

In the past several years Center for Intercultural Dialogue (CID) has develop a program called CID Academy for young leaders. The main aim of the program is to develop certain skills for the young people to became the next leaders of the society. The last year's program had a main training with the aim to set common grounds for the group for the future steps. After the main training, 16 one-day trainings held in different topics. Facilitation skills, conflict management, writing project skills, creating action plans, were some of the topics in which 25 young people developed their capacities. During the trainings they got familiar with each other and created 4 different advocacy initiatives according to the needs of the young people in local society. For the day of Human Rights they organized Right's fest where they invited young talented people to sing and to promote the declaration of human rights among the young people. Creating high school unions, was the second advocacy initiatives, where the young people held 7 debates in 7 different high schools in Kumanovo. The 8th debate was open debate in the city council hall where they presented the results from the debates and the needs to create a common working group to unify all the high school unions in one Union, this is the task of the unions for the next months. The participants according to one research which they did saw the need of a public debate for local transportation. The mayor of Kumanovo was part of the debate where the young people had the chance directly to say the need of the public transportation. After the debate the first steps from the municipality were to put time tables and new bus stops in the city, which they did it.

This program is really beneficial for young people and for the organization because they develop their capacities and also the number of volunteers increased in the past year because of the activities which CID Academy's participants did among the community.

After the last year's program the participants had their first chance to got engaged in CID with writing a project and further developing their own skills.

The importance of volunteers in an organization this can be one of several good practices which we as CID team can present.