



I&D training for assessors

Mock application – **Erasmus+
accreditation in youth**

Erasmus+ Key Action 1

This mock application is developed for the training session on supportive assessments for Inclusion & Diversity in Erasmus+ Youth and the European Solidarity Corps (2022). It goes hand in hand with the I&D tool for assessors 'Let ID blossom' that you can find at:

WWW.SALTO-YOUTH.NET/IDTOOLASSESSORS

ANY SIMILARITY TO EXISTING PROJECTS AND ORGANISATIONS IS PURELY COINCIDENTAL.

Mock application - ESC Quality Label

NATIONAL YOUTH CENTRE

APPLICANT ORGANISATION

Legal Name: National Youth Centre

Country: Z

Applicant organisation Details

Legal Name	NATIONAL YOUTH CENTRE
Country	Z
Is the organisation a public body?	X
Is the organisation a non-profit?	V
Type of Organisation	YOUTH ORGANISATION

PROFILE AND EXPERIENCE OF THE ORGANISATION

PLEASE BRIEFLY PRESENT YOUR ORGANISATION AND MENTION: ITS AIMS, OBJECTIVES AND PRINCIPLES; TARGET GROUPS; GEOGRAPHICAL REACH; MAIN ACTIVITIES. PLEASE HIGHLIGHT THE LINK TO THE YOUTH FIELD.

National Youth Centre is one of 17 youth Centres in Country Z under the auspices of the Ministry of Culture, Youth and Sports. As a national youth centre we are using youth centre pedagogical approaches. The main tasks of the Centre: to provide youth services to ensure empowerment, personal development, and internationalization of the target group - young people from the country.

Our strategic priorities are:

1. We work to ensure that young people can learn, develop, and live a balanced life. We aim for high quality youth programs for personal and professional development of young people, ensuring safety and paying attention to physical and mental health the youth. We offer a wide range of opportunities which young people can pick from, and tailor activities to their needs and goals.
2. We build bridges with community on regional level and work with local actors. We work together with local and regional actors, and foster involvement of the community in our activities to create a better life for our youth. International youth work is a regular activity of the youth centre.

Target groups:

young people aged 13-30, including young people facing social challenges, NEET youth, and professionals working in the youth field. We have a policy of zero tolerance to any kind of discrimination.

Regular activities include school camps, camps and events, outreach youth work, social youth work, youth services and youth workshop activities. Annually we provide services for over 9000 young people and youth leaders, mainly from all over the country, and including youth from other countries. Youth work includes both online and offline activities in several municipalities. Youth house is working with the local youth, vulnerable groups, and youth who have difficulties in school due to bullying, organizing personal study sessions for them and visits by schoolteachers.

International work is done to achieve overall organizational goals and it compliments other activities. We aim at engagement of young people, improvement of their employability, facilitating mobility of vulnerable groups, as well as preventive youth work for risk groups.

We are active in running international volunteering projects, strategic partnerships, development projects, youth exchanges, and youth worker mobility projects aimed at developing skills and competences of youth workers from Country Z.

We have 40 years of experience in youth field. We specialize in environmental and adventure education. Our programs work year-round, indoors and outdoors, all programs include active learning in the nature: forest hikes, lake tours, outdoor games.

Our management has vision of international work being inseparable from in-country activities, and through the years staff has accumulated experience of running youth exchange and volunteering projects, project management and working with grant funding. For over 15 years we have been working with international cooperation programs, supporting youth workers and young people in intercultural learning and mobilities. Internationalization is one of our responsibilities as a non-formal learning expertise centre, and as a resource hub of youth work in the region.

Our youth services are available to all, regardless of gender, sexual orientation, religion, race, or nationality. We work with regards to special physical needs or special learning needs of visitors.

PLEASE DESCRIBE THE STRUCTURE OF YOUR ORGANISATION.

▶ Are there different sections or departments in the organisation?

If yes, which ones are relevant for this application? What is the management structure of the organisation? Please give information on the key staff involved in this application and on the competencies and previous experience, relevant in this context.

▶ If available, please include an organisation chart in the application annexes.

The National Youth Centre is a private organization with public management and funding. It is managed by the Board, consisting of representatives of the Municipal council. On average there are 30 staff members working year-round.

Executive manager oversees the centres daily operations. Our work includes youth work and tourism activities – both non-profit and business sides of work. All profits from business activities are used for development of youth work.

Diversity of operations determine the structure of organization:

- Reception and operational management;
- Marketing and sales;
- Maintenance unit;
- Kitchen and restaurant;
- Youth work team
- International team
- Local youth workers

WHAT ARE THE MAIN AREAS OF YOUR ACTIVITIES? [INDICATIVE LIST – NOT EXCLUSIVE]

- ✔ Quality and innovation of youth work,
- ✔ International cooperation, international relations, development cooperation
- ✔ Empowering youth from remote and rural areas,

HAS YOUR ORGANISATION APPLIED FOR ANY ERASMUS OR EUROPEAN SOLIDARITY CORPS PROJECTS BEFORE?

YES

AS APPLICANT		AS PARTNER OR CONSORTIUM MEMBER		
Action Type	Number of project applications	Number of granted projects	Number of project applications	Number of granted projects
Youth mobility (KA105)	40	24	51	35
Strategic Partnerships for vocational education and training (KA202)	0	0	1	0
Volunteering Projects (KA125)	2	2	2	1

PLEASE DESCRIBE ANY RELEVANT:

- ▶ previous experience in cross-border activities outside Erasmus+ and the European Solidarity Corps;
- ▶ international partnerships your organisation has built, through Erasmus or other activities/programmes;
- ▶ national experience.

- ✔ We work within Erasmus+ program instruments and National Programs and Regional Programs which support development, intercultural learning and exchange of young people and youth workers. Within Erasmus+ every year we organize youth exchanges with partner organizations from EU and partner countries, involving young people aged 15-30 into planning and implementation of exchanges. Themes vary from active citizenship to personal growth, environmental protection to cultural heritage, overcoming prejudice to making movies.
- ✔ Since 2018 we are promoting synergies between cultural organizations and youth work internationally. We are working on better methods of involving young people in cultural learning and making culture relevant for them.
- ✔ In 2021 we started cooperation with overseas cities in a pilot project, and we plan to use drama and theatre for integrating migrant youth.
- ✔ We host international volunteers in our youth centre every year, their stay varies from 2 to 12 months. Their main work tasks are helping youth workers with running camp school activities, organizing workshops in the local youth house, promoting ESC in local schools, and running social media accounts to ensure visibility and international exchange online.
- ✔ Every year we host mobilities for youth workers. We run partnership building activities, where youth organizations can meet and plan quality projects and exchanges, as well as study visits where youth workers from abroad can learn more about our system of youth work.
- ✔ We invite newcomers to our activities to extend international cooperation with other organizations. In the past five years we hosted youth and youth worker mobilities with partners from 30 countries, and acted as a sending organization to trainings, exchanges, and volunteering projects.
- ✔ Our staff participates in network activities for organizations, and trainings organized by the National Agency, striving to constantly improve quality of international activities, and develop networks with other organizations in our country and other countries.
- ✔ On a local level we work together with local associations, schools and day care centres, local small businesses and craftsmen, artists, eco-farms and youth workers.

Strategic development

MOTIVATION AND OBJECTIVES

WHY DO YOU WANT TO APPLY FOR ERASMUS+ YOUTH ACCREDITATION? BRIEFLY DESCRIBE THE MAIN MOTIVATION OF YOUR ORGANISATION TO PARTICIPATE IN THIS SCHEME.

International youth work is an integral part of The National Youth Centre activities.

One of our responsibilities and work plan activities, as requested by the Ministry, are international activities. Because of it, international work is in our work plan every year. We receive general funding for salary costs of a full-time international coordinator.

We offer international learning opportunities for young people, and opportunities for youth workers for capacity building and networking.

Strategic development points of our Centre are cooperation with the local community, are developing digital services for youth. Environmental sustainability is an inherent value we base our work on. International development plan is based on these goals, and accreditation in Erasmus+ 2021-2027 will ensure consistency in our work.

Within Erasmus+ program activities we want to ensure steady annual development and engagement in a specific Rural Area YY. This region YY does not provide much international opportunities to youngsters. As we as youth centre are one of the most active actors in international youth work field, having resources, expertise, and social responsibility, we work to active the local youth to participate in international activities more, and we try to inspire and share knowledge with local organizations to do international work as well.

Having an accreditation will make this work easier for us, and help organizing international activities faster, thus catering to such groups, as, for example, youth from youth workshops, who do not have the time to develop a project and wait for the decision within a normal 6+ months cycle of Erasmus+ program.

Judging from the results of the previous Erasmus+ program, there are few organizations apart from our National Youth Centre, which work with international youth exchanges in the region, and we feel that it is our responsibility to promote, educate, and support organizations in joining the work. This is linked to our strategic goal "building bridges with the local community".

At the same time we feel like we need to develop own competences and grow staff, and young professionals, who could do international youth work and networking. We want to train young professionals to run international projects in the next programme period, so we have more qualified and eager international youth work professionals and promoters in the region.

PLEASE DESCRIBE YOUR GOAL.

► What do you aim to achieve? What issues and needs do you seek to address?

Our strategy identifies social responsibility as one of priorities for development. It includes also community engagement, response to social challenges and cooperation on local and regional levels. Within Erasmus+ programme operations we want to gradually increase international activity in the region and ensure independent initiatives and actions from partner organizations as they learn more about working internationally. Especially in rural parts of the region we aim to contribute to well-being of young people, give them more quality learning opportunities, create equal opportunities for involvement and initiative. This goal corresponds with our strategy for the next years.

The common problem in remote rural areas is that distance makes it harder to find opportunities for personal and professional development, and self-fulfilment. Young people report feeling lonely, bored, wishing to move away at the first opportunity, unfulfilled and unmotivated.

We will support local organizations to come up with new learning opportunities and intercultural engagements. In order to achieve that, we will use its resources and position of centre of expertise in the field of international cooperation and learning, involving less experienced organizations and actors, and supporting them in their development. Alongside with involving young people into planning their international learning programs, we will ensure capacity building of youth workers, and help them develop sustainable cooperation networks on regional, national and international levels.

Our second aim is improving digital services: both to promote international activities, and to ensure continuous engagement during already ongoing projects via virtual exchanges and communication. This connects to the second opportunities and participation requirements are still not widely known, they are not attractive enough because there is very vague understanding of what they are. It is true not only among young people, but also youth workers and parents. Communication and visibility of possibilities and international opportunities we will target within this programme period.

Virtual exchanges are not yet widespread and there is a need to develop better ways of working online, especially with international groups.

PLEASE DEFINE YOUR KEY OBJECTIVES AND HOW THEY LINK TO THE NEEDS AND ISSUES IDENTIFIED.

- ▶ Your objectives should be concrete, realistic, and should represent a real benefit for your organisation. Make sure to link them to the needs you have identified above.
- ▶ If your accreditation is approved, your progress towards achieving your objectives will form a part of the evaluation of Erasmus activities you implement.

01 QUALITY YOUTH WORK:

INTERNATIONAL CAPACITY BUILDING OPPORTUNITIES FOR YOUTH WORKERS.

Participating in international training activities, seminars and exchange programs allow youth workers experience the benefits of international learning. Youth workers gain new skills and knowledge, inspiration for further projects, and positive experiences, which they can recommend to the youth they work with. Via participation and follow-up discussions they will learn about practical steps of implementing an international mobility project, including project idea development, finding partners and participants, exchange program and methods, arranging travel and accommodation, meals, dealing with cultural differences and language barrier. Through participation in youth worker mobilities they will meet new partners for possible cooperation in the future. They will learn about concrete activities which are possible with Erasmus+ and have the National Youth Centre as a mentor to work on their own ideas for exchanges.

explanation: Creating opportunities for youth workers to learn new skills, gain knowledge and improve attitudes is a step towards wider international involvement of the youth: youth workers will be more eager to promote international opportunities after they have own experiences. Those who are not eager to travel internationally for training and capacity building activities, have a chance to participate locally. With newcomers we spread what international activities offer and what is the process like. Currently many youth workers are either unaware of what can be done internationally and why, or feel uncertain that they can handle the process of international project planning. By informing and supporting youth workers and their initiatives, we will ensure more active participation of regional actors - youth houses and clubs. Creating personal experience of participating for them is step one, and support of their initiatives for own projects is step two.

02 INTERNATIONAL OPPORTUNITIES FOR RURAL YOUTH:

YOUTH EXCHANGES AND INTERNATIONAL NON-FORMAL LEARNING ACTIVITIES.

We plan reaching out to the young people with different backgrounds, encourage their participation and involvement. Within this objective we create opportunities or both virtual and residential exchanges, ensuring accessibility of programs.

explanation: This objective implies engaging newcomers to international cooperation and organizing low-threshold participation opportunities. It will help young people from rural areas overcome feeling of being alienated, and bring remote areas closer to the EU by creating encounters.

It will be an empowering experience and a practical step advancing active citizenship. Erasmus+ opportunities are especially important for young people who are clients of youth workshops, and those with geographical and economic obstacles. A mobility abroad is a scary experience for a lot of local youngsters. To ease them in and help build self-esteem we will involve them in youth exchanges organized first locally, and then they can go for other exchanges abroad. We want to gradually increase their participation in exchanges. Virtual preparation stage of exchange will help bring down the wall of language barrier and initial shyness.

03 SUSTAINABLE PARTNERSHIPS

BASED ON GOOD PARTNERSHIP PRINCIPLES.

Support regional organizations to work internationally. Involving in our projects both long-term and experienced partners from our country and abroad, and newcomers to international cooperation, who need support and mentorship. Focus on rural actors in accordance with EU goals and our organisation's strategic priority. Build a network of partners who involve youth in project planning from the beginning.

explanation: Within this objective we plan to organize mobilities for professionals where they can find opportunities for cross sectoral cooperation and meet colleagues who also want to build synergies. We want to make sure that local actors are involved in capacity building and networking activities, and recognize the benefits from working internationally. The international work circles should be welcoming to newcomers and conducive to creative work and development, empowering regional organizations to participate and initiate own cooperation. Cooperation in networking activities, seminars and trainings are important to change attitudes and promote openness to intercultural initiatives. We want to share experience and good partnerships of our Centre and our networks with local actors who can benefit from it, and eventually contribute to development of internationality in the region.

WHAT IS THE INTENDED IMPACT ON THE TARGET GROUPS, PARTICIPANTS AND PARTICIPATING ORGANISATION(S)?

► Please also mention any impact on local, regional, national, European and/or international levels.

Target groups will be more aware of the “why and how” to participate in international activities, and be involved in planning and implementation. Overcoming fears and turning them into productive learning experiences will be our intended impact on the regional level. We are aiming at spreading the information about Erasmus+ opportunities to as many young people and youth workers as possible.

Participants will develop language skills, overcome prejudice and promote tolerance and cultural sensitivity, they will improve their project management skills. Participation in exchange activities will contribute to their empowerment and self-esteem, nurturing the “can do” attitude towards international learning. Project will contribute to well-being of participants and quality learning, which is especially important in remote rural areas. Involvement of the youth fewer opportunities will contribute to their sense of involvement and belonging, and give motivation and tools for growth.

Organizations will improve their skills of international work and project management, networking, involvement of the youth and quality learning through non-formal methods. They will develop their partnerships and have a support network to implement through their ideas independently, if they came to the project without previous experience. Sustainability practices will be improved through analysis and exchange, and will be taken into account when planning activities internationally.

We expect the biggest impact on the local and regional level, which will manifest in more international initiatives coming from the youth, youth workers and local organizations. Their capacity and involvement in intercultural exchange will grow, the importance of international cooperation will be clear to target groups. Our “dream goal” is that the youth sector in the eastern part of our country realizes the importance of international cooperation and actively runs intercultural learning activities. This project is a small step towards the dream goal. Firstly we want to increase international participation of youth workshops in some villages, support youth workers in their international initiatives and learning to organize youth exchanges for youth workshop clients. We will spread the word and invite more organizations to join international movement.

On national level we will share our experiences at events to spread the word about strategic development of international work, and hopefully inspire others.

On international and EU level our impact will be mostly through new partnerships and exchange opportunities for the youth organizations and young people. Establishing contacts and sharing good practices of project implementation, sharing values of environmental sustainability and biodiversity, developing better digital youth work approaches together - all for the better learning opportunities for the youth.

The impact of activities will grow over time. We start with networking activities and capacity-building activities for those working with youth, and we gradually increase the level of involvement of youth workers in planning and implementation.

We start with local workers and expand gradually to a larger area of the eastern part of our country. We keep in touch with participants through a channel run by the National Youth Centres of our country. When youth workers join the channel, they get updates and the network of organizations, working to increase internationality and involve youngsters in planning and implementation for quality learning outcomes. We hope to make this area more attractive to young professionals, so more youth workers are eager to work in this region and recognize opportunities offered by international programs for professional growth.

PLEASE DESCRIBE HOW YOU WILL CONTRIBUTE TO:

- ▶ the three main objectives of the EU Youth Strategy (engage, connect and empower young people) and/or
- ▶ the Youth Goals and/or
- ▶ the Programme's objectives.

As one of the National youth centres we are guided by the Ministry. Our own development strategy is made in accordance with priorities indicated by the national authorities and legal acts. International development strategy and application for accreditation within Erasmus+ programme go in line with the development strategy of the organization.

In our international projects we engage young people by giving them opportunities to plan their own youth exchange projects. We give them tools how to formulate ideas and "wants" into a project plan via meetings and support, visual materials. We connect them with their peers from abroad when they are working on practical matters of their mobility projects and encourage afterwards to plan more projects in international groups. Virtual exchanges will be a part of our youth projects, so participants connect before the mobility and have a better preparation for it. For the first time we want to build an active group of youngsters who participate in our international programs and empower them to establish a youth participation project of their own. First two years of the accreditation we will be working with them with youth exchanges and encourage to take an active approach to develop a participation project. By then they will also have friends from abroad who are also informed and prepared to act - more independently and consciously.

In the first years we will also pilot exchanges with youth workshops clients and analyze results to determine how we will work in the following years.

We plan to contribute to the following Youth Goals:

- Moving rural youth forward: our target groups are mainly living in rural areas, scarcely populated and remotely located. That includes also making rural areas more attractive to youth workers.
- Bringing youth to EU and abroad: international activities allow young people to talk about what it means to be European and see solidarity in action. Involvement of non-EU partners helps deepen the understanding of what EU means even more, and see what makes EU different, what is European identity.
- Active citizenship, participation and involvement: participants are involved to project planning and implementation on all stages and can see the impact they make in practice. Personal experience of initiative and project management is invaluable in nurturing active citizenship and deepening participation. Developing a participation project in year 3 would be a bigger step towards that.
- We contribute to Programme's objective goals by welcoming newcomers to the programme, promoting it in our dissemination activities and mentoring beginners among our partner organizations and regional actors.
- We contribute to sustainability and nature , and cultural learning through our non-formal learning programs. Digital youth work development is one of our own goals for the future programme period.

Overview of planned activities

ACTIVITY TYPE	objectives targeted	year	target number of activities	target number of participants
LEARNER MOBILITY	01	First year	1	30
		second year	3	90
		third year	3	90
STAFF MOBILITY	02	First year	1	20
	03	second year	2	50
		third year	2	60
PARTICIPATION ACTIVITIES	02	First year		
		second year	0	0
		third year	1	30

PLEASE DESCRIBE HOW THESE ACTIVITIES WILL FIT IN YOUR ORGANISATION'S REGULAR WORK AND ACTIVITIES.

International youthwork is already a regular part of our work, international coordinator is a full-time regular staff member, running international cooperation development activities year-round. International cooperation and mobilities are implemented regularly to provide opportunities for learning of young people and youth workers. Salary of the international coordinator is paid from annual budget of the organization, but international mobilities, activities and programs are implemented with grant funding from various sources.

As National Youth Centre, we are a member of the countries Youth Centres network. Each centre selects a representative for the networks teams, including marketing and sales team, youth work team and international youth work team. The teams meet online and face to face few times a year and when needed. The centres often conduct international youth work projects together. The international youth work follows the mutual values mentioned earlier.

This work is conducted by the team of coordinators of international affairs from the centres. The team meets few times a year face to face and few times online or when needed. They get support from each other's and set mutual goals and projects as well as exchange good practices and conduct development work together.

The countries Youth Centres Network international team has set objectives for development work. The idea is to reinforce co-operation between the Youth Centres in terms of international youth work. These objectives support the values that the Centres share. The objectives include aspect of sustainable development.

Goal for the international youth work conducted in the centres is to carry on development work together and create good practices and show example on how projects can be executed. We want to show, that the Youth Centres are experts and forerunners in international youth activities and as we are national operators (not only local), we will provide help and counselling to youth workers and youth organizations who wish to develop or commence conducting international activities all around the country. In addition, we want to put our input on enhancing the European co-operation further and create sustainable partnerships. Together, we work to improve skills, attitudes, and capacities of youth workers through international learning activities. We use our contacts and ideas for development projects. We strive to raise awareness among youth workers of what international work is and why it is worth doing. For that we promote our results on a regular basis on social media and professional meetings on regional, national and international level. We are running an international channel together with other youth centres to build a community of youth workers who share our vision of youth involvement in internationality, and who are looking to grow partnerships. There all participants can reach out for advice, support, or share a good example or a challenge from their work. More good practices and feedback means more newcomers to international projects.

Young people participating in youth exchanges come from local youth workers, or from social media groups, where they are invited by their friends and acquaintances. The youth, who has participated in our activities, becomes our ambassadors and promote international exchanges in their circles, they come back to plan their own projects and propose initiatives. International groups come to visit the municipalities youth house and organize open doors days.

We involve youth workers as group leaders so they can try international youth exchange experience, and overcome fear of travelling abroad with a youth exchange, so they know what to expect from a mobility. Youth workshop leaders will pilot international exchanges as part of the program, and we hope to share it as a good practice in the future.

PLEASE DESCRIBE YOUR ORGANISATION'S APPROACH TOWARDS THE BELOW BASIC PRINCIPLES, DURING THE PREPARATION, IMPLEMENTATION AND FOLLOW-UP OF YOUR ACTIVITIES.

INCLUSION AND DIVERSITY (THE ORGANISATION'S KNOW-HOW FOR THE ACTIVE ENGAGEMENT AND INVOLVEMENT OF PARTICIPANTS WITH FEWER OPPORTUNITIES AND APPROACH TO DIVERSITY).

The National youth centre has an equality and diversity plan. All the youth centres agreed on principal values for their plans, this includes international work as well.

Outreach youth work are regular activities, which open youth services for social risk groups, youngsters with mental health or learning challenges. Our main target group are young people who live in remote rural areas, they are main participants of our international activities as well.

The activities of the youth centre are aimed at everyone without excluding any group of people. Our program services are designed to promote equality and nurture diversity. We inform participants during preparation for intercultural exchange that they will meet with differences and how to act and communicate with people from different backgrounds.

The National Youth Centre has declared itself a non-discrimination area. We are an organization that opposes all forms of discrimination, bullying and harassment. For us, declaring ourselves a non-discriminatory area means fighting discrimination, intervening with it, and recognizing people's equality. We want to welcome all people regardless of gender, age, ethnic background, religion or beliefs, opinions, health status, disability, or sexual orientation.

To ensure that everyone feels safe and included during exchange, we have a session with everyone to come up with rules for it.

- Our operations are flexible and adaptable to the needs of different groups.
- We treat our customers equally and every individual has the freedom to be their own self. We cherish equality and diversity and strive to share our values.
- For us, safety, reliability, and quality are values primary values. Our goal is do youth work well and build functional relationships with customers. It is a value-based approach for peace of mind and tolerance. We come back to the topic of equality and diversity at follow-up stage, and discuss with participants what they learned from it.
- In our communication we pay attention to conveying, that what we offer to the outside world without excluding anyone. We strive to be clear and easy to understand in our communications. We aim at providing opportunities for quality youth work to diverse groups of people, welcoming them all.
- We pro-actively educate staff and visitors about equality and diversity as values and priorities of our work. We promote equal treatment and understanding by various groups and inform about what to do in case they face discrimination or bullying.

ENVIRONMENTAL SUSTAINABILITY AND RESPONSIBILITY (PROMOTION OF ENVIRONMENTALLY SUSTAINABLE AND RESPONSIBLE BEHAVIOUR AMONG PARTICIPANTS AND PARTNERS, USE OF THE FUNDING PROVIDED BY THE PROGRAMME TO SUPPORT SUSTAINABLE MEANS OF TRAVEL).

The National Youth Centre is a certified development centre, we have meetings several times a year on environmental education and development. The National Youth Centre adheres to values of youth centre pedagogy, and specializes in adventure and nature education programs. Most of our programs include environmental education and activities in the nature. We share our knowledge with other youth workers, spreading the knowledge and values of learning outdoors. Our international activities include information sessions about our approaches to environmental sustainability, and participants learn by doing while staying here. Activities outdoors and hikes in the nature are always included in our international activities.

Promotion of environmentally sustainable behaviour within international projects starts with practical recommendations on travel for our participants: by default we recommend travelling by train from Helsinki airport for international participants or bus/train connections for participants. We explain our reasons to participants and call for them to make cautious choices and observe their habits during the mobility.

We draw attention of participants to the little steps we take: sign-up lists and agenda are available to participants online and we try to print as little handouts as possible for our programs. During international mobilities we do not use bottled water, instead offering water from jugs and reusable glasses. We do not print name tags, opting for tape tags or name games.

We use both sides of paper sheets in our activities, and draw attention to recycling bins in our facilities. At the same time we talk about using less of disposable cups – they are only available by request and not visible to our guests.

Vegetarian and vegan options are always available in our restaurant, one day a week is meat-free. Restaurant uses local suppliers whenever possible, and offer seasonal dishes.

We are working on a biodiversity project growing a wildflower meadow, building insect hotels with groups and talking about biodiversity and greener youth work activities.

We intend to increase visibility about energy-saving practices with international groups: food policy, our solar panels, water-saving shower heads, energy-saving lamps and new sensor taps. As part of our Green Key certification process, every year we gradually introduce more sustainable practices and increase visibility.

Regardless of the topic of our activities, sustainability theme goes across them all which contributes to reaching our strategic goal of promoting environmental responsibility.

ACTIVE PARTICIPATION IN THE NETWORK OF ERASMUS+ ORGANISATIONS (PARTICIPATION IN ERASMUS+ NETWORKING ACTIVITIES, SHARING KNOWLEDGE WITH ORGANISATIONS WHO HAVE NO OR LITTLE EXPERIENCE IN ERASMUS+, PROVIDING THEM WITH ADVICE, MENTORSHIP OR OTHER SUPPORT).

We consider participation in Erasmus+ network as a resource to improve our knowledge, and quality of our projects. Within Erasmus+ network activities we are interested in participating in trainings, thematic seminars and partnership building activities. International coordinator plans in annual calendar to participate in at least one activity (thematic seminar by NA or partnership building activity) every year. Our staff members and partner youth workers are informed about SALTO opportunities, we promote participation in international trainings and seminars.

International coordinators of the youth centres are member of the international team. We share contacts with each other, helping to find partners, information, and experts to help with issues at-hand. Coordinators exchange opportunities for learning and networking together.

In the recent years we have organized an international mobility for youth workers every year, hosting

partnership building activities, trainings or study visits. We want to continue hosting youth worker mobilities annually, where we can introduce more local youth workers and organizations to new partnerships and opportunities. We aim at promoting international cooperation and skill-building among youth workers.

For years we have been supporting local organizations and professional working with youth, helping them find information about funding opportunities, clarifying requirements for an international cooperation project, involving local organizations in our activities and projects as partners. In the following years we aim to develop communication activities, and make international opportunities more visible – both for young people and youth workers. Through social media and our website

we want to show that we are open for support of those who have less experience, and we are easy to approach for advice.

In our networking activities we want to increase involvement of the new actors from the region: local youth work, associations, clubs etc.

We plan to develop more within accreditation application objectives 1 and 3.

VIRTUAL COOPERATION, VIRTUAL MOBILITY AND BLENDED MOBILITY (THE COMBINATION OF TRADITIONAL AND DIGITAL ASPECTS IN THE ENGAGEMENT OF YOUNG PEOPLE IN THE ORGANISATION'S ACTIVITIES).

Lately, the need for reinforced co-operation has risen and there is a real need to include virtual activities to the projects.

There are only few good practices yet in our country (especially related to virtual youth exchanges) to execute these and most of the centres and other operators are unsure, how to carry out virtual activities. Overall in our country digital youth work is quite widespread and there is relatively more expertise and know-how than in many other European countries. We aim at joining efforts and promoting knowledge exchange with national and international partners. Featuring colleagues from other youth centres and their partners in our international youth worker mobilities can help us improve the quality and spectrum of digital youth work and develop better virtual opportunities. With better knowledge we can reach out further and involve young people, who were not previously on our radars, in quality intercultural learning.

We plan to introduce virtual exchanges to our international activities as part of preparation work for exchange participants.

Our international coordinator took part in training on virtual exchanges, and shared the learning outcomes, together with template for planning of a virtual exchange, among our staff and international coordinators of other youth centres.

As preparation for residential youth exchange, we plan to run a virtual exchange activity, where participants can introduce themselves and their group, consider what we know about other cultures and how to avoid prejudice, focusing on facts, get an introduction week to a topic of exchange, and reflect about themselves and their goals for learning and expectations from the exchange. Virtual exchange will include offline activity within groups, online asynchronous sessions where

participants learn and reflect on topic of the week, share comments and views on online platform, and also online synchronous sessions where they will gradually get to know each other better. Virtual exchange activities will be done in a way to ease youngsters into communication in English, and vary depending on the group. The groups could suggest platforms, activities and topics for discussion, as for regular exchange. Those introducing a new platform will need to prepare or find information on how to use it, and introduce to the group.

We will keep learning about virtual cooperation opportunities, and online dialogue facilitation, promoting them among partner youth organizations and fellow youth workers.

Within this accreditation application virtual activities will be developed under the objective #2.

they face discrimination or bullying.

Organisational capacity, management and coordination

MANAGEMENT AND COORDINATION

WHO WILL BE IN CHARGE OF COORDINATING THE ACTIVITIES? WHO IS GOING TO BE IN CHARGE OF SPECIFIC TASKS, SUCH AS FINANCES, LOGISTICS, PREPARATION AND MONITORING OF PARTICIPANTS, CONTENT OF THE ACTIVITIES, COMMUNICATION WITH PARTNER ORGANISATIONS, ETC.? HOW WILL YOU ENSURE THAT THE STAFF HAS THE NECESSARY COMPETENCES TO CARRY OUT THESE TASKS (IE TRAININGS, ETC.)?

Activities will be coordinated from two sides:

Firstly, administrative/project management work is done by international coordinator (overall management), operations manager (finances and payments) and youth work manager (human resources and pedagogical approaches for each project).

And secondly, content of activities is responsibility of youth workers/group leaders, they work on it together with youth team. For some activities we invite outside experts: trainers or instructors with special skills.

International coordinator of the National Youth Centre oversees overall project management, including setting goals for international cooperation, communication with partners and participants on development stage, writing project application or helping young people/youth workers formulate project application positions, financial and administrative management of project implementation. In case of youth exchange, a youth worker participates as group leader. Mobilities are implemented by international coordinator and youth worker together as a team. Workshops within youth exchanges (content and methods), work with groups and pedagogical approaches within international projects are planned and implemented by members of the youth work department of the National Youth Centre. Other group leaders from partner organizations also participate in running workshops. Monitoring and evaluation activities are implemented by the international coordinator.

Preparation of participants is planned and implemented by international coordinator together with youth worker in charge of the group, and group leaders from other countries. Our annual plan is designed with consideration of available human resources, so international coordinator can implement all planned activities in due manner and with high quality. Local youth workers contribute to the process with their insights, needs and goals. They work with local youth promoting activities and participate in project planning and implementation if it is done with participation of their clients.

In case of training activity, a trainer is involved, and activities are discussed together, while trainer runs their workshops.

International coordinator makes sure that all parties involved are prepared for implementation of each stage of the project, communicating with them and ensuring feedback. Annual participation in trainings and networking activities is how we make sure that all staff involved is prepared. In case there is staff member change, we ensure transition period for a new staff member, when they learn about work, their responsibilities, past and future activities. Information about international cooperation is available for relevant employees at a password-protected server, containing instructions and necessary information.

Meet and greet of participants arriving to our National Youth Centre is done by international coordinator, group leader and our ESC volunteers. Together, we make sure participants have all the practical issues covered. International coordinator can run some workshops like intro, goals and expectations, feedback, and evaluation. Youth workers and instructors run team dynamics, problem solving activities, and the rest of the activities with the group. Usually, all our youth exchange workshops are shared between partners, so each country is responsible for a day or two of the program. In case of a youth worker mobility, all pedagogical and training sessions are implemented by relevant professionals, and intro/feedback/evaluation workshops are done by international coordinator. At the time of the mobility another member of youth team helps collect financial reimbursement forms and passes them on to operation managers for payments.

HOW AND AT WHICH STAGES WILL THE ORGANISATION'S MANAGEMENT BE INVOLVED IN THE IMPLEMENTATION OF ACTIVITIES? PLEASE ALSO EXPLAIN HOW YOU WILL ENSURE CONTINUITY OF THE ACTIVITIES IN CASE OF IMPORTANT CHANGES IN MANAGEMENT OR STAFF?

International development is a part of the National Youth Centre's regular work and contributes to overall implementation of our strategy. Our general approach is "it takes a village to raise a child", so all the workers of our organizations contribute to all our programs, including international work. The vision of the management is that implementing our goals without international work cannot be done, and our responsibility in the region also includes internationalization in all three development points.

Management oversees that all units are involved and cooperate on a regular basis. Youth team plans and sets goals for each year, and reports on year's results to the whole organization, and sends reports to the Ministry. Youth manager is responsible for the process, goals are set in meetings between Youth team and Local youth work team, so they align and correspond with each other. After, the plans are presented to the staff of the National Youth Centre on annual staff meeting, where staff member can comment on plans and results as well.

Executive manager and Youth team manager are consulted when a new project is proposed for development, they are also consulted for development of this application for accreditation and will be consulted in subsequent annual applications and reports. The role of management is to oversee that international development goals go in line with general development goals of the National Youth Centre and contribute to their implementation. International coordinator makes written reports on implementation of project activities every two months for the management, available also to Youth team and local youth work members.

The management oversees that projects are implemented according to plan, or whether it is necessary to intervene in case of problems.

The role of management is important in terms of providing support to project implementation. Especially so from the youth manager, who helps in developing program for youth exchanges and provides input from pedagogical point of view, and by involving youth workers with relevant skills for international activities. Manager oversees that there is enough relevant and professional human resources for each activity. Management uses their connections in professional networks, like network of environmental schools, or connections in local or regional administration to inform about our activities, get support, or source human resources for our programs. If there is any challenge that international coordinator or youth workers have which lay outside of the organization, there is management supporting them and finding solutions.

Overall approach in the organization is that there should not be a task or a job that only person knows of, so all the personnel members have a "backup" person, a partner, who is fully informed or participates in doing the job enough, that there is someone to take over a task in case of emergency. Apart from that, international coordinator has an "in case of emergency kit" which includes information about ongoing projects and plans, schedules, descriptions, passwords, annual calendar which together with bi-monthly report can be used to pick up the work from any point in case of emergency or sudden personnel change.

PLEASE PRESENT YOUR ORGANISATION'S APPROACH TOWARDS PARTNERSHIP BUILDING. HOW WILL YOU CHOOSE YOUR PARTNERS? PLEASE PROVIDE A SHORT DESCRIPTION OF THE TYPE OF PARTNERS YOU INTEND TO WORK WITH, THEIR EXPECTED ROLE, THE EXPERIENCE AND COMPETENCES THEY SHOULD BRING IN.

When planning international mobilities for young people and youth workers, we approach partners whom we have personally met on Erasmus trainings or seminars, or those who were recommended by our trusted partner organizations.

In building partnerships, we look for organizations which share our values, and adhere to principles of good partnerships and quality projects. Sustainability of cooperation is important to us, so we partner up with the same organizations consistently, while also inviting new partners to work within our network. Our partners are involved in all stages of project cycle, from developing project idea to final evaluation and dissemination, and follow-up with further cooperation ideas.

In connection to our objectives for the future, we plan to cooperate with youth NGOs, organizations working with culture and heritage, organizations with experience and interest in digital youthwork, and organizations working with environmental and sustainability issues as sources of expertise. We are open to inviting new partners with little experience of international cooperation but with similar value base and approaches to youthwork and project management, helping them develop international cooperation competences within partnership. By value base we mean that they want to involve young people in planning and implementation of activities, they are interested to develop more sustainable youth work practices, they want to have more positive impact in the local community, they want to improve digital skills, and they believe in the power of non-formal international learning opportunities for the youth.

HOW DO YOU INTEND TO COOPERATE AND COMMUNICATE WITH YOUR PARTNERS?

When preparing a project application, all partners contribute with their ideas, and tasks are distributed in a way, that each partner is responsible for a part of the project. Partners select their field of responsibility depending on their competences and preferences of their group. Decisions regarding the projects are made together with all partners, and the lead partner has the final say in decision-making process. The National Youth Centre oversees overall project management and communication between partners.

Partnership agreements are signed in the beginning of the project, and establish tasks and responsibilities of each partner, financial distribution rules, and overall project implementation principles. If changes must be made, partners discuss them all together and the National Youth Centre makes the final decision.

Partners participate in evaluation and monitoring during project implementation and in the end for the final report.

PLEASE DESCRIBE YOUR ORGANISATION'S ABILITY TO MANAGE ALL PRACTICAL AND LOGISTICAL MATTERS OF THE ACTIVITIES (E.G. TRAVEL AND VISA, ACCOMMODATION, INSURANCE, ETC).

International coordinator oversees practical arrangements with support from the youth team, kitchen and reception staff. For each project, an Information package is prepared for all participants. There they can find useful information about the partners, coordinators, the project and timetable, travel information, rules for reimbursement, what to pack, where the group is accommodated, how meals and activities are arranged. Together with group leaders we go through info pack and discuss which points should be emphasized with the group, and whether there is anything unclear. Afterwards group leaders share info packs with their groups. Before arrival, each participant fills out a form for practical arrangements, where they indicate their contact information, emergency contact, any medical conditions we need to consider in regards to activities and their stay, time of arrival and departure, dietary restrictions etc. We use that information to make their arrival and departure transfer arrangements, accommodation and meals arrangements, last-minute program adjustments. Travel and visa arrangements are handled in each case separately: depending on the project and group participants can either arrange their travels themselves in communication with the project manager, or we use travel agency to purchase tickets for the whole group. For participants from other countries who need visa, we send a letter of invitation and project coordinator of the partner organization is responsible for arranging travels. Insurance details are clarified with the group before each mobility. Group leaders check that all participants have appropriate insurance for the destination country. Each project manager oversees that all participants have insurance.

PLEASE DESCRIBE YOUR APPROACH TO SAFETY AND PROTECTION OF PARTICIPANTS.

Activities and programs are implemented by youth workers according to safety standards and youth centre pedagogical approaches. When implementing activities, we ensure not only physical safety, but also mental health safety of participants. We make sure that participants take part in adventure education programs voluntarily and feel free to voice their fears or doubts without hesitation, so their learning is beneficial for them, and they reinforce their self-esteem.

Our staff is regularly trained for rendering first aid, and first aid kits are available near all activities.

Group leaders and participants are informed about emergency numbers, and our staff is available in case participants need a ride to the hospital.

Participants fill out information forms before arrival where they indicate emergency contacts and any medical conditions. Personal limitations are considered when planning a program to ensure that all participants are included, and their needs are considered.

Extra attention is paid to travelling minors, preliminary meetings with parents are organized to ensure that they have sufficient medical insurance, and Group Leaders are informed about their health conditions, if any. Parental consent forms are collected by group leaders after meetings

with parents and clarifying with them details of youth exchange, expectations from participants, travel arrangements, and other important issues regarding participation of minors in the project.

Participants and learning outcomes

PLEASE PRESENT YOUR ORGANISATION'S APPROACH TOWARDS PARTICIPANTS (PROFILE OF MAIN TARGET GROUP, SELECTION, SUPPORT ETC.) AND DESCRIBE YOUR APPROACH TO THEIR PARTICIPATION IN THE ACTIVITIES, FROM INITIATION TO EVALUATION.

Our main target groups are young people age 14-30, primarily living in rural areas, and youth workers from our country. We promote international learning opportunities through our social media channels, networks, meetings, and events.

Our goal is to involve people who were never before exposed to intercultural learning, and make sure they learn enough to continue their international exchanges on their own in the future or take a pro-active position of ambassadors of intercultural exchange. We have found, that when working with youth exchanges, it helps to have participants with experience in Erasmus+ projects and without, so participants exchange and support each other, alongside with getting support from their group leader.

We open our calls to all those who are interested. As a rule, we do not have an overwhelming number of applicants, since in order to participate in the project, participants need to be quite involved in it. We inform participants about conditions and only those with high motivation, remain in the project team.

We make sure that young people are involved into intercultural learning from the stage of conceiving the idea, to the final evaluation and dissemination phase. Young people come forward with their proposals for international mobilities, and together with them, we build an international group of like-minded youth. Young people are responsible for project activities as much as their age and capacities allow it, and they are encouraged to take charge and responsibility for project results. That ensures learning of not only intercultural issues, but project management as well. We foster interaction between international groups of participants before and after the exchange, and planning follow-up activities as well.

Young people: youth exchanges are developed based on needs and interests of young people, who volunteer to develop their own exchange. Together with international coordinator or youth worker they identify learning goals and expectations from the YE. Often, we start with asking, what they feel is not right and should be fixed in their life or community they are coming from.

Then we help them develop a cause-and-effect link between a problem and intervention, and introduce project planning process. Participants are involved in planning and building a group – often inviting friends or classmates to work with them on a project idea. If a group is gathered online from an open call, we ask participants to fill out a questionnaire of 12 questions where they indicate their interests and aspirations, and where they see a structure of a YE: how it is built based on their replies and their contributions, what steps there are in building and implementation of the YE (i.e. what is expected from them). Then participants work together on an “looking for partner” ad. There they learn how to concisely formulate their ideas and present the project, use design tools to make an ad, and use English language skills for the ad. At all stages a group leader (youth worker or international coordinator) is with them, to help navigate and progress. To facilitate the discussion or planning, we use non-formal methods and exercises. During project implementation stage, participants get to know each other before the mobility, and plan their involvement within the mobility. After the mobility, participants are involved into evaluation of the project and plan dissemination activities locally: whether it is a school presentation or hobby club meeting, or other form of sharing their experiences.

Youth workers: youth worker mobilities are developed based on needs of youth workers, and youth organizations, which we gather when communicating with our colleagues and partners. Based on the feedback we receive from our partner organizations and youth workers, we propose relevant international learning or networking opportunities. With them, we develop proposals for Erasmus+ funding. Youth workers are involved in determining priorities and thematic of the activities, and if possible, for their contribution to the program. We try to ensure that youth workers have enough opportunities to build connections with each other, and showcase their skills and knowledge for other participants. Our goal is to inspire youth workers to continue by themselves to cooperate with international partners, especially if they had no previous experience.

Youth workers who participated in our trainings can reach out for support in their subsequent international initiatives, if they need it.

PLEASE OUTLINE THE LEARNING DIMENSION OF YOUR ACTIVITIES AND DESCRIBE THE MEASURES YOU WILL PUT IN PLACE TO EMBED A QUALITY NON-FORMAL LEARNING PROCESS FOR THE PARTICIPANTS.

- ▶ Explain how you will support the participants in organising their reflection, identification and documentation of the learning outcomes acquired, including through EU (Youthpass, Europass) or national validation tools.

All of the activities we offer provide non-formal learning opportunities for participants and imply learning by doing throughout project cycle: from the planning stage and brainstorming ideas, to evaluation and planning further steps. We base the level of involvement and responsibility depending on personal characteristics of each group and encourage participants to take responsibility and try to find answers themselves first. Depending on English language proficiency of the group, the program is designed to make sure all participants feel comfortable, have equal opportunity to participate and understand others, and do not feel left out. Methods are adjusted in a way to ensure easing into intercultural environment, and virtual preparation is designed to help overcome language barrier. The program is designed in a way to ensure active learning by doing and experiencing, interacting with other participants, and as little as possible of passive listening. Arts and creative methods, nature and sports are main learning environments, and participants explore with their own experiences, using knowledge they already had to learn more.

Youthpass is also presented to participants, and they can use notebooks for evening reflections on learning outcomes. Every day ends with a reflection session (individual, in pairs or in groups) and participants have time to write down their learning outcomes of the day in their notebooks.

Reflection sessions help participants identify their feelings, challenges, group dynamics and their role in the group, their preferences, their strengths, and learning outcomes. Sessions are done in both international groups and in national group meetings, where they may use common language to share and discuss. In the end of the mobility a session is organized for evaluation of results, including learning outcomes, and how the results correspond with their goals and project goals.

Participants have time for dialogue with partners and filling out their Youthpass certificates. Participants are reminded daily about their "learning diaries" and have time to write in them. Every activity of the YE has time for de-brief where participants discuss what happened, how they feel about it, what they learned from it, what are their observations from it.

Monitoring and follow-up

HOW WILL YOU HANDLE RISK ASSESSMENT AND MANAGEMENT?

General approach is that we aim at carrying out all our activities with maximum attention to safety of participants and staff. Open and swift communication between staff members and management allows us handle challenges before they turn into unsolvable crises. There is a protocol on handling conflicts, dealing with emergency situations, and bi-weekly meetings of all managers of the centre to update on current issues which is communicated to all employees. Whenever necessary, a team of staffers comes together to work on a problem or issue from relevant departments.

Since partnerships for our international projects are formed based on similar values of involving youth in project management, and come through personal contact or recommendations, professionalism and understanding are key elements for successful project implementation. Our cooperation is based on trust and adhere to quality youth work standards, safety of participants (physical and mental), sustainability, desire to learn, and open communication. Partners participate actively in project planning, which ensures that their opinions are considered from the very beginning, and their role and responsibilities is clear from the start. Each partner is responsible for communication with their groups and group leaders.

In case of conflict between partners, first step is to discuss and try to resolve the conflict amicably. Replacing partners or interfering in the conflict is decided by the Lead partner. If conflict arises between participants, group leaders adhere to mediation methods, discussions, and reflection to resolve the conflict, and make it a learning experience.

PLEASE PRESENT YOUR ORGANISATION'S APPROACH TOWARDS MONITORING AND EVALUATION OF YOUR ACTIVITIES. WHICH ACTIVITIES WILL YOU CARRY OUT (ACTIVITIES TO MONITOR AND EVALUATE WHETHER, AND TO WHAT EXTENT, THE ACTIVITIES HAVE ACHIEVED THEIR OBJECTIVES AND RESULTS)?

We meet annually for staff days where goals and results are discussed by all staff of all youth centres.. To measure our performance we meet regularly in teams: youth team, international team, kitchen and maintenance, development of pedagogical programs, reception, management, etc.. Teams discuss and monitor how they are progressing and what needs to be addressed. International team meets annually face-to-face and bi-monthly online.

Annual goals are set together by all team members, they are evaluated against strategy implementation to be in line with overall goals, they are discussed between departments to coordinate activities, and then evaluated quarterly and annually by teams and on general staff meeting. Results and goals are also monitored by the board of The National Youth Centre, presented by the executive manager.

On project level, participants identify learning goals before the project and on day 1 of the exchange – whether virtual or residential: it is done in a national group together with project coordinator.

Project is planned with regards to goals of partner organizations, going in line with their priorities and strategic development goals. These issues are clarified via videoconferences, online communication, or personal meetings. Monitoring is implemented on all stages by the Lead partner in dialogue with project partners via regular videoconferences.

Feedback and evaluation by participants are collected on the last day of the exchange on a joint session, and then after return home in national teams. Local discussions in national teams allow participants to open more and reflect on their experiences, and how it can be relevant for their future international learning programs. Feedback and evaluation by partners are collected after the mobility and then before the project end once again. Feedback is used to evaluate to which extent the project reached its goals in terms of participants goals, and goals of organizations. Analysis of the results is used for improvement of further cooperation and planning future activities Regular meetings of partner organizations via Skype allow monitoring the course of project implementation and troubleshooting urgently. Open communication is established to avoid misunderstanding and equal participation in decision-making.

HOW WILL YOU MEASURE PROGRESS TOWARDS YOUR OVERARCHING OBJECTIVES?

We will use quantitative and qualitative indicators to measure progress.

Qualitative evaluations will be received from feedback by participants, within evaluation sessions of mobilities, through evaluation activities with partner organizations post-mobility, with local organizations and former participants of our activities during follow-up annual activities.

1. Quality of involvement: participants feel involved in project cycle and feel responsibility for their own learning.
2. Quality of learning: participants improved their skills, attitudes and gained new knowledge.
3. Equality and diversity: international activities involve participants with different backgrounds.
4. Environmental sustainability: project activities are implemented with consideration of sustainability values and goals.
5. Quality of networking: partner organizations are involved in project cycle, and form good and sustainable partnerships.
6. Cooperation between network members is reinforced.
7. Increased capacity of local actors to work internationally.
8. Dissemination activities are productive and attractive for the target audience.
9. Digital development is ongoing.

Quantitative results are collected through participant forms from events, partner identification forms and partner feedback, feedback from former participants and other data available to international coordinator within organizational work.

1. Number of young people and youth workers who participate in our activities, including virtual exchanges.
2. Number of former participants who continue international activities by themselves or in cooperation with us as reported by them.
3. Number of first-time participants and partner organizations in our project.
4. Number of partner organizations involved in project implementation.
5. Geographical scope of our activities.
6. Number of networking activities implemented / staff took part in.
7. Number of capacity building activities implemented / staff took part in.
8. Number of youth exchanges implemented.
9. Number of implemented staff mobility activities
10. Number of participants with fewer opportunities in our projects.
11. Number of digital programs implemented internationally.

PLEASE DESCRIBE HOW THE RESULTS WILL BE SHARED. WHAT DISSEMINATION ACTIVITIES WILL YOU CARRY OUT (PLANNING, TARGET GROUPS OF SUCH ACTIVITIES)? PLEASE ALSO EXPLAIN HOW PARTICIPANTS AND PARTICIPATING ORGANISATIONS WILL BE INVOLVED.

Within the project implementation we will have two types of results to share: results of each activity which will be implemented every year, and after year II, also our results of development work under the Accreditation. Our biggest promoters of results are our participants: young people and youth workers. We make sure to work with them on dissemination plan within each project to empower them to be ambassadors of internationality. Dissemination is one of our tools to reach strategic goals of increasing internationality in the area on different levels, so it is an integral part of what we do.

Our goal of sharing results of the Accreditation-related development will be to share with other organizations our journey of strategic planning of international development. Target group for this will be partner organizations from the region: municipalities, local NGOs and associations, local youth work bodies. We will be sharing our results and learning outcomes with them via social media and personal meetings, and thematic seminars / meetings.

With annual activities our target group will be wider: we will share the results of youth exchange projects to young people and youth workers of the region. Participants themselves will be responsible for planning and implementation of the activities. Group leaders and project coordinators will support them as much as necessary, but we will ensure that they take as much responsibility as they can. Ideas for dissemination will be proposed by the participants, but we envisage that there will be small photo exhibitions in local meeting places (cafes, youth houses, schools or hobby clubs), presentations to parents and fellow students at class meetings, group meetings, and school fairs. Young people can contribute to creating information materials about international exchange opportunities for their peers in paper and digital forms (photos, videos, brochures or posters – whatever they pick).

All partner organizations will be informed about the approaches to dissemination of project results and participate equally, making sure that also their participants are involved and responsible for dissemination activities. Each activity preparation will include a stage for planning dissemination, and during mobilities participants will be planning or implementing it according to what ideas and ways they come up with.

During year 1 and 2 we will conduct a survey among all participants of our international activities and find out their needs and interest in organizing an alumni club for international exchange participants. If participants show interest in the idea, we will establish a platform where they can share and exchange their past experiences, wishes for the future international experiences, and share opportunities for international participation in the future: whether it is sharing an opportunity for international volunteering or developing an international exchange idea. The alumni club can have some online meetings annually or online + offline meetings depending where they are coming from.

Erasmus+ logo is used on all information materials and the funding source is mentioned in all publications about the project or its results.