



I&D training for assessors

Mock application – **ESC Quality Label**

European Solidarity Corps

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

YOUNG WORLD

APPLICANT ORGANISATION

Legal Name: Young World
Country: Z

Applicant organisation Details

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

EXPERIENCE

WHAT ARE THE ACTIVITIES AND EXPERIENCE OF YOUR ORGANISATION THAT ARE RELEVANT TO THIS APPLICATION?

Young World has the aim of promoting understanding and international solidarity. Right from the start international volunteering was the central approach to achieving these goals. Since then, various activities and formats offered: international short-term voluntary services (in the form of work camps or Volunteer teams), seminars, workshops, annual exchange events, etc. By participating, young people are also supported in their personal growth. They should acquire new skills and become open-minded and responsible citizens. At the same time, it is important to provide volunteers with meaningful information.

Young World opens up possibilities for international commitments resulting from a real need formulated on the ground. The main target group of young people are 16 to 30 years of age, regardless of criteria such as origin, education, religious belief and sexual orientation. Open access to all national and international activities forms a basis of the work.

Particularly important aspects of the content of the work are:

1. Inclusion: The participation of young people with special support needs is a real enrichment for international groups. In this way, "international" encounters are combined with "intersocial" encounters. At the same time, the potential for an individual growth and development process is particularly high for this target group.
2. Sustainability: Our international projects are well suited as a field of learning to help young people to convey aspects of sustainability. This applies both to the work project and to the arrival, the feeding and the organization of everyday life. These exemplary approaches offer a good quality basis, especially in international groups, for discussion and reflection.
3. Local impulses: The project location in village community or local community is an elementary component of a volunteer project. A project is only really successful if both the volunteers are satisfied as well as at the same time to the results of the work, further impulses remain on site.

SCOPE	ACCREDITATION/QUALITY LABEL ROLE
Quality Label	Hosting / Supporting

PREVIOUS PARTICIPATION UNDER ERASMUS+ AND THE EUROPEAN SOLIDARITY CORPS.

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
Volunteering Projects	3	3	10	6
Youth Mobility	5	5	95	59
Strategic Partnerships Youth	1	1	13	4

DOES YOUR ORGANISATION HAVE PREVIOUS EXPERIENCE IN CROSS-BORDER ACTIVITY AND COOPERATION OUTSIDE ERASMUS+ AND THE EUROPEAN SOLIDARITY CORPS? IF ANY, PLEASE DESCRIBE THIS EXPERIENCE.

Essential for this is the anchoring in the network "Alliance of European Voluntary Service Organisations". (ALLIANCE). The ALLIANCE with its approximately 70 member and partner organizations forms the basis and is the most important frame of reference for all activities and projects of Young World . Two one-day meetings of all members are on the one hand the basis for the exchange of a total of approx. 10,000 short-term volunteers per year in work camps and volunteer teams, but above all offer the opportunity for personal working meetings with the individual partners, for the development or reflection of projects and ideas and for the further development of common quality criteria and communication structures. In addition, the ALLIANCE offers the valuable opportunity for full-time and voluntary specialists to participate in individual thematic working groups. Young World is currently active in the following working groups: "Access4All", "Environmental Sustainability", "Gender Equality", "Staff Development" and "ALLIANCE Development Committee". Numerous joint projects or training courses are based on impulses from these working groups. Some of them will be implemented within the framework of ERASMUS+/ESC, but most of them within or around the framework of national funds financed work camps.

PLEASE MENTION ANY EXISTING INTERNATIONAL PARTNERSHIPS YOUR ORGANISATION HAS BUILT, THROUGH ERASMUS+ OR THE EUROPEAN SOLIDARITY CORPS OR OTHER ACTIVITIES/PROGRAMMES.

As mentioned in the previous section, the anchoring in the network "Alliance of European Voluntary Service Organisations " (ALLIANCE) is the frame of reference for almost all activities. Many of the good partnerships within the network, go to a large extent also on joint successful activities and projects in the field of Erasmus+, ESC and the preparatory programmes. In particular, the long-standing good Partnerships in the field of sending and hosting of volunteers with fewer opportunities.

In addition, Erasmus+ has also created new partnerships outside the established network. In particular, the partnership with the "Association AFRIKA", which was successfully achieved through the joint Erasmus+ trainings in the fields of ecology and permaculture.

In this respect, the European Solidarity Corps has already made a very special contribution to a new partnership, when we have been in contact with the Colombian organization "Colomba" for over a year, supported by a former volunteer, was founded there after his ESC long-term service.

Standard Activities

PLEASE DESCRIBE THE ACTIVITY AND ITS CONTEXT. HOW DOES IT RELATE TO SOLIDARITY AND THE EUROPEAN SOLIDARITY CORPS PRINCIPLES? WHAT IS THE EUROPEAN ADDED VALUE OF THE ACTIVITY?

The central motivation for carrying out all activities is to enable young people to take up commitment in a meaningful and sustainable framework. Especially through new experiences during the Pandemic as well as with regard to existing and expected new national, Europe-wide and international challenges, this seems more important to us than ever.

Local partners are to be shown the potential of international volunteers even more comprehensively.

The focus topics set for each year are to be specifically highlighted.

The volunteers should report publicly on their own experiences of commitment, promote all forms of international voluntary services and specifically differentiate in a peer-to-peer approach, address different target groups of young people.

HOW HAVE YOU IDENTIFIED THE NEED FOR THIS ACTIVITY? WHAT ARE THE SOCIETAL CHALLENGES THAT YOU ARE PLANNING TO ADDRESS?

A needs analysis was initially carried out by the internal Board together with the full-time employees.

They developed a first sketch of all activities. The determination of the need was done on local

level through close networking with local actors of child and youth welfare and finally in the international network concretized. The current experience with the ongoing ESC project was incorporated into the requirements planning.

The activities are intended to address current and acute social issues and challenges:

OPEN AND SOCIAL EUROPE AND SOLIDARITY IN EUROPE: as already highlighted as a key need we see the need for commitment towards an open and social Europe. The tendencies of the increased protection of national interests (which have been reinforced by Corona) as well as the increase xenophobic, exclusionary and racist movements are alarming signals. Democracy-building experiences and intercultural, international experiences have thus become indispensable for young people. The crisis of confidence in Europe is a sign. ESC-experience can have a lasting positive influence on both the volunteers themselves and their environment, becoming aware of their role as active European citizens together with the freedoms they have achieved from united Europe.

SOCIAL INCLUSION: As intended in our organisational statutes, opportunities for commitment should be open for all young people regardless of their origin, educational qualifications, health conditions, or other criteria. The activities should focus on this, as it offers a low-threshold context:

International voluntary service projects in secure framework conditions with a fixed group enables young people who otherwise rarely find themselves in European voluntary services. The diversity among the volunteers should become an enrichment. Through decades of experience in the former European Short-Term Voluntary Service has created valuable reception and development opportunities that will benefit the young people with valuable learning experiences.

CLIMATE CHANGE AND SUSTAINABLE DEVELOPMENT: This challenge for the coming year is at the heart of our Youth World organisation and also forms the focus for one of the two planned long-term volunteer services. It should show how international volunteer projects are sustainable and meaningful for local and regional nature conservation and how participation in such projects can be planned, organized and implemented in a way, which is as far as possible in line with the SDG's.

WHAT ARE THE TASKS THAT THE PARTICIPANTS WILL TYPICALLY CARRY OUT? WHAT WILL BE THEIR ROLE AND HOW WILL THEY BE INVOLVED IN THE ACTIVITIES?

The core of the tasks is usually a series activities and events in various youth and educational institutions (youth centres, universities, vocational schools, migrant organisations, Youth counselling centres, schools, etc.).

Further content:

+ Support of volunteer activities (especially work camps and volunteer teams).

Depending on the needs, volunteers with special needs should be supported and/or group leaders in the preparation of projects. There will be no fixed agenda of activities here, the volunteers should support where this is important and contribute to the quality of the projects. Concrete examples are: Picking up a workcamp volunteer with special support needs at the airport; support of a less experienced work camp leader in the organization of the international evening with the local population; Implementation of an environmental pedagogy workshop with the international volunteers.

+ Introduction of an international perspective into the training and further education seminars for volunteers Even if all teamers are experienced abroad by themselves, the view from the outside brings new impulses and suggestions. Which elements are important in international seminars? How is the communication of goals, values and practical tools implemented? The volunteer is involved here in the usual circle of teamers, who design and implement the seminar together with a pedagogic specialist. Also for the seminars, this involvement is both a professional enrichment and an occasion for dealing with different social and political realities in Europe and an important sign of the European cooperation. It is made clear once again that values such as solidarity, participation and cosmopolitanism are not only the objectives of but part of a European identity that transcends the borders of countries

+ own project: encourages volunteers to design their own project, which depends on their interests and competences.

HOW WILL THE PARTICIPANTS BENEFIT FROM TAKING PART IN THE ACTIVITY?

All activities aim to achieve the following effects:

EFFECTS ON VOLUNTEERS: The aim of the activity is to improve skills and competences, contributing to the personal, social, professional, cultural and professional development of the young volunteers.

They are encouraged to take an active part in democratic life and in society, both locally and on European level. Furthermore, significant key competences such as language skills and intercultural competences are increased. The activity is intended to help volunteers gain a valuable mobility experience to broaden one's horizons and also to broaden career prospects: in this way, team spirit and learned to work independently, as well as the design and implementation of your own ideas. In addition, there are also basics of project management. Through the activities in the field of public relations work, communication capabilities and media literacy increased. By being involved in projects (seminars, Volunteer projects) pedagogic-didactic skills and basics of informal learning are acquired.

The volunteers experience their own international commitment positively. Active participation, dealing with diversity and, finding one's way in unknown structures and assuming responsibility are experienced. Own commitment is supported by the joint work result, the knowledge of one's own contribution to it and the external value assessment positively documented.

At the same time, this experience is only the first step towards a lasting commitment and active social participation. In the individual evaluation therefore, ways are sought or shown how this experience can be transferred into their everyday life.

HOW WILL THE ACTIVITY BENEFIT THE TARGET GROUPS AND/OR THE LOCAL COMMUNITY AND THE ORGANISATIONS INVOLVED? IF APPLICABLE, PLEASE ALSO EXPLAIN HOW YOU ARE PLANNING TO LIMIT OR PREVENT UNINTENDED NEGATIVE EFFECTS OF THE ACTIVITIES AND HOW YOU WILL COMPLY WITH THE 'DO NO HARM PRINCIPLE'.

IMPACT ON ORGANISATIONS: The partners have been networked for many years and have been working since many decades together in the implementation of international volunteer projects.

Social demands and a natural fluctuation among the mainly young volunteers require a constant professionalization and further development of the organization. Competences and capacities for cooperation in an international context will be developed.

EFFECTS ON OTHER TARGET GROUPS: Local communities, either as host and project location, will learn while working with ESC-volunteers.

At the same time, the volunteers as "ambassadors" for an open and solidary Europe will meet many times with many other (young) people who cover a wide scale ranging from those who themselves have international experience up to people who find even a change of location rather uneasy.

This can be observed above all in rural areas, where this is precisely why many voluntary service projects are being implemented.

Overall, activities at all levels raise awareness of European cohesion and cohesion.

The volunteers perceive themselves as active citizens of Europe. The construct "Europe" is associated with concrete experiences and is anchored in the everyday life of the young people.

Strategy and Activity Plan

PLEASE DESCRIBE YOUR LONGER TERM OBJECTIVES AS A LEAD ORGANISATION IN THE EUROPEAN SOLIDARITY CORPS. WHAT ARE THE SOCIETAL NEEDS AND CHALLENGES THAT YOU ARE SEEKING TO ADDRESS? PLEASE DESCRIBE YOUR STRATEGY FOR ACHIEVING THESE OBJECTIVES.

Since the start of our organisation, we try to make a contribution against racism and to provide open-minded thinking, to enable solidarity beyond the borders of the country and to lead to personal development and changes in awareness among young people. This will continue to be the case in the coming years. From our point of view, international volunteer projects offer a unique mix of commitment, meeting and learning from and with each other. Therefore, we continue to focus on work camps and volunteer teams as the most important offer format. Three factors are essential:

1. A meaningful work project that responds to a locally formulated need and in which young people can contribute actively and thereby acquire new skills.
2. A socially and internationally diverse group that organizes everyday life itself (decision-making processes, set topics, develop activities, cook and clean). As a goal, our group leaders promote the integration of everyone into the group and then have more and more moderating function.
3. The "local impact" of our projects is an essential quality criterion. The volunteers work in all projects together with people from the village, further fields of encounter with the local youth are created. This is not only an enrichment for the international volunteers, also on the ground in addition to the work result further impulses remain.

Volunteering is highly desired in all areas and has priority. We promote the participation of young volunteers in decision-making processes and the possibility to implement their own ideas and to gain new experiences.

All other activities of have a rather flanking character and serve in particular to secure and increase the quality of our work camps and volunteer teams.

For us, it is important to set new impulses again and again, to develop new ideas and formats – in short, to experiment.

The ESC accreditation therefore represents a central building block in the organizational concept of for the coming years.

WHAT IS THE INTENDED IMPACT ON THE TARGET GROUPS, PARTICIPANTS AND PARTICIPATING ORGANISATION(S) AND HOW ARE YOU GOING TO MEASURE IT?

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

WITH REGARD TO VOLUNTEERS: the projects are designed to improve skills and competences in the personal, social, professional, cultural and contribute to the professional development of young volunteers. They are encouraged and encouraged to take an active part in democratic life and in society, both locally and on European level. The seeds contribute to the strengthening of self-confidence, as well as to self-efficacy. Furthermore, significant key competences such as language skills and intercultural competences increased. With the experience, the volunteers can also open up their career prospects. The volunteer teams also form a kind of taster volunteer service for young people with special needs and are intended to be the starting point for further build engagement.

WITH REGARD TO THE ORGANISATIONS: (most) of the partners are networked for many years and have been working together for many decades in the implementation international volunteer projects and other accompanying measures. Social demands and a natural fluctuation among the mainly young volunteers require a constant professionalization and further development of the organization.

TO OTHER TARGET GROUPS: Essential target groups outside of those directly involved are, on the one hand, specialists and multipliers from youth work and youth welfare:

With the involvement of young people with increased needs, it is even better possible at municipal and national level with educators of child and youth welfare cooperate and deepen cooperation. For this purpose, local actors are to be involved (youth clubs, associations, village communities, youth workers, village companions).

The effects at the local level will be significantly demonstrated where projects supported by the volunteers take place. The long-term volunteers will support international work camps, volunteers with special needs, information events, seminars and conferences. Each of these measures have a direct impact on local communities - either as hosts and project locations.

Management and coordination

HOW DO YOU INTEND TO COOPERATE AND COMMUNICATE WITH YOUR PARTNERS? HOW WILL YOU MONITOR AND MANAGE THEIR PERFORMANCE?

- **If already known, please provide a short description of the partners you will be cooperating with, their expected role and experiences and competences they should bring in. Please also describe how the activities will meet the needs and objectives of your partners.**

Based on decades of experience in the implementation of international volunteer projects and in EVS/ESC solid and high-quality structures have been created to plan, implement and evaluate. At the international level, membership in the network of the "Alliance of European Voluntary Service Organisations" with its own quality standards in the organisation of international Volunteer projects are our proven basis for action. The majority of the partner organisations will recruit from members of the network, both from ESC programme and partner bodies.

All partners have work focussed in the field of "International Volunteering" and most of them have a special focus on the integration of young people with few opportunities and/or sustainability and environmental protection.

All partners have a vital interest in promoting and making visible opportunities for international engagement. All partners are experienced in the preparation, reception and support of young volunteers. All partners common goal is to achieve a solidary, democratic Europe through its own work, to contribute and to enable young people to make a practical commitment in this regard.

There is regular contact with all partners involved: two to four personal meetings used to monitor the progress of the project. In addition, there are several times a week contacts by phone, email or messenger services. Individual tasks and arrangements for cooperation will be in written. The implementation of the activities provides a genuine common basis and a common basis for the implementation of the activities. Due to the close personal relationship of trust, in addition to the contacts mentioned above, there is no close monitoring is necessary. Of course, after the first few days of activity, a report will be made.

At the local level, cooperation with various local partners (youth initiatives, specialist groups of the Youth work, youth information points, youth welfare officers) enable the approach of potential volunteers and support the preparation and involvement of local youth as well as the effects on the project locations. In addition to the usually occasional personal contact, instruments such as "Activity Agreements" to be signed are with all participants in each activity, the respective responsibilities, tasks and responsibilities again underpin. The regular personal meetings of the international partners create a relationship of trust between the project managers, who contribute to effective resolutions in the event of problems, and regular possibilities of reflection of the course of the project or its evaluation.

PLEASE EXPLAIN IN DETAIL HOW YOU WILL ENSURE SUCCESSFUL DELIVERY OF YOUR ACTIVITY PLAN. WHO WILL BE IN CHARGE OF COORDINATING THE ACTIVITIES? WHO WILL CARRY OUT SPECIFIC TASKS, SUCH AS FINANCES, LOGISTICS, COMMUNICATION WITH PARTNER ORGANISATIONS, ETC.? HOW WILL YOU ENSURE THAT THE STAFF HAS THE NECESSARY COMPETENCES TO CARRY OUT THEIR TASKS?

Young World has many years of experience in the organization of international projects, the same applies to our partners. This is how over the years within the network of alliance of European Voluntary Service Organisations as well as internally established its own system that manages, carries out the projects and their quality ensures.

The team of employees has professional knowledge and many years of experience in the ERASMUS youth program and now also in the ESC. . For each area of responsibility and activity, there will be small teams that they are responsible for this. The teams are put together according to both competences and interest.

The overall financial responsibility and the overall management are carried out by the managing director of and the treasurer of the association.

There is a large circle of other volunteers who contribute their experience and skills. Both the full-time and the volunteers regularly take part in further training.

HOW WILL YOU ENSURE THAT YOUR ORGANISATION CAN CARRY OUT THE ACTIVITY PLAN IN CASE OF IMPORTANT CHANGES IN MANAGEMENT OR STAFF?

Basically, there is a very close cooperation in the team, mutual support and mutual feedback is common practice. This also makes it easier to absorb personnel changes.

Measures ensure the continuity of the activities even in the event of personnel changes:

1. The relatively large coordination team regularly discusses the current status and the next steps. This is how we all have a similar level of knowledge about the current development of the activities and the overall project.
2. For each activity, the tasks and responsibilities are distributed to teams of 2-3 people. So several people are always involved, who give each other feedback, support each other.
3. For all teams, there will be a common working platform in the cloud. Here, essential documents, strategies and starting points must be accessible to all of the coordination team at all times. This form of data backup also makes it possible for the integrated volunteers and employees in the home office, to access the documents everywhere.
4. A Slack channel is set up for project-related communication within the team. So all team members are always involved in the communication

HOW WILL YOU HANDLE RISK ASSESSMENT AND MANAGEMENT?

Young World is aware that even with responsible planning of projects, there is always an emergency or crisis that can occur. We have therefore developed internal structures and mechanisms to mitigate risks and respond to emergency cases and crises

1. RISK BALANCING:

The employees of regularly undergo further training in different topics (crisis prevention and management, Child Protection Act, safety training, nonviolent communication, etc.). In addition, experiences are passed on in the ALLIANCE network and reflected together. These aspects create a collective knowledge that is considered to be very important for the development of risks and the handling of emergency bags and crises. The pedagogic conception and practical organization of individual projects is discussed in the team. This plays alongside the pedagogic learning process of the participants, where risk balancing also plays an important role. Participant(s) with special needs for support such as minors, participants with individual support needs are given special consideration.

If we are in a uncertainty, we can rely on further competencies within organizations of national/international youth work as well as international partners to reach out and contact them.

2. DEALING WITH CRISES AND EMERGENCY:

Young World has drawn up a crisis and emergency plan to provide assistance to all parties involved in the event of real emergency accidents. It covers the following aspects:

- ✓ Minor participant has disappeared
- ✓ Full-time participant has disappeared and there is reason to believe that he/she does not voluntarily
- ✓ Group / has left the project
- ✓ serious illness or serious accident with hospitalization
- ✓ Participant is fatally vilified / deceased
- ✓ Participant was sexually abused (or suspected case)
- ✓ Participant is suicidal (or suspected)
- ✓ Participant was arrested or taken into custody
- ✓ Participant or group witnessed violent crimes or serious accidents.

The emergency plan provides a clear orientation for action and is updated annually. Basis of the crisis plan is also a clear division of tasks and responsibilities in the crisis.