



DELIVERABLE D2.4 MICRO-PILOT IN KOSOVO

1-DAY LOCAL MICRO-PILOT TO TEST TOT #1
CONTENT, COLLECT PARTICIPANT FEEDBACK,
AND PREPARE THE ADJUSTMENT PLAN FOR
TOT #2



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ABOUT THE PROJECT

PROJECT NAME

RiseUp-WB (Raising Innovation, Skills & Empowerment for Youth in the Western Balkans)

PROJECT NUMBER

101243272

EU PROGRAMME

ERASMUS-YOUTH-2025-CB-WB

WHY THIS PROJECT?

RiseUp-WB is a 24-month capacity-building initiative aiming to bolster youth-focused NGOs and municipalities in Albania and Kosovo, especially those working with marginalized youth. It addresses the challenges of high youth unemployment, insufficient digital competencies, and limited civic involvement through innovative training, cross-border exchanges, and policy engagement.



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PROJECT CONSORTIUM





RISEUP-WB

Deliverable D2.4

Micro-Pilot in Kosovo

1-day local micro-pilot to test TOT #1 content,
collect participant feedback, and prepare the Adjustment Plan for TOT #2

Lead beneficiary	OBOTI
Supporting partner	Not applicable
Work Package	WP2 – Organizational Capacity Building
Task / Deliverable	T2.3 / D2.4
Event title	Micro-Pilot Kosovo RiseUp-WB – Inclusive, Safe and Employability-Oriented Youth Work
Date and place	13 March 2026 Hotel Sonoma, Fushë Kosovë, Kosovo
Duration	1 day 09:00–16:30
Target group	10 local youth workers and volunteers (local test group)
Document language	English

Prepared for upload to SYGMA
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1. Purpose of this deliverable

This report documents the Kosovo micro-pilot implemented under the RiseUp-WB project and serves as the formal output for Deliverable D2.4. In the approved project design, the micro-pilot is a 1-day local test session implemented between TOT #1 in Albania and TOT #2 in Kosovo in order to verify whether selected TOT #1 modules can be transferred effectively to a local audience of 10 youth workers or volunteers and to generate an Adjustment Plan for TOT #2.

The report is based on the Kosovo micro-pilot agenda, the training presentation used during the session, and 10 completed end-of-session feedback forms. It is therefore designed as an evidence-based implementation memo, rather than as a generic narrative recap.

2. Deliverable compliance snapshot

Requirement from D2.4	How it was addressed in Kosovo
1-day local micro-pilot	Implemented on 13 March 2026 in Fushë Kosovë, Kosovo, from 09:00 to 16:30.
Test TOT #1 content	Selected modules and activities from TOT #1 were condensed and tested through a local workshop format.
Target group of 10 local youth workers/volunteers	10 completed feedback forms were collected, matching the planned local test-group size.
TOT #1 graduates facilitate select modules/activities	The pilot applied the TOT #1 methodology locally through OBOTI’s TOT-trained facilitation logic and condensed module transfer.
Gather feedback forms	A structured end-of-session form was completed by all 10 participants.
Produce adjustment plan for TOT #2	Section 9 of this report converts the pilot results into a practical adjustment plan for TOT #2 in Kosovo.

3. Event overview

The Kosovo micro-pilot was implemented by OBOTI as part of Work Package 2 (Organizational Capacity Building). The local session was framed as a micro-pilot for inclusive, safe and employability-oriented youth work, allowing the consortium to test whether the core TOT #1 content could be understood and applied in a concise local format before TOT #2.

The workshop took place at Hotel Sonoma in Fushë Kosovë, in the wider Prishtina area, on 13 March 2026. According to the final agenda, the flow combined registration and safe-space creation, a practical block on inclusive youth work and barrier mapping, a compact review of the RiseUp core methodology, rapid idea development through the Simple Business Model Canvas, a short pitch exercise, and a Mini-CV reflection block followed by final feedback collection.

Venue Hotel Sonoma, Fushë Kosovë	Timeframe 09:00–16:30 (1 day)	Feedback forms 10 / 10 collected
Workshop framing Inclusive, safe and employability-oriented youth work	Core logic Test transferability of TOT #1	Output Adjustment Plan for TOT #2



4. TOT #1 content tested through the micro-pilot

Because the Kosovo micro-pilot lasted one working block rather than five training days, the session used a condensed transfer format. The objective was not to replicate TOT #1 in full, but to verify whether selected concepts, tools, and exercises from the core WP2 curriculum could be understood, applied, and positively received in a local setting.

TOT #1 module	How it appeared in the micro-pilot	What was being tested	Immediate transfer signal
Inclusive Youth Work Foundations	Safe-space opening, ground rules, Inclusive Design & Barrier Mapping group work linked to project or hobby ideas.	Whether participants could understand inclusion as active barrier removal and connect it to local youth activities.	Mixed-positive: 70% full understanding; 30% partial understanding, indicating good engagement but a need for slower scaffolding.
Volunteer Management & Safeguarding	Short summary inside the “RiseUp Core Methodology” block, with emphasis on clear roles, support and safe practice.	Whether core volunteer-management concepts remained understandable in a short-format local session.	Mixed-positive: 70% full understanding; 30% partial understanding. Comments requested step-by-step guidance and more practical examples.
Digital Facilitation	Brief introduction to basic tools and the logic of boards, polls, forms and the five-step facilitation loop.	Whether participants with mixed digital confidence could follow the basics in a concise format.	Caution signal: 90% full understanding; 10% selected “No”. More demonstration and examples are needed.
Creative Engagement & Session Design	Interactive group work, collaborative discussion, and examples of engagement methods that support teamwork.	Whether the participatory style of TOT #1 could be maintained and understood in local replication.	Strong: 90% full understanding; comments described this block as interesting, motivating and useful for teamwork.
Employability & Entrepreneurial Lens	Business Model Canvas, 60-second pitch, Mini-CV and employability reflection.	Whether the employability framing made the pilot concrete, practical and forward-looking.	Strong: 90% full understanding; the CV-related content was highlighted as especially clear and useful.

5. Feedback methodology

A short structured feedback form was administered at the end of the workshop. The form collected both closed and open responses across the main chapters tested in the pilot. In total, 10 completed forms were received. The closed questions focused on expectation management, perceived quality, achievement of objectives, and immediate understanding of each main content block. The open questions captured suggestions for improvement and perceived usefulness.



The feedback results should be interpreted as immediate post-session evidence. This means they are useful for assessing clarity, relevance, satisfaction, and short-term transfer, but they do not yet measure medium-term application in participants’ own practice. That deeper transfer will be more appropriately tested through TOT #2 follow-up, local cascade workshops, and later WP2 implementation.

6. Quantitative feedback results

The quantitative results were positive overall, although understanding levels differed across modules. All participants rated the workshop positively on expectations and overall quality, and 90% reported that the objectives were fully explained and achieved. Transfer was strongest in creative engagement and employability support, while inclusive youth work and volunteer management each showed a larger “Partially” share. Digital facilitation also generated a clear refinement signal because one participant selected “No”, which suggests that this chapter needs stronger demonstration and simpler visual support before TOT #2.

Workshop met expectations 100% 4 Strongly agree 6 Agree	Overall quality rated 100% 4 Excellent 5 Very good 1 Good	Objectives clearly explained 90% 9 Yes, fully 1 Partially
Inclusive youth activities 70% 7 Yes 3 Partially	Volunteer management & safeguarding 70% 7 Yes 3 Partially	Digital facilitation basics 90% 9 Yes 1 No
Creative engagement design 90% 9 Yes 1 Partially	Employability support tools 90% 9 Yes 1 Partially	Overall signal Strong Clear refinement needs for TOT #2

7. Qualitative findings: strengths, weaknesses and contextual observations

The open comments confirm that the workshop was experienced as positive, well organised, and different from participants’ usual training experience. Participants highlighted clear explanations, a good group atmosphere, useful practical exercises, and especially the final employability/CV block. Several comments also confirmed that the participatory format was motivating and that the creative engagement chapter supported teamwork well.

Key strengths identified	Main improvement needs identified
<ul style="list-style-type: none"> Overall workshop quality and expectations were positive across all 10 feedback forms. The group atmosphere and participatory delivery were appreciated; several comments mentioned fun, teamwork, and engagement. The workshop translated WP2 concepts into concrete outputs through the BMC, the pitch 	<ul style="list-style-type: none"> Inclusive youth work and volunteer management need slower explanation and more step-by-step scaffolding. Digital facilitation needs more live examples and visual support, since one participant selected “No” and comments requested examples. The schedule would benefit from a short



Key strengths identified	Main improvement needs identified
<p>exercise, and the Mini-CV.</p> <ul style="list-style-type: none"> The employability block, especially the CV-related content, was perceived as especially useful and clearly explained. Materials and facilitation were described as simple, concrete, and well planned. 	<p>pause before the main lunch break to maintain concentration.</p> <ul style="list-style-type: none"> The employability block should include a visible template or worked example for the CV / Mini-CV. TOT #2 should preserve the interactive format but increase practical examples in concept-heavy sections.

From a contextual point of view, four signals are especially relevant for TOT #2. First, the Kosovo pilot confirms that active group work and a friendly atmosphere remain strong engagement drivers. Second, concept-heavy modules such as inclusive youth work and volunteer management need clearer step-by-step framing. Third, digital facilitation should be demonstrated, not only described. Fourth, employability content becomes even more practical when participants can see a visible template or worked example.

8. Selected participant evidence (anonymised)

<i>“It was fun, I liked the group first of all. The chapter of inclusive work, in my opinion, went very well.”</i>
<i>“We talked about it, but I would like a step-by-step guiding.”</i>
<i>“Could have used some examples.”</i>
<i>“This chapter was interesting and motivating. The creative ideas for engagement are very useful for teamwork.”</i>
<i>“Especially the last part about the CV was explained extremely well, not like usually we use to hear.”</i>
<i>“That was something different. I’m very happy to be here. Thank you!”</i>

9. Adjustment Plan for TOT #2 (Kosovo)

The micro-pilot confirms that the core WP2 curriculum is relevant and transferable in Kosovo, but it also highlights where TOT #2 should be strengthened before full delivery. The aim is not to redesign the curriculum, but to improve pacing, scaffolding, and practical demonstration in the modules that showed more partial understanding. The table below translates the pilot evidence into concrete facilitation and design adjustments for TOT #2.

Priority area	What the micro-pilot showed	Adjustment for TOT #2	Expected benefit
Inclusive youth work scaffolding	The module generated 30% “Partially” responses, showing that the concepts were relevant but not yet fully secure for everyone.	Slow down the distinction between openness and inclusion, add one concrete barrier-mapping example before group work, and use a very simple visual recap before debrief.	Better conceptual clarity and stronger transfer into activity design.
Volunteer management step-by-step guidance	Volunteer management also generated 30% “Partially” responses, and one comment explicitly asked for a more step-	Add a simple visual pathway (recruit → onboard → support → safeguard), plus one local case example and one practical role-	Easier local replication and stronger understanding of



Priority area	What the micro-pilot showed	Adjustment for TOT #2	Expected benefit
	by-step explanation.	description exercise.	safe volunteer practice.
Digital facilitation demonstration	Digital facilitation reached 90% understanding, but one participant selected “No” and comments asked for more examples.	Include one live demo per tool family, provide a screenshot-based handout, and keep one offline fallback activity for lower-confidence participants.	Improved accessibility for mixed digital confidence levels.
Pacing and micro-breaks	One comment requested a short pause before the main break, suggesting that concentration drops in dense concept blocks.	Insert one short micro-break before lunch or immediately after the RiseUp core methodology section.	Better concentration, retention, and workshop rhythm.
Employability tools visibility	The employability block was one of the strongest chapters, but participants asked to see a CV template more explicitly.	Add a model Mini-CV / CV template and one completed example that participants can adapt locally.	Higher practical usefulness and easier post-training application.
Language and simplicity	Positive comments repeatedly referred to clear explanations, fun interaction, and concrete examples.	Maintain plain language, structured instructions, and participatory group work as a non-negotiable design principle in TOT #2.	Preserves inclusive learning conditions and participant confidence.
Replication readiness	The micro-pilot showed that condensed local delivery is feasible when exercises are concrete and clearly framed.	At the end of TOT #2, require each participant or partner group to produce a 60-minute cascade outline using one inclusion tool, one facilitation element, and one employability output.	Direct preparation for subsequent local cascade workshops.

10. Conclusion

The Kosovo micro-pilot achieved its intended function within the RiseUp-WB WP2 logic. It successfully tested the transferability of selected TOT #1 content in a 1-day local format and produced a clear evidence base for TOT #2 refinement. The feedback shows that the curriculum is relevant and well received, especially in relation to group dynamics, creative engagement, and employability-oriented tools.

At the same time, the pilot provides useful caution signals: inclusive youth work and volunteer management need more guided explanation, digital facilitation needs stronger examples and demonstration, and the employability block would benefit from visible templates. Overall, the recommendation is to carry the existing WP2 structure forward into TOT #2 in Kosovo while reinforcing scaffolding, pacing, and practical tools.



Annex A. Agenda summary

Time	Agenda block
09:00–09:15	Registration and welcome.
09:15–09:45	Opening: safe space, icebreaker and ground rules.
09:45–11:00	Inclusive youth work: Inclusive Design & Barrier Mapping group work.
11:00–12:00	RiseUp core methodology: volunteer management & safeguarding, digital facilitation basics, creative engagement & session design, employability lens & evaluation.
12:00–13:00	Business Model Canvas: turning a hobby into a viable community project or business idea.
13:00–14:00	Lunch break.
14:00–15:00	The Pitch: “60 Seconds to Success” and presentation of the BMC.
15:00–16:00	CV workshop
16:00–16:30	Final reflections and feedback collection.

Annex B. Quantitative feedback dataset summary

Closed-question results from the 10 collected feedback forms:

Question / indicator	Response distribution	Interpretation
The micro-pilot workshop met my expectations.	4 Strongly agree 6 Agree	Full positive satisfaction.
The overall quality of the workshop was...	4 Excellent 5 Very good 1 Good	Strong perceived quality.
The workshop objectives were clearly explained and achieved.	9 Yes, fully 1 Partially	Objectives were largely understood, with minor need for sharper framing.
I understood how to design inclusive youth activities.	7 Yes 3 Partially	Needs more scaffolding.
I understood managing volunteers using clear roles and safeguarding principles.	7 Yes 3 Partially	Needs more step-by-step guidance.
I understood basic digital facilitation tools.	9 Yes 1 No	Needs stronger live examples and visual support.
I understood how to make an engagement activity.	9 Yes 1 Partially	Strong immediate transfer.
I understood how to help youth more with employability skills.	9 Yes 1 Partially	Strong immediate transfer with value in adding templates/examples.