

CSI: Civil Society Incubators

18 – 25 March 2013

Vrnjacka Banja, Serbia

1ST DAY

1. **Introduction** (trainers, organizers, technical things related to hotel rules and environment)
2. **Getting to know each other**
 - Each participant presented yourself very shortly (name and surname + country, + experience in topic)
 - **Center of Europe** – Participants are positioned on the geographical location of the country of origin as well as the position of neighboring countries. After positioning the participants need to tell us how long they traveled until they came to Vrnjacka Spa and what did they discover as the most interesting thing that has happened to them on that journey. Then the participants write their name on the balloons. Balloons were thrown, and everyone is supposed to catch one. He had to try to be the person whose name is written on a balloon. Participants were again supposed to positioned on the geographical location of the country of origin as well as the position of neighboring countries. But now they present other person. After positioning the participants need to tell us how long they (person which name is at the balloon) traveled until they came to Vrnjacka Banja and what did they discover as the most interesting thing that has happened to them on that journey.
 - Each participant had to say their name and do some movement. Next participant had to repeat the name and movement of the previous participants and tell their
3. **Free evening**

2ND DAY

1. **Check in**
2. **Getting to know each other**

- **Center of Europe** – Participants are positioned on the geographical location of the country of origin as well as the position of neighboring countries. After positioning the participants need to tell us how long they traveled until they came to Vrnjacka Spa and what did they discover as the most interesting thing that has happened to them on that journey. Then the participants write their name on the balloons. Balloons were thrown, and everyone is supposed to catch one. He had to try to be the person whose name is written on a balloon. Participants were again supposed to be positioned on the geographical location of the country of origin as well as the position of neighboring countries. But now they present other person. After positioning the participants need to tell us how long they (person whose name is at the balloon) traveled until they came to Vrnjacka Banja and what did they discover as the most interesting thing that has happened to them on that journey.
- Each participant had to say their name and do some movement. Next participant had to repeat the name and movement of the previous participants and tell their
- Participants were divided into pairs. We wanted to check how much they learn about each other. Everyone was supposed to present his couple. We gave them another 5 minutes to attempt to find out more about each other. The presentation was interesting and humorous.
- **Human bingo**
- **Speed dating** - question for speed dating was : *“What I have studied/am studying and what is my current job”, “What are my hobbies outside my work or studies”, “What is my favorite kind of music”, “What is my favorite film” and “What is my occupation as a volunteer in my organization”*
- **Facebook profile**

3. Introduction the project’s aims and Programme of the training course

- Participants are familiar with the program, which was set up on the wall.
- Aims and objectives

4. Expectations, Fears and Contribution

What I have learned on this TC, What was very bad and What did I contributed with?

5. Group Agreement

- Be on time
- English
- Mix
- No smoking
- Respect each other
- Feel free to use WC
- Participate

6. The Entrepreneurship key competence

- **What is entrepreneurship?** - Introductory lecture with a short film screening; For an introduction to the topic of entrepreneurship we tried to define what is an entrepreneur. We used two short videos, What is an Entrepreneur and Entrepreneurs can change the world - Grasshopper discussion
- **Key competence** – Using the PP presentation we went through 10 Entrepreneurship skill for success

7. Youth in Action - Actions and Activities

- The trainers were provide an presentation of the programme guide. Presentation of **priorities and measure of Youth in action programme** by European Commission – Youth exchange, Training course, Partnership building activity-PBA, EVS, etc.) We met them with the priorities and objectives of the program. Deadlines for applying.
- The trainers were impersonate the role of game-show hosts, in a "Who wants to be a millionaire?" structured quiz that were "test" the knowledge that the participants developed during the day in a funny and amusing way. Participants were divided in 6 group. The questions were about YiA program and Youth Pass.

8. Reflection group - Reflection in small groups on the activities of the day following the reasoning of the YouthPass, therefore going through elements of the key competences. Participants were divided in 5 groups. Method used was the Learning Agenda (available in SALTO).

9. Intercultural evening - Presentation of the cultures of the first group of countries represented in the TC. Traditional costumes, dances, games, food and small PPT were presented by the participants, in a presentation structured as a cultural fair.

3th DAY

1. Check in

2. Energizes

3. European Policies and Strategies for the promotion of Entrepreneurship

Today smaller enterprises and entrepreneurs play a central role in the EU economy. Entrepreneurship is a major driver of innovation, competitiveness and growth. During this session we explored policies and strategies put forth by the EU and different tools available to our participants (such as Programmes like Erasmus for Young Entrepreneurs), their organizations and the youth with whom they work.

Trainer Macedonia met the participants with Examples from National Action Plans for active policies in the Republic of Macedonia.

Also participants were briefly acquainted with the European Employment Strategy and Europe 2020 initiatives.

With special attention to the participants presented programme Erasmus for Young Entrepreneurs, who can participate, how to participate, ...

After that participants were divided in 3 groups:

- Members of Government
- Members of European Commission
- Member of International NGO

Task was: Create a proposal for active employment policies. Each group is presented. After a presentation followed by a discussion. On the DVD you can see the video of presentation.

4. Reception by local authorities, DEOR

Government investments in recent years in support of entrepreneurship have promoted an appreciation for an entrepreneurial career path by providing different types of financial and non-financial support for new enterprises throughout the country.

Representatives of local authorities were formally welcomed the participants to the local community. Our guest was Danica Gocanin, employment counselors National Employment Service branch Vrnjacka Banja and Valentina Krstic from the Department for Social Economic Development in Municipality Vrnjacka Banja. Participants were familiarized with the program subsidies for self-employment, what National Employment Service works on the issue of youth unemployment problem.

At the same time we have promoted the project, explaining their program, methods, goals and purpose. Our guests were very interested to learn about the practice in other countries. We presented the participants and they were given a brief overview of the situation in their countries. Local government representatives also were invited to explain how the project relates to the local community and some knowledge about issues related to enterprise engaged and experiencing in the region. Very interesting is the fact that this meeting lasted three hours and it was very interactive. Workshop Entrepreneurship in Education: country perspectives that envisaged after the unscheduled meeting was united with the meeting. In this way we get a better exchange of examples and practice

5. Reflection group

- 6. Intercultural evening** - Presentation of the cultures of the second group of countries represented in the TC. Traditional costumes, dances, games, food and small PPT were presented by the participants, in a presentation structured as a cultural fair.

4th DAY

1. Check in

2. **Business Start-up Center Kragujevac** - This morning was dedicated to going to visit Kragujevac and Business Start-up Center.

The BSCK is a major incubator supporting start-up companies and entrepreneurship in Serbia. The BSC Kragujevac as a part of a wider regional network of Business Start-up Centers and Incubators in South Eastern Europe (BSC Network) was established on May 1, 2007. The Centre is supported by SPARK (formerly ATA - The Academic Training Association) through a grant of the Dutch Government as well as in kind contributions by all project's partners. There is a Coordination Committee represented by all partners and a project manager responsible for overall management of the Centre.

The Business Start-Up Centre (BSC) Kragujevac supports young people (up to 35 years) to establish their own SMEs. In order to create 10 new SMEs, the BSC organizes Business Plan Competitions and training sessions for actual and potential entrepreneurs. Each year, BSC-Kragujevac offers individual consultancy, free registration, micro credit and Business Incubation space and services to newly established companies from the Business Plan competition.

Our host was Nemanja Jovicic, deputy director. During our visit in a very friendly atmosphere, full of interactions, Nemanja introduced us to the work of BSC, best practices and challenges related to the support and development of youth entrepreneurship. Participants were able to discover programs such as the annual Business Plan Competition that supports young entrepreneurs set-up businesses, the Student Entrepreneurship Fair or Regional Youth Entrepreneurship Fair in Kragujevac. Also, it was also an opportunity to discuss with experts about the importance of youth entrepreneurship and the barriers that young Serbian people face when trying to set-up their businesses.

https://www.facebook.com/pages/BSC-KRAGUJEVAC/146496223397?ref=stream&hc_location=timeline

It was envisioned and visit Business Innovation Center, but we were at the last moment canceled due to absence.

Business Innovation Center is a sort of economic development tool that is designed to help innovative young entrepreneurs to accelerate the realization of their business ideas and increase their chances for growth and success. The purpose of BIC is to create a successful company that will leave the incubation program positively with financial operations and to operate independently in the market, usually within two to three

years to create new jobs, the commercialization of new innovative technologies and strengthen local and national economy. BIC is different from traditional commercial and service area because the demands of their tenants to "graduate" within three years. The emphasis on the "graduation" is strengthened policy implementation gradual increase in rents and services with growth companies in order to encourage residents to explore the possibilities of alternative spaces for their business to be commercial. BIC favors the company as soon as possible to stand on their feet and to leave the BIC and when 1) establishing a management team, 2) go through another cycle of funding, 3) have a product or service that generates revenue. This opens a place in the BIC in the new company and the commencement of a new development cycle.

3. Out on the Streets: What do you think? - Interviewing the locals

After lunch, participants are invited to explore the city and directly communicate with its residents. Always on the topic of youth entrepreneurship in mind, they represented questions. The groups were divided in a way that not only guarantees to multilateralism, and that at least one Serbian-speaking person was part of the group.

Division in 4 groups in order to create a questionnaire for interviews. The propose topics for the groups was:

1. Active employment measures in Serbia and Europe? How much do please know about what active measures means?
2. European programmes promoting mobility of young people. What people know about this programmes around Europe?
3. Do I dare to dream and to start my own company?
4. What kind of skills and competences young people are missing in entering into labor market?

Participants should prepare:

- 5 questions for each topic.
- An interview with a minimum of 10 people and about 20 max Vrnjacka Banja. (5 of 10 should be young people, if possible)
- Record the answers of one person.
- Each question should be clear and measurable.
- It is necessary to conduct analysis' in each of the 5 questions and present to the audience.

4. Out on the Streets: What do you think? - De-Briefing

After interviewing panels, the groups prepared presentations. On the DVD you can find presentations and recordings of interviews.

After the presentation trainers to inquire about the results obtained and the process.

First objective, of course, was to try to understand how the different tackled subjects are perceived by the local community. At the same time, trainers are investigated and how

the participants felt during the close interaction with the local community and related within the group and divided the tasks. It was an excellent opportunity to examine the emergent group dynamics.

5. **Mid-term evaluation** - It was brief and creative. Everyone is on the paper got drawn branching tree. On the tree were people in different positions. They are supposed to find and paint yourself. Where they see themselves in this moment.
6. **NGO Fair**

5th DAY

1. **Check in**
2. **Energizer**
3. **Women entrepreneurship: Bridging the Gender Gap**

At the session, we tried to explore the differences in gender among entrepreneurial activity. Then, we try identify challenges faced by women. We have presented example of Madi Sharma, an Indian woman, passionate for change, willing to see her human capital valued and recognized, who decided to change her life despite great social obstacles from society as a whole and her family in particular.

<http://madisharma.org>
4. **Sustainable and Responsible Business**
5. **Who is entrepreneurship** - In groups, participants worked on the subject who is an entrepreneur, how to be a good entrepreneur and what features it has
6. **Leadership** - In this session the participants were divided into 4 groups to make little theatre skatches: in each scatch, they tried to show the others what kind of leadership they are representing and make them guess about it. After there were a discussion about the different kinds of leadership and the trainer are given the participants some informations about ways of communication. This kind of activities are important for youth leaders because when they work with other people they should have this kind of skills about leader's behaviour to use the more appropriate way of communication.
7. **Advantages and disadvantages of entrepreneurship** - Also in the group participants discussed about advantaged and disadvantages of entrepreneurship
8. **Reflection group**
9. **Dinner in traditional Serbian restaurant**

During the fifth day there was a change in the agenda. Many questions are left open. We conclude that we have no time to do Comics. It was much more important close commenced some questions that participants get complete answers

6th DAY

1. **Check in**
2. **Energizer**
3. **The Barriers for Young Entrepreneurs**
 - individual exercises: self-reflection and self-analysis about our skills and competences, self improvement. This activity is important to change their point of view and trying to be on the other side of the desk; it can also be important for youth leaders to teach and lead young people how to create a job/occupation places and raise the employability of youngsters.
4. **Creative construction**
 - this part working session was dedicated to encourage team spirit among participants, as one of the necessary preconditions of entrepreneurship so that the team carried out an exercise, "Shipwreck", after which the participants had the task within their teams to identify the most desirable and most dangerous traits for a team operation. During discussion it was determined that different teams actually came up with similar results and no significant differences. The conclusion was that the intercultural teamwork enriches the diversity and makes the team more efficient and effective.
 - **Business plan** - the participants were introduced to the concept of Business Plan; we explain them how to build and use this tool
 - **SWOT-analysis**
5. **Take Action: Project Management in Youth in Action**
6. **Reflection group**
7. **World Café**

7th DAY

1. **Check in**
2. **Energizer**
3. **Go Create: New Tools, New Projects** - One of the main purposes behind this TC is to create a space where participants may develop their own innovative tools and projects to foster youth entrepreneurship. During these sessions, the participants, divided in small groups, and always with the assistance of the trainers, will work on the creation of

tools that they find important to promote greater awareness and concern for the tackled subjects. Seventh day was dedicated to created concrete ideas for future joint projects so it started with building trust in a group through different kinds of games. The projects were developed using Open Space Methodology. They have presented their project ideas so all the participants had a chance to join the ideas they like. The outcome of this sessions are four, well developed and planed, follow-up projects.

4. Assign youth pass certificate

8th DAY

1. Check in

2. Final evaluation

Final evaluation consisting of 3 parts: an individual questionnaire with comments , a brain storming in sub-groups about feelings and impressions and a last round table in order for participants to express the last things they wanted

DEPARTURE OF PARTICIPANTS

CONCLUSION

Young people have creative and innovative potentials higher than the older people; they are more willing to learn and are open to change. Therefore, part of the solution to the problems of the youth marginalized by the poverty, based on unemployment, is the development of youth entrepreneurship. Entrepreneurial knowledge and skills of the young will help to raise the capacity of youth for self employment (particularly those from marginalized groups) and become a real way out of poverty and marginalization.

This knowledge increases the chances of young people to move out of poverty, which directly responds to their need for economic independence by teaching them to create new working positions by innovative approach to community needs.

We are confident that this training has helped young people to develop personal qualities such as self-initiative, self-confidence, innovation and creativity, ability for a team work, responsibility, willingness to take a risk and motivation for achievements.

The only problem that appeared during the course was the start of morning activities due to the late coming of a number of participants, but this was solved by longer work in the evening and by shortening breaks.