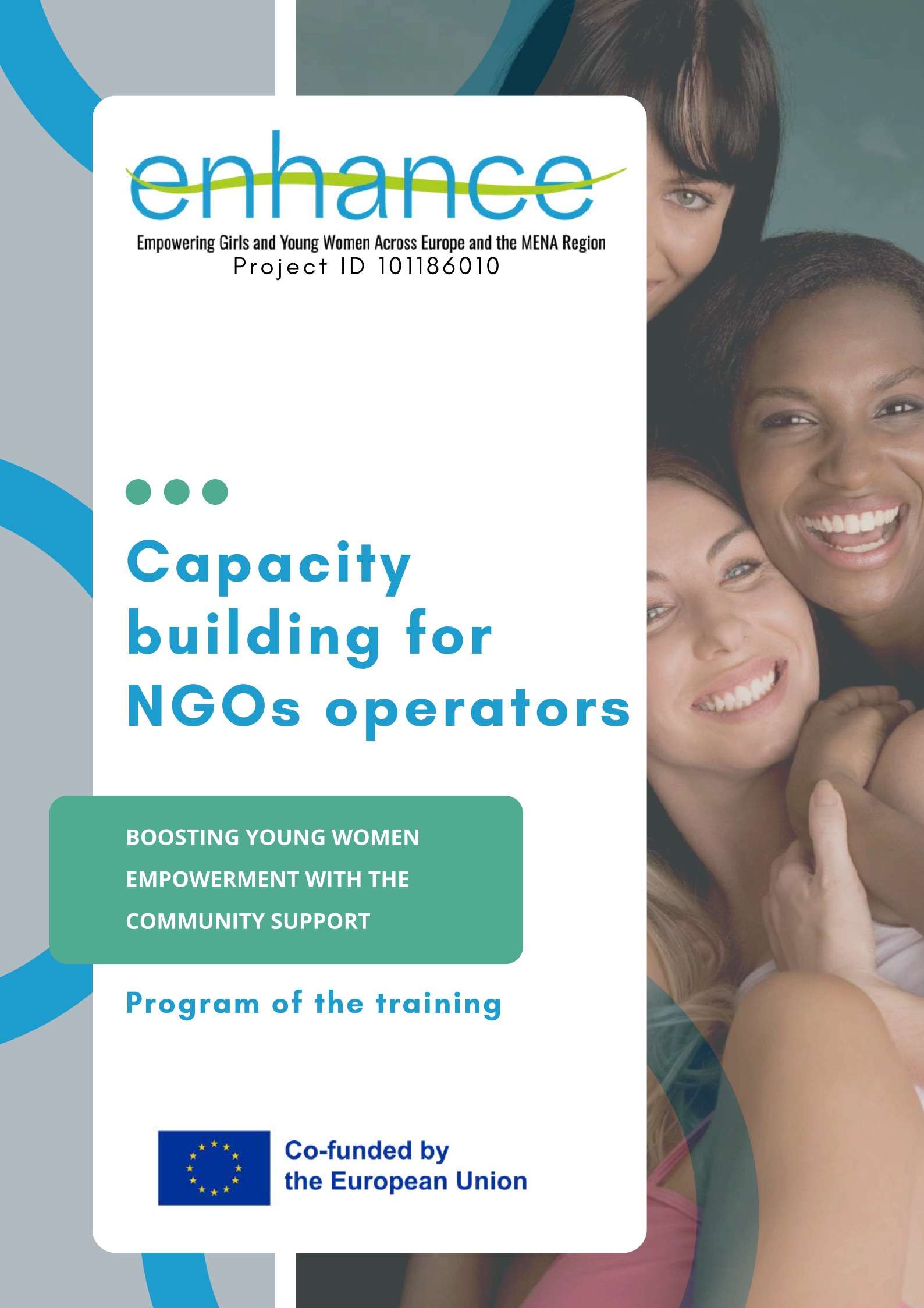


A background image of three young women smiling and hugging. One woman is in the foreground, smiling broadly, with two others behind her, also smiling. The image is partially obscured by a white rounded rectangle containing text.

# enhance

Empowering Girls and Young Women Across Europe and the MENA Region  
Project ID 101186010



## Capacity building for NGOs operators

**BOOSTING YOUNG WOMEN  
EMPOWERMENT WITH THE  
COMMUNITY SUPPORT**

**Program of the training**



**Co-funded by  
the European Union**



# The project

ENHANCE brings together 7 organisations from EU (CY, IT, NMK) and NON-EU (Jordan, Morocco, Egypt) countries to tackle gender inequality and discrimination, by offering a new training opportunity for NGOs operators. The project focuses on building partners capacity to put barriers and address stereotypes that lead to gender inequality in their communities.

The socio-economic status, education (or lack thereof), and cultural norms of the communities where the partners operate are greatly influencing girl and young women ability to be active member of society. Efforts to address these challenges are essential to promoting gender equality and empowering girls and young women to reach their full potential.

The cooperation addresses the need for the Youth sector to get better access to high quality training and non-formal education methods.

By participating in this project, the partners will:

- Enhance organisations capacity to plan and implement local activities to ensure cooperation among local actors for the benefit of the whole community
- Contribute to offering better conditions to girls and women facing cultural and educational barriers
- Increase educators and youth workers' abilities to use updated, innovative non formal education methods to facilitate girls and young women socio-economic empowerment.



# Aim of the program

The project and the training program produced by the partners will provide different benefits to the partners' communities:

- Improved project management and planning skills to boost organization's resilience, ability to manage teams and budget more efficiently and increase their professionalism to motivate volunteers to join, stakeholders to support and participants to trust them.
- Improved ability to engage and motivate stakeholder. Successful, sustainable projects require a prepared local team but also donors, government agencies, local communities, and other organizations working in the same field. During the sustainability planning process, the partners will identify and involve relevant stakeholders thus ensuring their active participation and financial support.
- Improved cooperation and dialogue with/among the community, including elements of restorative justice when needed, using the methodology perfected by the coordinator in many years of experience, the method will allow NON-EU partners to create stronger, more inclusive and stronger communities, better prepared to offer inclusive solutions.
- Increased ability to use of non-formal education and youth work to provides young women and girls a safe space and quality methods to develop critical skills crucial for their future employability.





# Knowledge areas in the program

The capacity building process will allow the partners to increase knowledge and competency in the following areas:

1

## Sustainable project management

Work efficiently in transnational projects, increase efficiency and effective use of resources, learn how to monitor and evaluate project's quality.

2

## Community circle

Equip operators, educators, community leaders with techniques and method to facilitate dialogue to solve common, social problems.

3

## Non formal education techniques

Equip educators with the ability to use NFE techniques and methods to boost girls and young women socio-economic empowerment.



# TARGET GROUPS

- Woman associations, youth associations, NGOs, parents and teachers' associations, cultural associations, woman associations with any purpose (even non work/skills improvement related),
- Educational organizations - can adopt innovative methodologies and insights from the project into their curricula, enhancing the learning experience and outcomes for their students, fostering more inclusive environment and less discriminatory practices during girls and young women formative years.
- Local businesses can access new skilled staff and potentially collaborate on future initiatives that foster local economic development, while making the community more equal and inclusive.
- No profit organizations in the community: they can benefit from the project's outcomes by integrating the learned practices into their community development or educational programs, thereby enhancing their service delivery. Also getting certified to provide a motivation to their staff involvement.
- The indirect target group of the project are girls and young women coming from fragile households in the areas where the partners are working and offering their services. To help them, the project will directly target the educators and youth workers associated with the partners, the management staff in the NON-EU organizations and if possible, the representatives of the communities they are working with.



# Impact

- Personal and professional development of NGOs and youth operators, offering the possibility to learn new methods on youth participation and empowerment, and increasing their capacity to use sustainability and participatory planning as a gateway for youth inclusion
- Increased ability to provide young women and girls a safe space to develop critical skills crucial for overall improving their future employability.
- Increased quality in the services offered to girls and young women;
- Recognition of youth work through the certification of the educational and capacity building tools
- New possibility for Continuous Professional Development
- Certification validation of the material to elevating youth work across Europe and in the participating countries.

During the project the participant will receive CPD certification for undertaking the project's educational and capacity building and by piloting the results among the consortium and their stakeholders, the partners aim for a multiplier effect and the enhancement of youth work at a pan-European level.



# The training camps

## PROJECT MANAGEMENT, AND SUSTAINABILITY

Increase organization's ability to manage projects more efficiently and boost their professionalism



## COOPERATION WITH THE COMMUNITY

Elements of restorative justice to create more inclusive and stronger communities

## NON FORMAL EDUCATION METHODS

Empower young women in reaching their potential and overcome socio-economic issues.



## Camp

**1**

# PROJECT MANAGEMENT AND SUSTAINABILITY

Workshop to equip NGOs managers and operators with project management skills and ability to work in multicultural team, to boost ability to plan and monitor project's activities and motivate and engage with stakeholders.

## Knowledge areas

Project lifecycle, monitoring and evaluation, plan for sustainability, team-work and cooperation, communication and international networking.

## Materials

Presented on the project's website, in English and Arabic.

- Manual with key elements about the knowledge areas
- 5 micro courses
- 5 short audiovisual presentations
- Podcast



## Camp

### 1

## Impact on participants and their organizations

- Increased ability to work efficiently in transnational projects, increase efficiency and effective use of resources, learn how to monitor and evaluate project's quality.
- Gained new experience and expertise from cooperation with the other partners, with possibility for planning further initiatives of follow-up to the project
- Increased organizational capacity to manage transnational projects and work in an international, multicultural environment
- Increased ability to manage projects, teamwork and plan with sustainability in mind
- Increased organization's resilience, ability to manage teams and budget more efficiently and increase their professionalism to motivate volunteers to join, stakeholders to support and participants to trust them.



## Camp

2

# COOPERATION WITH THE COMMUNITY

Learning how to apply the “community circle method” to allow the community to share their views in an equal manner. The aim is to restore trust and building stronger and resilient communities cannot be treated through quick-fix solutions. They are long-term ambitions that require participation and the dissemination of power through community dialogue.

## Knowledge areas

- Restorative Justice Community Forums,
- RjINEAR model of resilience,

## Materials

Presented on the project’s website, in English and Arabic.

- Manual with key elements about the knowledge areas
- 2 micro-courses
- 5 audiovisual presentations of the training
- Supporting manual



## Camp

### 2

## Impact on participants and their organizations

- Increased ability to apply community-based techniques and to offer collective and generate inclusive, shared solutions
- Enlarged and improved quality of services and support offered and possibility to use and adopt the new methods and resources produced during the project
- Improved knowledge and expertise thanks to sharing good practice from own work and having the opportunity to test ideas in collaboration, and in different environments
- Improved knowledge and expertise in the use of techniques and method to foster community-based dialogue to solve common, social problems.
- Facilitate new opportunity to test ideas in collaboration, and in different environments
- Enlarged possibilities for networking and transferability of results at local and international level.
- In the long period, improved organisational performance, improved capacity to produce sustainable programs





## Camp

3

# NON FORMAL EDUCATION TECHNIQUES FOR INCLUSION

Youth work involves supporting young people in their personal and social development through various programs and activities, to empower young women, enhance their skills, and encourage active participation in society. Non-formal education and youth work are closely linked and play a crucial role in the development of young people.

## Knowledge areas

- Understanding Empowerment and Inclusion.
- Building Skills for Empowerment,
- Inclusive Practices and Advocacy,
- Training and Facilitation Skills,
- Mental Health and Wellbeing,
- Intergenerational Dialogue and Mentorship.

## Materials

Presented on the project's website, in English and Arabic.

- Manual with key elements about the knowledge areas
- 6 micro-courses
- 6 audiovisual presentations



## Camp

### 3

## Impact on participants

- Boosted educators' ability to use non formal education techniques and methods to boost girls and young women socio-economic empowerment
- Generated new skills to offer tailored support to youth, girls and young women in particular
- improved ability to offer updated techniques to foster girls and young women inclusion and empowerment
- Generated new competences and knowledge thanks to the interaction with their international counterparts
- Greater understanding on how to offer quality formal education techniques activities and how those connects with the educational needs of young female and how to use them to overcome the methodological shortcomings identified.





# Ambition and long-term impact

- Girls and young women in the target communities will receive quality, tailored support by better prepared educators, with larger and continued external support by the most appropriate local agents (such as training providers, social services, potential employers, etc.), and their families above all the others. This will ensure sustainability in the proposed action and longer impact and benefit for the whole community.
- Increased competences and social inclusion for girls and young women which can lay the grounds for a greater economic integration and social inclusion at the level of their own communities.
- The greater autonomy and opportunity will favor more balanced and healthy lives for the girls and young women inclusion and empowerment in the community applying for the COMMUNITY CIRCLES activities and the non-formal education techniques
- Better working patterns for partners and their educators, with increased capacity to foster community cohesion and ability to solve issues connected with girls and young women inclusion and empowerment.





# The partners

- **RESTORATIVE JUSTICE FOR ALL INTERNATIONAL INSTITUTE EUROPE** is the leading international restorative justice network with 2 offices in Cyprus and UK having members from all EU States and over 60 other countries and is a Continuous Professional Development course provider.
- **FRAMEWORK** is an Italian non-profit cultural association adopting sustainability, inclusion and empowerment as guiding principles for planning with the aim of contributing to the continuous improvement of people and society.
- **EUNOIA Skopje** is a prominent player in the field of youth development., offering training and international mobility to young and adult people promoting understanding and collaboration among diverse backgrounds.
- **Centre for Research, Studies, Training and Media Association** in Marocco organizes events and activities for enhancing communication and interaction among members of the community and delivers educational and training opportunities for youth.
- **Al Balwanah Charitable Association** is serving the Blauna Area, Jordan offering courses and programs to foster girls and young women socio-economic empowerment.
- **Jordanian AL-Oun's Society for Sustainable Community Development and care of widows and orphans** is a Non-profit association with multiple activities in the Bani-kinanah district.
- **Social Peace Association for Environment and Development** is an Egyptian NGO aiming at uplifting the Social and economic Living standard of the children, youth and Women in the Manshiet Nasser area.



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<https://enhancerj4gbv.org>

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