



## Activity Report

# International Seminar on **Needs Assessment in International Voluntary Service Projects as a Social Inclusion Tool for Young Refugees, Migrants and Asylum Seekers**

31 January – 2 February 2022

organised by



With the support of



# Table of Contents

About the International Seminar.....	4
The Programme.....	5
The Participants.....	6
Focusing on Good Practices and Examples of Existing Social Inclusion Projects.....	7
Recent situation on young migrants, refugees and asylum seekers in the country of participants of the seminar .....	7
Resources and Skills that IVS organisation and its youth workers have and need.....	8
Benefits and limitation that IVS organisation has in addressing the integration needs of the YMRAs .....	9
Focusing on Enlarging the Number of Social Inclusion Projects; the Needs and Capacity of the International Voluntary Service Organisation .....	11
How to enlarge the target group .....	12
Who are the possible partners and how to initiate contact with them? .....	14
Focusing on Creating Future Plans and Cooperation .....	14
Evaluation .....	16
Evaluation day 1 .....	16
Evaluation Day 2 .....	17
Evaluation Day 3 .....	19
What went well from the whole seminar: .....	20
What could be improved from the seminar .....	20
What can you take from the seminar? .....	20
The final notes .....	20

# RAISING PEACE

The title 'RAISING PEACE' is rendered in large, blue, distressed block letters. Below the letters, five blue silhouettes of people of various ages and builds are shown holding up the bottom of the letters, suggesting a collective effort to build peace.

organised by



**CCIVS**  
Coordinating Committee for  
International Voluntary Service  
Est. 1948

With the support of



# About the International Seminar

**Coordinating Committee for International Voluntary Service (CCIVS)** extended an invitation for international voluntary service (IVS) organizations and its stakeholders who are working or and interested to organize IVS project on social inclusion to attend a needs assessment seminar on how IVS project enhances the integration of young refugees, migrants and asylum seekers. These online needs assessment aimed to define the needs of international voluntary service organization in working with young refugees, migrants and young refugees so that the voluntary projects are able to enhance the integration of the young refugees, migrants and asylum seekers. Furthermore, it aims also to define the needs of the young refugees, migrants and asylum seekers to get actively involved in international voluntary projects.

The Seminar was originally foreseen to take place in Ukraine, hosted by a member organisation of CCIVS and accompanied with a field visit to the local NGOs in Kiev. However, the COVID19- pandemic continued its negative impact on international mobility and the Seminar was consequently adapted into an online format.

The first online needs assessment seminar was successfully conducted on 7 October 2021 as part of the Service Civic International (SCI)'s Exchange Platform Meeting (EPM) and was able to map resources and skills that IVS organization and their youth workers need to

be able to actively participate in the integration process of young migrants, refugees and asylum seekers. The assessment was also able to analyse how the IVS approach contribute to the integration process including its benefits and limitations.


On 31 January – 2 February 2022, the second online needs assessment seminar took place with the support of the European Youth Foundation of the Council of Europe and it explored further on:

- The needs from the perspective of IVS organizations and young refugees for integration through IVS projects. Some examples of existing projects will be presented to be able to give ideas on how the needs and capacity assessment were conducted, how the contacts were developed and how the projects were tailored.
- Building strategies and recommendation for the IVS organizations to follow in term of enlarging the target group or starting a new IVS project for inclusion.
- Creating future plans and cooperation, expectation and guidelines for the coming events.

## OBJECTIVES

---

1. To explore the needs from the perspective of IVS organization and young refugees for integration through IVS projects.
2. To build strategies and recommendation for the IVS organizations to follow in term of enlarging the target group or starting a new IVS project for social inclusion.
3. To create future plans and cooperation, expectation and guidelines for the coming events.

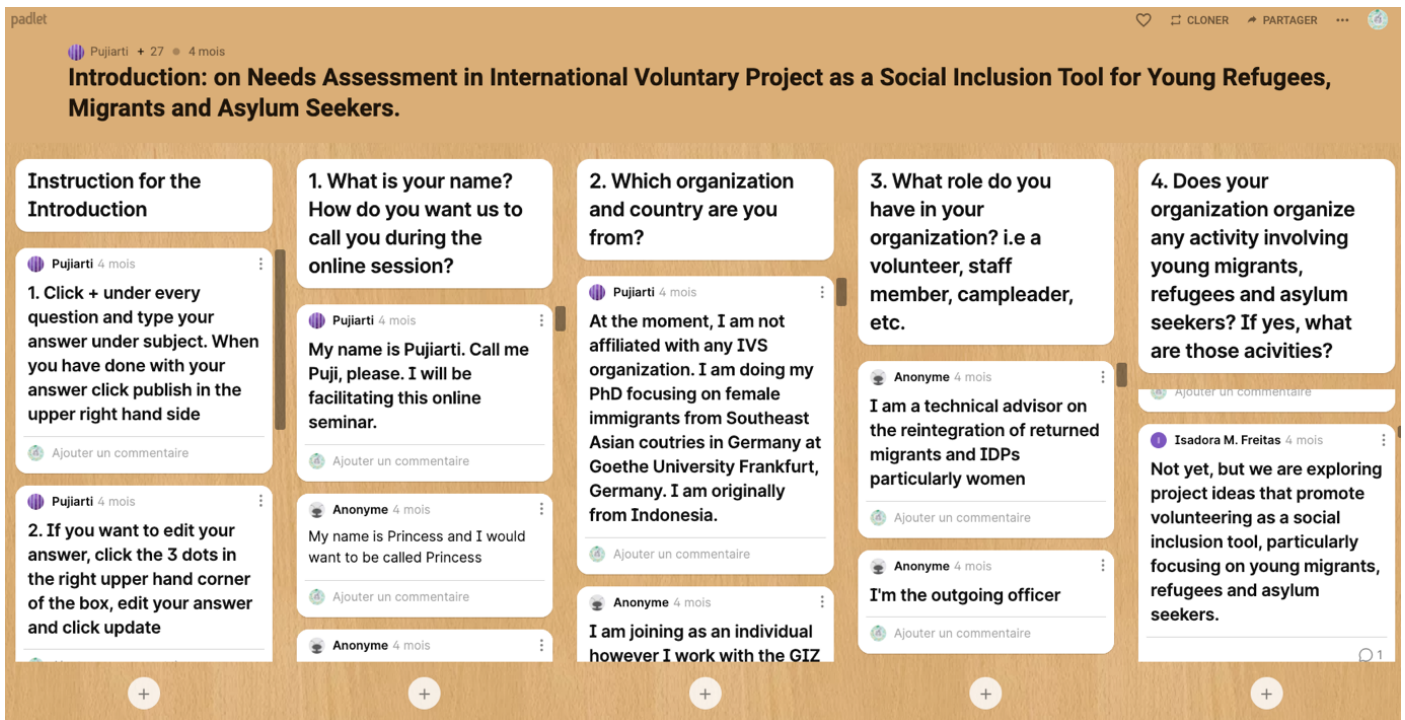


Day 1 31 Jan 2022	13:05-13:00: Welcoming the Participants, short introduction of the funding 13:15-13:05: Review from the first Needs Assessment 14:00-13:15: Presentation of good practice from CBB Belgium 14:45-14:00: Presentation of good practice from Legambiente Italy 14:55-14:45: Reflection and summary 15:00-14:55: Evaluation and Closing
Day 2 1 Feb 2022	13:05-13:00: Welcoming back the participants 13:15-13:05: Summarizing day 1 and evaluation result 13:30-13:15: Current situation on Migrants, Refugees, and Asylum Seekers in the world 14:30-13:30: Speaking about the needs to enlarge the number and the target group of social inclusion project by IVS organisation: Brain Storming 14:45-14:30: Reporting back from each group 14:55-14:45: Summary of the day 15:00-14:55: Evaluation and closing
Day 3 2 Feb 2022	13:10-13:00: Welcoming back the participants, summary from day 2 and evaluation's result. 13:20-13:10: Introduction to Workplan 2022. 13:30-13:20: Creating future plans and cooperation 13:40-13:30: Forming partnership among participants (participants will group themselves based on interest on what project they want to cooperate together). 14:10-13:40: Developing the future projects together (breakout sessions) 14:50-14:10: Presentation of the project's plans. 15:00-14:50: Addressing the needs of the support, closing and evaluation.

# The Participants

The Seminar was facilitated by Pujiarti, former training manager of the US Peace Corps Indonesia and PhD candidate researching gender role attitudes and integration of female immigrants from Southeast Asian countries in Germany.

Name	Country
Ling You	France
Samer Al-Kasih	Jordan
Mari Takalo	Finland
Giorgia Chiocchini	Italy
Gunnur Metan	Turkiye
Inyanya Kubasu	Kenya
Enrique Romeo	Portugal
Marta Alonso Mamolar	España
Isadora Martins De Freitas	Portugal
Wilbert Helsloot	Belgium
Caterina Benvenuto	Italy
Ibiene George	Nigeria
Plamena Hristova Kolarova	Bulgaria
Vantzelina Kita	Luxembourg
Nisrine Motawei	Germany
Ana Gonçalves	Portugal
Gulsevrim Yolbilmez	Turkey
Linus Omondi	Kenya
Muhammad Shafiq Hakimi	Afghanistan
Edward Kaweesa	Uganda
Flora Lopes	Portugal
Hafiz Ahmad Hassan	Italy
Vasiliki Kanellopoulou	Greece
Noemie	Belgium
Valentin	Belgium
Pasquale Longo	Italy
Fabio Brandoni	Italy



## Focusing on Good Practices and Examples of Existing Social Inclusion Projects

The day 1 of the International Seminar On Needs Assessment was focusing on good practices and examples of existing social inclusion projects. Before the presentation from Compagnon Battisseurs Belgium and Legambiente Italy, a quick summary from the first needs assessment seminar conducted in 2021 was given.

The summary from the first needs assessment is summarized below:

### Recent situation on young migrants, refugees and asylum seekers in the country of participants of the seminar

- In Jordan: The situation is pretty bad. The migrants because of war need to pay contribution but they cannot work.
- In Belgium: The 3 regions in Belgium implement different policies on migrants. Integration processes are initiated but seen as not adequate. Most migrants try to connect to outside centre to get integrated. The migrants do not have mobility limit, but they do not have money to leave the centre.
- Finland: During COVID it is difficult to be in touch with the migrants. Many reception centres are closed. KVT places migrants' volunteers to their camps and pays their participation fees.
- In Kenya: many migrants and refugees have been living in refugees' camps for years. There is no trust given to Refugees. Furthermore, they are treated bad by the government and local people.
- Germany: Long term volunteering is very difficult for people without legal documents. Only local volunteering might be possible.
- France: more than half of the refugees living on the street due to the lack of accommodation. Some lived in hostel but they are quite isolated from other people.

## Recent Situation of Young Migrants, Refugees and Asylum Seekers and the Needs for Integration

Jordan: The situation is pretty bad. The migrants because of war need to pay contribution but they can not work.

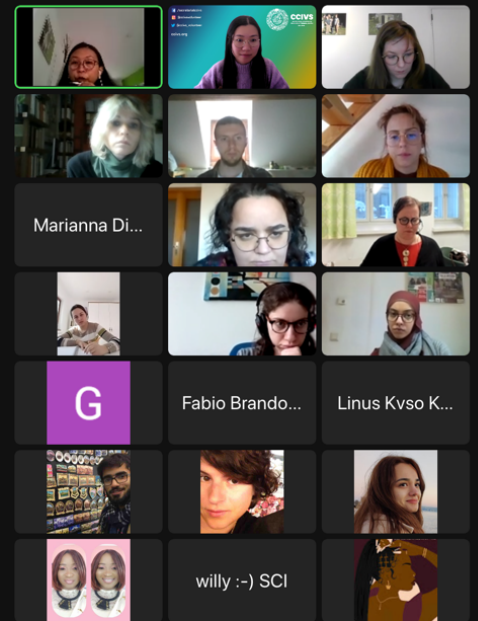
Belgium: The 3 regions in Belgium implement different policies on migrants. Integration processes are initiated but seen as not adequate. Most migrants try to connect to outside centre to get integrated. The migrants do not have mobility limit, but they do not have money to leave the centre.

Finland: During COVID it is difficult to be in touch with the migrants. Many reception centres are closed. KVT places migrants volunteers to their camps and pays their participation fees.

Kenya: Many migrants and refugees have been living in refugees camps for years. There is no trust given to Refugees. Furthermore, they are treated bad by the Government and local people.

Germany: Long term volunteering is very difficult for people without legal documents. Only local volunteering might be possible.

France: more than half of the refugees living on the street due to the lack of accommodation. Some lived in hostel but they are quite isolated from other people.



# Resources and skills that IVS organisation and its youth workers have and need

## Resources

- Dedicated staff and Volunteers
- Dedicated time and energy
- Various activities that migrants, refugees and asylum seekers can be part to; for example: various trainings, capacity building, workcampss, campaigns, volunteer day, etc.
- Local and international networks and supporters

## Skills

- Networking skills, how to contact different stakeholders to get support and work together to create social inclusion projects.
- Fundraising skills, it seems that Europe offers more funding possibilities than other part of the world.
- Organizing skills, how to tailor social inclusion projects meeting the integration needs of the migrants, refugees and asylum seekers.
- Inter-cultural learning skills
- Inter-cultural communication skills
- Continuous supports
- Language skills
- Educational skills
- Coaching and facilitation skills



# Benefits and limitation that IVS organisation has in addressing the integration needs of the YMRAs

## Benefits

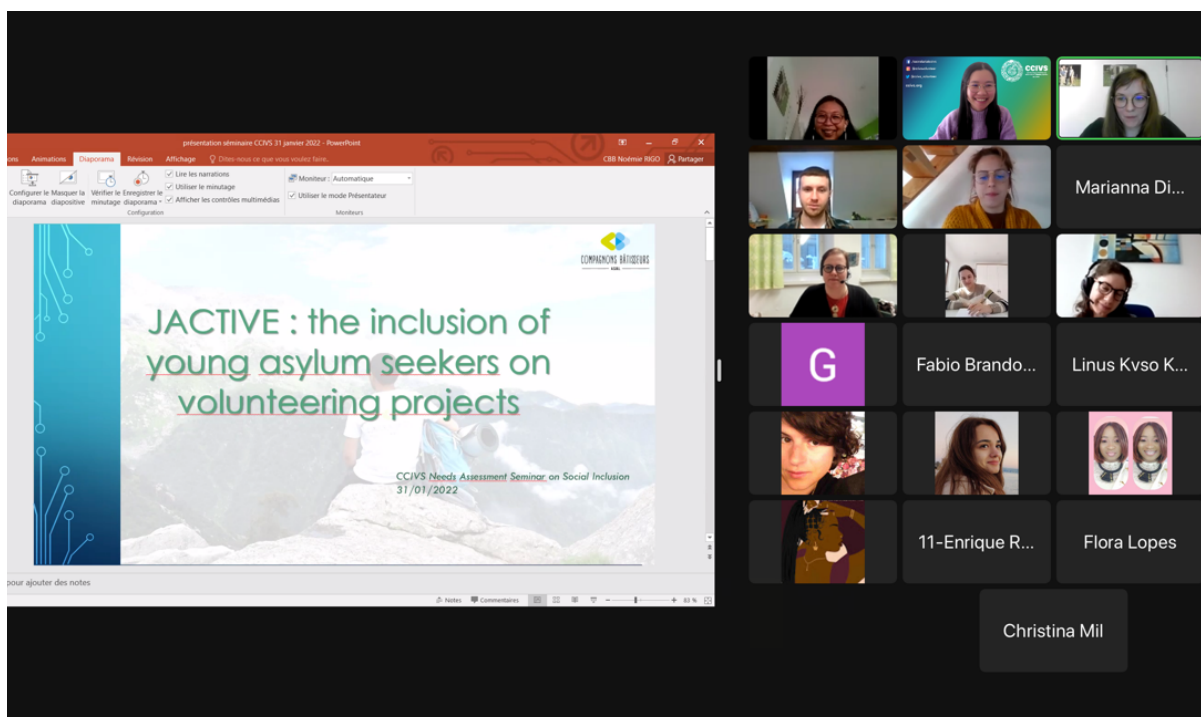
- Improvement of mental health (short term)
- Better inclusion
- Opportunities to share opinions and not answering questions or interview
- Deconstruct stereotypes
- To connect with other people and fulfilling the needs to have peers' friends
- To forget their status, even for a while
- Embracing universal values of volunteering
- Better self-esteem and self-development
- Broadening social network
- Inter-cultural exchanges

## Limitation

- Non-specialized staffs and volunteers
- Mental barriers from the migrants and stereotypical barriers from the societies.
- Financial supports and supports in general
- Lack of trust among stake holders
- Government regulation including visa issues
- Mobility restriction in some countries
- Limited period of the workcamps
- Lack of resources from IVS organisation, i.e dedicated staffs, skills and knowledge, finance, etc.
- Continuous supports
- Language skills
- Educational skills
- Coaching and facilitation skills

After the summary of the last needs assessment was given, Compagnon Battiseurs Belgium (Noemi Rigo and Valentin) and Legambiente (Fabio, Pasquale and Giorgia) presented their projects answering the guiding questions below:

1. How did you identify the needs of the IVS organisation to create a social inclusion project or activity for young migrants, refugees and asylum seekers?
2. What needs are being addressed?
3. What capacity did you have to create and run the social inclusion project/activity?
4. How did you plan the project/activity? What support did you need to run this project/activity?
5. How did you develop the contact with the supporters/stakeholder for your project/activity?
6. What are the outcomes of the project/activity?
7. What are the challenges they have in running the project/activity?



Compagnon Battisseurs Belgium team presented JACTIVE project which is interestingly an inclusion project not inclusively only for YMRAs but for all young people. Number of YMRAs joined their activities especially weekend workcamp. By having YMRAs in their activities, it helps to deconstruct stereotypes and prejudices about YMRAs themselves.

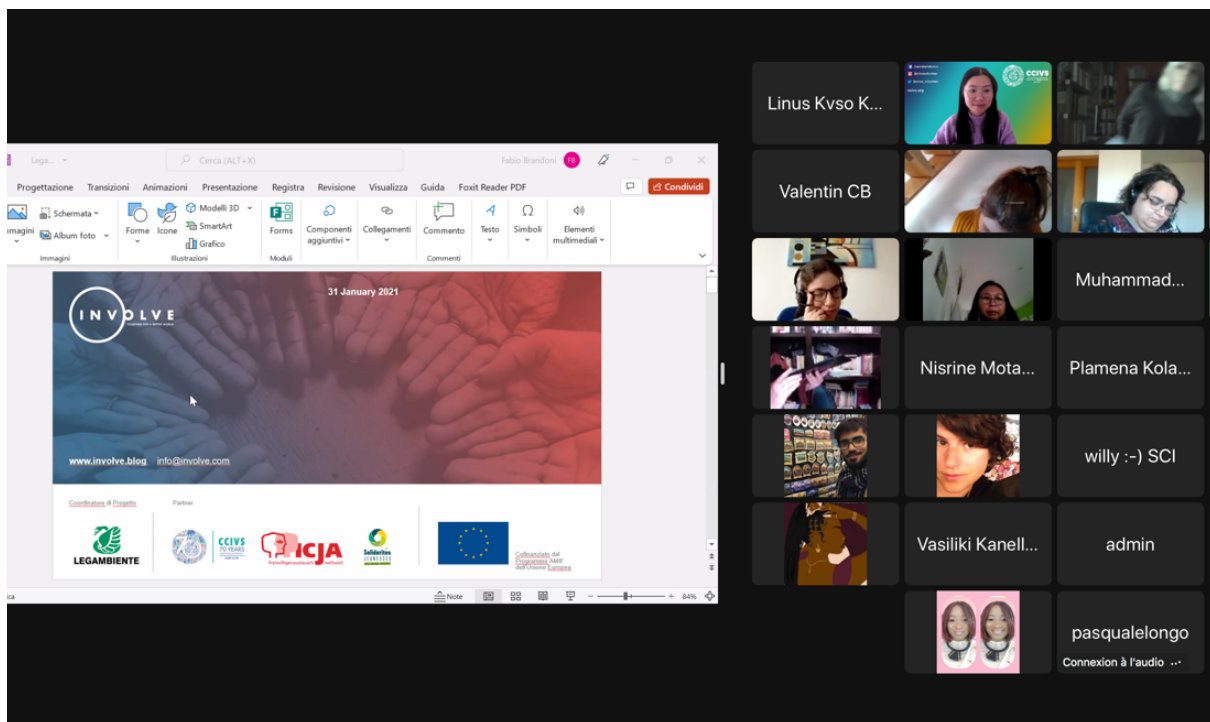
Another opportunity to explore is the use the European Solidarity Corps' (ESC) scheme to involve the YMRAs for activity up to 79 days. Compagnon Battisseurs Belgium has long standing cooperation with asylum seeker's centres in the country and they continue to contact them in organizing the social inclusion projects. They organise workcamp in the reception centres which attracts direct interest from the YMRAs to join with their activities.

Speaking about promoting the activities, they have volunteer in the rural reception centres who by word of mouth promoting the activities. The activities are funded by answering the call from

the Belgian agency for reception of asylum seekers. Because of the funding too Compagnon Battisseurs Belgium is able to hire someone to be in charge for the social inclusion project for YMRAs. They also use some money from the ESC because the budget covers pocket money and implementation money.

Compagnon Battisseurs Belgium develops contact by contacting and contacting all reception centres in the French speaking part of Belgium. After that they develop personal contact with the workers who help them to organise the projects.

The main challenges the Compagnon Battisseurs Belgium team faces is that the YMRAs most of them are in the middle of legal procedure for their status. The changing of the status is unpredictable and it influences the atmosphere and the psychology of the YMRAs. Another challenge is the possible events in the country of origin that influence their families, friends, believe, etc.



Legambiente team presented the Involve project which official has ended in December 2021. Specifically for project in Paestum, with the support of the local government, it continues until present day. The project hosts asylum seekers and it becomes the centre of activity for the asylum seekers, for

example it serves as a meeting point for ex asylum seekers and foreigners to run a language course, meeting with lawyers, etc. More info on <http://www.involve.blog/>

It then followed a Q&A session with other participants.

## Focusing on Enlarging the Number of Social Inclusion Projects; the Needs and Capacity of the International Voluntary Service Organisation

The day 2 of the seminar focused on numbers and how to enlarge the numbers of the target group of the social inclusion programs. The day started with presentation of some statistics on the global migrants, refugees and asylum seekers in the world.

82.4 Million people have been forced to flee their homes

26.4 Million people are refugees, around half of whom are under 18 years old

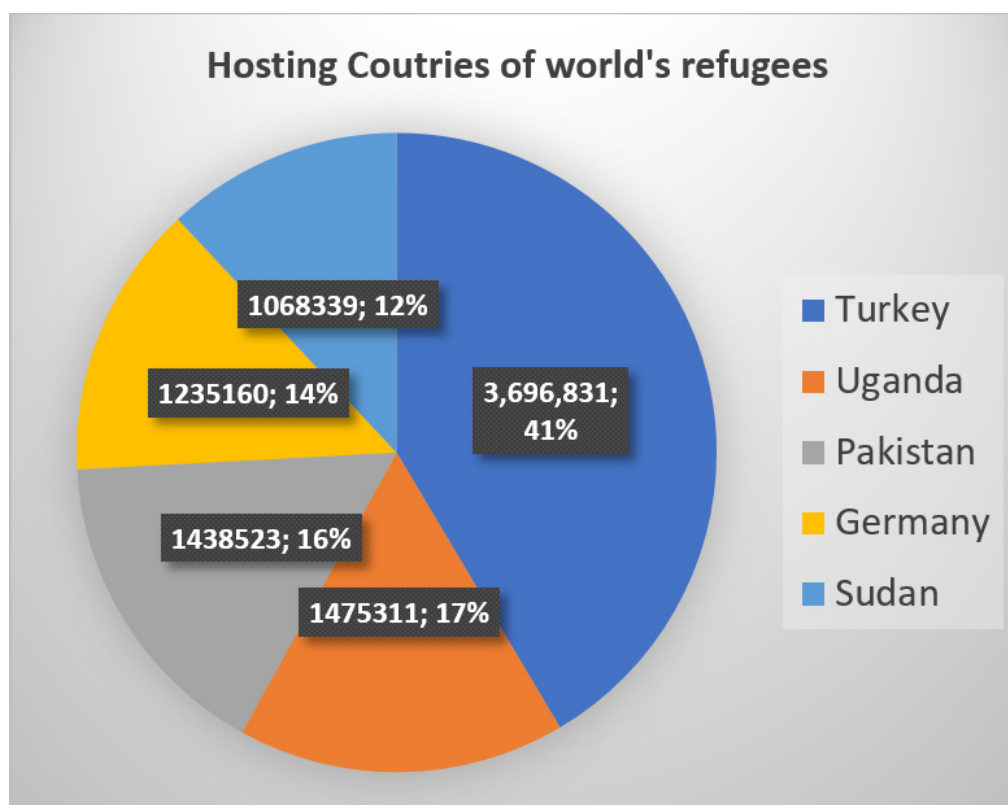
4.1 Million people are asylum seekers

More than 60% of refugees live in the cities and less than on third live in camps

48.0 Million people are internally displaced people

3.5% of the world's population are international migrants

# The 5 largest hosting countries in the world's migrants:



After the warm-up with some important numbers of global migrants, refugees and asylum seekers, the participants conducted the focused group discussion in the break out rooms exchanging how to enlarge the target group, the possible partners and supporters and how to initiate contact and or convince them to support the social inclusion projects.

The results of the discussion can be found as follows:

## How to enlarge the target group

To reach more people out through social media.

- To have projects involving different actors.
- To involve different entities from different field (youth development, environment, etc).
- To build a close relationship with refugees,

migrants and asylum seekers, involving the community for a full integration.

- To use different tools for example music, digital platforms, sports, etc.
- To organise workcamp with the right partners.
- To create synergies (and network) with multiple actors and specifically grassroots organisation in order to reach more people.
- To partner also with larger organisation, such as UNHCR, can help booting the

projects and enlarge the numbers/impacts, for example the Music for Peace project in Kenya that partnered with UNHCR.

- To enhance the visibility of the project through common campaigns.
- To use different activities to attract people to join with our social inclusion project, for example sports, arts, folklore dance, cultural and traditional nights, food, social media campaign, etc.
- To organise focus group discussion with organisation that already work with migrants, refugees and asylum seekers.
- To partner with organisation that are led by people from the target group/minority groups.
- To have other activities, for instance maintenance in the centres for YMRAs in order to create opportunities to engage and present our organisation.
- To capacitating workshops in topics the YMRAs are interested to and this can be also useful for the job market.

- To invite people to go on site to meet with the YMRAs and share activities with them
- In Kenya, the government does not treat the YMRAs well. One of the ideas to enlarge the target number institution working already with the YMRAs.
- To partner with institution that are let by YMRAs themselves. This helps to build a relationship of trust enabling IVS organisation to grow their network.

### Questions to have in account:

1. How to target unaccompanied minors (criminal backgrounds, mental health problems, etc)
2. To know each country's legal frames so that including them in some projects does not come as a disadvantage for them (for example losing financial benefits)
3. To use social media to create awareness of inclusive activities and shine a spotlight on other organisation also working with YMRAs.

The screenshot shows a Padlet board with the title "International Seminar : Enlarging the numbers and Creating Future Cooperation" and subtitle "Day 2 and Day 2". The board is organized into several groups and individual posts.

**Group 1:**

- Reach more people through social media. Have projects involving different actors.
- Isadora M. Freitas 4 mois: Have entities that are from different fields (youth development, environment, etc.)
- Build a close relationship with refugees, migrants, asylum seekers, involving the community for a full integration.
- Tools: - Music

**Group 2:**

- Samer: using different activities to bring people from the refugees to join the activities.
- Tools:
  - Sports
  - Art
  - Folclore dance
  - Cultural and traditional nights
  - Food
  - Social media campaigns
  - Focus group discussions (with organizations that already work with migrants/refugees/asylum seekers and with them)
  - Partner with organizations that are lead by people from the target

**2. Who are the possible partners and stakeholders for social inclusion projects? and how to contact them.**

**Individual:**

- Anonyme 4 mois: JRS and PAR (Portugal)
- Anonyme 4 mois: Organizations that are responsible for their integration

**National institution:**

- International institutions

**Group 1:**

- Community leaders, municipalities, refugee-led organisations, UN agencies...
- Local community, other NGO's, city-council (also for funding)
- Local institution:
  - Anonyme 4 mois: Municipalities and local authorities
  - Anonyme 4 mois: Charity and religious institutions

**Group 2:**

- European Comission
- Samer: local municipalities, charity foundation
- Is money enough?
  - Funding
  - Context (legal too)
  - Relationships
  - Expertise (teachers, mental health professionals, recruitment officers,...)

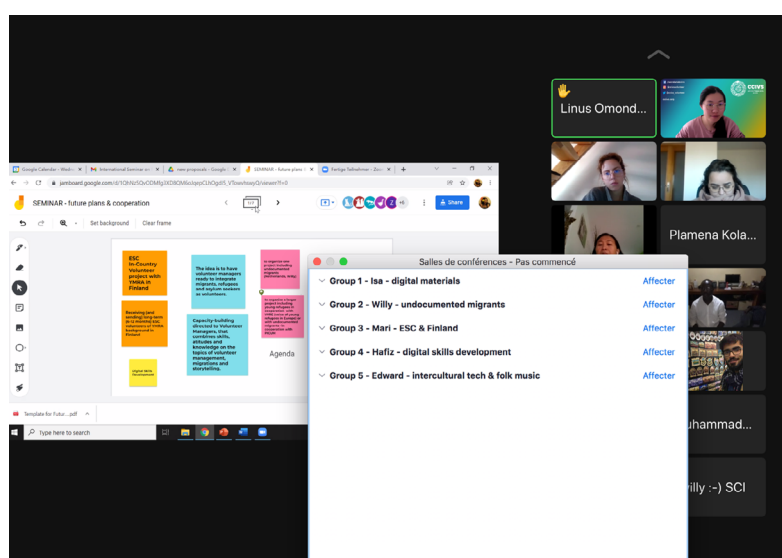
# Who are the possible partners and how to initiate contact with them?

The day 2 of the seminar focused on numbers and how to enlarge the numbers of the target group of the social inclusion programs. The day started with presentation of some statistics on the global migrants, refugees and asylum seekers in the world.

- Community leaders, municipalities, refugee-led organisations, UN agencies... Local community, other NGO's, city-council (also for funding)
- Private sectors
- Be attentive to funding opportunities; find partners that have access to less accessible funding opportunities (for your NGO).
- Use study-sessions (also online).
- Municipalities and Local authorities
- Charity and religious organisation
- JRS and PAR (Portugal) national institution in Portugal
- Organisations that are responsible for their integration
- European commission
- National Red Cross
- Embassies
- UNHCR
- Private companies that can offer job opportunities to the YMRAs
- Language schools to certify their language acquisition
- Fundraising door to door
- Mental health professional
- Educational institution providing courses for YMRAs
- Funding
- Context (legal too)
- Relationships
- Expertise (teachers, mental health professionals, recruitment officers, ect...)

## Focusing on Creating Future Plans and Cooperation

Day 3, focusing on creating the future plans and cooperation on social inclusion project, was started with the introduction of CCIVS' Work Plan 2022 co-financed with the EYF. Ling You from CCIVS introduced the series of activities under the Living Earth Campaign that CCIVS has launched at the end of 2021 and the new Work Plan 2022.





After the introduction of the Work Plan 2022, the participants worked individually on ideas and thoughts on future plans. Then, they were given time to post their ideas and briefly shared their ideas so that other people with the same interest and ideas would be able to form groups and discuss possible future plans and cooperation.

From this session, there were five groups formed for this session with the following ideas:

**Group 1:** Digital materials for managers; the idea is to have volunteer managers ready to integrate migrants, refugees, asylum seekers as volunteers. The materials can be used to do a capacity building for the managers that combines knowledge, skills and attitudes on the topic of volunteer management, migration and storytelling.

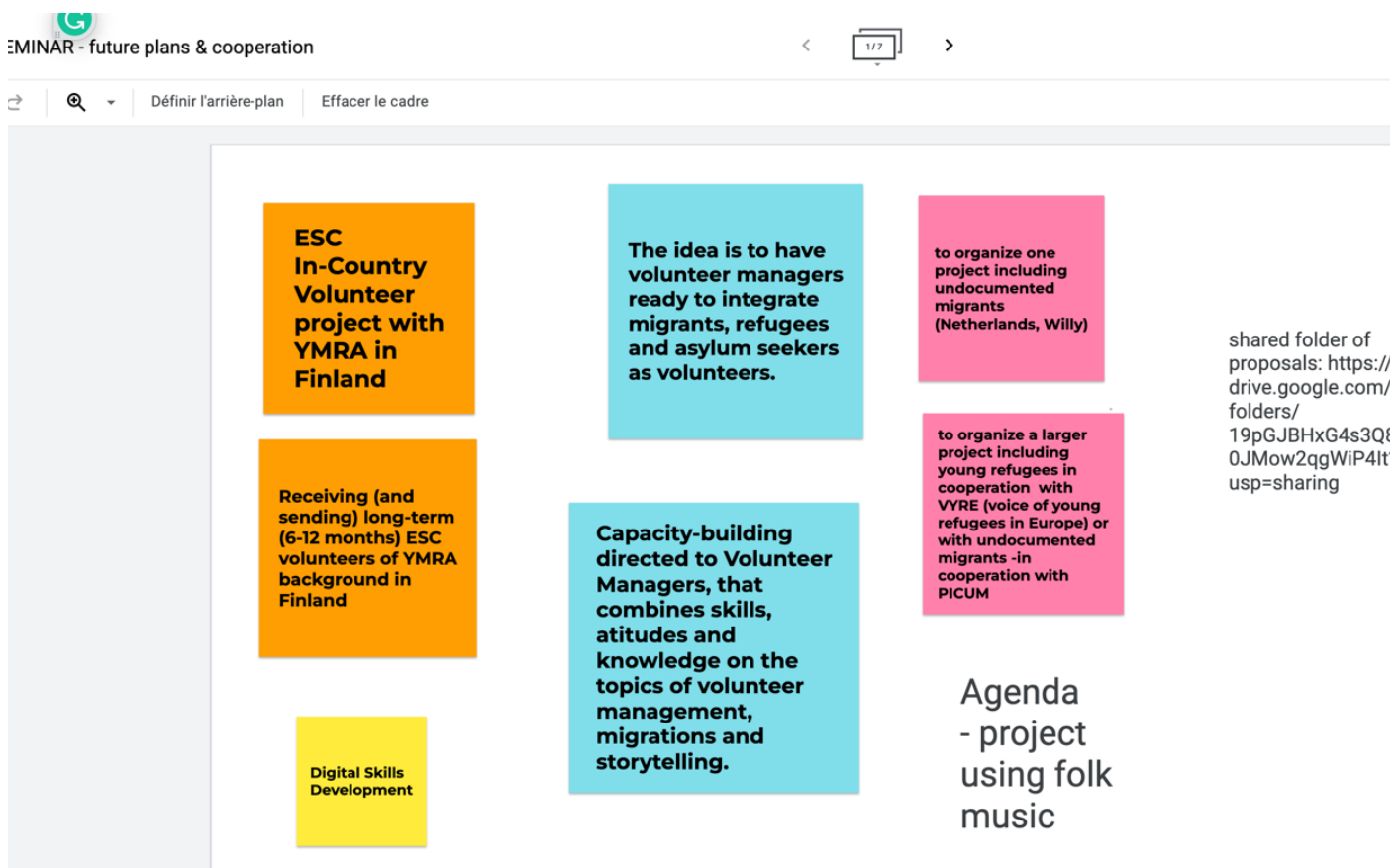
**Group 2:** An international workcamp

that include undocumented migrants as participants. The other idea is to organise a larger project including young refugees in cooperation with Voice of Young Refugees in Europe (VYRE) or with undocumented migrants in cooperation with PICUM.

**Group 3:** European Solidarity Corps (ESC) in country volunteer with young migrants, refugees and asylum seekers in Finland. This also means receiving and sending long term ESC volunteers with migration, refugees or asylum seekers background in Finland.

**Group 4:** Digital skill development to YMRAs.

**Group 5:** Agenda: an international workcamps project using music and song that any IVS organisation can implement to promote social inclusion project in their own organisation.



## The reporting back from the group discussion can be seen below:

All participants expressed that they were happy with how the session was structured and were excited to share their ideas for the future plan. **Group 1** reported that one of the participants had a very interesting idea of an online page for the YMRAs to gauge their skills and knowledge as well as linked them to any potential companies to give them jobs. Even if the idea is slightly different than creating an online material for manager to manage the IVS projects as a tool to enhance the integration of the YMRAs, they felt that they had a nice discussion. They could follow up in the future to start working on the possible cooperation.

**Group 2** reported that they exchanged some ideas on how to organise activities especially with undocumented migrants. To organise activities with them means that we need to address some other needs of the, for example shelter, accommodation, reception centres, health, etc. Nisrine spoke about undocumented migrants, exploring experiences and developing ideas on how to work and to approach working with the YMRAs. It will be helpful to hear experiences from other network working already with undocumented migrants.

They discussed as well on how to work with children with no document, but there are no concrete ideas yet and what project they can do. They need to build a network and collect more ideas for projects and projects within a project. It will be also important to share contact to explore the ideas further.

**Group 3** wanted to learn about ESC in country volunteering. Furthermore, they also want

to learn about support and good support and mentoring for people with challenging background. It is also important to have enough expertise for the staff and youth workers.

**Group 4** joined with group 1 to discussed the idea of digital skill development.

**Group 5**, Edward, with his Agenda project would like to reach out some organisation who can host the workcamps. The idea is that it is open to any IVS organisation and it can be implemented everywhere. One of the participants suggested that an international group called musician without border can be a good reference to help out with their project.

From creating the future plans, there are some important suggestions to be noted:

1. Training on project cycle management for social inclusion project is especially needed by IVS organisation due to the lack of experiences and skills of the youth workers to create those projects.
2. Youth workers working for the IVS organisation are professional on its field, but somehow globally they are lack of professional recognition. It is essential to improve the recognition of the workers so that professionally those working for IVS and youth exchanged are recognized as same as other profession.
3. Follow up seminar on how to create a social inclusion project for undocumented migrants.

## Evaluation

The evaluation was done daily with the result of evaluation as follows:

### Evaluation day 1

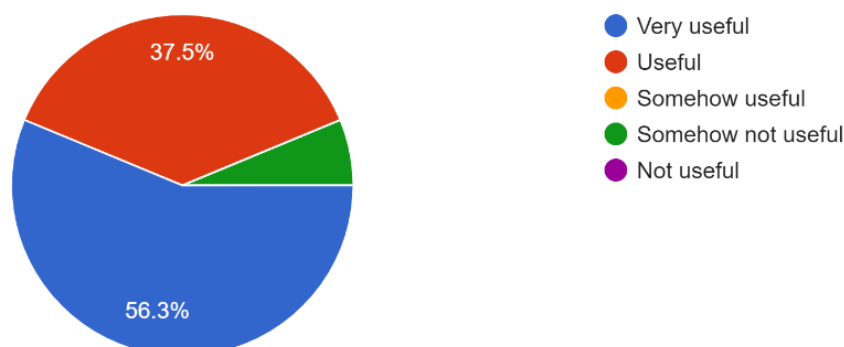
The day 1 went very well with more than %94 participants stated that the presentation on good practices from Compagnon Battiseurs

Belgium and Legambiente Italy was useful. The first day was tailored only for presentation and question answer without any breakout session. The second and the third day participants got a wide opportunity to exchange and discuss in break out sessions.



## How useful was the session on presentation on good practices from CBB Belgium and Le Gambiente Italy

16 responses



Some of the feedbacks from the day 1 are as follows:

1. Many real experiences and ideas for projects and activities.
2. The fact that all experiences had in common and the mutual enrichment (volunteers and community).
3. Noemie was super relaxed and showed that there is no fixed way to integrate. I really believe it as a great example.
4. Definitely to get to know good practices that are well established and have clear pathways that can be adjusted to different settings and realities.
5. The two presentations from the organisations sharing their experiences working with immigrants and asylum seekers and their tailored program on inclusion.

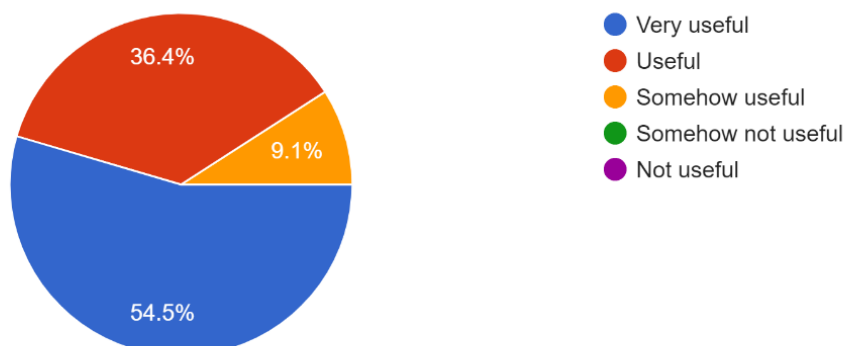
### Evaluation Day 2

The day 2 also went very well with more than %90 participants found that the session on current situation on migrants, refugees and asylum seekers in the world useful. More

than %90 participants found the session on enlarging the number of target groups of social inclusion project by IVS organisation very useful and useful.

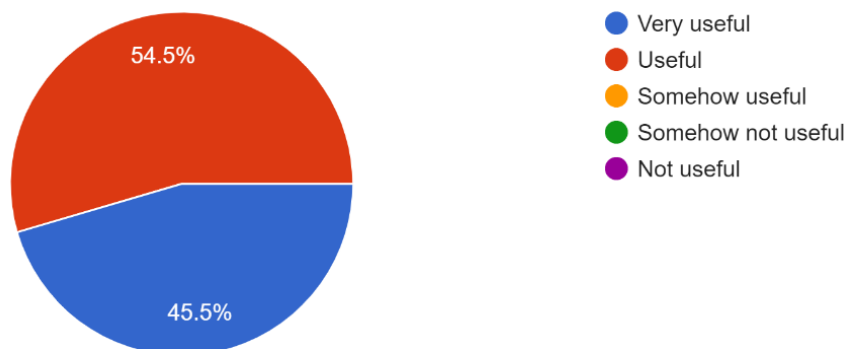
## How useful was the session on current situation on migrants, refugees and asylum seekers in the world?

11 responses



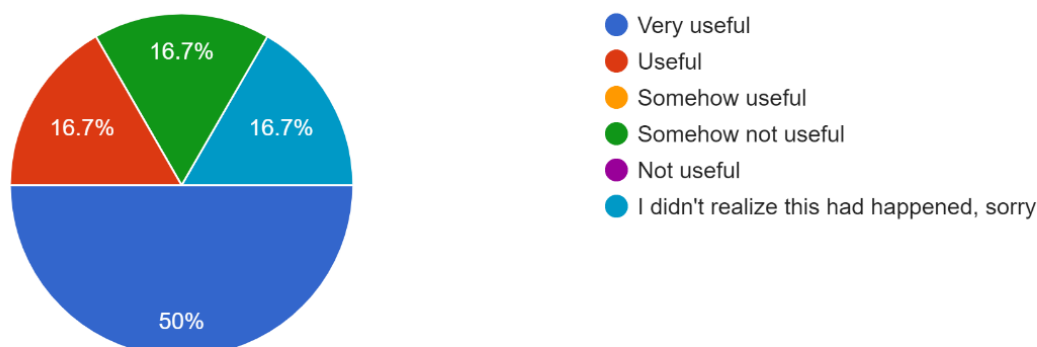
How useful was the session on enlarging the number of target groups of social inclusion projects by IVS organization

11 responses



How useful was the group discussion on the possible supporters for social inclusion projects and how to contact and convince them to get their support?

6 responses



The highlight from day 2 are:

1. It was good to hear from Kenya, Jordan and Portuguese.
2. Had the space for a nice discussion about the session topics also to network with others and experiences and to connect my interest in the future collaboration.
3. We heard lost of ideas and ideas. I also learnt a lot from others.
4. I enjoyed so much our discussion about the good strategies and

methods of service in order to have sustainable actions and be targeted on the best interest to asylum seekers and refugees. The Padlet also helped a lot to add the important information and ideas. Also, there was a very interesting part with some statistics regarding the current situation on asylum seekers, migrants and refugees, the hosting countries, etc. For me as a first responder for new arrivals, people who fled Turkey with purpose to find a safe place in Europe,

has a very important meaning to receive this kind of information.

5. It was very interesting to get to know the experiences of other participants organisations, stakeholders and partnerships.
6. It was a very fruitful discussion. Sadly, I did not contribute much to it because of my slow-coming ideas, but I think

the other participants did a great and made me think more on the topic. In addition, everybody was so respectful and opinionated and I can't wait for tomorrow

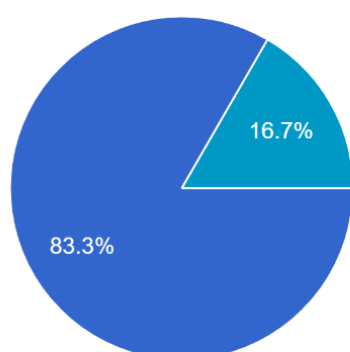
7. It was really good and productive! Perfect session.
8. Great Team!

### Evaluation Day 3

The final day went also very well with most participants found the session on creating future cooperation among participants and other CCIVS member very useful. The result can be seen in the graphic below:

How useful was the session on creating future cooperation among participants and other CCIVS members: ideas for future cooperation?

6 responses



- Very useful
- Useful
- Somehow useful
- Somehow not useful
- Not useful
- Even though I didn't exactly create a cooperation, I am glad that I was able to talk to Mari and exchange contacts with her in order to, hopefully, have the opportunity to volunteer in Finland one...

The highlights of day 3 are:

1. The time allocated to share ideas of possible way to cooperate.
2. Networking and involving people with less opportunities.
3. The presentation of LIVE (Living Earth Campaign, Youth advocacy for climate justice, peace and environment, main

approaches and results).

4. Getting to know other organisations from a perspective of cooperation
5. Everything, the people, the smiles, etc.
6. The opportunity to collaborate and build on the proposals presented in a working group.

## What went well from the whole seminar:

1. The fact that we had people from such varied backgrounds and with different experiences.
2. The topics were excellent
3. Very nice presentation and sharing ideas as motivation for further action!
4. The network.
5. Everything – the presentations, the well-expressed ideas, etc.
6. Flow of the discussion and interactive sessions.

## What could be improved from the seminar

1. I would say may be the participants having their camera and mics on. May be the organising team can make a strong appeal for them to do so.
2. Interaction.
3. Yesterday, I could not connect with Jamboard and somehow, I did not participate enough.
4. Some ice breaking activity so we could understand the profiles of the people/organisations participating.
5. Personally, I think that it was perfect the way it was.

## What can you take from the seminar?

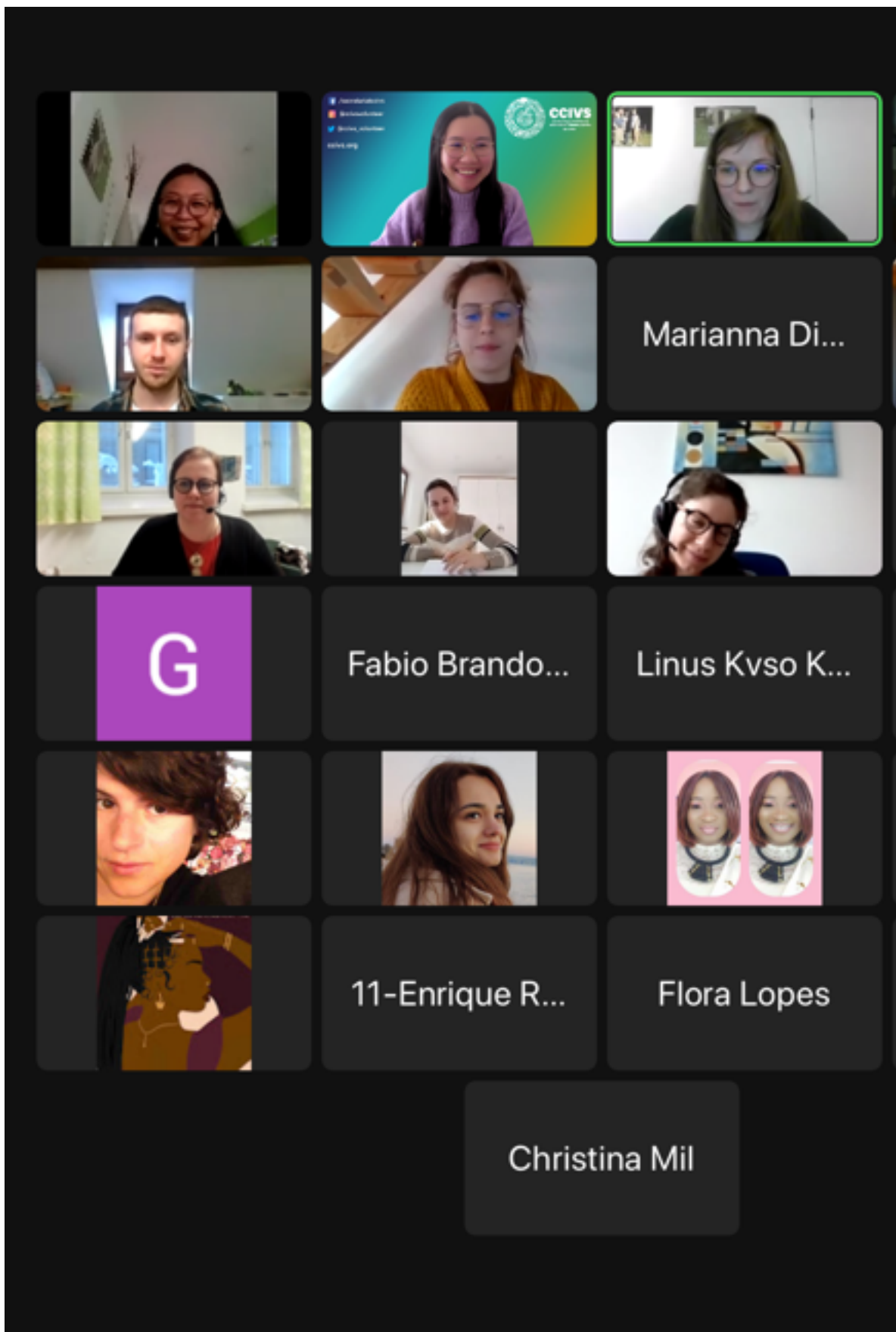
The feedback from the question what you can take from the seminar for your own purposes are as follows: Interaction.

1. Concrete examples of successful projects and contacts for future partnership!
2. Project development.
3. Very nice ideas, motivation, new perspectives, new information regarding networking and other strategies on the best interest of innovation, creativity and participation.
4. The obstacles African organisations face.
5. I gained lots of knowledge and experiences, even though I did not contribute much. I think that this was very helpful. Now, I am more open-minded and will probably try volunteering.
6. Gained new insight on what I can do to make my work in volunteer management more inclusive.

## The final notes

The final notes from the participants about the seminar are as follows:

1. Thank you Puji and CCIVS, for your kindness and for organizing these moments!
2. Great idea.
3. It was short but very useful. Thank you very much.
4. Thank you for the initiative.
5. It was an amazing experience. This was my first seminar, so I am glad I attended it. Puji, Ling and the other participants were very nice and the ideas they all shares grabbed my attention. I am thankful for being part of this even and am looking forward to future ones!
6. Good and well organised.



organised by



With the support of



[www.ccivs.org](http://www.ccivs.org)