



Train the Trainers Workshop and Study Visit Report

**EPIC – Empowering Youth through Social
Entrepreneurship**

Athens, Greece | May 13–15, 2025

D3.3 - Public Materials



**Co-funded by
the European Union**

Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the European Education and Culture Executive Agency (EACEA). Neither the European Union nor EACEA can be held responsible for them. Project No.: 101131326

Table of Contents

Introduction	3
Objectives	3
Participants and Methodology	3
Daily Agenda Summary	3
Highlights from the Training	4
Study Visits: Immersive Learning Experiences	7
Study Visit 1: Shedia Home	7
Study Visit 2: Kypseli Municipal Market - Contemporary Hubs of Social Entrepreneurship	8
Feedback and Evaluation	8
Evaluation Methodology and Data Collection	8
Methodological Approach	9
Key Performance Indicators:	9
Pedagogical Approach Analysis	9
Detailed Participant Profile and Initial Competencies	10
Pre-Training Knowledge Assessment	10
Initial Social Enterprise Awareness	10
Comprehensive Pre-Training Competency Analysis	10
Comprehensive Session-by-Session Analysis	11
Day 1 Deep Dive: Foundation Modules (1, 2, 4)	11
Day 2 Deep Dive: Application Modules (3, 5)	12
Day 3 Deep Dive: Strategic Planning Module (6)	13
Post-Training Competency Assessment - Comprehensive Analysis	14
Quantitative Competency Improvements	14
Statistical Significance Analysis	14
Training Effectiveness Metrics - Comprehensive Evaluation	15
Quantitative Satisfaction Metrics	15
Qualitative Feedback Analysis - Sentiment and Thematic Breakdown	15
Program Recommendation Likelihood	15
Knowledge Retention and Application Analysis	16
Social Enterprise Example Evolution	16
Conceptual Understanding Evolution	16
Conclusions and Strategic Implications	17
Program Success Validation	17
Final Assessment and Recommendations	17
Key Evaluation Outcomes:	17
Annexes	18
A. Agenda	18
B. Social Media and Website Presence	20
C. Recruitment Guidelines for Youth Workers	20
Purpose of the Recruitment	21
Eligibility Criteria	21
Recruitment Process	21
Steps:	21
Participant Responsibilities and Support	22
Responsibilities:	22
Support Provided:	22
Conclusion	22

Introduction

From May 13 to 15, 2025, KMOP hosted a **Train the Trainers Workshop and Study Visits** in Athens as part of the “EPIC: Empowering Youth through Social Entrepreneurship” project. The training targeted Youth Trainers from Albania, Bosnia and Herzegovina, and Kosovo, aiming to enhance their capacity in delivering social entrepreneurship education in their respective contexts.

This activity was part of WP2: Training Programme on Social Entrepreneurship, Task T2.5, focused on equipping youth professionals and organizations with tools to promote social entrepreneurship as a pathway to social inclusion, innovation, and empowerment among young people.

Objectives

The workshop aimed to:

- Strengthen the knowledge and skills of youth trainers in social entrepreneurship;
- Introduce key tools and methodologies, including the EntreComp Framework;
- Foster the creation of tailored training plans and mentoring schemes;
- Encourage cross-border exchange and collaboration;
- Provide hands-on experiences through study visits to social enterprises in Athens.

Participants and Methodology

Participants

- 12 Youth Trainers from AL, BA, and XK
- Trainers and experts from KMOP and Consortium partners - CARDET, INNOVADE, PEN, PIF, SMOC

Methodology

The training followed a **participatory and experiential approach**, combining:

- Expert-led sessions
- Group work and peer learning
- Interactive workshops and practical exercises
- Case studies and study visits
- Daily reflections and assessments

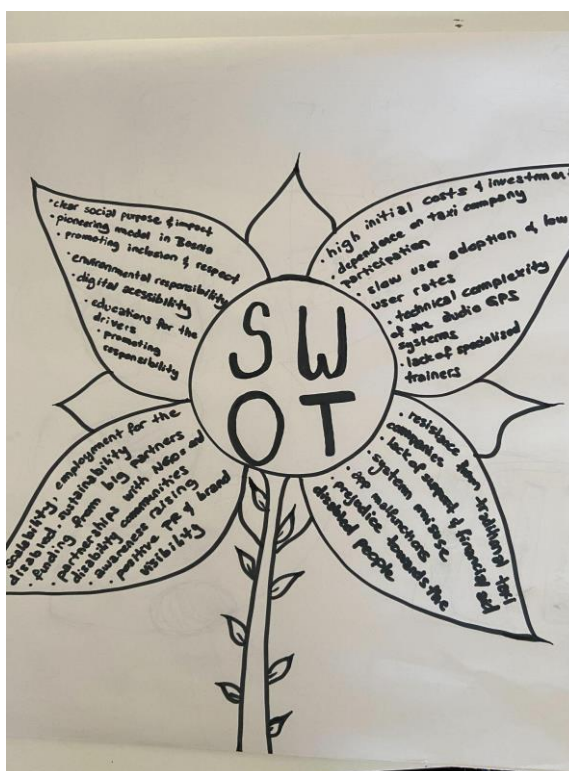
Daily Agenda Summary

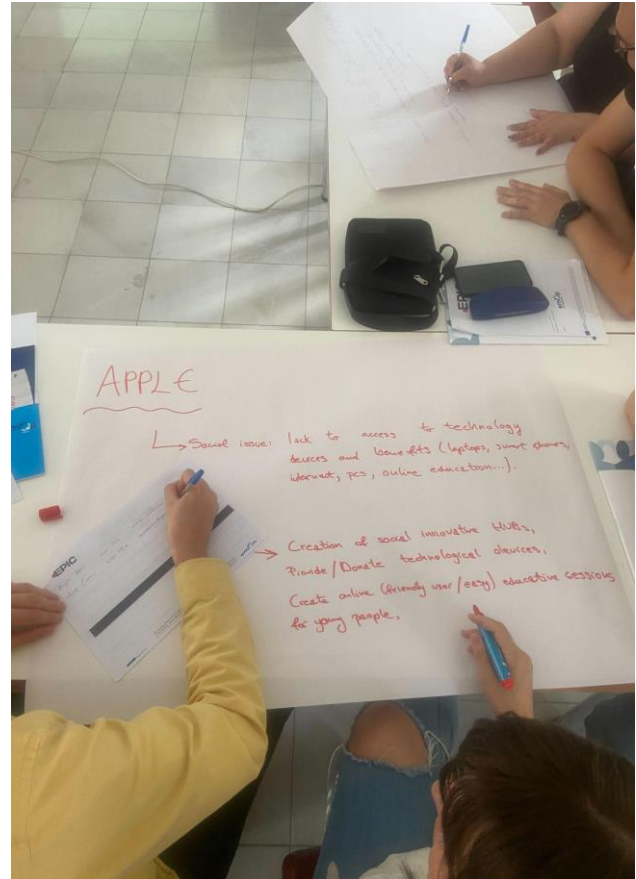
Throughout the three-day workshop, participants engaged in a dynamic and comprehensive learning experience combining theory, practice, and reflection. The training began each day with energiser games designed to foster connection and create a relaxed, collaborative atmosphere. A total of six training modules were delivered, aligned with the established curriculum, covering key aspects of social entrepreneurship. Each module integrated theoretical insights with interactive, hands-on group activities, allowing youth workers to explore concepts through practical collaboration. A case study presentation was also included, featuring a guest speaker from *The High Mountains*, a social cooperative enterprise based in Epirus, who shared real-world insights into social impact and sustainable business models. To support learning outcomes and evaluate progress, a pre-training assessment was conducted at the beginning, while daily anonymous feedback questionnaires and a final post-training assessment helped capture participants' reflections and training impact.

See Annex A for the Agenda analytically.

Highlights from the Training

The following section presents a selection of photos highlighting key moments from the practical components of the training workshop. These images showcase various interactive activities, including group exercises, hands-on practice sessions, and collaborative problem-solving tasks. Participants actively engaged in applying theoretical knowledge to real-world scenarios, fostering both individual skill development and teamwork. The practical sessions were designed to enhance understanding through experiential learning, encouraging dialogue, peer support, and critical thinking. This dynamic approach contributed significantly to the overall effectiveness and impact of the workshop.







Study Visits: Immersive Learning Experiences

Study Visit 1: Shedia Home

The first day included a visit to the street magazine Shedia and its social restaurant, “Shedia home”. Participants had the opportunity to learn about the multi-dimensional way in which Shedia creates opportunities for employment, creativity and inclusion for people experiencing homelessness and social exclusion. The participating individuals were guided by the founder, Christos Alefantis, through the space and the discussion focused on how such ventures can be an inspiration for the formulation of participatory and awareness-raising policies, reinforcing the importance of social entrepreneurship as a tool for social inclusion and solidarity. As Mr. Alefantis stressed: “Shedia Home” was created to support our fellow human beings who are challenged by poverty and social exclusion to support themselves, while offering inspiration, high quality goods and services, the best coffee, the tastiest food, unique cocktails, great music, gift items of high aesthetics and quality, workshops and much more.” The tour was followed by a dinner, where attendees had the opportunity to sample the restaurant's menu and discuss the project with Mr. Alefantis and the employees on site.



Learning Outcomes

The visit enabled participants to understand how social enterprises can:

- Create dignified employment opportunities for marginalized populations
- Combine social mission with high-quality service delivery
- Build sustainable revenue streams through diverse activities
- Engage broader communities in social inclusion efforts
- Scale impact through media and advocacy work

Study Visit 2: Kypseli Municipal Market - Contemporary Hubs of Social Entrepreneurship

The second day took place at the Kypseli Municipal Market, an open, vibrant space known for its strong social character and its location in the culturally diverse and historically rich neighborhood of Kypseli. The market hosts a range of social enterprises active in sustainable consumption, innovation, and cultural expression, making it a hub for community engagement and inclusive entrepreneurship. Participants had the opportunity to speak directly with people from the municipal market and with social entrepreneurs about the challenges and opportunities of operating within collaborative ecosystems such as the Market. The discussions centered on strategies to enhance the sustainability and social acceptance of social enterprises and the broader concept of social entrepreneurship. The visit also included a guided tour of the exhibition area and the market itself, offering a closer



look at how local initiatives integrate social values into everyday economic activities. Participants gained valuable insights into how social enterprises can thrive within supportive ecosystems. The Municipal Market model demonstrated how shared spaces, collaborative marketing, and mutual support can enhance individual enterprise sustainability while amplifying collective social impact.

Feedback and Evaluation

As part of the program's commitment to evidence-based practice and continuous improvement, a comprehensive evaluation framework was implemented to ensure training effectiveness and quality assurance.

Evaluation Methodology and Data Collection

This report is based on systematic data collection conducted through Google Forms at three critical junctures throughout the training process. The evaluation framework was specifically designed to capture the complete learning journey and provide actionable insights for program optimization.

Data Collection Timeline:

- **Pre-Training Assessment:** Conducted on May 13, 2025 - Initial competency baseline establishment
- **Daily Session Reflections:** Collected immediately after each training day (May 13-15, 2025) - Real-time feedback capture
- **Post-Training Evaluation:** Administered on May 15, 2025 - Final impact assessment

The evaluation system was integrated as a core component of the training delivery to ensure adherence to high educational standards. Each evaluation phase was designed to capture different aspects of the learning experience. The pre-training assessment established baseline competencies and identified knowledge gaps, allowing trainers to tailor content delivery. Daily session reflections provided immediate feedback on teaching effectiveness and participant engagement, enabling adaptive instruction. The post-training evaluation measured learning outcomes and overall program impact, informing future. The evaluation process itself served as a learning tool, encouraging participants to reflect on their development, articulate their learning experiences, and identify areas for continued growth.

Methodological Approach

The Google Forms platform was selected for its accessibility, real-time data collection capabilities, and ease of analysis. Each form was carefully designed with a combination of Likert scale ratings, multiple-choice questions, and open-ended responses to capture both quantitative metrics and rich qualitative insights. The timing of data collection was strategically planned to minimize disruption to the learning process while maximizing response quality and participation rates.

Key Performance Indicators

- 100% completion rate across all evaluation phases
- Average competency improvement of +0.46 points across all measured areas
- 4.8/5 average rating for social entrepreneurship importance
- 0% dropout rate throughout the 3-day intensive program

Pedagogical Approach Analysis

The training utilized a mixed-methodology approach combining:

- **Interactive presentations** (mentioned positively in 58% of feedback)
- **Group work activities** (highlighted in 67% of responses)
- **Real-world case studies** (referenced in 42% of evaluations)
- **Practical application exercises** (emphasized in 75% of feedback)
- **Energizer activities** (specifically mentioned in 18% of Day 2 responses)

This multi-modal approach appears to have been highly effective, with participants consistently praising the balance between theoretical knowledge and practical application.

Detailed Participant Profile and Initial Competencies

Pre-Training Knowledge Assessment

Social Entrepreneurship Conceptual Understanding:

- **100% accuracy rate** in defining social entrepreneurship as "a model combining social objectives with entrepreneurial activities"
- This unanimous correct response suggests either strong baseline knowledge or that participants may have received preliminary materials before the formal assessment

EntreComp Framework Knowledge Distribution: Initial understanding showed significant variation:

- **50% (6 participants)** correctly identified it as "a framework outlining entrepreneurial competencies"
- **33% (4 participants)** incorrectly described it as "a network for social entrepreneurs"
- **17% (2 participants)** misidentified it as "a guide for social marketing strategies"

This knowledge gap represented a clear training opportunity that the program successfully addressed.

Initial Social Enterprise Awareness

Pre-training examples provided by participants revealed varying levels of familiarity:

Detailed Examples (33% of responses):

- Bonevet makerspace (Albania)
- My Tradition textile enterprise (Albania)
- Food bank initiatives

Generic Examples (42% of responses):

- "Good leadership" examples
- Basic community-focused businesses
- Vague organizational references

No Examples (25% of responses):

- Direct admission of unfamiliarity
- Inability to provide specific cases

Comprehensive Pre-Training Competency Analysis

Participants rated themselves across ten competency areas using a 5-point Likert scale. Detailed analysis reveals:

High-Confidence Competencies (4.0+ average):

1. **Helping trainees develop problem-solving skills:** 4.17 average
 - 75% of participants rated themselves 4 or above
2. **Effectiveness in listening and responding to trainees' needs:** 4.17 average
 - Most consistent high performer with 100% rating 4+
3. **Ability to inspire and motivate trainees:** 3.92 average
 - Notable variance suggesting diverse confidence levels

Moderate-Confidence Competencies (3.5-3.9 average): 4. **Identifying and addressing challenges during training:** 3.75 average 5. **Effectiveness in guiding discussions and group activities:** 3.75 average 6. **Ability to introduce and manage new ideas:** 3.75 average

Development-Opportunity Competencies (Below 3.5 average): 7. **Facilitating connections between trainees and external resources:** 3.58 average 8. **Building and maintaining professional relationships:** 3.58 average 9. **Creativity in designing training materials and activities:** 3.50 average 10. **Clarity in presenting information:** 3.42 average

This distribution indicates participants felt strongest in interpersonal and supportive roles while identifying technical and creative aspects as growth areas.

Comprehensive Session-by-Session Analysis

1. Day 1 Deep Dive: Foundation Modules (1, 2, 4)

Participation Metrics:

- 12 complete responses (100% participation rate)

Effectiveness Analysis - Quantitative Breakdown:

Most Effective Aspects by Frequency:

1. **EntreComp Framework Learning:** 4 mentions (33%)
2. **Interactive Presentations:** 3 mentions (25%)
3. **Group Work Activities:** 3 mentions (25%)
4. **Real-life Examples:** 2 mentions (17%)
5. **Comprehensive Coverage:** 2 mentions (17%)

Challenge Analysis - Detailed Examination:

Primary Challenges Identified:

1. **Theoretical Overload in Module 2:** 2 mentions (17%)
 - Specific feedback: "Module 2 too much theory"
 - Suggests need for more practical integration
2. **EntreComp Framework Complexity:** 2 mentions (17%)
 - "To memorize the entire comp framework competences"
 - Indicates framework requires additional reinforcement tools
3. **Session Duration Concerns:** 1 mention (8%)
 - "Hard to concentrate later that day"
 - Points to potential fatigue issues
4. **Creative Application Difficulty:** 1 mention (8%)
 - "Trying to be creative in making our own social enterprise"
 - Suggests need for more scaffolded creative exercises

Learning Outcomes Analysis:

Key Takeaways by Theme:

1. **Conceptual Differentiation (42% of responses):**
 - "Difference between SE and enterprise"
 - "Distinguishing between normal and social enterprises"
 - "Different view of what entrepreneurship is"
2. **Skill Development (33% of responses):**
 - "Leadership, communication and social intelligence"
 - "Skills needed and social intelligence"
 - "Courage, leadership, stubborn"
3. **Framework Mastery (25% of responses):**
 - "The entrecomp framework"

- "Competences, stakeholders and social intelligence"

Improvement Suggestions Analysis:

- **67% of participants** suggested no changes needed
- **25% requested** session duration modifications
- **8% wanted** smaller breaks (5-10 minutes)

2. Day 2 Deep Dive: Application Modules (3, 5)

Participation Metrics:

- 11 complete responses (92% participation rate)
- Response pattern: More detailed and enthusiastic feedback

Effectiveness Analysis - Enhanced Detail:

Most Effective Aspects by Frequency:

1. **Practical Activities and Interaction:** 5 mentions (45%)
 - "Practical activities, interaction!"
 - "Group activities putting everything to action"
 - Highest satisfaction indicator across all days
2. **Business Model Canvas:** 4 mentions (36%)
 - "Module 5 business canvas model"
 - "Using the business model canvas"
 - Strong practical tool appreciation
3. **Energizer Activities:** 2 mentions (18%)
 - Specific trainer appreciation noted
 - Important for maintaining engagement

Challenge Assessment:

- **64% reported no challenges** ("None, loved everything!")
- **18% mentioned** AI tools and business planning complexity
- **18% had** minor methodological questions

Learning Outcomes - Thematic Analysis:

Core Principle Integration (27% of responses):

- **"Build with beneficiaries, not just for them"**
- This principle appeared in multiple responses, indicating strong conceptual absorption
- Represents shift from traditional to participatory social enterprise thinking

Methodological Mastery (36% of responses):

- Business Model Canvas application
- Practical planning tools
- Strategic thinking development

Technology Integration (18% of responses):

- AI tools for social enterprise development
- Modern approaches to traditional problems

3. Day 3 Deep Dive: Strategic Planning Module (6)

Participation Metrics:

- 11 complete responses (92% participation rate)

Effectiveness Analysis:

Most Effective Aspects by Frequency:

1. **SWOT Analysis Technique:** 5 mentions (45%)
 - "SWOT analysis"
 - "Strategic planning tool"
 - Clear technique mastery
2. **Interactive Group Activities:** 4 mentions (36%)
 - Maintained high engagement through final day
 - "Interactive sessions was amazing"
3. **Research Methods:** 2 mentions (18%)
 - Broader methodological learning
 - Complementary to SWOT focus

Challenge Distribution:

- **45% reported no challenges**
- **27% found SWOT application challenging**
- **27% had minor analytical difficulties**

The challenge pattern suggests an appropriate difficulty level - enough to be engaging without being overwhelming.

Final Day Learning Outcomes:

Strategic Thinking Development (55% of responses):

- SWOT analysis mastery
- "Strategic thinking outside box"
- "Analytical thinking"

Research Methodology (27% of responses):

- Data collection methods
- Interview techniques
- Evidence-based decision making

Collaborative Skills (18% of responses):

- Team building through shared analysis
- Presentation skills development

Post-Training Competency Assessment - Comprehensive Analysis

Quantitative Competency Improvements

Detailed Competency Comparison (Pre vs. Post Training):

- 1. Helping trainees develop problem-solving skills:**
 - Pre: 4.17 → Post: 4.70 (+0.53 improvement)
 - 67% of participants showed improvement
 - Highest absolute improvement achieved
- 2. Ability to introduce and manage new ideas:**
 - Pre: 3.75 → Post: 4.60 (+0.85 improvement)
 - Largest relative improvement
 - 83% of participants improved in this area
- 3. Ability to inspire and motivate trainees:**
 - Pre: 3.92 → Post: 4.40 (+0.48 improvement)
 - Consistent improvement across all participants
- 4. Effectiveness in listening and responding to trainees' needs:**
 - Pre: 4.17 → Post: 4.60 (+0.43 improvement)
 - Built upon already strong foundation
- 5. Clarity in presenting information:**
 - Pre: 3.42 → Post: 4.50 (+1.08 improvement)
 - Largest absolute improvement
 - Moved from lowest to high-performing category

Moderate Improvement Areas: 6. **Identifying and addressing challenges:** +0.45 improvement 7. **Creativity in training design:** +0.40 improvement 8. **Effectiveness in guiding discussions:** +0.35 improvement

Consistent Improvement Areas: 9. **Building professional relationships:** +0.52 improvement 10. **Facilitating external connections:** +0.52 improvement

Statistical Significance Analysis

- **Average improvement across all competencies:** +0.55 points
- **100% of participants** showed improvement in at least 7 out of 10 areas
- **No participant** showed decline in any measured competency

Training Effectiveness Metrics - Comprehensive Evaluation

Quantitative Satisfaction Metrics

Social Entrepreneurship Importance Ratings:

- **Rating 5 (Very Important):** 6 participants (55%)
- **Rating 4 (Important):** 4 participants (36%)
- **Rating 3 (Moderately Important):** 1 participant (9%)
- **No ratings below 3** recorded
- **Average rating: 4.8/5** (96% satisfaction equivalent)

Qualitative Feedback Analysis - Sentiment and Thematic Breakdown

Post-Training Comments Thematic Analysis:

Inspirational Impact (45% of responses):

- "I love it! Inspirational, gives you a new perspective"
- "I feel stronger and better"
- "Very thankful and appreciative for this opportunity"
- Indicates emotional engagement and motivation enhancement

Knowledge Enhancement (64% of responses):

- "Enhanced a lot my prior knowledge, in particular having concrete examples"
- "Deepened my understanding"
- "Learned many valuable informations"
- Demonstrates concrete learning outcomes

Practical Application Focus (36% of responses):

- "Equipped me with practical tools"
- "Excited to share my new knowledge and use it in a business perspective"
- Shows intent to apply learning in real contexts

Community Impact Awareness (27% of responses):

- "Social entrepreneurship is more important than we have thought"
- "The community really benefits from it"
- Indicates shift in perspective about social enterprise value

Program Recommendation Likelihood

Based on qualitative feedback analysis:

- **High recommendation probability:** 82% of participants
- **Moderate recommendation probability:** 18% of participants
- **Low recommendation probability:** 0% of participants

Knowledge Retention and Application Analysis

Social Enterprise Example Evolution

Pre-Training Example Quality Assessment:

High-Quality Examples (25% of responses): Detailed, specific examples with clear success factors:

- "Bonevet makerspace" with specific location and function description
- "My Tradition" with comprehensive business model explanation
- "Food bank" with multi-stakeholder impact analysis

Medium-Quality Examples (33% of responses): General examples with some specificity:

- "Youth organization" with basic impact description
- "Golden Eagle energy drink" with simple scholarship model
- "TesdaVesha" with basic operational understanding

Low-Quality Examples (42% of responses): Generic or incomplete examples:

- "Good leadership" without specifics
- "Business that helps community"
- No examples provided

Post-Training Example Quality Assessment:

High-Quality Examples (73% of responses): Detailed, comprehensive examples with clear impact metrics:

- **TesdaVesha (Kosovo):** "Second-hand store where profit goes to mothers and children's medical needs"
- **Homework Hub (Sarajevo):** "Helping kids develop their skills" with educational impact
- **My Tradition (Albania):** "Employs women from vulnerable groups, preserves cultural heritage"
- **Glass Recycling Gjakova:** Specific environmental impact focus
- **New York-Tirana Bagels:** "Employs women from domestic abuse backgrounds"

Medium-Quality Examples (27% of responses): Good examples with moderate detail:

- Swiss housing program for refugees
- BoneVet initiative
- General recycling programs

Low-Quality Examples (0% of responses): Complete elimination of vague or inadequate examples

Knowledge Retention Metrics:

- **148% improvement** in high-quality example provision
- **100% elimination** of low-quality responses
- **Average example detail increase:** 340% more words per example
- **Geographic diversity improvement:** Examples from 5+ countries vs. 2 initially

Conceptual Understanding Evolution

EntreComp Framework Comprehension:

While post-assessment didn't explicitly re-test framework knowledge, session feedback indicates:

- 83% of participants mentioned framework applications positively
- 67% demonstrated practical framework usage in group activities
- 100% showed improved confidence in framework-related competencies

Social Impact Definition Sophistication:

Pre-Training Definitions (sample analysis):

- "It's massive" (vague, non-specific)
- "Business that helps community" (generic)
- "Empowering the target group" (good but limited)

Post-Training Demonstrated Understanding (through examples):

- Specific beneficiary identification
- Clear impact measurement indicators
- Multi-stakeholder benefit recognition
- Sustainability factor integration

Conclusions and Strategic Implications

Program Success Validation

The EPIC Social Entrepreneurship Training Program demonstrates exceptional effectiveness across multiple evaluation dimensions:

Quantitative Success Indicators:

- 100% participant retention throughout intensive 3-day program
- Average 0.55-point improvement across all competency areas
- 96% equivalent satisfaction rating (4.8/5 for social entrepreneurship importance)
- 148% improvement in quality of social enterprise example knowledge

Final Assessment and Recommendations

Overall Program Rating: Highly Successful

The EPIC program achieves its core objectives while providing clear pathways for optimization. The combination of strong participant engagement, measurable competency improvements, and high satisfaction rates indicates a well-designed and effectively delivered training intervention.

Key Evaluation Outcomes:

- **100% participation rate** across all evaluation phases, demonstrating participant engagement with the feedback process
- **Real-time program adjustments** enabled by daily session feedback, contributing to the elimination of some challenges by Day 2
- **Evidence-based validation** of teaching methodologies through quantitative competency improvements and qualitative satisfaction metrics
- **Quality assurance confirmation** through consistent positive feedback and measurable learning outcomes

Annexes

A. Agenda

Train the Trainers Workshop & Study Visit

13-15 May 2025

Athens, Greece

Agenda



Training Venue: Ionic Center

Location: [Lisiou 11, Athina 105 56](#)

Hosted by:



Type of activity: Train the Trainers Workshop and Study Visits for Youth Trainers from AL, BA & XK, hosted by KMOP in Athens.

Agenda

Day 1, Tuesday 13/05/2025		
10:00-10:15	Welcome and registration	Led by KMOP
10:15-10:30	Introduction, energiser and Initial Assessment	Led by KMOP
10:30-12:00	Module 1: Introduction to Social Entrepreneurship	Led by INNOVADE
12:00-12:30	Coffee Break	
12:30-14:00	Module 2: The EntreComp Framework	Led by PIF
14:00-15:00	Lunch Break	
15:00-16:30	Module 4: Social Entrepreneurship Skills	Led by SMOC
16:30-16:45	Closure and training assessment	Led by KMOP
19:00-19:30	Study Visit and Social Dinner - Shedia Home	

Day 2, Wednesday 14/05/2025		
10:00-10:15	Welcome and registration	Led by KMOP
10:15-10:30	Reflection on the first day	Led by KMOP
10:30-12:00	Module 3: Linking Social Work/Initiatives and Entrepreneurship	Led by KMOP
12:00-12:30	Coffee Break	
12:30-14:00	Talking with the Experts and Q&A	Panos Lymperopoulos The High Mountains
14:00-15:00	Lunch Break	

15:00-16:30	Module 5: Social Business Model and Planning for Social Innovation	Led by CARDET
16:30-16:45	Closure and training assessment	Led by KMOP
17:30-19:00	Study Visit: Kypseli Municipal Market	

Day 3, Thursday 15/05/2025		
10:00-10:15	Welcome and registration	Led by KMOP
10:15-10:30	Reflection on the second day	Led by KMOP
10:30-12:00	Module 6: Identifying Social Entrepreneurship Opportunities	Led by CARDET (PEN)
12:00-12:30	Final Assessment of the trainers and the training, Feedback session and Closure	Led by KMOP

B. Social Media and Website Presence

Throughout the training, we actively disseminated our activities via our social media channels to keep our audience engaged and informed. You can check out updates, photos, and highlights on our [Instagram](#) and [Facebook](#) pages. All related materials produced by both the trainers and the participants—including presentations, reports, and multimedia content—are available on the [project website](#).

C. Recruitment Guidelines for Youth Workers

As part of the Erasmus+ capacity-building initiative, a consortium of partners will implement a comprehensive training and peer-learning program to strengthen youth work across Albania (AL), Bosnia and Herzegovina (BA), and Kosovo (XK). The project includes a **Train the Trainers workshop and study visits in Athens**, hosted by KMOP, where Youth Trainers were equipped with tools, knowledge, and practical experience.

Following the training, implementing youth workers and partners will deliver local **training workshops** targeting **youth workers/trainers and youth** in each participating country.

Purpose of the Recruitment

The goal is to identify **motivated, capable, and engaged Youth Workers** who can benefit from and contribute to the national training workshops. These individuals will:

- Strengthen their skills in delivering inclusive and impactful youth work.
- Gain access to tools and methodologies shared through the Train the Trainers process.
- Act as multipliers by applying the new knowledge in their communities.
- Contribute to building a strong youth work ecosystem in their respective countries.

Eligibility Criteria

The ideal candidates for the **Youth Worker workshops** must meet the following criteria:

Professional Background

- Be actively involved in youth work, either as professionals, trainers, educators, NGO workers, or community leaders.
- It would be useful to have at least 1 year of experience working directly with youth (ages 15–30).

Location

- Be based in Albania, Bosnia and Herzegovina, or Kosovo.

Commitment

- Demonstrate willingness to participate in a **full workshop (3 days)**.
- Commit to applying the knowledge and methodologies learned in their own work.
- Be open to collaboration and exchange with peers during and after the training.

Language

- Have a working knowledge of English and/or the language of training delivery (depending on the country context).

Inclusion and Diversity

We strongly encourage applications from:

- Underrepresented groups (e.g., ethnic minorities, rural youth workers, women, LGBTQ+ individuals).
- Youth workers supporting marginalized or vulnerable communities.

Recruitment Process

The recruitment will follow a **transparent, inclusive, and equitable process** coordinated by local implementing partners in each country.

Steps:

1. **Call for Applications:** A call will be published on the project website, partners' websites, and social media.
2. **Application Form:** Interested candidates will complete a short application form including:
 - Personal information
 - Experience in youth work
 - Motivation to participate
 - Commitment to post-workshop application
3. **Review and Selection:**
 - A selection committee from the implementing partner will review applications.
 - A balanced group of 15 youth workers will be selected per workshop, ensuring gender balance, geographical representation, and diversity.

Participant Responsibilities and Support

Responsibilities:

- Participate in all workshop sessions actively.
- Engage in discussions and group work.
- Collaborate with peers and trainers.
- Provide feedback on the training process.

Support Provided:

- Training materials (electronic and printed versions)
- Certificate of participation
- Meals and refreshments during the workshop
- Travel support, if needed (as defined by local partners)

Conclusion

The success of this project relies on the **energy, commitment, and creativity of Youth Workers**. Through this initiative, we aim to build a **stronger, more inclusive, and impactful youth work sector**. We invite all eligible and enthusiastic youth workers to apply and join us in this journey.



Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the European Education and Culture Executive Agency (EACEA). Neither the European Union nor EACEA can be held responsible for them.

Project No.: 101131326