



**Comprehensive Report of
the Testing Phase of Tandem Training
to Develop Creative, Linguistic, And Socio-
Cultural Skills of Migrant and Refugee
Women**



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INTRODUCTION

The “WomInCreativePower” (WICP) project aims to support the full integration of migrant and refugee women into their receiving communities by investing in developing skills related to entrepreneurship and the creative sector. This approach emerges from the perception that self-employment and entrepreneurship represent a promising pathway for migrant women to access the labour market. WICP’s primary methodological approach will deploy the notions of inclusivity, diversity, and collaboration in Creative and Cultural Industries (CCI) by encouraging migrant and refugee women to develop their creative (artistic and/or cultural) ideas into work inclusion and self-fulfilment possibilities. Following the mentorship programme (IO2) and the development of both a tandem training guide and a socio-cultural and linguistic guide for each partner country, the Consortium has tested the content and structure of the material in each partner country. The material also included an introduction to intercultural communication to support communication among the participants and guidelines to support the facilitators in pairing up the participants. The testing phase was done by conducting the tandem training and a socio-cultural and linguistic orientation with at least five migrant or refugee women and five women from the local community (native women or women who have lived for over three years in the host country). Evaluation methods were selected and implemented by all partners. The training lasted around one month, during which the participants joined one setup meeting, alongside or separately from the socio-cultural and linguistic orientation, and a final networking and evaluation meeting. The participants had the possibility of working together with their pairs for the entire month on the skills they had chosen to teach and learn. Each partner was responsible for implementing this training and orientation in their contexts.

Outreach Stage

The outreach stage was initiated two weeks before the actual start of the tandem training in four countries. The dissemination posts and sign-up forms were shared on social media channels, especially on organisations' Facebook and LinkedIn pages, as well as through the mailing list of previous projects. The post and invitation were re-shared on different Facebook groups where migrant women and local women are active, particularly within the creative spheres of entrepreneurship. Some of the groups for Swideas were for example "Female entrepreneurs in Malmö", "The English-Speaking Malmö-dwelling community", the "Girl Gone International Community Malmö" (which connects local and international women), "Skåne Networking Community", "Expats in Malmö", and "Malmö International Students", among others. The post was shared by the staff of the SVF and facilitators to migrant and local women groups on Facebook, such as the "Women of Budapest" Facebook group and other groups in another language as Arabic. Also, it was shared among the followers of another operating Facebook page for SVF in the Hungarian language.

After a couple of weeks of disseminating the program on social media and through informal channels of networking, the facilitators sent out invitations to join the program's initial sessions so that everyone could feel included in the possibility to join. In total, 19 women signed up for the tandem training program and expressed their interest in participating in the learning process in Sweden. Facilitators of the SVF reached out to all the 15 applicants who indicated their readiness to join in the main two offline events, the introduction and the final evaluation event. 10 women contacted Povod and 18 candidates expressed interest towards the project from Luxembourg. Overall, 62 women expressed interest to join the Tandem Training testing phase.

FSL has chosen the participants through a selection process allowing to select women who have any creative skill and are able to pass those skills to others. The Mentorship Program aimed to support the labour and social integration of migrant women in the host countries. Before the mentors' trip to Slovenia in January 2022, they were paired with

migrant women who we reached out to through online and offline announcements or with the help of organisations who work with them. Regarding the profile of participants, it was difficult to make separation between local and refugee-background people, so 5 of the participants were the ones who live in Luxembourg more than 5 years, and other 5 were migrant women who are living in Luxembourg for less than 2 years mostly.



About the participants

55 participants were fully involved in at least 2 meetings and the practice phase meetings of the Tandem Training. They there involved either with a blended mobility (at least one of the meeting they joined online and at least one offline), fully offline or fully online. Out of 55, in Sweden there were 11, in Slovenia – 10, in Luxembourg – 10 and in Hungary – 15.

Overall, 19 women in Sweden expressed their interest in joining the tandem training program in Sweden. Some of the women joined the first two sessions. Subsequently, they informed the facilitators that they had other time commitments and could not continue their engagement and participation for personal reasons. In total, 11 women were active participants and were paired up by the facilitators during the pairing phase. Most of the women who participated were migrant women, some of whom had been living in Sweden for more than 4 years and are considered well-integrated in the hosting society; other migrant women had just arrived in Sweden for 1 or 2 years and can therefore be considered as “newcomers” in the Swedish society and local culture. The migrant women and tandem training participants come from different national contexts and cultural backgrounds: Jamaica, Italy, Bulgaria, North Macedonia, China, Serbia, Vietnam, Syria, Argentina, South Africa, United States, Iran, Colombia, Pakistan, and Portugal. This allowed for an intercultural tandem training program that facilitated interaction between women from a diverse range of backgrounds, knowledge, and experiences.

The tandem by Povod gathered 10 people in Slovenia who identified as women. Five are local women, and 5 are migrant women. At the end of the program, more than three women applied who are coming from Afghanistan, Turkey and Syria and are refugees; they will attend the multipliers events.

Povod met the participants for a whole day in person, and two women joined us online 7 for 6 hours; we had a follow-up session for two hours online, and in between, the pairs were working together in person and outline.

Duration: hours officially and more than 6 hours informal pair working.

The FSL made an open announcement in order to reach out to the migrant women who are interested in a project topic, who currently have small businesses or interested in starting it or just would like to learn a new creative skill. The first meeting was offline, during which we presented the WICP project and discussed the motivation of the participants along with their expectations. A special importance was also dedicated to the intercultural and soft skills non-formal educational activities in order to be sure that the communication of women with different background can find a common working language based on the respect of dignity. During the meeting we helped participants to find pairs of Tandem Training and started the skills sharing phase, which lasted two months. During one-to-one meetings, the participating women presented their creative skills taught each other according to the needs expressed beforehand.



Preparation Stage, Set-up and Introduction Stage

The facilitators within SwIdeas organised two main introduction sessions based on the participants' availability. Since half of the participants were based in Malmö and the other half throughout Sweden in other cities, the facilitators decided to conduct the first two sessions online and then implement the program in a hybrid way, thus giving a chance for everyone to participate equally.

1) The first session was on the topic of “Socio-cultural and linguistic orientation in Sweden”, which was conducted online for 3 hours, and gathered 10 of the 19 women who had expressed their interest in the program. The session was an opportunity to go through the topics of the IO3/A2 National Guide for Migrant Women in Sweden. The session was an excellent opportunity for the participants to get to know each other and discuss topics of socio-cultural integration in Sweden while sharing their experiences and learning outcomes. The session included a mix of information sharing on behalf of the facilitators



as well as interactive activities, stimulating group discussions, and exercises in break-out rooms.

2) The second session was the practical introduction session to the tandem training on the topic of “Creative Skills Exchange & Tandem Pairing”, which was also conducted online for 3 hours, and gathered 10 participants. Some of the women who could not attend were given the possibility of having a follow-up session and expressing their pairing interests through an excel sheet. The facilitator was in touch with all the women involved who expressed their interest but could not attend all the sessions due to personal reasons.

All the presentations about the tandem training and related information were shared with them in due time in order to provide an alternative space for interaction and engagement.

3) The third session was the final event of the tandem training, on the topic of “Final showcasing event & evaluation session”, which was conducted for 2 hours in person at STPLN, our co-working office in Malmö.

This final meeting had the goals of a) giving a space for the participants/migrant women to meet up again in person and online for networking, b) allowing the participants to share their learning process during the program in pairs, and showcase their skills and creative products, c) evaluate the program and give feedback for improvement openly and inclusively, d) close up the program and agreeing on informal means and lines of communication between the pairs, as well as the group as a whole. Due to the tandem training participants' time constraints and other family/work commitments, this last evaluation meeting and final event gathered only 3 out of the 11 women who actively participated in the program. However, this allowed for a smaller and more active group of migrant women to interact with each other in a safe space, as well as to share insights and reflections with the facilitators. The remaining participants were given the opportunity to fill out an evaluation form, as well as to provide informal feedback via email and messages. All the participants were kept in touch with the facilitators and informed of follow-up options as well as the possibility of participating in the IO4 activities (videos and board game), as well as the closing multiplier events of the WICP project.

SVF facilitators prepared the agenda for the introductory meeting with a duration of 2 hours. The facilitators introduced the WICP project and a summary of all previous

activities of IO1, IO2 with a focus on the manual guide for migrant women who seek entrepreneurship as a result of the mentorship program, and IO3 A2 guide for new migrant women looking for sociocultural and linguistic orientation based on the experiences of local women and migrant women who have been in the country for a long time as well as the questions and concerns of new migrant women. Moreover, an intercultural game of networking and storytelling game of 'More than one story' was conducted to break the ice and introduce women to each other and the skills they had. The facilitators had to change the pairing method as only five women attended the introductory meeting so two pairs of three and two women were made.

There were several call announcements on the social media platforms and mailing lists by FSL to make sure that the information can get to the target group as much as possible. Though the number of interested participants was much higher, but not all participants were ready to dedicate time for 2 meetings and other 2 meetings for their one-to-one learning process. Participants in Luxembourg, before the set-up meeting, were provided with the intercultural learning guide. The content of it was taken into account also for the activities of the first meeting.

The facilitators of Povod launched the call and promoted the idea behind the IO3 and the tandem program. They arranged the place, the agenda, and the evaluation questions of the kick-off meeting. They facilitated the kick-off meeting in person and the online follow-up meetings with two aims: 1. Discussing the process of peer exchanging and learning between the participants, and 2. Discuss the process of creating the IO3 manual guide. 3. The facilitator announced to the participants the official end of the tandem program to all participants. How many people participated (how many newcomers/local women)

Pairing Challenges

The pairing stage of the Swideas was conducted online in order to include more participants and avoid exclusionary practices: this was useful; however, it also created some practical/technical obstacles for the facilitators to make the tandem pairs simultaneously. Facilitating the online interactive while promoting inclusivity of the migrant

women was a challenge, also due to the fact that some participants were not able to join but expressed their pairing preferences beforehand to the facilitators. This delayed the pairing strategy slightly but did not impede the actual implementation and continuation of the learning process. Later reflections during the evaluation meeting pointed out that perhaps priority should be given to having an in-person implementation of future tandem training programs. In this way, participants would feel more encouraged to meet up and engage with each other in a local space rather than online. Both approaches have advantages and disadvantages and bring their trade-offs. However, the inputs and opinions of the migrant women participants were highly beneficial and were appreciated by the facilitators as means to improve the program.

The facilitators of the tandem training program were internal to SwIdeas and experienced in methods of social inclusion and facilitation of training programs for migrant women. Overall, the facilitators observed that there was a high interest in the topic of “cultural skills exchange” among migrant women and that their engagement was initially relatively high. This high level of interest and willingness to learn and network with each other allowed the program participants to engage in meaningful conversations and local connections. Overall, this constitutes a positive aspect of the program, which was appreciated by the participants.

However, at the same time, several obstacles emerged throughout the course of the program: some of the women dropped out due to lack of time or personal commitments, while others continued to participate actively. There was strong interest on behalf of the women to meet in person, which was unfortunately not always possible due to geographical distance. The facilitators continued to keep contact and communication with all the participants, regardless of their location, and encouraged them to continue the program where possible. Another constraint was the program's time limit, indicating that such a short period of time (5 weeks) was not sufficient for the migrant women participants to go through all the steps of the program. However, this could be seen as an opportunity to commence learning processes and continue them in the longer term, promoting creative skills exchange in future scenarios and informal settings among the participants.

FSL used online tools for introduction. Before the meetings, participants were asked to fill an excel form with their priorities what creative skills would they like to learn and what creative skills they can teach others. This was processed by the facilitators beforehand and prepared recommendations but the pairing itself happened during the meetings.

Pairing by SVF was planned before the introductory meeting, but because of not the total attendance, it was challenging to complete the pairing. Fortunately, and unfortunately, the facilitator's agenda for ice breaking and intercultural networking games has made women feel comfortable with everyone. The choice of allowing women to make their choice of pairs was time-consuming rather than efficient. To overcome this, before the following meeting themes were set for the tandem training by the facilitators. In the follow-up meeting with the WICP participants, 6 participants attended the meeting. The pairing was planned ahead based on the introductory session, the attendees' profiles, and the tandem training themes. There were three pairs with different fields of interest. The first one was going to teach and learn about project management, and social media/content planning. The second one was going to exchange their language skills (Japanese and Italian). The third one was going to share their knowledge of printing and design and Hungarian wine culture. After the meeting, three more women wanted to join (who also signed up for the programme but could not manage to come to the second meeting), so one new pair was made with the online help of the crew to exchange language skills (Spanish and French). The third one joined an already existing group (design, printing and wine), offering her knowledge on feminism and gender equality combined with programme planning.



Implementation Stage

The tandem training was implemented for 5/6 weeks approximately, including the stages for outreach and the final evaluation meeting and showcasing event in all four partner countries. After the first two stages, once the tandem pairs were formed, the tandem training actually started in terms of the exchange of socio-cultural skills between the women participants. All the tandem pairs were provided with support and active communication throughout the program's timeline, from the beginning to the end. The

facilitators offered the possibility of conducting extra/follow-up sessions with the women who could not attend the first two introduction meetings.

Specific emphasis and interest were shown regarding the topics of economic empowerment and labour market obstacles that many migrant women face in Sweden, despite their professional and educational qualifications from their home countries. The facilitator offered a space for discussing this topic further regarding the cultural and creative field of entrepreneurship.

Moreover, the tandem pairs were provided with some useful templates to set their learning goals and targets, such as the learning plan, which was developed by FSL. Some of the tandem pairs used this document or another one based on their individual needs and goals, as well as depending on the specificity of the skills that would be exchanged. For instance, some pairs had more practical creative skills to exchange, such as learning massage techniques, photography basics, ceramics, and music theory. Other pairs chose more “abstract” and less practical creative skills such as language training, composing texts, social media competencies, graphic design, content creation, public speaking, breathing and yoga techniques, as well as entrepreneurship basics. Throughout the implementation phase, apart from the joint meetings/sessions that the facilitators offered, the tandem pairs were in touch and met at the individual level to get to know each other better and decide the next steps throughout the program. This allowed them both freedom and independence to self-organize as well as to ask for additional support and help when needed.

In SVF, due to external causes, 6 women were present at the second meeting out of the 15 applicants, and 3 more participants joined later. Out of them, 2 were Hungarians, 3 were migrants who had lived in Hungary for more than 3 years, and 4 of them arrived in the country recently. On the second occasion, the 6 participants, after a short small talk and a warm-up game, set up their SMART goals and the steps of their learning process for the next few weeks. For the 3 women who joined later, SVF’s team organised an online meeting to help define their topics, set up their goals and schedule their meetings. A Facebook messenger group was created based on the participants’ preference for the means of communication and to connect with others. Participants were given the option

to meet online or offline based on their preference and comfort. Moreover, they were asked to share photos of their meetings and progress as well as any feedback (openly and anonymously) with the facilitators.

Two groups managed to meet and share their skills offline between the second and third final meeting, while the third one had an online exchange due to covid reasons. The fourth pair had to quit the programme in the meantime because of personal difficulties (sickness and moving out of the city).

The third meeting was scheduled based on the availability and preference of all participants, but in the end, only 4 women were able to participate (3 of the wine-design group and 1 from a language exchange pair) due to work duties and illness. After sharing the freshly gained skills (giving a presentation and sharing experiences), we focused on community building: the participants shared stories of their lives with the help of printed questions. Then, the evaluation form was asked to be filled out.

The implementation of the tandem programme happened during a highly challenging time. The high numbers of the fast-spreading covid epidemic and the war in Ukraine and then the political elections of Hungary made it challenging to realise the workshops as planned. The Hungarians were going through serious emotional challenges and traumas. The current focus of them was on coping with the situations instead of getting to know new people and developing new socio-cultural, linguistic and creative skills that the tandem programme offered. Thus, their engagement to the programme was not sufficient. The pairs set up at the first meeting could not manage to have skill exchange occasions in the meantime, thus SVF's facilitators created new pairs at the second meeting and started the program over again - this time in a better way. Despite all the challenges, we can tell that the workshops and the meetings were fruitful for those who could participate in them.

The FSL organized a face-to-face set-up meeting and one online final meeting with 10 migrant and refugee women to identify their needs regarding economic and social integration into their host communities. Before and after the meetings, facilitators discussed the needs in order to make sure the process is going according to the interest of participants. Based on the identified needs, the mentors conducted research and had

several meetings which provided extensive information on how to further make an inclusive working atmosphere. Besides the set-up and final meetings, participants had chance also to gather in an informal atmosphere to discuss inspirational stories of the members of the group around a coffee table. During the final meeting, participants were asked in small working groups to think about how they can use the creative skills they learned to make their ongoing business initiatives more computable or how these skills can become alternative monetization idea bases for them.





RESULTS

Overall, it can be stated that the tandem training in the partner countries had a positive impact on the women who participated and contributed to promoting social integration between migrant women as well as enhancing already-existing skills while learning new ones. Inputs from both facilitators and participants in terms of evaluation and feedback on the IO3 testing phase were collected at the final stage by using different methods, such as the SWOT analysis tool (strengths, weaknesses, opportunities, and threats of the program) and informal communication tools.

Over the course of 5 weeks, in total, 11 women had the chance to engage in the tandem training program and deepen their knowledge of intercultural skills and socio-cultural competencies. Their engagement rate varied due to personal (work/family/other commitments) reasons: however, this did not impede a successful implementation in terms of initiating meaningful connections among the participants and allowing for follow-up activities and informal continuation of the program after its conclusion. The results include also building a network of local and migrant women with knowledge of the local host society in Sweden, as well as of the labour market.

Despite all the challenges SVF faced during the testing phase, the participants who stayed in the programme for the whole time had a great time, widened their social network, improved their skills, and learnt new skills.

The newcomers had the chance to improve their socio-linguistic skills, they also learnt some new Hungarian phrases. The programme was a great opportunity to meet people who are in the same boat to share experiences and practical knowledge. For instance, a participant informed everyone to make sure to show up at a phone company to identify themselves in person every year. Otherwise, they lose the service (this method is not expected from the Hungarian citizens, only from the foreigners). They also gave job-seeking advice to each other during the coffee breaks and shared their experiences when applying for jobs. The programme was important on a personal level, and we believe some friendships were born in the meantime, which definitely helped the social integration of the women into the society.

The skill exchanging occasions took place without the presence of SVF, the pairs met up individually offline or online between the second and third meetings. The participants set up their SMART goals and steps at the first meeting, presenting their knowledge at the last meeting. All of them found the occasions great and interesting where they had the chance to deepen their knowledge in a new area and deepen the knowledge of the skills they were taught through teaching them. During the testing phase, SVF had to overcome some boundaries and challenges, but the IO's content and structure were efficient and sufficient to reach the IO's goals.

In Luxembourg, 80% of the participants, according to their evaluation forms, find the experience valuable and useful. The women mentioned that the project helped them understand better the importance of networking and learning new skills dependless their age, especially in Luxembourg.

Another objective of the WICP project was to encourage collaboration and foster co-creation interactively to develop creative, linguistic, and socio-cultural skills. During the Tandem Training, we involved ten women who expressed willingness to share their personal and professional competencies and learn new skills from other participants. The women who took part in the Tandem Training mentioned in the evaluation form that although the Tandem Learning method was new to them, they found it quite interesting and efficient.

The Tandem tandem program was implemented successfully in Slovenia as well. The facilitators have an emailing list with a table that contains all the competencies, profiles, and contacts of 10 women, the number is growing as more women are joining our WICP even after the end of the tandem 2. IO3 was developed and reversed by the women who are part of the tandem program; we find this factor very important as the women of the tandem are 10 women, of whom 6 are refugees or migrants, and 4 are Slovenians. 3. The IO3 will be disseminated during the multiplayer events by the women themselves from June to September 2022. This will be a great opportunity to promote the active participation of migrant women in Slovenia and debunk prejudices against them. 4. The tandem program consisted of whole day in-person meetings and pair work sessions online, and in person, the success point is that the pairs were developed organically, and

now it is a sustainable network for women to women support which will continue onwards even after the finalisation of the WICP program in Slovenia.



CONCLUSION

Conclusive reflections on what went well

The program of WomInCreativePower in partner countries achieved a successful tandem program by creating inclusive platforms that gather people who identify as women and are migrants, refugees and Slovenians. Online and offline sessions were conducted that achieved the following outcomes: 1. A table that gathers information of the participants of the tandem available for all participants on the skills, knowledge and competencies that each participant can teach or would like to learn 2. As a result of the mentorship and Tandem Training, 7 completed business plans were created in 4 countries, which are expected to be presented to potential donors for financial support. 3. Manual guides were developed by the participants themselves, from women to women, on developing the cultural and social competencies from a non-ethnocentric point of view. 4. Creation of local informal support networks for the exchange of creative skills and good will.

What was highly appreciated by the participants was the information that was provided by the facilitators and the space for discussing topics of social integration and creative skills exchange. Another positive aspect was the networking and possibility of meeting new women and making new connections at the local and national level. The participants enjoyed the networking and ice-breaking games, and they helped them feel comfortable in a short time. The coffee breaks between the tasks were significant in building a stronger informal connection between them. Participants found the programme a great opportunity to widen their social network and connect to new people with shared interests. The learning plan was highly appreciated as a structured template for setting learning goals and steps effectively. Follow-up emails and communication on behalf of the facilitator were also pointed out as a valued positive aspect which encouraged the participants to continue with their learning plans and steps for exchanging the creative skills by meeting more often with their pairs.

According to the evaluation of the participants of the Tandem Training, the training was organised well, and facilitators provided all the information and support in a timely manner during the whole period of the project. The Tandem Training was one of the most

successful sessions of the WICP project. More than 16 women expressed their willingness to participate in it. Ten of them completed the whole cycle and got certificates of completion.

Conclusive reflections on what could be changed for the future practices

The short timeframe for the program was pointed out as the most relevant obstacle to promoting the exchange of creative skills. The participants claimed that such a short amount of time did not allow them to focus on their learning goals adequately as well as to meet their tandem pairs often. Learning as well as teaching new skills takes time and energy. Many of the women had other commitments as well: some of them were running their businesses, others were working either full-time or part-time, while many of them also are learning Swedish for employment purposes at the same time.

Another aspect that was pointed out was the online modality of implementation of the first meetings/introduction sessions. All of the participants claimed that they would have preferred an in-person implementation, and networking face-to-face would have also benefited and facilitated the pairing phase.

Nowadays, people have very tight schedules, and one of the challenges we faced during the implementation process was finding convenient times for big events (more than ten participants). Due to the following obstacle, some partners had sometimes to reschedule the meetings or conduct them online. Although most of the participants generally find online meetings less effective, sometimes it was the best solution allowing them to deliver specific components of the project while not excluding women who have limited time schedules. Language has also been a barrier for some of the participants. As Luxembourg has three national languages, the project facilitators had to sometimes pair the participants not only by their interests but also by their language skills. A solution to the following problem was providing a translator to the participants who required similar support.

The dissemination of the tandem training was conducted and advertised during the war between Russia and Ukraine. Especially in Hungary, being a neighbouring country, the

priorities of migrant focused organisations and civil organisations were to give a hand to Ukrainian refugees. This affected the communication with other local organisations to disseminate and share the tandem training advertisements. Moreover, migrant related groups were flooding with posts asking for help from volunteers and donations to Ukrainian refugees. These groups are considered a necessary platform for disseminating migrant related activities for inclusion. Creating pairs in advance was a great idea, but it did not work because half of the applicants did not show up at the meeting.



The short explanation of suggested improvements

To prevent the issues described above in the future, we suggest paying attention to the following aspects:

- to have a longer time frame for implementing the tandem training program, at least 2 or 3 months if not more.
- to have a more extended introduction stage with several methods of pairing.
- to maintain the communication with the participants between the meetings to strengthen their engagement.
- to check up on the pairs in the meantime to ask how they are going on their learning paths and give them support.
- to create more learning templates and support material.
- to have in-person/face-to-face/offline activities to promote better integration and networking of the participants. Avoid online meetings and sessions to promote better engagement if possible.
- depending on the specifications of the group, the facilitator can decide to have the creative skills fair first and then a sociocultural orientation session later on in the program.
- to give more time for participants to network and choose their pairs.

- if possible, to have a local or regional limitation for the women who can participate so that everyone can meet in person. The program would be more localised to meet the participants' needs.
- to involve translators in the training programme.



Conclusion of the suitability of material, content, and structure

According to the majority of the feedback and evaluation forms, the content of the training was very much needed and appreciated by the participants, and they had a good time at the meetings. It was appreciated to strengthen intercultural competencies and improve socio-linguistic skills, and they helped the participants connect to each other in a fun way. In terms of material and the content which was provided as support to the participants, the material was found useful but priority should be given to the interpersonal and group interactions. Less long documents and guides, with more reflective exercises. The participants appreciated the discussed topics and the approach used in the discussions, particularly the labour market topics, intercultural skills, integration terms, strategies to avoid stereotypes, and information on the local societies. However, the participants would have preferred to have a better structure of these topics in the different meetings, as well as more emphasis and priority on the creative skills exchange.

RECOMMENDATIONS

Based on the recommendations from the partner organisations, following suggestions are suggested to have:

- having at least two occasions where participants exchange skills. - The participants found it important to have face to face meetings instead of online ones, and it was suggested to have frequent meetings (once/twice a week). - It's preferable to have more methods on the pairing in case participants are not eager to choose pairs by themselves. Also, pairing in advance is challenging while some participants will not be able to take part in the meeting for unexpected consequences. It's recommended to make the evaluation form be filled out at the event, as it's more difficult to have them fill it out later.
- To have a longer time for the tandem program. - To make sure to have the handouts of IO3 to be interactive and accessible to different groups with different abilities.

