

Report on workshop improving Youth Club leading

Date: 26 & 27 October 2015

Venue: Kratie, Provincial Teacher Training College

Trainers: From Sipar: SOR Samet, Beatrice MONTARIOL, KHUN Rana. Communication: OUK Channita
From Youth Star: NIN Kosal Ramet,

Youth Clubs Advisors (Former Youth Club Leaders): SANG Somathea (Sambo), SOU Dina (Ansaong), HOUT Kimlen (Changkrang), HOEM Sreytoch (Takao)

Participants: 11 Youth Star's volunteers and 30 leaders of Youth Clubs (9 Old Youth Clubs and 6 new Youth Clubs)

Total Participants: 41 participants

Day 1 – Monday 26 October

1. Opening of the Workshop

The workshop was opened by Beatrice MONTARIOL, consultant for SIPAR, who welcomed the participants and presented the important points that we have to discuss during the workshop, Samet shown agenda for 2 days to the participants followed by an ice-breaker by asking them to introduce their name and where they come from while other participants try to remember their names. After the participants know the names of the others, Ramet facilitated the design of rules for the two days workshop (schedule, breaks, disciplines...) collectively decided.

2- Charter : Vision - Mission and Objectives Ramet split participants into 6 groups, mixing young leaders, leaders of older youth clubs and Youth Star volunteers, and shown on screen messy sentences related to mission and vision (designed in the workshop of July 2014) and asked them to make the correct statement of Mission, Vision and Goal of Youth Club on flipchart.



This method enabled to guide participants to know and understand what they have to do in community, to share the same goal as Youth Clubs for Community Development and how they can reach their goal by following the Mission and Vision. They understood that to be recognized as young dynamic actors for the community development, the activities conducted must be efficient and relevant to their community.



3- Introducing CBO (Community Based Organization) is very important for all the club leaders. To be strong, youth clubs need recognition, trust and support from local authority, stakeholders (school, pagoda, hospital or health centers...) and community. Thus, ***the Youth Clubs need to be registered as CBO***. In this session Samet and Somathea shared their experiences to the youth club leaders on how to register as CBO and answered many questions from the participants (How to design Official presentation of goal, activities and logo of the Youth Club signed by the CC – Importance to mention that there is no political or religious or dangerous activities and members are all volunteers). When they will be back to their village, the leaders have to discuss with their Youth Clubs members and the local partner to prepare this official registration as CBO by the Commune Council in their Commune.

4- Good Youth Club leader: Sharing experiences about good leaders by 4 advisors, who used to be dynamic Youth Clubs leaders, by playing the role of speakers answering the questions to the participants who play the role of journalists interviewing them during a press conference, was attractive and interesting.



What is the characteristic of a good leader?

A good leader has to provide a position and a role to all the members, adapted to each of them and to give the equal right for all. In the other hand, leader has to give the chance for all members to express their ideas and to take in consideration the proposition of the other members. To respect and give value to the members is very important for the leader; the members respect the leader if their leader respects them first. Moreover, leader has to respond on what he/ she have done. The quality of a leader: To love, to know and to understand the members, to develop his/her own skills, to collaborate with authorities, to respect the planning of activities collectively decided...

What is the obstacle in leading youth club?

“The first time when we establish the clubs, the parents don’t allow their kids to get involved with us, because they think that it was useless and they could not get benefit from these activities. So we need to explain and show them about our goal by doing activities that provide benefit to the community. Another obstacle is when we conduct the event for the first time; we need money and supporters, but it was really difficult for us to find funds”

What are your plans to become good leader?



A good leader is able to facilitate the preparation of a clear plan with realistic goal: What we are going to do today and tomorrow and how can we reach our goal. The leader helps to respect the mission of the Youth Club: Education and awareness on social issues. A good leader has to have experiences, good morality and knowledge... to be a model.

How can you gather the children to involve with youth club?

It is possible to attract new members during awareness campaigns and directly in the community. The leader must know about the members, to understand what they like and to let them know about the goal of club. To show them that youth club contributes to help their society and give much experience for club members. Otherwise, club leader has to express that benefits they get from clubs have more value than money. By becoming club member, they will be stronger, brave and can help other young children. The leader must listen to the members, to give them confidence, to encourage them, to help them to support/help each other. The parents may be wary but when they discover that their child is appreciated and recognized by the community, they feel proud and accept that she/he is a volunteer. If some members are less motivated, the leader and other members need to spend time to encourage and motivate them according to method of peer education.



5- Action Plan: Sharing action plans by old youth clubs (Sambo and Changkrang) was very interesting for the participants, especially for the leaders of new youth clubs, who never made a plan for their clubs. They learn how to make action plan and how they can achieve their target. (See Action plan of Youth Club of Sambo)

6- New Youth Club Leader: Regarding how to choose new youth club leader, Samet gave explanation about the importance of the leader. If there is no leader, the clubs cannot achieve the goal and the members won't be able to manage the club. Therefore, they have to consider choosing someone as a leader and have to choose several months before the old club leader leave. Most of youth club leaders were chosen by election, and supported by their members. Election is the best solution: the members assess the capacities to guide, to communicate and to solve problems to select their new leader who will be respected and trusted.



Social games: Three times during the day, in order to have brake and to give new ideas, indoor or outdoor group games were proposed to the participants.

Day 2 – Tuesday 27 November

Start: Reminder of the topics discussed and discovered in day 1



7- Communication & Youth clubs network is very useful for them, because they need to contact each other to receive the information from other clubs. Before the start of this session, Ramet has facilitated participants to play energizing game call "Telephone game". If one of participant gives an unclear message, the receiver won't be able to understand and transform the clear information to a different one. Good communication and relationship enable youth clubs to

get information, experience and knowledge from other clubs.

Working in pairs was organized about the means of communication the most used in Cambodia: Telephone & SMS, Internet, Facebook, email, radio TV. The most used by Club members: Telephone. They are encouraged to communicate to each other to share their initiatives, ideas and experience for awareness campaigns, reading and tutoring activities.



8- Back Pack Library

Sharing experiences on Back Pack Library (Biblio Sakado) was very important for the participants because it is one of the main activities to be conducted by Youth Club members as a tool to struggle against illiteracy. The 4 advisors have presented the different situations to do this activity.

Some clubs implement these activities at school while members of other clubs ride bike to remote villages to provide books to children and elder to read. To do this activity, clubs need to contact the school director and teachers or village chief to request a place and time they can implement Sakado activity. The books can be borrowed from the CEFA or the school library to complete the first collection of 60 books. The activities to be conducted: Free reading, story telling, books borrowing, educational or social games.

The activity must be conducted in different places (villages, pagoda, school, house of villagers...). It is important for the Youth Club to organize reading activities for the most vulnerable families who are far from educational services (drop out, illiterate)

Samet explained the work plan for Back Pack Library: Each club must lead Sackado activities with at least **two Back Pack libraries with 30 books in each, 4 times per month, for a minimum of 50 readers** and need to **select 6 Sakado users** among the Youth Club members.



The rules to respect books must be clearly explained to the users in order to get the books back in good conditions. Some advises and information about the types of books according to which public were provided by Beatrice and Rana.

9- Tutoring of slow learners: The 4 advisors who used to do this activity have shared their experiences. After that, trainers have presented to the participants the modalities of tutoring of slow learners (Target group, goal, justification, means, advantages, organization scheme) and let them discuss in group to answer the questions that were given to them (composition of a class, activities, pedagogy, characteristic of a good small teacher). After group discussion, they did presentation and the new youth clubs leaders can gain methods for tutoring



from the old clubs. The document *“Guide book for volunteer small teachers”* was distributed to all participants (+ 3 for each commune) and the contents read by participants. At the end of this session, the targets for each club were presented: to conduct at least **3 tutoring classes run by 6 small teachers with a minimum of 15 children and maximum 25** in each class with 2 small teachers.

Educational games were shown to all participants to know how to play the games in Khmer and Math and what was the goal of each game. We let participants to practice playing games together to make them sure how to play. We saw that all participants were happy with these games. Thus, slow learners in tutoring classes will be able to learn through the educational games. After then, Samet has provided catalogue (Name of educational game from KAPE) to the 9 old youth Clubs in order to select educational games in Khmer & Math for a total amount of 30\$ for each club.



For the 6 new youth clubs, Sipar has provided Educational games to Youth Club leaders and Youth Star volunteers

10- Action plan of the leader back to his/her Commune:
Samet has encouraged the club leaders to draft their action plan when they are back to their community and he will help them to set activities for the coming year.

The workshop was closed by thanking the participants at 5:30 pm in a very pleasant atmosphere. Due to time constraints, no assessment of the workshop was conducted among the participants but the Youth Club leaders will be closely followed in the implementation of the action plan by Samet and by the Youth Star volunteers.



Phnom Penh, 30 October 2015