

MYCHA JORDAN



REPORT

9-13 September, 2018
Amman, Jordan



Acknowledgements

The **MENA Youth Capacity Building in Humanitarian Action (MYCHA)** Jordan training was only possible through the efforts of numerous stakeholders; including, many local partners, training facilitators who volunteered their time, and the dedicated group of young people who were the participants. Special thanks is given to **Norwegian Refugee Council (NRC)**, **CARE**, **Gooddler Foundation**, and **UNFPA** which each made unique and vital contributions to the training.

Hosted By **United Muslim Relief**

MYCHA Jordan was organized and hosted by **United Muslim Relief (UMR)**, a member of the Compact for Young People in Humanitarian Action. UMR's Jordan office facilitated all aspects of preparation and hosting of the first local MYCHA training to occur outside Doha, Qatar. This included coordinating and consultations with local partners and Ministries as well as managing all required logistics for the training.



Reach Out to Asia (ROTA) supported all technical aspects of MYCHA Jordan including technical backstopping by ROTA's Education & Youth Specialist in planning and delivery of the training. The MYCHA training content being developed by ROTA at the regional level formed the basis of the training materials used at MYCHA Jordan.

In Partnership with **Reach Out to Asia**



The MYCHA Initiative is a direct contribution to Key Action 3 of the **Compact for Young People in Humanitarian Action - capacity building and local action**. Numerous Compact Members provided technical and coordination support in organizing and delivering the MYCHA Jordan training.

In Support of the **Compact for Young People in Humanitarian Action**



This document highlights the outcomes of the first MYCHA training to take place at the local level. The goal of the MYCHA Initiative which was launched by ROTA in 2017 is to catalyze local youth-led humanitarian action and generate an evidence base on appropriate capacity-building methodologies which are effective at helping youth gain the capabilities to take action.

Executive Summary

01 Training Highlights

02 Training Outcomes

03 Post-Training Follow-up

Highlights

Several aspects of the MYCHA Jordan training can be highlighted and considered promising practices for hosting future local trainings:

- Fostering of an inclusive and participatory space
- Clear and relevant adaptation to local context
- Space for sharing of experiences by youth from previous MYCHA trainings
- Linking humanitarian action to other emerging ideas such as concept of social innovation
- Effective process for identification, selection & onboarding of trainers
- Collaborative inputs toward final training agenda & content
- Strong support of local partners during call for applications & participant selection

Outcomes

A total of 46 youth attended the training. Preliminary analysis and initial findings show the following key results:

- Trainees reported that training helped improve their knowledge and skills. For Tier I, an average of 65% agreed the training helped improve their knowledge and skills and another 33.2% strongly agreed. For Tier II, an average of 46.7% agreed and 34.2% strongly agreed.
- Feedback on the simulation exercise was particularly positive. One hundred percent of trainees agreed the activity improved their knowledge on the topic.
- Trainees rated the facilitators' level of skill favorably in delivering the training concepts.



Looking Ahead

Post-training actions. Tier II trainees are expected to take at least one tangible action to apply concepts and skills from the training into their ongoing work. Each submitted an outline of an ongoing humanitarian or developmental initiative/project which they are working to implement through their nominating agency. Follow-up is planned by United Muslim Relief to document actions conducted. No post-training activities are required by Tier I trainees.

Further localization. ROTA, UMR, and other partners are in discussions regarding hosting local MYCHA training in other countries in the MENA region. Efforts to make the initiative tangible and meaningful at local levels are in alignment with current priorities under the Compact for Young People in Humanitarian Action.

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01 Training Highlights

Overview

The MYCHA Initiative is designed to be replicated in countries throughout the MENA region in accordance with local needs, priorities and levels of existing youth engagement. In line with plans to replicate MYCHA youth trainings across the region, United Muslim Relief (UMR), in partnership with ROTA, numerous local partners, and various members of the Compact for Young People in Humanitarian Action, hosted a MYCHA training in Jordan. MYCHA Jordan was a five-day event, held from 9-13 September 2018. The venue was the Youth House in Amman. UMR provided all logistical arrangements for the youth participants. Forty-six (46) young people from across Jordan attended the training. They were divided into two (2) levels/tiers of participants:

Tier I: Basic Introduction to Humanitarian Principles (designed to raise awareness and knowledge)

Tier II: Basic Skills for Young Humanitarian Professionals (focused on youth-led project management)

On the final training day, both tiers of participants engaged in a joint simulation exercise where they experienced a mock non-food item (NFI) distribution activity designed to help them become aware of important considerations when working with crisis-affected populations.



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Key Highlights

Preliminary analysis of course evaluation surveys show positive outcomes in terms of participants reporting improvements in their level of knowledge and skills. Specific aspects of the training are highlighted as promising practices:

Fostering an inclusive and participatory space.

Three lead trainers, each with extensive knowledge and expertise, were responsible for delivering the core training content. They were able to foster a learning environment which was very interactive and which drew heavily on the youth's own experiences. Trainers did not rely only on their prepared presentation slides, but instead guided interactive discussions which led to deep engagement of the trainees.

Adaptation to local context. The core materials for the training were adapted from the MYCHA content being developed by ROTA at the regional level. Lead trainers were all very experienced in the Jordanian situation and were able to draw on local examples and contextualize key aspects.

Sharing of experiences by youth from previous MYCHA training.

Three young people who attended the regional MYCHA training held in Doha in 2017 were present on Day 3. These youth led a panel discussion where they shared highlights from their experiences and how they have used the knowledge gained.

Introduction of social innovation concepts.

Compact Member, Gooddler Foundation which is based in Silicon Valley, delivered a special training session on Day 4 for developing innovative solutions to social and humanitarian issues. They guided participants through a framework for innovation which they co-designed with the Institute for Evolutionary Leadership.

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01 Training Highlights



46 Youth Trained



24 Workshops



6 Partner Organizations

The Participants

The young people who participated in the MYCHA Jordan training were from a range of backgrounds, including university students, young humanitarian professionals, and active volunteers. Of the 46 participants, 43 were of Jordanian nationality. There was also one participant from each of the following countries Palestine, Syria, and Yemen. The training participants were also well balanced in terms of gender, 55% being female and 45% male.

The overall level of participation on the part of the youth was notable. Despite many having to travel from long distances to reach the training venue, participants all showed up on time each day and displayed eagerness to actively engage. The level of youth participation and enthusiasm remained high throughout the entire five days.

The Process

Given the intent to further replicate MYCHA trainings, partners emphasized documentation of processes as well as the quality of delivery. Key technical and logistical process inputs included the following approaches and highlights:

Identification, selection & onboarding of trainers. An expert focal point led this process and ensured trainers' familiarity with overall MYCHA concepts, existing MYCHA content, and alignment of trainer provided content with MYCHA learning framework.

Finalization of training agenda & content. Agenda was customized to Jordan context and finalized with inputs from partners and selected trainers.

Call for applications/participant selection. Based on predefined selection criteria, call for applicants was facilitated by partners via local networks.

The Partners

MYCHA Jordan was delivered with the collaboration and support of numerous partners. During the planning phase, 60 representatives of partner agencies were convened in a consultative meeting to fit the MYCHA Jordan training into the local context and needs. The consultative meeting gathered, Jordan-based NGOs, international NGOs, representatives of UN agencies, and humanitarian experts who all helped to inform the design of the training. Many of these same partners also supported the training delivery by providing facilitators, nominating youth participants from among their networks, and agreeing to support the post-training follow-up phase. Additionally, several Compact Members including **Norwegian Refugee Council (NRC)**, **UNFPA**, and **Gooddler Foundation** each made unique contributions to the training through their ongoing engagement and the delivery of specialized sessions.

MYCHA Jordan – Lead Trainers



Ms. Saba Salah M. Jadallah works with the Urban Refugees Protection Program of CARE International in Jordan. In addition to her more than 10 years experience working in the development/humanitarian sector, Ms. Jadallah is also trained as a counselor and has a specialized training-of-trainers in Core Humanitarian Standards.

Mr. Mohammed Abed Rabo works as a Liaison Coordinator in the Azraq Refugee Camp Program of CARE International Jordan. He holds a Master's in Diplomatic Studies and has worked in the Humanitarian Aid Sector specializing in Camp Management for the past 5 years.



Ms. Asma' Abu Ghoush has nearly 10 years of experience in the development/humanitarian sector over which time she has worked with various aid organizations including the International Medical Corp and Jordan Red Cross. She currently works with Interos Organization as a Protection Officer.



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02 Training Outcomes

Tier I Course Design

The Tier I training served as an introduction to the key concepts, frameworks and structures of the humanitarian system. The goal of this level of training was to raise awareness and knowledge among youth who have no previous work experience in the humanitarian sector. Tier I was not designed as a professional training course to develop new aid workers, but rather to increase participants' level of understanding regarding the nature and importance of the humanitarian efforts taking place around them. The Tier I training consisted of the following course topics:

- Day 1: [Humanitarian Action in Focus](#)
- Day 2: [The International Humanitarian System and its Principles](#)
- Day 3: [Youth Participation in Humanitarian Action](#)
- Day 4: [Volunteering During Times of Crisis](#)
- Day 5: [Simulation Exercise](#)

Each of the daily course topics was presented in the form of three interlinked 90 minute sessions.

Tier II Course Design

The Tier II training delivered practical learning that can be immediately applied by youth in their local context. Its aim was to strengthen the work of ongoing local youth-led initiatives, projects and organizations in humanitarian response (relief and development). Prior to joining the training, all Tier II trainees submitted an outline of an ongoing humanitarian or developmental initiative/project which they are working to implement through their nominating agency. Post-training, each is expected to take at least one tangible action to apply concepts and skills from the training into their ongoing work. Follow-up is planned by the host organization to document actions conducted post-training.

The Tier I training consisted of the following course topics:

- Day 1: [Understanding Crisis \(Displacement and Vulnerability\)](#)
- Day 2: [Humanitarian Quality and Standards](#)
- Day 3: [Planning and Delivering Youth-Led Humanitarian Actions](#)
- Day 4: [Social Innovation in Humanitarian Action](#)
- Day 5: [Simulation Exercise](#)

As in Tier I, each topic was presented in the form of three interlinked 90 minute sessions.

Summary of Key Outcomes

Overall, the host organization and the contributing partners delivered a valuable and effective 5-day MYCHA training. Evidence of the overall success can be seen in the [video testimonials](#) recorded of many participants throughout the week. In addition to day-to-day feedback of the participants, the training facilitators were also observed and recorded video testimonials. Further quantitative and qualitative data was collected each day through evaluative surveys completed by the trainees. Preliminary analysis of survey data forms the basis for the initial assessment of outcomes and findings show the following key results:

- Trainees reported that training helped improve their knowledge and skills
- Feedback on the simulation exercise was particularly positive
- Trainees rated the facilitators' level of skill favorably in delivering the training concepts

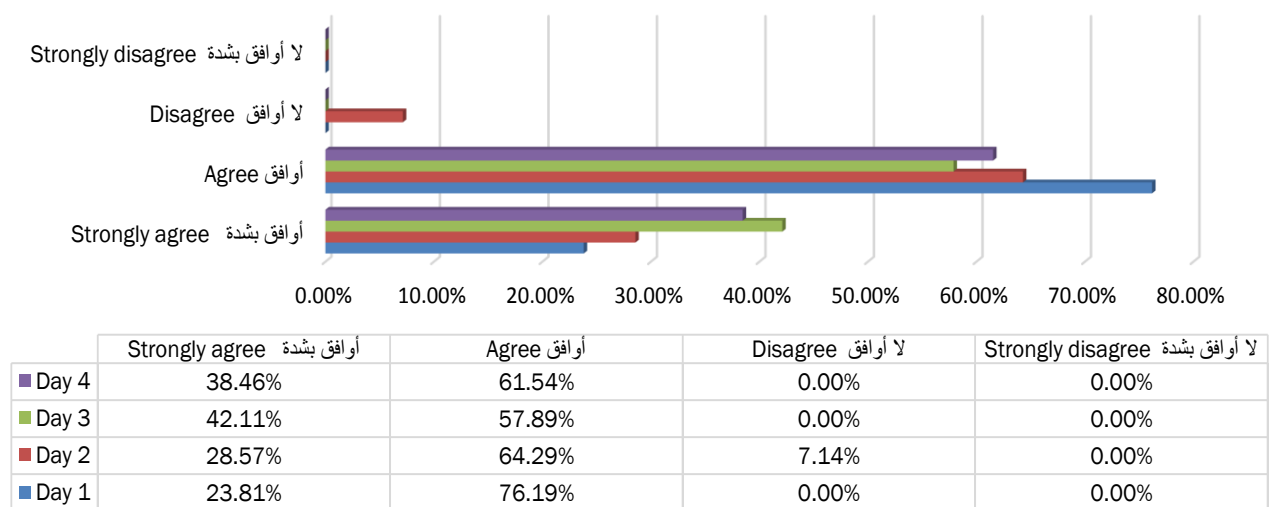
**Note: Outcomes measured through self-reporting by training participants may reflect some degree of response bias.*

“By taking this training, I hope to learn more about encouraging young people to participate and express their opinions in the field of humanitarian action. I want to learn how to start youth initiatives.” – Survey response by MYCHA Jordan Tier 2 Participant

02 Training Outcomes

TIER I RESULTS BY DAY

Table 1 The information presented improved my knowledge/skill on the workshop topic



Changes in Knowledge and Skills among Tier I Participants

The two tier training structure made it easier to accommodate trainees from a wider range of backgrounds and experience. The Tier I group who were mostly university students were eager to learn the concepts presented in the training since for many of them it was their first exposure to humanitarian theory. Of the Tier I participants who responded the evaluation survey, an average of 65% agreed that the training helped to improve their knowledge and skills on the topics presented. Another 33.2% strongly agreed that their knowledge and skills were improved. See Table 1 above.

Changes in Knowledge and Skills among Tier II Participants

For the Tier II participants, most of whom had worked in humanitarianism for several years, there were aspects of the training which seemed too basic and others which they may have not found as useful. The Tier II youth, seemed to engage more deeply with the trainers who had extensive field experience rather than ones who presented normative concepts related to humanitarian work (i.e. principles, code of conduct, etc.). An average of 46.7% of Tier II participants agreed that the training helped to improve their knowledge and skills on the topics presented. Another 34.2% strongly agreed that their knowledge and skills were improved. See Table 2 on next page.

Overall Participant Satisfaction

A total of 87.5% of participants responded that they were either satisfied or extremely satisfied with the overall organization of the training. Even with overall positive outcomes in level of knowledge and skills gained and positive feedback on the overall level of organization, when asked to rate specific aspects of the training such as the venue and pre-training support, an average of 57.2% of participants rated these as satisfactory.

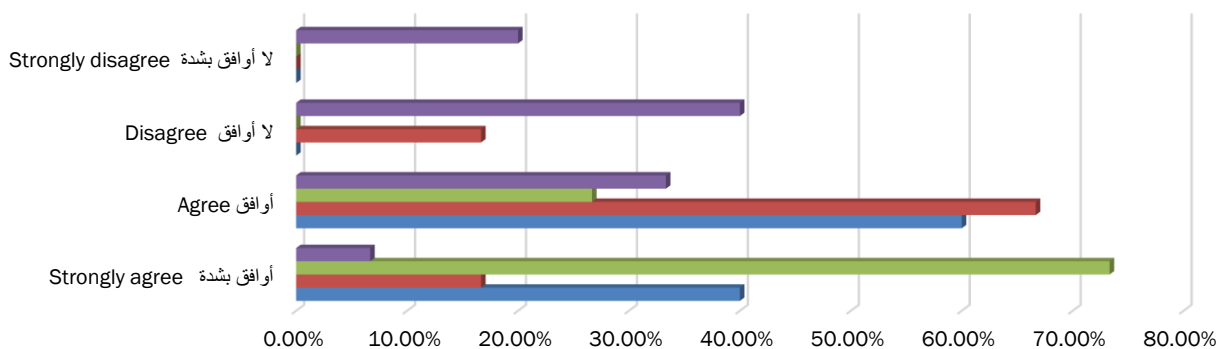
02 Training Outcomes

Reflections on the Simulation Exercise

On Day 5 of the training, both groups of participants engaged in a mock distribution of non-food items (NFIs). The simulation was designed to increase their awareness of important issues to consider when working with crisis-affected populations. Both Tier I and Tier II participants nearly unanimously found the simulation exercise to be equally engaging as well as applicable to the challenges faced in their local context. All respondents said that the facilitator of the simulation was well informed and that that activity improved their knowledge and skills on the topic. See Table 3 below.

TIER II RESPONSES BY DAY

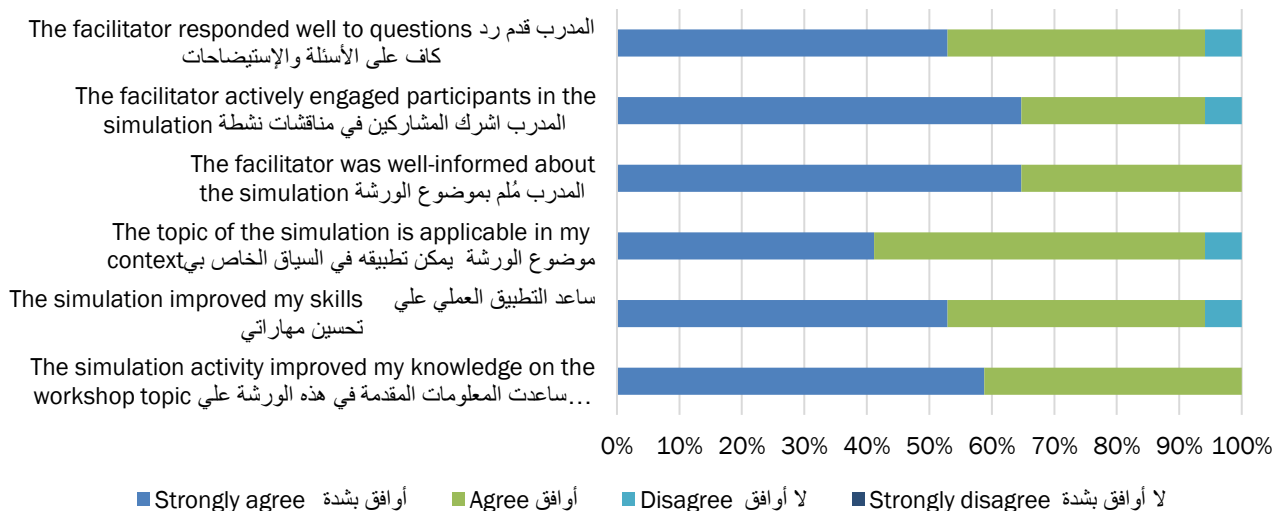
Table 2 The information presented improved my knowledge/skill on the workshop topic



	Strongly agree أوافق بشدة	Agree أوافق	Disagree لا أوافق	Strongly disagree لا أوافق بشدة
Day 4	6.67%	33.33%	40.00%	20.00%
Day 3	73.33%	26.67%	0.00%	0.00%
Day 2	16.67%	66.67%	16.67%	0.00%
Day 1	40.00%	60.00%	0.00%	0.00%

TIER I & TIER II COMBINED RESPONSES

Table 3 To what extent do you agree or disagree with the following statements about the simulation activity



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03 Post-Training Follow-up

Youth-Led Actions

Upon completion of the Tier I training, participants are expected to be able to spread awareness among their university peers, become peer advocates, provide seminars to their peers, or participate in humanitarian related volunteer activities in their communities.

All Tier II participants are current junior-level staff members within existing humanitarian/development agencies, initiatives or projects. They were each selected to attend the training under the full support of their nominating agencies which agreed to assist them in implementing a post-training action initiative. Upon completion of the training, nominating agencies are expected to supervise the young person in the implementation of the post-training action/activity which they have proposed.

Looking Ahead

Post-training follow-up. In the months after the training, UMR will conduct follow-up with the Tier II participants to support them in applying the knowledge gained during the training in their existing work. Successful youth-led actions will be documented as case-studies to capture lessons learned and may be showcased during future trainings at the regional level.

Further localization of trainings. ROTA, UMR, and other partners are in discussions regarding hosting local MYCHA training in other countries in the MENA region. Efforts to make the initiative tangible and meaningful at local levels are in alignment with current priorities under the Compact for Young People in Humanitarian Action.





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