



VOLU.M.E - VOLUNTEER MANAGEMENT

CALL FOR PARTICIPANTS

VOLU.M.E Diversity & Inclusion | 19.-25.01.2025 | Weimar (Germany)

VOLU.M.E Diversity & Inclusion 2 | 23.-29.06.2025 | Lefkosia (Cyprus)



*Change is the end result of all true learning.
Leo Buscalia*

We start from the belief, proven by more than 10 years of field experience, that offering opportunities for organizations to build capacity concerning Volunteer Management Skills is essential for a quality implementation of international volunteering projects (focused e.g. on the European Solidarity Corps Programme - ESC). Based on this - three long-term partner organizations (EJBW, Weimar, Politistiko Ergastiri Ayion Omoloyioton, Lefkosia and Pro Vobis, Cluj-Napoca) hereby propose to you a sequence of four trainings in 2024/2025 focusing on different aspects in volunteer management and different target groups.

The proposed trainings are developed as a result of our common experience since 2015, from the era of European Voluntary Service (EVS) up to European Solidarity Program (ESC) and aim to achieve common ground and understanding on volunteer management issues, mentoring skills, professional development regarding youth workers key competences - based on the ETS Competence Model for Youth Workers, creating a community of practice and peer support among the implementers of European Volunteering projects.

We are offering youth workers, volunteering project coordinators, (support) staff of ESC hosting & sending organisations, mentors (to be) of volunteers, facilitators actively involved in ESC & other (international) volunteering projects and ex-volunteers the opportunity to join one or more of the following training activities:

- **VOLU.M.E Diversity & Inclusion | 19.-25.01.2025 | Weimar (Germany)**
- **VOLU.M.E Diversity & Inclusion 2 | 23.-29.06.2025 | Lefkosia (Cyprus)**

Rooted in the objectives of the "Erasmus+ and European Solidarity Corps Inclusion and Diversity Strategy," the European Commission's "Implementing Decision - Framework of Inclusion Measures of Erasmus+ and European Solidarity Corps 2021-27," and SALTO's "Inclusion & Diversity Roadmap," the event "VOLU.M.E Diversity & Inclusion" aims to develop a shared understanding and take initial steps toward diversifying hosting and sending practices within the ESC. The specific focus is on making projects more inclusive, particularly for young people with disabilities. These include physical, mental, intellectual, or sensory impairments, which, in interaction with various barriers, may hinder full and effective participation in society on an equal basis with others (United Nations Convention on the Rights of Persons with Disabilities: [link](#)).

On the one hand, there are already organisations opening up to participants with disabilities and striving to take further concrete steps. On the other hand, there are organisations that are self-representing, work for and with young people with disabilities, or engage with diverse youth groups and are interested in creating inclusive projects with international partners.

We will provide an open space for sharing the work, experiences, challenges, successes, and failures of professionals. This will offer a chance to connect with potential partners for future international cooperation. Additionally, participants will receive information about inclusion opportunities within EU programs like the European Solidarity Corps. We will provide tools to empower and support the participation of young people with disabilities or health challenges, including financial resources within Key Actions, toolkits, and more. Experts will be available to answer questions and provide advice. Further sources of information will be identified and gathered throughout the events. The event will also serve as an opportunity to find partners and partner organizations for future international cooperation, especially within the European Solidarity Corps.

Aims and objectives

- To explore the European Solidarity Corps as a tool for designing inclusive projects, particularly for young people with disabilities or health challenges.
- To engage in self-assessment and share concrete information, experiences, and unresolved questions with other professionals.

- To create an open space for connecting with partner organizations for future international cooperation“ and exchange of good practices in working with volunteers with disabilities within and beyond the European Solidarity Corps.
- To enhance the personal and professional development of youth workers to better support vulnerable and/or disabled volunteers by equipping them with skills in empathy, assertiveness, non-discriminatory practices, and effective communication, while fostering self-reflection and understanding of youth needs.

Target group

The event is open to representatives (coordinators, educational staff, mentors, support personnel) from organizations with experience in both EVS and ESC projects with a focus on diversifying hosting and sending practices coming from **Erasmus+ programme countries**. Eligible participants include those who:

- Are open to collaborating with organizations working with young people with disabilities to involve them in international youth mobility projects within the framework of the European Solidarity Corps. This includes project / task managers / coordinators of organisations who would be willing to work with volunteers with disabilities.
- Organisations are mandatory to have a Quality Label

Participants are also invited to attend the follow-up event, "**VOLU.M.E Diversity & Inclusion 2**", taking place from 23.-29. June 2025 in Lefkosia (Cyprus) rather by participating in the event or delegating another person from the same organisation.

Travel information

We will reimburse the travel costs on the basis of the cheapest possibilities, e.g. second class railway tickets, economy class flights etc., within the provided limit, from place of residency to the venue of the activity and return, based on the rates of the “distance calculator” of the European Commission <https://erasmus-plus.ec.europa.eu/de/resources-and-tools/distance-calculator> and related regulations as follows:

- 10-99 km: 28,00 EUR
- 100-499 km: 211,00 EUR
- 500-1999 km: 309,00 EUR
- 2000-2999 km: 395,00 EUR
- 3000-3999 km: 580,00 EUR

Green travel can be applied upon previous request & information.

Participation fees

We are aware of the difficult financial situation of many people active in the field. Nevertheless, we see the offered events as a unique opportunity for personal learning, professional development & networking which should be, beyond the received funding by European taxpayers not “for free”. Further, as a place of civic education, focusing as well on topics as (global) social justice, we decided to disrupt the vicious system of underpayment of people active in the field of (international) youth work & education, dedicating their lifetime & energy by offering fair payment for their work, e.g. as free-lance trainers, facilitators or support staff. Therefore, a financial contribution from each participant is required upon individual situation & decision per event:

- You are a e.g. pupil, student, unemployed person or a volunteer: reduced fee: 25,00 EUR
- You are e.g. freelanced youth worker / trainer etc.: standard fee: 50,00 EUR
- You are e.g. a person in job/employment: solidarity fee: 75,00 EUR

In case you are not able to afford the fee please contact us for individual solutions.

Draft programme of the event:

VOLU.M.E Diversity & Inclusion | 19.-25.01.2025 | Weimar (Germany)

	Day 1	Day 2	Day 3	Day 4	Day 5	
19/01/2025	20/01/2025	21/01/2025	22/01/2025	23/01/2025	24/01/2025	25/01/2025
Participant's arrival day	BREAKFAST	BREAKFAST	BREAKFAST	BREAKFAST	BREAKFAST	BREAKFAST
	Connecting to the place and to each other - Team Building	Diversity and Inclusion through: Me and Myself What we understand about Diversity & Inclusion Focus on self-reflection and the inner drive for personal growth. Competences of the Youth worker linked to the topic	Me and the Volunteer Learning from real situations Competences of the Youth worker in relation to the volunteer The volunteer and our local community Enhance your skills to meet the real needs of today's youth.	Me and the project Sharing good practices	Project Design Technical info about support and inclusion on the E+ Guide Harvesting and Future Plans - how will my involvement in youth work change/improve?	Departures of participants
	LUNCH	LUNCH	LUNCH	LUNCH	LUNCH	
	Setting the context. Our learning process - explaining reflection and our approach to it, and giving some tools, competences/Youth Pass. Inclusion, diversity, accessibility	Our Personal Experience as Youth worker, Coordinator Partnership - sharing best practices	Exploring local community	The Art of Hosting Develop practical skills for hosting and planning inclusive activities Logistical aspect	Evaluation of the training & Closure	
	Daily Reflection	Daily Reflection		Daily Reflection		
DINNER	DINNER	DINNER	DINNER	DINNER		
Welcome Evening					DIY Farewell Party	

Please note: the programme of the 2nd event **VOLU.M.E Diversity & Inclusion 2 | 23.-29.06.2025 | Lefkosia (Cyprus)** will be created based on the results of the previous event and the needs of participants.

Venue, accommodation & board

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Accommodation, board (provided) & activities will take place at the Stiftung Europäische Jugendbildungs- und Jugendbegegnungsstätte Weimar (Foundation "European Youth Education and Meeting Centre in Weimar, EJBW): <http://www.ejbweimar.de>

VOLU.M.E Diversity & Inclusion 2 | 23.-29.06.2025 | Lefkosia (Cyprus)

Accommodation, board & activities will be provided by Politistiko Ergastiri Ayion Omoloyioton, Lefkosia: <https://politistiko-ergastiri.org>

How to apply?

The application is open from **16th of October 2024 until 10th of November 2024** via the following link: <https://forms.gle/1MLa1g57euqikgms5>

Applicants are informed about the selection results on 18th of November 2024.



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