



UKRAINE RESPONSE 2023 EVALUATION REPORT



Report date: October 2023



Dear reader,

We are pleased to report that between April and July 2023, we trained **35 Young Coaches**, the vast majority of whom are working directly with children affected by the war in Ukraine.

The project was unique, as it was the first time we delivered a **Young Coach Education for participants from four different countries**, and in two different languages. Naturally, this created new challenges with logistics and content delivery.

For example, to ensure that the education had the greatest impact and reached children most at need, **almost half of the Young Coaches were selected from Ukraine**. Thus, attending the education meant them leaving an active war zone to attend modules in Romania and Poland.

Nonetheless, **close collaboration with our implementing partners Association Sport For All Suceava (Romania) and Legia Foundation (Poland), as well as other local partners, helped overcome the potential challenges**, and ensured a safe and smooth running of the project.

As highlighted in the report, Young Coaches have enhanced their coaching and leadership knowledge. This knowledge does, and will continue, to help them **provide safe and inclusive spaces for children in and around Ukraine**, as well as further their own personal development.

Although the language barrier between English and Ukrainian speakers made the exchange and interactions between all of Young Coaches more difficult, many still cited the **opportunity to exchange and network** with peers and instructors from different countries as a key highlight and source of learning.

For the majority of the Young Coaches, the education had **exceeded their expectations and enhanced their self-confidence**.

Lastly, the report highlights that **almost all of the Young Coaches have already trained Peer Young Coaches**. Collectively, the Young Coaches and their additional 52 Peer Young Coaches deliver activities for over 3,000 children in and around Ukraine.

We hope that you enjoy reading about the positive impact of the education.



Lea Hinnen
Project Manager
Scort Foundation

Project overview

Between April and July 2023, Scort and the Football Club Social Alliance (FCSA), together with local partners, delivered a Young Coach Education in Poland and Romania to support those working directly with children affected by the war in Ukraine.

The war in Ukraine has led to the world's fastest growing displacement crisis since World War II. Forced displacement and the exposure to traumatic events has a strong impact on people's mental and emotional well-being. Familiar structures and routines can be broken, loved ones separated, and support networks disrupted. This can make dealing with a situation overwhelming for anyone, especially for children. Additionally, unaccompanied minors as well as persons with disabilities can find themselves at heightened risk of violence, exploitation and abuse.

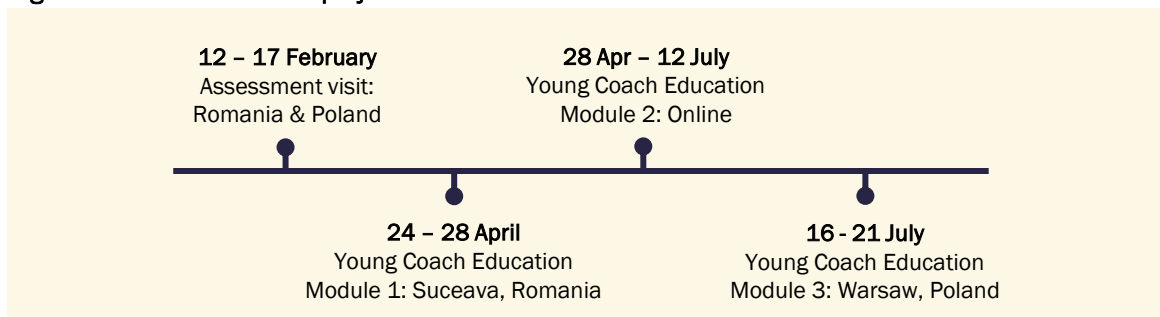
With the belief that sport and play-based activities can contribute to the physical, mental and emotional well-being of children and young

people, the Young Coach Education set out to:

- Educate young adults on how to provide safe spaces through sport and play to children in and around Ukraine.
- Build their coaching capacity to offer structured grassroots football activities.
- Build their leadership capacities and provide tools to promote mental well-being, social cohesion, protection and integration.
- Teach them how to include children with disabilities in their sport activities.
- Enhance their network of people working with displaced persons in/around Ukraine.

The education was comprised of 2 in-person modules and 1 online module (Fig. 1). It was delivered in collaboration with the UN Refugee Agency (UNHCR), two main implementing partners Association Sport For All Suceava and Legia Foundation and further local partners, with the financial support of Fondation Botnar, Scort and the FCSA.

Figure 1: FCSA* timeline of project activities in 2023



*The FCSA is a network of professional European football clubs that team up for social change on a global level. FCSA member clubs are as follows: FC Basel 1893, SV Werder Bremen, Bayer 04 Leverkusen, FK Austria Wien, FC Schalke 04, 1. FSV Mainz 05

Beneficiary overview

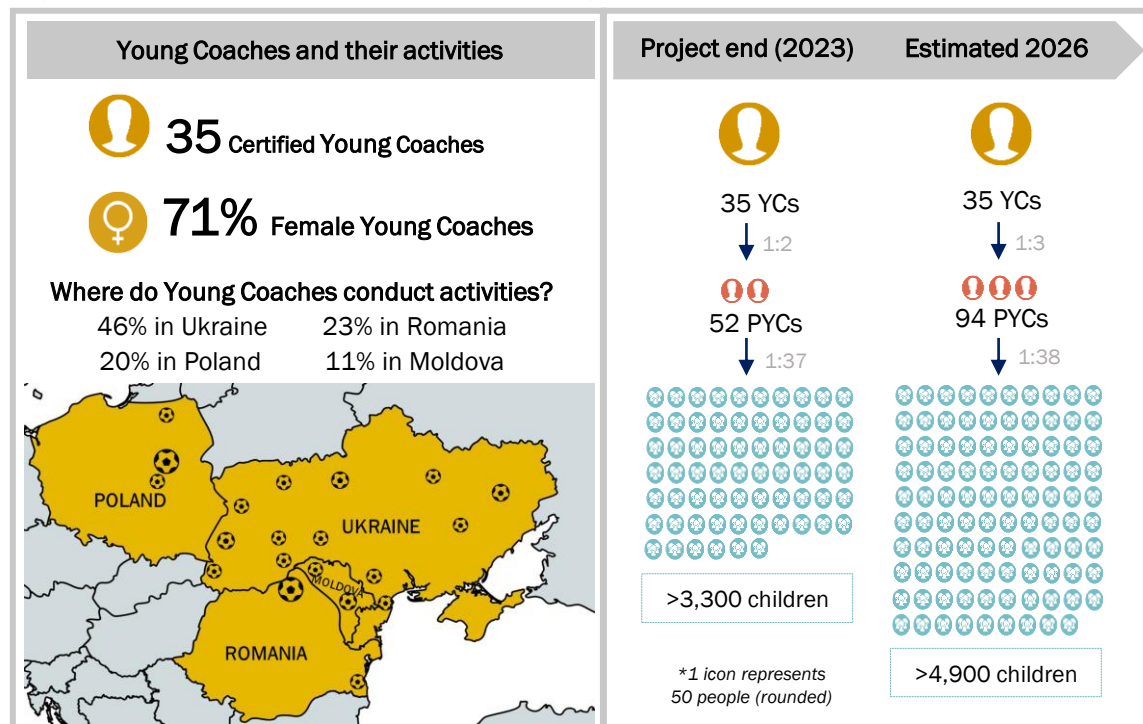
At the end of the education, 35 Young Coaches (YCs) received a certificate. Almost half of the YCs work with children in Ukraine, whilst the others work with displacement-affected children in bordering countries (Fig. 2).

Notably, the restrictions imposed on male individuals leaving Ukraine due to the war led to a higher percentage of female YCs being trained (71% female). As always, an emphasis was on Peer Education, with the expectation that the YCs return to their communities, deliver activities for children, and pass on their coaching knowledge

to others. Almost all YCs have already trained an additional coach within their community, leading to 52 so-called Peer Young Coaches (PYCs). The YCs and PYCs collectively work with over 3,300 children (incl. refugees, internally displaced, and host community children).

To track the impact and sustainability of the education, the beneficiary data is collected for a period of 3-years post project. By 2026, it is envisaged that the YCs would have trained almost 100 PYCs and together they would be impacting almost 5,000 children.

Figure 2: Locations and beneficiary impact of Young Coaches



How relevant was the education for Young Coaches?

This section explores Young Coaches' (YCs) overall satisfaction with the education as well as the importance and relevance they attached to the content being delivered.

Satisfaction

Importantly, at the end of the education, all YCs noted that their initial expectations for the education had been met, with the majority (64%) stating that it had exceeded their expectations.

The training of YCs from different countries was also deemed valuable by the vast majority of YCs (97%), with some citing the positive opportunities to learn from each other as an added benefit. Furthermore, all agreed that the personal interactions with Scort/FCSA team had been a good experience.

Content

Notably, all topics were deemed to be important by the YCs and 91% agreed that it was beneficial to have an online module, in addition to the two in-person modules. Considering the

various topics delivered throughout the modules, the following were deemed "very important" by the most YCs (% in brackets refers to how many YCs deemed it "very important").

Module 1 (in-person):

- Mentoring (84%)
- Small-Sided Games incl. STEPS (79%)
- Festivals (incl. organisation, feedback) (79%)

Module 2 (online self-learning)*:

- Adapting activities (71%)
- Peer Coach Education & Goal setting (69%)
- Educational Games (68%)
- Online Safeguarding & Protection (68%)

Module 3 (in-person):

- Football For All / Inclusion (94%)
- Methodologies & STEPS (91%)
- Physical First Aid training (91%)

Confidence

Importantly, by the end of the education, almost all of the YCs (97%) noted that their self-confidence had improved as a result of the education.



"During the Young Coach Education, I learnt a lot and I want to make sports accessible and inclusive for everyone. Although I used to be afraid of working with children with disabilities, the positive experience during the festival made me more comfortable. I now want to make football truly inclusive for all, regardless of age, gender, or abilities. It will be a challenge, but I'm going to try my best."

Katarzyna, Young Coach

*all YCs deemed the webinars on Protection from Sexual Exploitation and Abuse, Identifying and Preventing Trafficking, and online study groups to have enhanced their learning experience. However, these were not evaluated in the same manner so have not been included above.





How beneficial was the education for Young Coaches?

The Young Coaches (YCs) were comprised of individuals with varying sport-specific coaching experience (as highlighted in Fig. 4). Interestingly, 55% had zero or less than 1 year sport-specific coaching experience, 21% had between 1-4 years' experience, and 24% noted that they had over 5 years' experience.

Irrespective of their previous coaching experience, YCs noted that the education...

- ...gave them **many practical skills** they could apply in their work with children.
- ...**enhanced their network** of people working in the context of sport and displacement

In open questions asked at the end of the education, the 3 most cited highlights were as follows:

- The **practical sessions with children** during in-person modules, as this gave them new ideas/games and enabled them to apply skills immediately.

- The **exchanges and learning** from the instructors as well as other YCs from different countries was also deemed very positive.
- The teaching about **inclusive activities**, with particular reference to including children with disabilities in their activities.

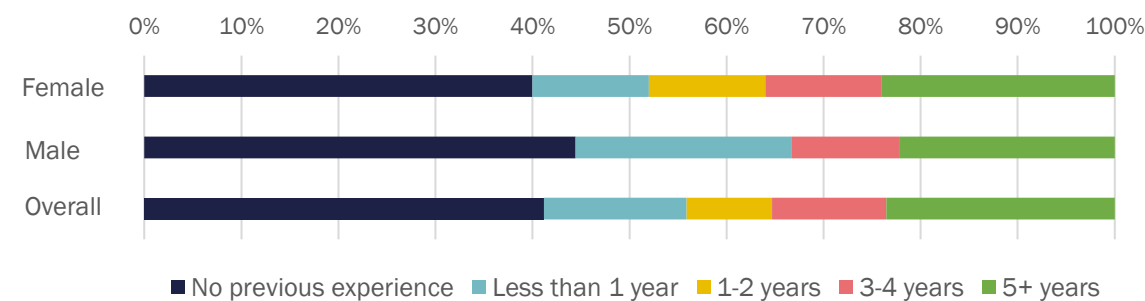
The findings of the open questions were reinforced by data collected about the benefit of the education for their work with children and wider networking opportunities. YCs were asked to rate the education anonymously, the results were as follows:

On a scale of 1 to 10*, how beneficial was the Young Coach Education for...

- **...your work with children:** Young Coaches average rating was 9 out of 10.
- **...enhancing your network:** Young Coaches average rating was 8.6 out of 10.

*1= not beneficial, 10 = extremely beneficial

Figure 4: Young Coaches' sport-specific coaching experience



*34 Young Coaches completed this survey

Did the Young Coaches improve their knowledge?

This section delves into the Young Coaches' (YCs) perceived knowledge change across 14 topics between the start and the end of the education (i.e. April and July 2023). The education was delivered in a hybrid approach of two in-person modules and one online module. This allowed some topics to be covered in more depth online, and at a speed that worked for the YCs.

Fig. 5. highlights the perceived learning related to coaching-specific topics (yellow) and leadership and life skills topics (turquoise). Assessing knowledge change is important, as it is the basis for changing behaviour and helps identify the added value of such an education.

Coaching-specific knowledge

Importantly, knowledge associated with structuring and organising training sessions as well as events was deemed very good at the end of the education. Furthermore, adapting activities to the different abilities of children (including disability) witnessed one of the biggest changes. Being able to adapt activities to different abilities is an important learning that YCs can apply with both children with and without disabilities, and thus make their activities (incl. events) more inclusive.

Furthermore, YCs also noted an increased knowledge of educational games.

Leadership and life skills knowledge

YCs perceived a notable change in knowledge about training Peer Young Coaches. This is important as it lays the basis for spreading knowledge from the education to an even larger group of coaches. There was also an increased knowledge about different M&E methods. Many highlighted the method of asking children to draw what they liked most about an activity as a particular interesting method.

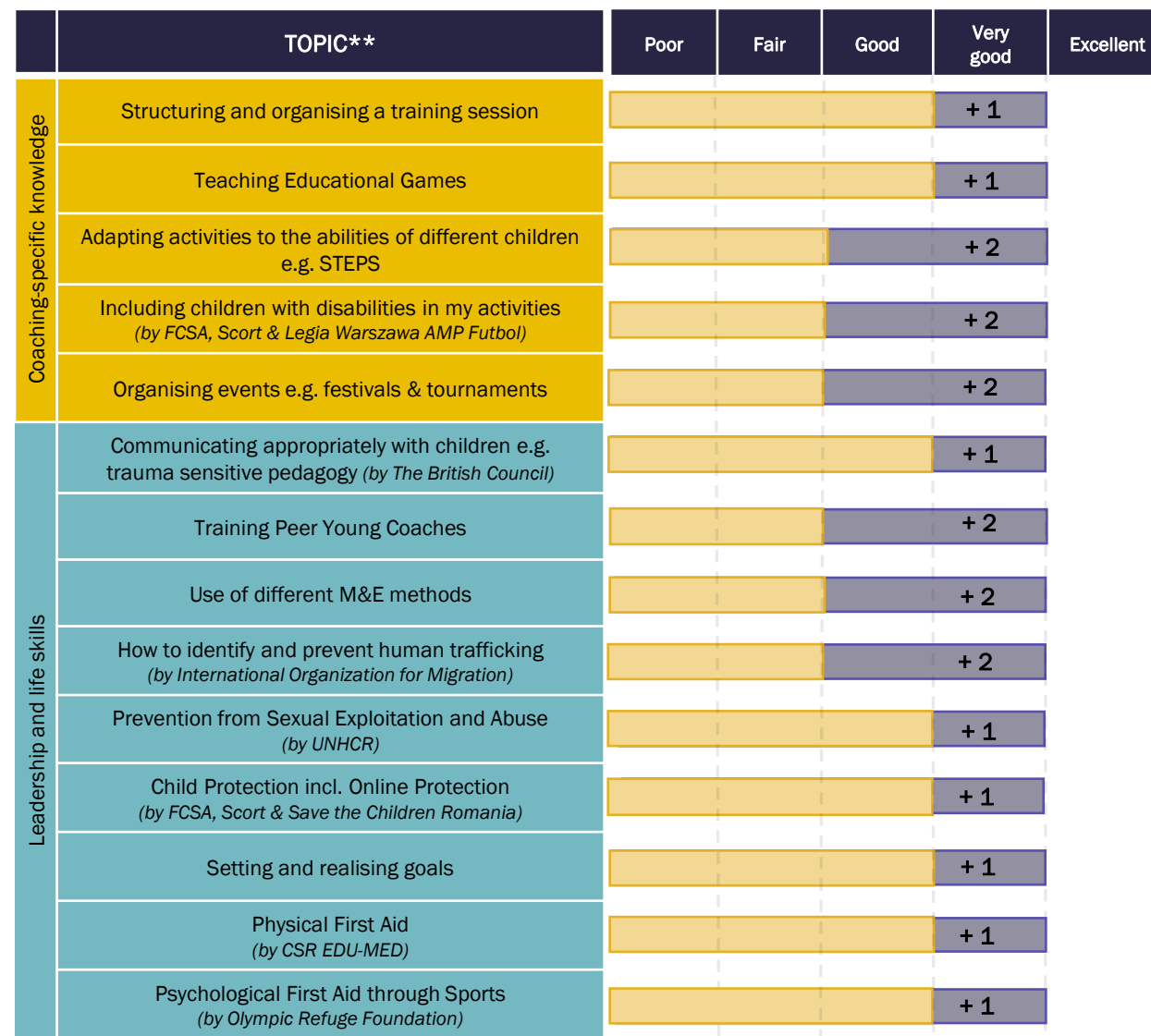
Additionally, YCs perceived a large change in their ability to identify and prevent human trafficking. Particularly in the context of displacement and with young adults fleeing the war in Ukraine, the risk of exploitation, abuse and trafficking is significantly heightened. As a result, improved knowledge of this topic feeds into creating a safe environment on and off the pitch. Creating a safe environment was also strengthened through topics such as Prevention from Sexual Exploitation and Abuse, Child Protection (incl. online protection), Physical First Aid, as well as Psychological First Aid.



"...Here we use football as a tool to teach soft skills such as communication, teamwork and co-operation, as sport creates a family and community atmosphere. The various workshops also contain psychological aspects and address the specific needs of our Young Coaches from their different countries of origin."

Leigh, Instructor FK Austria Wien

Figure 5: Average knowledge rating before and after the education*



*34 Young Coaches completed this survey

** content delivered by Scort/FCSA unless otherwise stated

Young Coaches activities in 2023...



57% deliver activities at least once a week*



94% deliver inclusive activities for boys & girls*



71% include sport & educational games in their activities*



91% have trained Peer Young Coaches*

*Data from 35 certified YCs.



Do the Young Coaches apply their new knowledge?

This section explores the extent to which Young Coaches (YCs) applied their knowledge and as a result changed their behaviour since the start of the project in April 2023.

Over half of the YCs are delivering activities for children at least once a week. Many of those conducting activities less frequently are based in Ukraine, which is reflective of the ongoing war.

Importantly, almost all of YCs deliver activities for girls and boys who have been directly affected by the war in Ukraine. The remaining YCs work solely with children in the host community, which are still likely to be impacted indirectly by the influx of refugees.

Additionally, the majority of YCs now include sport and educational games in their activities. Some of the new educational components being delivered at the end of the education included topics around online safety and games to promote social skills.

Notably, by the end of the education, almost all of the YCs had already trained Peer Young Coaches to work with children, leading to 52 additional coaches.

What has changed in the way the YCs work?

When asked what, if anything, had changed because of the education, the most frequent responses were:

- My activities are more fun and interesting, due to new ideas and games I have learnt.
- I have changed the way I interact with children incl. improved communication with children and more attentive to their needs.
- I have improved my ability to include everyone in my activities e.g. including kids with disabilities (37% of YCs currently working with children with disabilities, and 31% of YCs are planning to in the future).

Challenges

Almost all (89%) of the YCs noted at least one challenge delivering activities for children. The most cited included:

- Lack of equipment (38%)
- Lack of space to deliver activities (35%)
- Difficulties to deliver activities due to the security situation (21%)

While the lack of equipment and space is a recurring challenge in most projects, the security issue faced by Ukrainian YCs is unique to the war situation. For example, some noted a need to deliver activities close to bomb shelters in case of sirens warning of potential shelling.



"I have changed my perspective of structuring the events and planning the trainings. From now on, I will use the new knowledges and experience to deliver life changing training and events. Also, the network helped me see another way of delivering projects."

Adrian, Young Coach

What impact did the education have on Young Coaches?

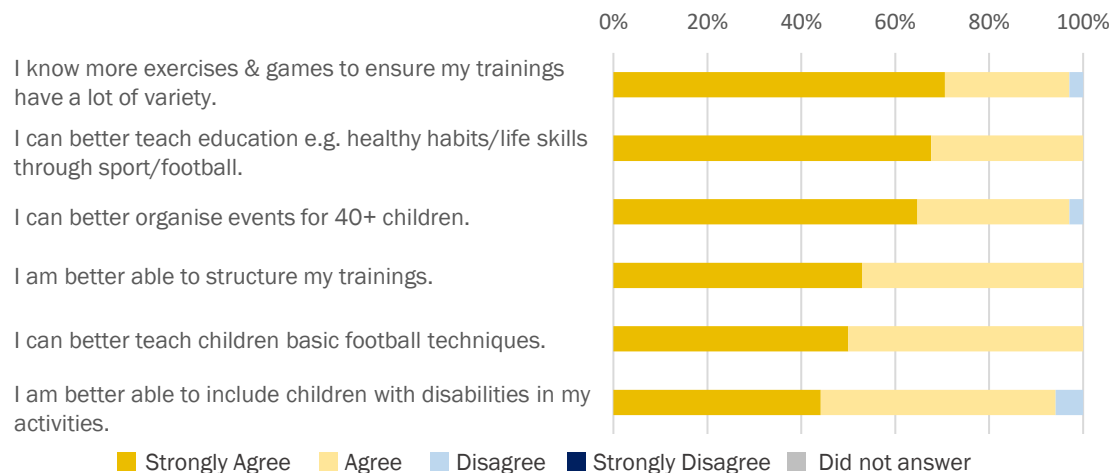
A key aim of the education is to enhance the coaching and leadership capacities of Young Coaches (YCs), enabling them to provide safe and inclusive spaces for children to learn, play and interact.

As illustrated in Fig 6., there is a strong agreement amongst the YCs that there has been a positive change in their coaching ability. Most report knowing more exercises & games and are also better able to teach educational aspects to children through sport (see p.10 for more info about educational aspects). YCs also perceived a positive change in their ability to deliver events with 40+ children. A contributing factor to the latter point could be the emphasis attached to practical tools and events with children during the education. This is even more impressive given the language barriers that

many YCs faced when delivering events for children in Romania (M1) and Poland (M3): For example, many YCs did not speak the children's language e.g. Romanian or Polish. Despite the clear language barriers, YCs were able to find solutions to ensure that no child was left out.

Additionally, all YCs noted an improvement in their ability to structure activities and teach basic football techniques. Furthermore, as reflected in the improved knowledge, almost all of the YCs feel that they are now better able to include children with disabilities in their activities. The inclusive aspect was further enhanced by experiential learning during practical sessions about disability football incl. blind, deaf and walking football, as well as a session on amputee football delivered by Legia AMP Futbol.

Figure 6: To what extent do you agree with the following statements?*



*34 Young Coaches completed this survey





What impact did the education have on Young Coaches? (continued)

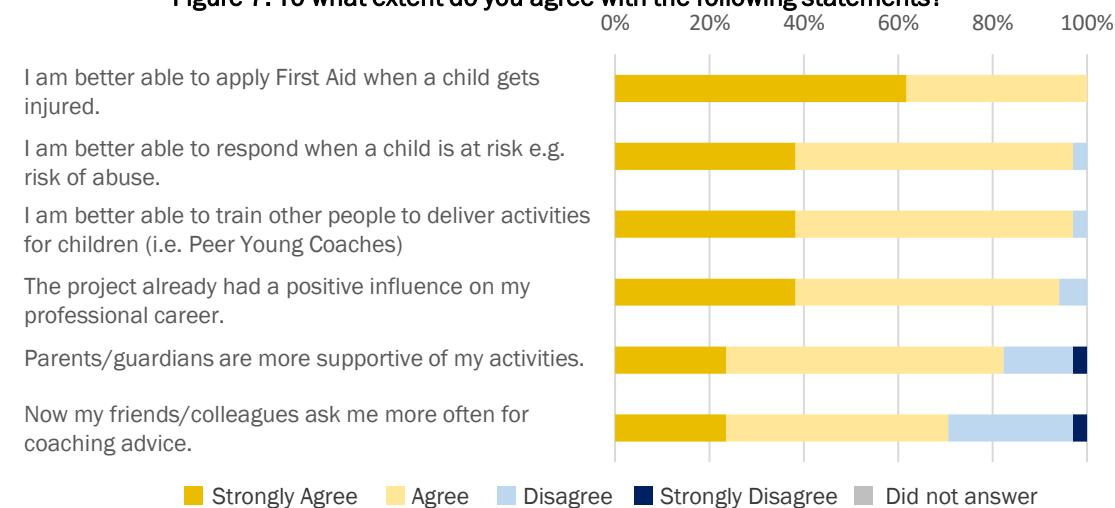
In addition to coaching competence, an aim of the education is to have Young Coaches (YCs) who can create a safe environment for children, pass on their knowledge, and benefit professionally from their new skills.

Importantly, all YCs, having attended a First Aid course as part of the education, noted that they are now better able to apply First Aid when a child gets hurt. Whilst this refers to physical First Aid, the majority of the YCs also believed that the workshop on Psychological First Aid, delivered by the Olympic Refuge Foundation, had increased their confidence to offer support in crisis situations. Further to creating a safe environment, almost all of the YCs reported that they are better able to respond when a child is at risk. This is arguably supported by the

workshops on Child Protection, Prevention from Sexual Exploitation and Abuse, Trauma-Sensitive Pedagogy, and Human Trafficking. Notably, the majority of the YCs believe that they are better able to train other people to deliver activities with children. This is reflected in the fact that most of the YCs had already trained PYCs to deliver activities.

Furthermore, almost all of the YCs reported that the project had a positive influence on their professional career – once again highlighting the immediate relevance of the education. Again, the majority of the YCs felt parents / guardians are now more supportive of their activities, and many of the YCs noted that their friends or colleagues now ask them more often for coaching advice as a result of the education.

Figure 7: To what extent do you agree with the following statements?*



*34 Young Coaches completed this survey

If applicable, please give examples of the education that you teach children through your activities*



“...both educational games and online safety, as well as monitoring and evaluation, are very important when working with children. I already use these topics. Regarding the adaptation of activities for children with special educational needs: I have not yet worked with such children, but I will use the advice and acquired knowledge when the opportunity arises.”
Iryna, Young Coach

*Word cloud data from 34 Young Coaches

What impact do the Young Coaches' activities have on children?

Children and youth benefit in many ways from the activities being delivered by Young Coaches (YCs). As previously noted, 71% of YCs deliver activities which include educational aspects. The word cloud on the left reflects the different educational aspects YCs teach children through their activities. The larger the word, the more frequent the educational aspect was mentioned.

Notably, health (incl. mental health related topics) were the most cited educational topics. This was followed by social skills, co-operation / teamwork, online safety, and values. The various educational aspects captured in the word cloud help shine a light on the wider benefits of the YCs' activities.

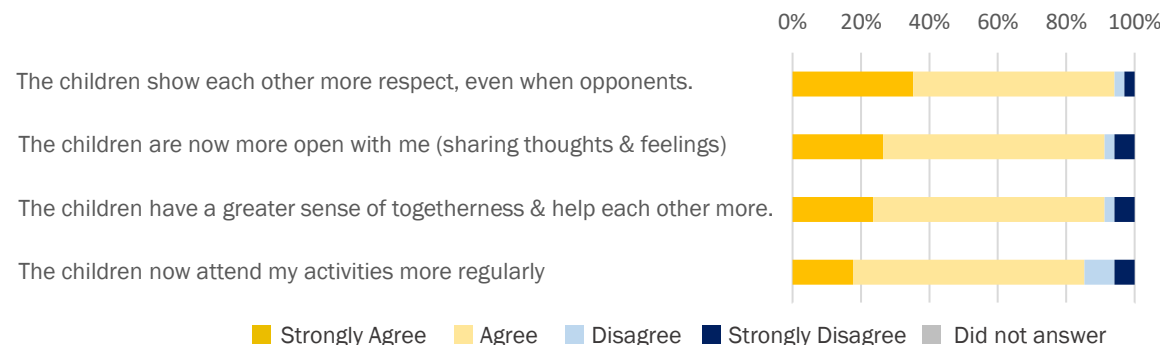
Given that many include social skills, co-operation and values (incl. respect) through their activities, it is not surprising to see that 94% of the YCs felt that the children show each other

other more respect, even when they are opponents (as highlighted in Fig. 9). Furthermore, 92% of YCs believe that the children have a greater sense of togetherness and help each other more. This is particularly important for the groups which work with children from different countries/regions. As creating a sense of togetherness and collective identify is vital to a child's relational well-being.

81% of the YCs noted that the children are now more open with them – sharing thoughts and feelings. This reflects the role that YCs play as trusted adults in the lives of children who have experienced trauma.

At the end of the education, it is important to see that most of the YCs (86%) feel that children now attend their activities more regularly, hence will hopefully experience a greater benefit.

Figure 9: To what extent do you agree with the following statements? **



**34 Young Coaches completed this survey



EXCHANGE WITH OTHER COACHES



“We make the training and then we talk about it, we get feedbacks and discuss the exercises with the coach friends at the hotel and we speak much about some exercises that we do. This is helpful because we have differences on how we make it here, how we make it in Poland, how they make in Ukraine and other places. Football is not the same thing in other countries, or persons. Any trainer has different views on football.”

Jakob, Young Coach

FOOTBALL IS FOR EVERYONE



“For me, my worldview has expanded in terms of how you can help children and work with them through sports. Football is for everyone, regardless of abilities”

Kateryna, Young Coach

NEW GAMES



“I noticed that a lot of the games that I never used before. And I think after the training I will come back with new strengths and be able to import more knowledge into these kids.”

Maryna, Young Coach

FOESTERING INDEPENDENCE



“The education has had a great impact on my daily activities and work. Now, I easily use sports tools to interact with the children, empowering them to make their own decisions and fostering their independence. This experience has also given me the confidence to fearlessly work with groups of children in sports activities.”

Cristina, Young Coach

Project partners

The following is a list of partners that have contributed to the success of the Young Coach Education.

Local implementing partners:

- Association Sport For All Suceava
- Legia Foundation

Strategic partners:

- Fondation Botnar
- UN Refugee Agency (UNHCR)

Other partners and supporters:

- ENABLE of Bayer AG
- Fundacja dla Wolnosci
- International Organization for Migration
- League of Tolerance
- Olympic Refuge Foundation
- Save the Children Romania
- Shakhtar Social
- Special Olympics (Eurasia and Poland)
- The British Council
- Trenuj Bycie Dobrym
- Ukrainian Association of Football
- UNHCR country offices (Moldova, Poland, Romania, Ukraine)



“I really liked that Scort invited us to come with our initiative around Psychological First Aid, but it was not only in my sessions that I saw it. There really was a lot of attention to safety, inclusion, dignity, support, communication – and I think that is all part of coaching already. But I appreciate the attention to that and wanting to bring in the element of psychological support and really recognising that this group of Young Coaches are coming from adversity as well as working with children who have experienced pretty serious adversity.”

Leslie Snider, Olympic Refuge Foundation Think Tank

“From the very beginning, we considered that it was a nice idea to have this kind of event [the Young Coach Education] in Suceava because...the events of the war is near the Romanian border. We see day-by-day on the streets Ukrainian parents with kids, and we realise that they need to do different kind of activities for social integration. Despite of the difference between languages we discovered that sport could be a good connection between these kids...”

Mihai Androhovici, President of Association Sport for All Suceava



Appendix 1: PR & Communication

Articles about the Young Coach Education were published on the FCSA website and social media channels.

The project also received coverage on the websites of the FCSA clubs, as well as on the social media channels of the local partners.

Website

Project page:
<https://www.football-alliance.org/projects/ukraine-response-the-football-club-social-alliance/>



Facebook

Module 1 https://bit.ly/UKR_Response_M1
 Module 3: https://bit.ly/UKR_Response_M3

Instagram

<https://www.instagram.com/football.alliance>

Twitter

<https://twitter.com/scortfoundation>

LinkedIn

<https://www.linkedin.com/company/scort-foundation>

Date	Publication (updated 05.09.2023)
03.05.2023	FK Austria Wien – “Austria hilft ukrainischen Kindern” https://fk-austria.at/news/austria-hilft-ukrainischen-kindern
04.05.2023	SV Werder Bremen – “Young-Coach Ausbildung im Grenzgebiet zur Ukraine” https://www.werder.de/aktuell/news/werder-bewegt/2022/2023/young-coach-ausbildung-im-grenzgebiet-der-ukraine-04052023/
05.05.2023	1. FSV Mainz 05 – “Richtig und Wichtig“ 05er unterstützten Young-Coach-Ausbildung im Grenzgebiet zur Ukraine” https://www.mainz05.de/news/ausbildung-von-kinder-und-jugendtrainern-im-grenzgebiet-zur-ukraine/
25.07.2023	Bayer 04 Leverkusen – “FCSA: Young Coaches-Ausbildung im Grenzgebiet zur Ukraine” https://www.bayer04.de/de-de/news/soziales-engagement/fcsa-young-coaches-ausbildung-im-grenzgebiet-zur-ukraine
31.07.2023	FK Austria Wien - “Young Coach-Ausbildung mit violetter Beteiligung” https://fk-austria.at/news/fcsa-young-coach-ausbildung-mit-violetter-beteiligung
02.08.2023	1. FSV Mainz 05 – “Young Coach-Ausbildung im ukrainischen Grenzgebiet” https://www.mainz05.de/news/fcsa-young-coach-ausbildung-im-grenzgebiet-der-ukraine-erfolgreich-abgeschlossen

