participation in and contribution to the host society as regards both social and in particular professional integration.
- ☺ **Promotion of a European identity and exchange between European citizens:** Migration_miteinander reacts to the need of European solutions and intra-European solidarity. Mostly young Europeans shall come together and receive the tools to have an impact on their Europe.
- ☺ Lay the foundation for a **positive living together of migrants and host society** based on mutual learning and appreciation: The association will realize different offers to promote exchange and to train both sides for an equal citizenship.

Through our activities, we want to bring together young people in Europe, involving always disadvantaged youth with focus on young refugees and migrants, in order to create a platform of intercultural dialogue and mutual understanding and therefore strengthen their active participation in the creation of a Europe they wish to live in together.

Hence, migration_miteinander organizes and participates in local and transnational projects - both in Germany and Italy - which foster the active exchange and learning together of young people. In the context of Bologna, Italy, we closely work together with our partner Universo, for example we already organized the projects "Bologna Stands" and participated in the project "Young Voices". Both projects aimed to sensitize young people for the potential of diverse societies and for the instruments everyone has to shape an appreciative living together. In the framework of "Young Voices", migration_miteinander was responsible for the organization and implementation of Tama Taman, a 10 days transnational youth exchange which took place in Witten, Germany.

Furthermore, migration_miteinander coordinates for 2 years now the empowerment project ESOP (European Structural Orientation Program for Migrants), one of our main activities. ESOP is an empowerment exchange program for migrants in Italy and EU interns, offering a platform for mutual dialogue and providing the necessary orientation to build up a new life in the European context. The organization of intercultural seminars and simulation games as well as the organization of intercultural events are part of this program.



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As regards the link between Italy and Germany - besides the activities of ESOP and the youth projects we conduct in close cooperation with our partner Universo - migration_miteinander organizes voluntary services for young refugees with Italian protection status in Germany. In order to make these voluntary services possible, we are currently building up and strengthening our network in Germany, mainly in the Ruhr area in North Rhine-Westphalia. Under the project movEurope!, we are therefore currently acquiring voluntary agencies, as well as offering formations and advanced trainings for interested volunteers and social workers who want to become experts in the field of migration and support our mission actively.

Migration_miteinander consists of a team of 12 young motivated members coming from different academic and professional background, but having all of them practical experience in the field of migration. We are currently all working on a voluntary or freelance basis; from November 2018 on, we will create a part-time employment for one of our team members in order to strengthen our activities' quality, consistency and impact.

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1. PROJECT SUMMARY

TABADOL is Arabic and means: exchange.

The current situation in Europe can be characterized by the lack of adequate responses when it comes to shaping a living together and migrants and locals being poorly prepared for this. Mutual exchange, appreciation of the other's cultural background and experiences remain low. The paradigm of the "others" and "us" determines the perception of foreigners. This often leads to the point where migrants are being perceived as a threat instead of as potential active citizens that can enrich European societies. Furthermore, national hosting societies often feel left behind by European decision makers. As a consequence, the idea of a unified European society where everybody takes an active European citizenship gets more and more replaced by nationalistic movements and xenophobia.

At the same time, young refugees lack of information and orientation to build up a self-determined life in Europe, being often pushed into a passive role by the current national and European asylum system. Coming from completely different cultural and historical contexts, sometimes combined with an individual low educational background, most of them have only a rudimentary knowledge of the European Union: its history and mechanisms, the European idea and the opportunities and it offers to its (active) citizens are unknown to a recently arrived refugee. Additionally, many refugees in the EU tend to be rather confronted with the limitations the European framework (keyword: Dublin Regulation, sanctioning of secondary movements) has on their lives. Contribution to the European idea is almost impossible in these conditions.

Youth exchange programs often are not accessible for disadvantaged youth, due to socio-cultural or educational barriers or to financial reasons. Furthermore, many projects try to involve displaced youth, but often carry out a "helpers mentality" where young refugees are "victimized" instead of being empowered. Only a few projects try to create an exchange between young refugees and young locals at eye level.

With TABADOL, we want to get active and create such an exchange platform together with other young people in Europe, in order to actively shape the positive living together of local and migrant populations.

In cooperation with our Italian partner team, our main activity will be to carry out the development, implementation and management of an empowerment exchange program for 30 young refugees in Witten, Germany and Bologna, Italy. Thanks to the transnational approach, we will be able to learn from and support each other during the project development and implementation, which will allow us to achieve important non-formal competences and skills in project management. Thanks to additional trainings and seminars,



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we will become "Facilitators of Intercultural Cohesion" and change-makers promoting active European citizenship among other young Europeans and refugees.

At the same time, we object to develop together with our Italian partner an innovative peer-to-peer training concept, adapted to the needs of the refugees' participants in our local context. Part of this innovative learning will be also a number of e-learning sessions, which will enhance the transnational, active exchange during the project activity and help us to promote a European identity among the target group.

With TABADOL, we follow a holistic and truly European approach, where we want to promote a European identity among the target group and raise awareness on migrants' potential to contribute to European societies as Active Citizens and to propose new forms of involvement thanks to their background.

2. 3 PILLARS of TABADOL

1. YOUTH EMPOWERMENT

There are different levels of YOUTH EMPOWERMENT in TABADOL:

All activities of TABADOL are based on a peer-to-peer learning approach.

We, the youth team members, will develop, implement and evaluate the content for an empowerment exchange program with refugees of our age. Our Italian partners are implementing ESOP (European Structural Orientation Program for Migrants), an empowerment and orientation program for young refugees in Bologna, for more than two years now. Therefore, we will be able to learn from each other's experience. The autonomous work in a multicultural team and on transnational level demands self-reflection, self-initiative and intercultural understanding of each team member. Thanks to our commitment in TABADOL, we will take an active role in the shaping of our living together and we will see the direct results of our work in the different local contexts, which is self-empowering. Our transnational collaboration will attribute a European spirit to our project activities and show us which impact our active (European) citizenship can have on our everyday life. Through the participation in TABADOL we will empower each other to become more active European citizens and take a role of "change-makers", giving an example of good practice to other young people in Europe.

Through the empowerment exchange program, the young refugees will obtain the necessary instruments to live a self-determined, independent life in Europe and take an active role as new citizens in our (European) societies. Completed with the actively shaping role that disadvantaged youth has in the project, the young refugees will leave TABADOL with an enhanced self-esteem and raised awareness of their own capacities and resources.

Furthermore, they will have acquired the knowledge and tools to assume a role of changemakers that promote empowerment and exchange among other young refugees. Hand in hand, the young refugees and us, we will achieve the necessary skills to take an active role in shaping our living together. We will self-empower us through experiencing together the positive impact we can have on our local communities by realizing our own project.



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2. SOCIAL INCLUSION

Through TABADOL, we want to promote SOCIAL INCLUSION of disadvantaged youth - in this case young refugees in Witten and Bologna - and raise awareness on their situation among autochthonous population. Therefore, we involve young people from different social and cultural background, maintaining a gender balanced group of participants and promoting in particular the participation of underprivileged and disadvantaged young people in our activities. In order to bring together local and migrant population and overcome prejudice, we will organize public events and keep some of our activities open to the public in order to involve local youth, with a focus on other young refugees.

3. SOCIAL ENTREPRENEURSHIP

Furthermore, we want to promote social entrepreneurship among young people in Europe. Through trainings and seminars of experts, us and our partner team in Italy will acquire project management skills and important key competences for the work in intercultural contexts and with disadvantaged young people of our age. Through the experience in TABADOL combined with (virtual and physical) training modules on topics such as intercultural communication/ mediation, empowerment strategies, social entrepreneurship and active European citizenship education, we will become in the end of the project "Facilitators of Intercultural Cohesion".

Furthermore, the peer-to-peer experience and the eye-level exchange leads to a durable European support network, encouraging former participants - youth team members as well as young refugees - to use the acquired skills and become social entrepreneurs themselves by developing their own projects. For example, some of the former ESOP participants in Bologna created their own migrant association or developed their own integration project.



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3. WHY is TABADOL INNOVATIVE?

We already organized and participated in international youth exchanges where young people in Europe are brought together in order to exchange and develop ideas on specific topics. However, these youth exchanges often are not accessible for disadvantaged youth, due to socio-cultural or educational barriers or to financial reasons. Furthermore, many projects try to involve displaced youth, but often carry out a “helpers mentality” where young refugees are “victimized” instead of being empowered. Only a few projects try to create an exchange between young refugees and young locals at eye level.

The empowerment program for young refugees organized by our youth team in Germany builds on the previous experience of our Italian partners in the realization of the empowerment program ESOP (see Project Description, Priorities). TABADOL distinguishes from conventional youth exchange programs because

- all project activities will be planned, elaborated, implemented and evaluated by ourselves in cooperation with our Italian partners and then adapted to the individual needs of our target group, the young refugees.
- all our activities follow a peer-to-peer learning approach: we want to learn from each other at eye-level and based on an open dialogue and mutual understanding. Additional knowledge input will be provided to us through trainings and seminars by experts. This additional knowledge will then be shared with the whole group of participants to guarantee an equal flow of knowledge-exchange.
- TABADOL is an empowerment exchange program which attributed young refugees an active role in our society and provides them with the necessary instruments to be able to build up an autonomous life in Europe
- TABADOL has a holistic approach, involving both local and migrant society
- we promote the European approach of such empowerment projects: Through the cooperation and exchange with our Italian partners, we will be able to compare the specific challenges of each local context: different national asylum system and consequently different needs of young refugees; different geographical and socio-cultural context etc. At the same time want to promote active European citizenship among the target group: as young people in Europe, we are all valuable members of European societies and therefore shall learn together to use our individual potentials in order to participate actively in the shaping of our living together, on local and European level.
- we will use innovative e-learning mobilities during the project cycles to enhance our transnational cooperation. For some of the young refugee participants the e-learning sessions will represent the only possibility to get in touch with young people living in other European countries and travel “virtually” to another city in Europe. Therefore, these virtual learning sessions will consist formal (training and seminars by experts) and informal learning parts (virtual city tours, virtual tandem partner session and learning sessions organized by the participants themselves).



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4. PROJECT PARTNERS

For the dissemination and selection of the youth team members and the young refugee participants, we will use our local networks, as well as for the usage of spaces for our project activities.

In Witten, Germany, our local network includes:

- the DRK Kreisverband and the Integrationsagentur Witten. We decided to collaborate with them thanks to their longstanding experiences in Witten and the good connection they have to the asylum seekers of the city. From the beginning on, the DRK Kreisverband and the Integrationsagentur Witten, showed a great interest in the project and high motivation to make their contribution to its successful implementation. Their main responsibility will be the dissemination of the offer to asylum seekers residing in Witten. We will be using some of their spaces for our activities.
- Institut für Waldorfpädagogik Witten-Annen is a partner from past projects, too. It accommodated and offered internships to refugees with an Italian protection status that were prepared and accompanied through our association on their way of legal migration to Germany. We are convinced that their pedagogical approach can bring a great enrichment to the participants of the project and will lead to new processes of self-reflection. The young students of the university will be another source for exchange and discovering new attitudes and life visions. We will be using some of their spaces for our activities.
- Jugendzentrum Famous, which we got to know thanks to a youth exchange we organized 2017 in Witten. They will take a key role in the dissemination process of youth team members and young refugees; furthermore, we will have the possibility to collaborate in the organization of one of our public events.
- local schools, for instance, we already cooperated with the Blote-Vogel School Witten in order to recruit potential participants for a youth exchange in 2017
- The Café “Ort der Begegnung” in Witten will offer an ideal location for a public event on the impact of youth exchanges on social cohesion.
- Finally, we are currently building up an active network of volunteers and volunteer agencies in North Rhine-Westphalia (movEurope! project) to support us in the organization of voluntary services in Germany for young refugees holding a residence permit in Italy. These networks might be involved for specific training units (connection to experts, professional trainers or University professors) or to support us in the implementation of some of our project activities (for example, to accompany the group during an excursion to another city etc).

Thanks to its 15 years activities in the city of Bologna, Universo has a broad network of different partners thanks to 15 years its previously involved different partners for the successful implementation of ESOP. Therefore, our Italian partners will benefit from already existing networks with



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- refugee accommodation centres and hosting centres for displaced youth, such as Villa Aldini, Casa Murri, Casa Birba, Centro Matei etc.
- local associations and social cooperatives active in the field of youth and / or migration, f.ex. Laimomo, Camelot, OpenGroup, Mondo Donna, Società Dolce, CantieriMetici, Avocati di Strada, Centro Pirandello
- public libraries and adult education centres, offering language courses to migrants, such as CPIA Bologna, Sala Borsa, Centro Amilcar Cabral etc.
- cooperation partners who hosted previous activities of Universo, such as Centro Beltrame, Lo Scalo, Associazione GRAF
- the University of Bologna (official agreements) and student organizations
- other migrant organization in Bologna

5. PARTICIPANTS

Target group and recruiting

Our youth team in Germany (migration_miteinander), consisting in 3 team leaders and 5 team members, will conduct two empowerment program cycles for a group of 15 young refugees per cycle in Witten. Parallely, our team partner in Italy will do exactly the same thing in Bologna.

All participants are already in possession of basic English skills as the official communication language of the project will be English. Furthermore, we seek to maintain a gender balance of the group participants. We will specifically promote the participation of underprivileged young people in the program who otherwise would not have the possibility to participate in such an experience, in particular for financial reasons.

For our youth team on German and Italian side, we already have 3 highly motivated team leaders who all have proven experience in project management in intercultural contexts and in the work with (displaced) youth. Since the members of migration_miteinander and Universo are all young people between 18-30 years and come from diverse academic, professional and socio-cultural background, we can ensure a heterogeneous group of young team leaders on both sides.

During the first 2 months of the project, our team leaders in Germany and Italy will disseminate and select 5 youth team members to complete the youth team on both sides.

Our local networks will facilitate the recruiting of potential participants: in Witten, we previously cooperated with the Institute of Waldorf pedagogic, the Blote-Vogel-School, the organization DRK Kreisverband Witten and the Integrationsagentur Witten as well as with University students; in Bologna, Universo will acquire its participants thanks to its solid relationship with the University and public schools, local organizations working in the field of youth and its direct contacts to migrant communities. We especially foster the participation of youth with refugee background in our teams. For the selection of the participants, interviews will be done that will at the same time be a first anamnesis of the candidate's starting position (attitude, cultural sensitivity, English skills, former experience or social engagement in the field of youth work or migration).

Once the final youth teams are set up, we will have the first virtual meeting via video conference with our partner team in Italy. During this meeting, we will amongst other things



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decide together which online communication tool(s) will be used. Each member of the youth team will get an individual account to make sure an all-over and equal participation.

We will determine together specific teamwork strategies, such as one team building activity for the whole group, as well as fixed team meetings once per week and regular feedback sessions. However, following a peer-to-peer approach, each youth team will decide by itself on its internal working organization.

In month five of the project, the dissemination and composition of the refugee participant group will take place. During the preparatory months, we will develop together with our Italian partners a dissemination strategy and a selection procedure. Each youth team will select around 15 young motivated refugee participants. We will benefit from existing local networks and from the additional contacts we could make during the research, i.e. direct contacts to local migrant communities; institutions who work with young refugees.

We will conduct selection interviews with all interested candidates, following the same selection strategy as for the youth team members (attitude, cultural sensitivity, English skills, social engagement, motivation). This initial anamnesis will be the foundation for the final evaluation of the impact that the project had on the participants. This selection phase will as well be important to ensure a gender balance. Above all, when it comes to the group of third country nationals (in our case refugees and asylum seekers), gender balance could not be ensured otherwise because this target group is characterized by a significantly higher share of men. At the same time, these interviews will be realized to ensure a group formation that will lead to an animated and interactive, but at the same time respectful implementation of the project. Fundamental is the appreciation and respect of one's counterpart and every participant's willingness to actively contribute to the project and to get engaged in a process of sensibilization and awareness-rising.

Involvement of young refugees

We will adapt all activities of the empowerment program to the needs of the young refugee participants. We will do so during the first two weeks of the program (month 4 and 9 for the second cycle) by elaborating and determining together with the refugee participants the final activities of the empowerment program. Furthermore, we will organize regular feedback sessions in order to adapt the program continuously to changing needs. As a consequence, refugee participants will benefit directly from the activities and rise their motivation to fully engage in the program, for example, language courses adapted to their level in combination with language tandems will help them to improve their language skills and apply it in practice; or interactive city tours will provide them with a better orientation in the city etc.

Furthermore, mutual learning from one another and continuous exchange in dialogue characterize all activities of TABADOL. Each refugee participant has the opportunity to bring his or her own interests into the program content and thereby gets assigned an active role within the group. This demands self-commitment, but also rises the participant's self-confidence since his personal strengths and skills are evaluated positively by the other participants and the whole group will benefit from his individual contribution.

Through a peer-to-peer approach, we will have the opportunity to get to know each other at eye level. This creates a platform for intercultural understanding and mutual dialogue, based



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on respect and trust. According to our experience, the new social contacts and the feeling of belonging to a group, foster the motivation of young refugees to engage in the activities and to participate effectively in such an empowerment program. By working hand in hand with us, the refugees will become part of the European youth community and feel the impact we can have together in their direct social surroundings. We want young refugees to understand and use their potential in order to become active European citizenship.

Moreover, we will accompany the refugees during and after the empowerment program. One of our main goals is to create a (youth) network which will support the refugee participants also after the participation in TABADOL. In addition, each of our youth team member will take special care for 2-3 refugee participants, that means that within the big group we will form small groups in order to offer individual support during TABADOL's activities. This could be for example individual linguistic support.

By organizing public events together, the young refugees also have the possibility to involve their friends and families. As well will there be program activities which will be opened to interested external participants, such as for example the Exchange forum. The active involvement of their social contacts will have a positive impact on their long-lasting motivation to participate.

At the same time, we want to get well prepared for the work with this vulnerable youth group: during the preparatory phase, we will train each other and get trainings from experts in all relevant program subjects, such as intercultural trainings, legal formation on European asylum right, active European citizenship education etc. All youth team members will participate at a blended learning mobility with the aim to become "Facilitators of intercultural cohesion" (see Learning Teaching Training).

Last but not least, the team leaders of the Italian group will contribute with their previous working experience of ESOP to a positive implementation of TABADOL. This will allow us to prepare in beforehand for risks and challenges which could arise during the implementation of the common project activities with the young refugees, such as intercultural misunderstandings, social exclusion of specific participants, ethnic or intercultural conflicts, mobbing etc.



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6. Project ACTIVITIES

The young refugees will participate at a four months empowerment and orientation program, elaborated and prepared by us, the youth team members and leaders.

During the first week of the program, we will present our planned program content to the refugee participants and discuss them together; consequently, we will adapt them to their specific needs and develop additional activities together, if needed.

Mutual learning from one another and continuous exchange in dialogue characterize all activities of our empowerment program. With the program's activities, we want to create the necessary platform to support and manage mutual dialogue for an appreciative living together. The refugee participants and ourselves, we will both transmit and retain knowledge and skills and exchange on them and discuss them together.

Activity objectives:

(1) provide the young refugees with the necessary instruments for a self-determined life in Europe, i.e. support them to develop relevant and high-quality skills and competences in order to strengthen their active citizenship and become an active role in their integration process. Therefore, we will offer activities adapted to their needs, such as:

- language classes: in both local contexts we will offer lessons of the local language (German / Italian) plus lessons in English, as an important second European language, especially for labour market integration
- introduction to IT
- professional trainings, including CV writing and job interview simulation games, in order to prepare the young refugees for the European labour market. Important part of this activity will be also the comparison of the European labour market with the national labour markets in the respective home countries of the refugee participants.
- legal trainings in order to raise awareness and discuss together the national and European legal framework which predefines our rights both as European citizens and refugees within Europe, such as the current European and national asylum system etc.
- active citizenship education: we will discuss together and compare socio-cultural characteristics and prejudices in our home countries as well as relevant topics for a positive living together.; we will focus here on active European citizenship education, i.e. get to know the EU and its institutions, European youth programs etc.



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(2) Social inclusion and active participation in the integration progress of both hosting society and new citizens:

- Once a week, an Exchange forum will take place: in this activity, all participants are invited to come up with their own ideas, talents and creativity. Individual participants or in groups will offer an activity created by themselves to the rest of the group, such as for example a dancing workshop, theatre play, arts, make music together, presentation of a relevant topic from their home country etc. The Exchange Forum will be opened to the public every two weeks in order to involve local population and get also external inputs.
- Interactive city tours and group excursions in the city and its surroundings. We will organize both “orientation city tours” where we will get to know all everyday-life relevant places in the city, such as poste office, public transport, schools, police stations, sport institutions etc., as well as group excursions to important monuments and natural sites in the region.
- We will organize together intercultural events (intercultural dinners, discussion, dance), bringing together migrants and autochthons, making possible encounters based on mutual respect and interest in getting to know each other. These public events offer us a platform to present our project and its outputs to the public; it will be also a moment for the refugee participants to present themselves to the local society.



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7. PROJECT MANAGEMENT

TABADOL will start on 1st May 2018. In the first week of the project management phase, our 3 team leaders will set up important technical and logistical arrangements with our Italian partners. Therefore, we will have the fully support of our responsible contact persons from migration_miteinander/Universo. We will decide together with our Italian partners on the following points:

Definition of our cooperation and common agreements:

- Establish a responsible contact person for each youth team: this will be an experienced member or the legal representative of migration_miteinander/Universo
- Check again the predefined timeline and make a first draft of the timetable for the first cycle, being the basis for a concrete timetable which we will set up together with the youth team members; set up possible dates for public events; define together the dates for the first physical blended learning mobility which will take place in Italy
- Assign concrete responsibilities of each youth team during the project activities which can be shared in the general organisation, for example responsibility for the organization of each blended learning mobility (virtual and physical); recruiting of external coaches and experts for training seminars (Facilitators of intercultural cohesion)
- Define one accounting manager for each team, who will be responsible to manage and update the budget regularly, supported by an experienced member of migration_miteinander/UNIVERSO
- Technical support of the youth team: each team will have at least one common working computer and a group mobile phone with a team number at their disposal.
- Communication: appoint one leader as main contact person; decide on a communication strategy, i.e. possible team collaboration tools that can be used for both, internal team communication and the active exchange with the partner team; decide on the use of an online cloud to share important project materials and set up a common online calendar. However, we will decide together with the whole youth team on the communication tool and social media we want to use during each project cycle.
- Definition of a dissemination strategy for TABADOL and the promotion of our project activities; ideas for a common symbol / icon for the project; common material to be used to promote our project, for example buttons, posters, visiting cards etc.
- Partners to be involved: present local networking partners to each other and exchange contact lists.
- Logistical organization: each youth team has to ensure the places where regular team meetings and common working sessions can be hold, as well as the spaces we will use for the activities with the refugee group. Make a draft of possible places where the public events can take place in each local context.

Participants:

- Development of an informal “participation agreement” which each participant (youth team and refugee group) should sign



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- Privacy protection of all participants: make sure that each participant involved to any of our activities has signed a privacy protection agreement with migration_miteinander/UNIVERSO
- Insurance: all participants involved will be covered by migration_miteinander and Universo.
- For the selection of the youth team members and refugee participants we will follow the guidelines we set up together on dissemination strategies and selection procedures to guarantee a heterogeneous, gender balanced group, fostering always the participation of disadvantaged youth in our teams and in the refugee group.

Finally, once these arrangements are made, we will sign - in addition to the Erasmus+ mandate - a project cooperation contract for the time of the project activities (15 months), including our common objectives (empowerment of displaced youth; promotion of an active European citizenship; social inclusion) and our working philosophy (peer-to-peer learning; mutual respect and open dialogue; active participation).

Once these preparatory steps are concluded, the team leaders of each group will start with the dissemination and selection of the 3-4 team members (see selection and involvement of participants). Following a peer-to-peer approach, each youth team will decide by itself on its internal working organization, this means that for example the predefined communication strategy will be adapted to the final decision of the youth teams. Thereby, we will make sure equal involvement in all organizational steps based on peer-to-peer learning among all team members.

Our first transnational project mobility will take place during the third month of the project and will be the kick-off meeting of our common project activity.

Management and Time Table:

In cooperation with our Italian partner, our main activity will be to carry out the development, implementation and management of an empowerment exchange program for young refugees in Witten, Germany and Bologna, Italy. We decided to organize two program cycles, each of 4 months, plus one month preparation and one month evaluation. We will be responsible for the entire management of the project (total: 15 months), assuming all important steps: planning, execution, monitoring and evaluation. However, we will have crucial guidance by at least one contact responsible of our association and we will be in continuous exchange with our Italian partners in order to learn from and support each other throughout the project development. TABADOL will be composed by a general planning phase (month 1-3); an implementation phase (month 4-13), which will start with the preparation (month 4) followed by the actual implementation of the empowerment program (1st cycle, month 5-8; 2nd cycle, month 10-13) and one month evaluation afterwards (month 9, 14); and a final evaluation phase (month 14, 15):

Our project will start on 1st of May 2019 with a two weeks intense preparatory phase where our team leaders will come together with our Italian partner - supported by our responsible contact persons of migration_miteinander/Univeso - in order to decide on important administrative and technical arrangements before the actual project activity will start (see: Preparation). Accordingly, we will begin with the dissemination and selection of 5 motivated team members to complete our youth teams on German and Italian side (month 1-2).



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Once our youth team is completed, we will prepare the material and content of the empowerment program for young refugees (month 2-3). A “kick-off training” in project development provided by an expert will help us. Through regular team meetings, we will make sure equal involvement of all team members and continuous improvement of our work through mutual feedback. Our Italian team will follow the same time frame and organizational steps parallelly. To facilitate our collaboration with the Italian group, regular team meetings will take place every 2 weeks via video conference. An e-learning training on “intercultural communication tools” will be provided by an external expert to both our teams during the 3rd months of the project. In the same month, we will have a kick-off meeting with 2 members of the Italian team in Witten.

In month 4, we will carry out a research on the needs of young refugees in Witten and Bologna, which will help us to adapt our prepared content to the needs of the target group. Parallelly to the research, we will start with the dissemination and selection of the young refugees. During this month, we will attend together with our Italian partners our first training to become "Facilitators for intercultural cohesion".

The implementation of the empowerment exchange program for young refugees will take place from month 5-8 (1st cycle) and 10-13 (2nd cycle). The activities we want to carry out together with the refugee participants are all inspired by ESOP activities and based on a peer-to-peer, informal learning approach, however, they will be modified according to the needs of the participants group in the beginning of the program. A timetable will be set up for each cycle (4 months) with daily activities for the whole group: Language courses in the local language (German/Italian) and English courses, combined with regular tandem partner units; basic IT classes; legal formation; professional training (labour market analysis, CV writing, job interview simulations); civic education (European citizenship, intercultural exchange); orientation tours and excursions; Part of the program will also be: An Exchange forum, once per week; every two weeks open to the public: intercultural exchange, platform for discussion and interactive workshops realized by the participants; and Intercultural Events, open to the public: There will be 3 intercultural events (month 6, 9, 14), realized by the whole group (youth team + refugee participants). The first event will be the inauguration of the 1st cycle; the 2nd event will be the closing event of the 1st cycle and the inauguration event of the 2nd cycle; the 3rd event will be the closing party of the 2nd cycle, as well as the final event of TABADOL. With the (intercultural) events, we object to bring together autochthonous and migrant population with a main focus on youth. Part of the program will be short films, testimonies, little performances developed in the Exchange forum, an international buffet. A mid-term evaluation meeting with our Italian partners will take place between the 1st and the 2nd cycle (month 9) in Italy.

By the end of the 2nd cycle, we will start with the final evaluation of the project (13-14). Therefore, a final evaluation meeting with our Italian partners will take place, where we will also discuss future cooperation possibilities.

We are planning 3 Transnational Project Meetings. For the 1st and 2nd meeting, we calculated a duration of 4 days, including 2 travel days. The third meeting will be one day longer (5 days in total), since it will be the final evaluation of the whole project activity.



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Each meeting will be attended by one of our team leaders together with one team member, i.e. 2 young persons from each side.

Transnational Project meetings

The first meeting will take place during the 3rd month of the project, in Witten, Germany, and will be the project's Kick-off meeting. For accommodation, we will collaborate with the Institut für Waldorfpädagogik Witten. The meeting itself will take place in our office in Witten and in the spaces of the Institut für Waldorfpädagogik for outdoor sessions.

This first face-to-face meeting will be crucial for the further development of the empowerment program in both cities and will help us to make a first anamnesis on opportunities, challenges and risks we could encounter during the implementation of the project and in the work with our target group, the young refugees. Therefore, we decided intentionally to have the first project meeting in Witten, so that the Italian partners could experience our local context and consequently give us essential feedback on our further project development by sharing their own experience with us. We will analyse the characteristics and challenges of our local contexts and compare them to each other (i.e. supporting infrastructure in our city, local hosting system for refugees; national asylum system etc.). Furthermore, we will present the already existing material we prepared during the first 2 months of the planning phase and discuss them with each other. The ESOP handbook (English), developed by Universo, will be an additional tool to support our common program planning.

The Italian group will hold an interactive workshop on a relevant topic of their choice for our whole German youth team (for example: Italian asylum system; working with displaced youth in Bologna; challenges of working with youth in an intercultural context etc.).

This first meeting will function as an "ice-breaker", strengthen our transnational cooperation and provide us with new inputs for the upcoming implementation of the program. Finally, we will re-discuss the final common online dissemination strategy of TABADOL we want to use.

The second transnational project meeting will take place after the 1st program cycle in month 9 of the project. During this meeting which will take place in Bologna, Italy, we will have our common project mid-term evaluation. Moreover, this time we will have the chance to get to know the local Italian context and compare it to our own program experience in Witten. We will be hosted by Universo in private accommodations in Bologna.

For the common mid-term evaluation, we will present the results and an internal evaluation of the 1st cycle of the empowerment program in Witten to the Italian team and vice versa. We will show them relevant materials and outputs which illustrate our activities, such as pictures, video clips, songs, newspaper articles etc. The next day, we will summarize our local evaluations and elaborate a general mid-term evaluation. Thereby, we will be able to detect common points on which we want to elaborate together in order to improve and adapt our program for the 2nd cycle.

However, we will not only evaluate the empowerment program itself, but also our transnational cooperation. We will give feedback on the first 6 month of common work, taking into account topics like team communication, equal task sharing, responsibility distribution, individual roles within the team, etc. Accordingly, we will adapt our cooperation strategy for the 2nd cycle.



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Our third meeting will take place in the last month of the project (15) in Witten, Germany. During this meeting, we will have our common Final evaluation. We decided to have this third and final transnational project meeting in Witten because we proposed this transnational initiative to our Italian partners and would like to host them a second time in our city and show them the (positive) impact TABADOL had on the social inclusion of young refugees in our local youth community by getting their direct feedback.

During our meeting, we will present the results and an internal evaluation of the 2nd cycle of the empowerment program in Witten to the Italian team and vice versa. Afterwards, we will compare the implementation of the 1st and 2nd cycle and make a final evaluation of the whole project activity TABADOL. We will have a final feedback session on the outcomes of the project for our teams and for each participant individually. Most important will be the development of future prospects: together, we will decide on future possible cooperation and project ideas.

7. IMPACT of TABADOL

Since we will implement two empowerment programs for two groups of young refugees, we will see the first results after the first cycle, i.e. during the project activities. The results after the first cycle will help us to improve and adapt the empowerment program for the second cycle. However, the content of the second cycle will be adapted to the needs of the participants group, as it was done for the first cycle.

We expect the following results to arise during the project and to be enforced by the end of all project activities:

On our own youth team and our partner team in Italy

- we will be fully trained to be “Facilitators of intercultural cohesion”
- we will have achieved important skills and competences in project development and management; in connection, we will have experienced what social entrepreneurship means and will be able to create own projects
- we will have acquired social key competences, such as intercultural understanding and self-initiative, self-reflection and fair criticism
- we will have adopted / refreshed our knowledge on the European institutions, more precisely we will have gained in-depth knowledge of the European Migration Policies and the European Asylum system
- through the active exchange and the peer-to-peer learning, we will have achieved basic knowledge on the historical, political and socio-cultural background of the young refugee’s home countries;
- the intercultural exchange with other young people in Europe and the young refugees will broaden our horizons and enhance our feeling for a unified Europe; through our common project implementation, we will experience how to become active together with other young people in a transnational context and therefore understand what active European citizenship means; consequently, we will also be able to promote active European citizenship among other young people in Europe, including disadvantaged youth



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- We will have produced a high number of materials for the implementation of empowerment programs for young refugees, which can be used for future projects in different local contexts.
- we will have new professional and academic contacts in the field of international project management, migration and youth work
- by the end of the project, we will have improved our English skills and additionally maybe achieved basic language skills in Italian / German or another European language frequently used during the work with the young refugees, such as for example French.
- We will obtain the Erasmus+ Youth Pass for our successful participation

On young refugee groups

The young refugee participants will be empowered thanks to the necessary knowledge and skills they acquired. Concretely this refers to enhanced Italian and or German language skills, legal knowledge, tools for an active (European) citizenship and for their labour market integration either in Germany, Italy or Europe-wide. These points are completed by skills in project management, the shaping of intercultural conflicts and organizative and communication skills thanks to the different trainings and common organization and implementation of various activities. Completed with the actively shaping role that displaced youth has in the project, the young migrants will leave the project with an enhanced self-esteem and raised awareness of the own capacities and resources, but also of possible opportunities and obstacles in their everyday life in Europe, which will help them to become active citizens in the European context. Finally, they will have acquired the knowledge and tools to assume a role of changemakers for other young refugees. The new (lasting) contacts they made with the local youth will help them to do so.

Each participant will get in the end a certificate of migration_miteinander/Universo for their successful participation.

On both groups together and the autochthonous society

- The peer-to-peer experience and the eye-level exchange leads to a durable European support network
- new friendships and social contacts
- higher awareness in the local society on the situation of young refugees in Europe
- local society including the youth groups and (young) refugees are now better prepared for the shaping of the living together and have gotten to know the advantages of a peer-to-peer exchange
- TABADOL will be an example of good practice for other young people in Europe and thereby will enhance their motivation to become active (European) citizens.



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8. SUSTAINABILITY

Thanks to the peer-to-peer approach, a durable network - on local and European level - will be the result of TABADOL'S activities. By being part of this new (lasting) network, all former participants will be able to support each other in future projects. This network can be also a starting point for new (professional) opportunities, especially for the young refugees. In addition, the concrete acquired skills and competences will help us both, youth team members and young refugees, to have easier access to the European labour market.

Furthermore, there will be an important quantity of written, audio and video material of the project's activities that document its achievements. During the final evaluation period of the project, we will elaborate together with our Italian partner a handbook which summarizes our TABADOL experience, i.e. project management strategies, informal learning methods, achievements, challenges, risks etc. Our collected material and the handbook will be available for other youth initiatives who want to implement TABADOL in their local context.

Since Universo has been implementing ESOP in Bologna for more than 2 years before the implementation of TABADOL, it is very probable that our Italian partners will continue to implement those empowerment programs for young refugees in Bologna.

If the implementation of the empowerment program in Germany will have the same success as on Italian side, we want it to become one of migration_miteinander's main activities in Witten. Thereby, it will become an example of good practices for other local contexts in Germany or in another European country.

Finally, during our final evaluation meeting (month 15), we will decide on future common project-cooperations.

We will be able to assess the success of our project through the following points:

- both cycles of the empowerment program have been accomplished successfully and in time; planned activities have been carried out by all participants together and
- three public events have been organized successfully, with a minimum of 100 participants each
- the budget we calculated for the project was appropriated
- regular participation and constant motivation throughout the whole project cycle, satisfied participants (youth team and young refugees)
- 30 young refugees in Bologna and Witten will be empowered to become active European citizens and build up an autonomous life of their choice in Europe
- we, the 16 young youth team members will be trained and certified "Facilitators of intercultural cohesion" and obtain the Youth Pass
- a (new) durable local and transnational network will be set up
- (positive) feedback through the local organizations and partners we involved in our project activities, outcoming new partnerships and cooperation partners



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Risks & Challenges

For all eventually upcoming risks, we will have the fully support from our responsible contact person of migration_miteinander / Universo and can rely on their long-year experience in project management. They will also support us when it comes to important decision making or legal issues concerning the association, such as insurance for participants or similar.

Concerning the budget, we will distribute clear responsibilities for the budget management and distribution in our team. However, this “accounting responsible” will update his/her team regularly and the budget management should be always transparent to team members. In case of budget delay from part of the funding organization, us and our team partner will have an emergency back-up budget and/or we will support each other mutually.

Another possible risk is that the refugee participants might leave the project earlier or not come regularly to all project activities. This might be due to their personal situation (for example they have to process traumatizing experiences) or because they have other (social) obligations, too (languages courses, professional formations, school, obligatory presence in the accommodation centre etc). In order to prevent those risks, their motivation to get fully involved in the project as well as their availabilities will be checked beforehand in the selection interviews. Taking an active role in the shaping of the project’s structure and activities can be another motivation for the young refugee to get fully involved. Furthermore, we want the empowerment program to be a pleasant experience and no obligation. Therefore, the timetable of TABADOL’s activities will not be too intense and always in accordance with the participants availabilities.

We also need to be careful to maintain the peer-to-peer learning approach we want for the empowerment program. We are aware about the risk of us assuming rather a “helper’s position” instead of getting to know each other at eye level which would put the refugee participants rather in a position of victimhood instead of empowering them. To prevent this, we will be provided trainings and seminars beforehand on youth empowerment strategies and peer-to-peer learning approach. Furthermore, we can count on our responsible contact persons and trainers who will intervene immediately in case of an imbalance of the group.

Our project is based on mutual respect and understanding and based on a peer-to-peer learning approach. We want to learn from and empower each other through active exchange of experience and knowledge. However, there is a risk of intercultural (communication) misunderstandings and issues which could create frustration in the whole team for being a too heterogeneous group. To avoid any conflict in the group, we will carry out appropriate contents that all can contribute to and learn from trainings to help the group to deal with these conflicts in a constructive way. Through competent trainers, we will achieve the necessary instruments to mediate in intercultural (communication) conflicts and to be aware for intercultural misunderstandings. If conflicts arise, we will first try to find a common solutions through open dialogue and mutual understanding. The transnational cooperation with our Italian partners will be sometimes challenging, but also enriching and will be a good first preparation for the work with the young refugees (cultural differences, overbear



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prejudice, communication peculiarities, using English as communication language etc.). However, our responsible contact persons be there for regular monitoring and (if necessary) intervention.