



Employment4You(th)

ZAKOPANE, August 19th-28th, 2017

E4You

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Youth Exchanges
turned out to be
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Employment4You(th)



Project Employment4You(th) was a response to the existing needs of the youth sector, whose representatives from 8 different countries declared their will of contribution in order to improve their and their peers' situation in the labour market.

The main activity of the project - the Youth Exchange took place on August 19-28, 2017 in Zakopane, Poland. 40 young people were involved from the very beginning in creating the project together and fulfill it with the great content that lead them to achieve their goals, including also acquirement of many different skills useful on the labour market.

To see more about this beautiful learning adventure go further with reading this brochure, which is one of the results of our common work within „Employment4You(th)”.

Organizer:



Europejskie Centrum Inicjatyw Młodzieżowych
EUROPEAN CENTER FOR YOUTH INITIATIVES

Partner organizations:



Dear ECIM

First of all, we would like to express our gratitude for being part of this Youth Exchange programme. It was amazing!!!

The topic of this Exchange has enabled us to understand the problems that young people nowadays face about unemployment in our countries. The workshops also made us more confident, helped us to get out of the comfort zone, improved our public speaking and social skills. It has also taught us to be tolerant towards each other through working in groups and respecting each others' opinions. We could learn the differences in cultural backgrounds of all the participants, as well as the education and labour market system in each of the countries that took part in the programme.

Moreover, we loved the location of the project and the fact that we were surrounded by nature and the campfires which made us feel closer to each other by becoming a big family together. By living in international rooms and working in mixed groups we learned to express our national identity at the same time as understanding others.

Everyday we had to know better different people by changing the seats and the groups. We also learned the importance of communication and of understanding and respecting different cultures through the game with the Dardian people.

One of the activities that we enjoyed the most was the city game, which consisted of in asking random people on the street about their jobs and whether they are happy or not - thing that made us understand the situation on the labour market in Zakopane and comparing it to the situation in our countries.

Furthermore, the cultural evenings were a good opportunity to enjoy traditional products, music and dances, things that made us want to visit these countries and learn more.

Living together for the period of the project enabled us to make new friends with who we will try to stay in touch and maybe participate in other projects together.

In conclusion, this Exchange was a beautiful experience because we got a lot of ideas for our future, improved skills of presenting ourselves and realized that we have many opportunities waiting for us to discover!

Dziękujemy!!!

Love,

*Giulia Calabrò, Italy
Ana-Maria Raducan, Romania
Anna Mojžišová, Slovakia
Adrián Pérez Ruiz, Spain
Ivan Paćin, Croatia*



I never expected to learn that much on a Youth Exchange

On the beginning, when I read the main objectives and the whole plan of the project at home, I felt really excited. "Employment4You(th)" appeared to be the perfect subject for me because in one year I am going to graduate and I am thinking about creating my own company. There was also mentioned that this will be in form of non-formal education workshops, so I tried to improve my knowledge according to the objectives by myself, before going to the Exchange.

From the very beginning I was really surprised that everything was so well planned. Marcin wrote us with all details how to get to the location in Cracow, so we didn't have to worry, even though a lot of us didn't speak Polish and finding the way would be very hard.

I was a little sceptic about the activities of the first day, because they were mostly explaining the main goals of the project and a lot of team-building and interaction games. I didn't understand the point of that until we started the main workshops at the second day. I came here as an individual who wanted to learn something, but I became a member of a big team which exchanged knowledge and experience.

On the third day we talked about how the labor market looks like in our countries. I found it very useful, because this way me and a lot of other members got to know if it does or if it doesn't make sense to work or move to a different country. Also we learned how to use the knowledge of the more developed countries.

The most useful thing in the whole exchange were the workshops on which we learned how to present ourselves in a CV, during the auto presentation or a job interview. We got to know that there are so many small details we have to think about to make a good first impression. Sometimes it doesn't matter if we have the knowledge and skills for a job if we can't convince the employee to ourselves as a person. The meeting with the headhunter opened our eyes on how really the labor market looks like. I've never thought that having good soft skills, like being a good leader, being communicative or being good in team work is sometimes more important than hard skills.

Something I didn't expect to be so informative and funny were the cultural evenings of each country.



They told us a little about their history, presented national dances and gave us some traditional food to try. Before the Exchange I knew about the cultural differences, but meeting all those people made me realize how different we really are. I mean that in a good way. It is nice to learn that people somewhere else have a different – not better not worse – lifestyle. Meeting and interact with them was one of the best experiences in the whole project.

I also need to mention that I am really really thankful for Marcin and Ola that they not only provided us an awesome accommodation, where every room had its own bathroom and a balcony, where we had really good food for breakfast, lunch and dinner and a place to swim or play some outdoor games, not to mention that it was in Zakopane with an awesome view at the mountains... They also gave us free evenings and planned a city game, so we could also explore the city or had some time to get to know each other.

At the last days we had workshops about how the Erasmus+ project and Exchange look like from the other side, what to do to develop an idea, how to write the whole project, what we would have to think about and where to send it to get approval and so on. I liked this Exchange so much that I will try to organize one like that by myself very soon.

Thank you guys so so much for this experience!

Dawid Köhler, Germany

Is it worth?

Was it the best Erasmus+ project I have ever participated in? Hard to say. Actually I liked them all. It would be extremely hard to choose one of them to underline. I committed a lot of my spare time, but probably it was worth. I'm developing myself project after project. Every time I am saying "That's my last one" and I change my mind being here again, on Youth Exchange.

Although I have a lot to say in general, I will try to focus on "E4U" project, starting with the simplest thing as a topic, which is more than important. It is essential for Youth to be more aware of opportunities, but also treats they will have to face. I am glad there are people in Europe, who want help us develop our careers. Well-chosen methodology, combined with empathy of people who created this project for us – that's what gave great effect. People looked motivated and full of ideas how to make their professional life more successful. The only thing they had to realize by themselves is that even very high goals can be achievable. You just need to have an idea and put effort into – then it's done.

Going further, to improve yourself there are few conditions which have to be provided. Here in Zakopane, we had everything we needed, what made learning process much easier. What is more, it was great fun for us to have simulation games, fruitful discussion and other workshops. As I mentioned before, methodology is extremely important part of it. Non-formal education is a great alternative of traditional system where you are bored with another lectures and classes. In the way Erasmus+

is made, you can not only gain knowledge, but what is even more important – develop your skills, attitudes and go out from the comfort zone. Those are the elements which are really highly appreciated by employers on the labour market.

It wouldn't be a great time for me, if not fantastic people who came here. From total strangers to close friends – that's the magic of Youth Exchanges. When project is made correctly and coordinated in the same way, it just happens. You don't sit in the class, listening to the teacher. You are both, student and teacher and the same time. It is very interactive and thanks to that, is easier to make friends. Somehow you are just forced to speak with others, but nobody makes you to do it. It is your own initiative, it is your own awareness, it is your own development.

I shortly tried to describe my experience according to this project, which I have to admit, I really enjoyed. But in the same time I wanted to promote Erasmus+. But not telling about whole programme, which would be pointless and not very catchy. I showed opportunities it gives and more or less expressed what is the atmosphere of that kind of events. You can say that it is not essential if it comes to developing your skills and knowledge. I don't know if it is true or not, but one thing I am sure is that: you will never know it until you ever participate in Erasmus+ project and you will get to know what it means for its participants.

Bartłomiej Zajęc, Poland





Learning, work, new friends and fun

This project was one of the best. The organizers were responsible and friendly people. Everything with traveling, accommodation, activities, free time, food, and our needs was considered very well. Still from the first day in Cracow we were like people who know each other from long time. We had different activities which were really interesting and non-formal and mostly because of that, we didn't look at them like boring and everyone was happy, trying to do the best of himself.

The activities were combined very well: some of them need you to think, to discuss, to work in team, to create, to be sharp minded, to be fast, to be creative, to be open minded for new ideas, new opinions, to define your weaknesses and strengths. One of the activities was to present the situation of youth on the labor market in country where you come from. This activity was presented with mini-drama and it was so understandable, funny, memorable and also instructive. Another activity which all of us liked very much was "Who I are", in which we had opportunity to talk about ourselves and to present who we really are. I was like getting better with each other and also very funny because we found out a lot of similarities in our hobbies and likes.

Creating the best CV and meeting with head-hunter were two of activities filled with expressing yourself, your opinion and also with discussions about how it has to be, why is it so important... We had also an outdoor game "Find Your Job Today" which was so interesting, useful and funny. Thanks

to it we have met new people, talked with them about their job, how did they find it, how did they do their first CV, also if they are satisfied with their current job and then we learnt a lot of their experiences in the labour market. Also preparing the business plan and future project for Erasmus exchange were things about which I have never known anything.

In this Exchange we had a lot of energizers which gave us plenty of funny time, help us to get to know each other better and also to make new nice memories. During the intercultural evenings we had great time, delicious food, different drinks, amazing dances and interesting games.

We had enough time for sightseeing and to walk around in Zakopane and Cracow. Accommodation was well too. The staff of the villa was so polite, kind and caring. Everyday we had great possibility to taste the typical traditional Polish food. Even during the Polish intercultural evening, we had opportunity to learn more about their customs and also to participate in the games which were prepared for us.

I'm so happy that I took part in this Exchange. It helps me to learn new interesting and important things, to see new beautiful places and to meet new amazing people.

Sibel Amisheva, Bulgaria

10 days in the Tatra Mountains

I was excited to finally travel to Poland. I knew that Romania and Poland are similar states, with a difficult communist legacy. To my joy, the hospitality and industriousness of these people rose to the level of its reputation. Even from the first night spent in Krakow, I realized that thought of us and tried to make our stay as welcoming as possible. Although we arrived closer to midnight than to midday, the room of our hotel was already waiting for us. Despite the fact that I couldn't utter a single word of Polish, I've never felt lost or like a stranger. Everything was thought in advance, as much a human would be able to foresee such a trip. After the short visit in the old capital of the Polish Kingdom, we continued our journey further - to Zakopane.

A relaxing travel, in a simple but comfortable bus and accompanied by the music of Chopin - in such a manner almost two hours flew until we reached our lodging in the Tatra Mountains. Here we finally met our other colleagues in this Youth Exchange. We were a mixed group, from artists to students, from future philologists to future engineers, each of us hoping that we will have a better change of the labor market after this. The rooms

were hastily allocated, in the upcoming days I was going to stay together with an Italian, a Bulgarian and a Pole, all unknown to me.

Days went by without realizing, learning how to become a better version of myself. Every activity and workshops took place under the careful lead of the organizers, who took care that their project shall not lack in anything. Staying here in this attic and writing these lines, I am trying to think of what could I reproach to them. But to their disappointment, the writer of these lines does not think that they could have done anything better. I enjoyed every moment spent in Poland and I hope that you, the reader, shall enjoy such an experience as well when you come here.

Răzvan Băcanu, Romania



The Unforgettable Poland

Arriving in Zakopane represented for us a complete detachment from the agitation and noise of the city. The picturesque scenery provided us both calmness and inspiration, our whole group being completely surprised by the setting.

The first thing that helped us mingle was the fact that we were split into rooms, mixing nationalities. The organizers and staff at the villa were very nice, understanding and hospitable. Despite the barriers of language, they tried as much as possible to help us in every way we needed.

The multicultural environment was like a breath of fresh air, as everyone was open and willing to exchange ideas and opinions. In spite of the large amount of people that we were and the lack of context and time to get to know everyone, still we got along very well.

When it comes to the cuisine, we cannot complain, as we were able to try a vast majority of Polish dishes cooked with love. It is admirable that they tried their best to show us the true taste of Poland. Thanks to the creative and unpredictable cultural nights, we also experienced unique bits and pieces of every other country participating in this project.

One of the most remarkable activities that we can remember was the visit we made to the centre of Zakopane. We had a controversial task on our hands to complete. Some of us considered the activity hard to do, others thought it was culturally inappropriate, but many had a lot of fun. It consisted in interviewing people about their jobs, researching at the same time the current situation of youth on the labour market.

One of our favourite activities was without a doubt the "Who are I?" workshop that we did. It was a way to reflect on ourselves but also and most importantly, it helped us get to know much better the people we were with. We connected at a totally different level, much deeper and more personal.

The bonfire night was another incredible experience. Cooking and talking by the fire made us feel like a family and strengthened our bonds. The trip to Moskie Oko was stunningly beautiful, it was a pretty tiring trip but it gave us the opportunity to feel and see the pure and unspoiled beauty of Poland.

During the last two days of the project, we were in charge of organizing our own business and of creating an Erasmus+ idea to implement in the future. This was the ideal context for developing our full logistic potential and put it into practice. We managed to transform our potential into concrete and realistic ideas.

All in all, the project has been an amazing experience that we will never forget. The coordinators were always there to help us with a permanent smile on their face and a supportive attitude. We would highly recommend this project to anyone, even if you are not interested in employment. If you want to grow as a person, this experience is the ideal opportunity. You need to get out of your comfort zone, explore all the possibilities, and be sure that amazing people will be waiting for you to share common interests and ideas.

*Paula Rustarazo Garzón, Spain
Andreea Avram, Romania
Sibel Amisheva, Bulgaria
Karolina Dziunel, Poland*



Project Report

We would usually need at least two days after project to sum up our thoughts, especially if the project was badly organized, but now we believe we can express our thoughts so much easier because we can say that we are extremely satisfied with those 12 days we spent in Poland.

Starting with the organization and time management, all workshops started on time, which we believe is a sign of respect towards others, and for those who overslept, we would always come up with an imaginary punishment. Moreover, we believe those workshops were very dynamic and inspiring, mostly because of a both ambitious and motivating approach of our facilitators Ola and Marcin, who put their souls into making this project very inclusive for everybody. What we also appreciated is the fact that we had so many opportunities to exchange experiences and to have meaningful conversations with other participants. Furthermore, as some of us are law students interested in corporate sector of law, we found topics in economy, marketing and business very interesting and useful,

so we hope that we will have the chance to use this knowledge in the future. Also, this experience enriched us on a personal level, because we have improved many of our skills, which is why we are extremely happy and thankful that we could participate in this project.

As for social activities, there was always very positive energy among everybody, who basically became our friends after a while and made this whole experience even more joyful.

To sum up, we found this experience inspiring, motivating and to some people even life-changing, which is why we would like to encourage young people to participate in Erasmus+ programs in order to gain the very same experience we got! :)

*Jasmina Bošnjak
Jasmina Večerić
Jakov Topolovec
Croatia*



Youth exchanges turned out to be more than their description

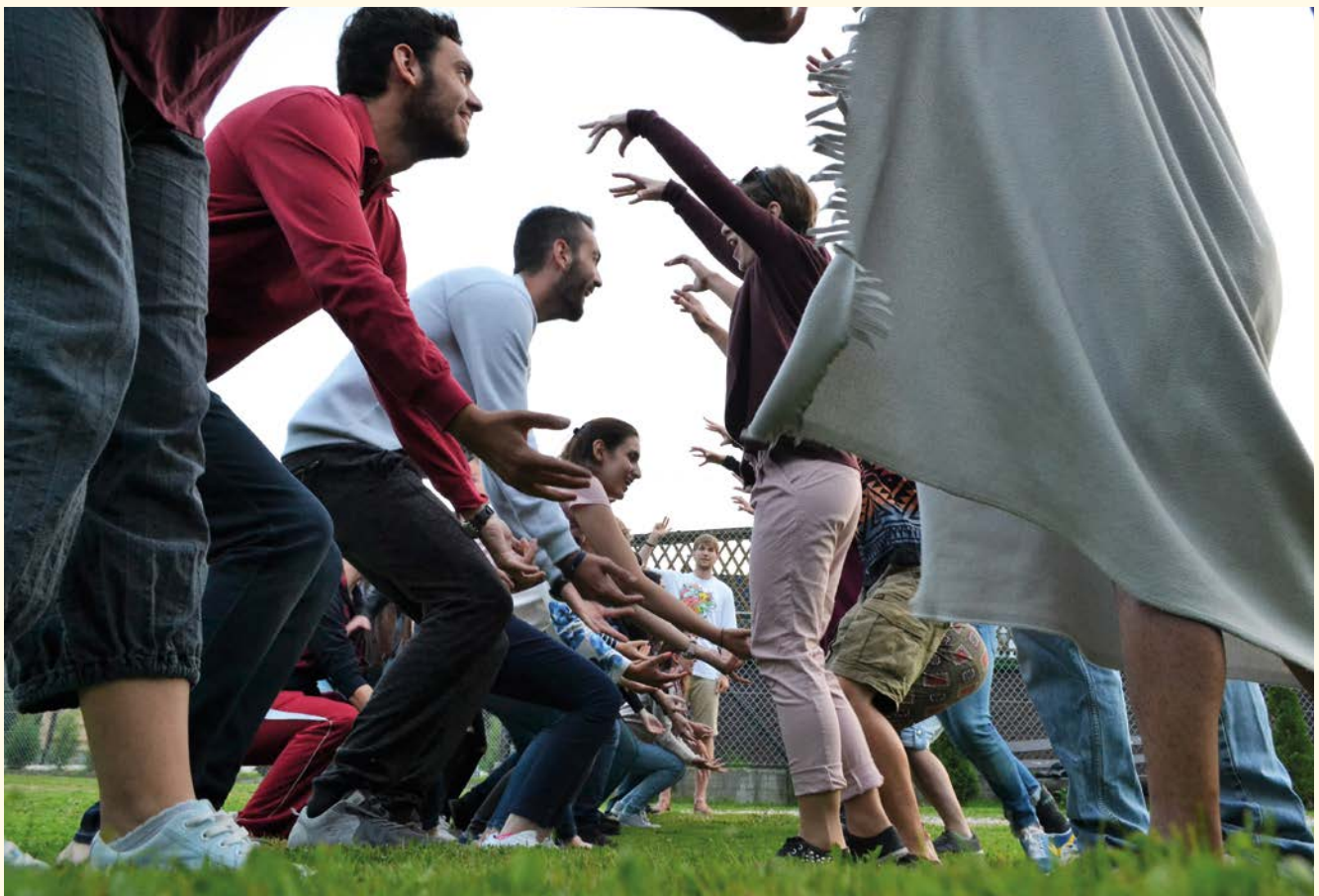
The project, Empliment4You(th), taken place in Zakopane, Poland, between the 19th-28th of August, organised by ECIM (Marcin and Ola) proved all the advantages that Youth Exchanges offer. This well-planned project gave us a deeper understanding of the field of labour market. Each activity, as well as travelling and accommodation, was thoroughly thought through. We arrived on time, following a tight transportation schedule and were even able to explore one of the biggest cities in Poland – Cracow. We explored a new style of architecture and appreciated the differences between other big cities we had previously visited.

Upon arriving in Zakopane, we were pleasantly surprised by the location our host agency had chosen. The nearby hillside provided a perfect route to enjoy the country's beauty during the break-times. We were able to experience nature without inter-

rupting the process of learning and the mountain air provided a healthy atmosphere to do so.

The everyday program consisted of multiple workshops and presentations. We explored the field of employment, engulfed in details of writing essays and giving interviews by peer-to-peer methods. We learned that the details which are usually overlooked can have a major impact. We learned that non-formal education plays such a key role as formal and that body language can influence others more than words. This project taught us what to research and how to filter information.

In the beginning, we were reluctant to the concept of playing so many games, but we quickly saw how interesting they can be. A simulation game demonstrated that to be different does not mean to be less of value, a self-understanding game gave us a better approach towards ourselves and others.



We discussed the future of the labour market and the different outcomes which could take place.

In the meantime, we had access to the traditions of 8 countries. Every night was devoted to a separate culture, we tried their food and attempted their dances. By conversating with the participants, we noted down the mentality differences born only by living in specific boundaries. We saw how many similarities our languages have, how we can find a common root for the same words. But we experienced most from the Polish traditions. Our meals consisted entirely of Polish recipes and we even had the opportunity to try highland games.

Apart from teaching us the theoretical and practical sides of the labour market, this project showed us how to successfully navigate in the field of social communication. Because we are constantly thrown into new situations, they are never repetitive and to be able to balance the unexpected circumstances means to achieve all that we intend. This mini-community made us understand how friend-

ships are formed, how groups of people gather together and how to integrate in social circles. We learned that even though we might not have the same background and mentality, in our core we share the same yearn for knowledge, travelling, closeness and change. We want to change the stigmas, the problems each of our countries share. We want to develop ourselves, try new things, explore the world through communication.

And now, when all of it is over, we will remember a collection of moments. When we hear the name of a country, we will picture a face, a name, a story. When we think of Europe, we will think of being human.

We want to thank all the organizers and the European commission for the opportunity they gave us.

*Kalina Chtereva, Bulgaria
Dave Merkel, Germany*

Zakopane: a Youth Exchange like the local summer weather

I am writing this article on the last day of a ten-day journey through ups, downs, learning progresses, simulations, presentations, social dynamics, endless food, sunshine and thunderstorms.

In terms of learning about employment, CV writing, job interviews and business plans there was a huge personal progress in my case. However, I would not say I know how to do all of that in its perfect entirety and mistake-less now. I got sometimes a bigger sometimes a smaller insight into the different topics addressed. What I definitely acquired is an awareness and a self-reflective attitude of how to improve my own situation as well as my local environment in terms of employment. Small steps to a bigger goal - which now seems more valuable to me than a professional telling me what is incorrect in my CV line by line. The concept of non-formal learning fulfilled its aims here, even though one might think I was a shy and quiet participant during this trip - that does not mean I am not absorbing and reflecting.

Personal growth, tolerance, self-confidence, reflections and evaluation of myself are key words of E4You I believe.

Furthermore, this experience taught me how to act and react in social tricky situations. I could give you millions of examples, but I guess you can imagine... right? There were thunderstorms and sunshine. You have to learn to love them both!

Svetlana Antonova, Germany

Exchange evaluation „Employment4You(th)” Zakopane, 19th-28th of August 2017

First of all, I would like to thank Ola, Marcin and the other members of the Polish team for the organization. They were great hosts.

About the Youth Exchange, it has always been a pleasure for me to participate in projects like this. As every Exchange, this was a special one. During these ten days we had many variable tasks, workshops etc., that gave us the opportunity to develop some competences. We usually were divided into groups, each of it consisted of people from different countries and then we had to present the results in front of the other groups. We managed to practice our public speaking in English on many topics. That was the most important outcome in my opinion. Furthermore, we had the freedom to present, to implement everything as we preferred.

To sum up I will describe this project in one sentence: It was mixture of professional attitude and sense of humor. The final outcomes wouldn't be so great if we didn't make some jokes during the working process.

At last but not least, I want to wish all the participants to have HAPPY LIFE and I hope to meet you again. :-)

Best regards,

Antonio Yordanov, Bulgaria



#E4You

We are glad that we had this great opportunity to participate in this Youth Exchange organized by Marcin and Ola. We want to thank them for the great organization, which included the transportation, accommodation, working conditions, etc. During our stay we participated in a variety of activities which concentrated, firstly, on the main topic which was Employment for You(th) but also on team work, creating a safe environment, thinking at the moment, putting the theory that we learned into practice...

At the very first day, we were introduced into the innovative so called non-formal way of education which allowed us to think out of the box, to actually enjoy participating in the tasks and to do our best to improve ourselves. We were working on practical tasks focused on getting to know the other participants better, not only superficially but to actually learn what kind of people they truly are. Most of the tasks were made in international teams so we could develop our team working abilities, knowledge about other cultures, habits and the situation on the labour market all over the Europe.

The activities connected to the youth employment contained the theoretical part of finding definitions, good practices, common and in common problems and their solutions. The practical part contained different activities such as creating the perfect CV to be able to apply in different countries, making a role play to create business plans and find investors, trying to make our own Youth Exchange programmes, making interviews with strangers on the street so we could understand how difficult, or not, it is to find a job. These tasks helped us to understand the differences between each country and showed us what we would need to succeed in our professional development on the labour market, not only in our own countries but also abroad.

We also had a guest lecturer who is a professional recruiter and a headhunter. He helped us understand how it is to be on the other side of the table in the labour market. He explained us what is important when you are applying for a job, how you need to present yourself and how you should and should not behave to be successful. We realized that the person sitting in front of us is also human being and is not so different from us. That's why we came to the conclusion, that we should not be afraid to show our knowledge and personalities.

During the cultural evenings we had the opportunity to get to know the uniqueness of each country and their culture and also to try some traditional dishes, dances, music and so on.

In conclusion we want to thank the organizers once more for this great opportunity to be the part of this project. It was a pleasure for us to meet

new people, make new friendships, learn how to learn, improve ourselves in every possible way. We learned some new good practices which are going to be very helpful in our future professional and individual development.

For sure we are going to promote Erasmus + projects, so we can make sure that more and more young people will be aware of this great opportunity and will get the chance to experience what we have experienced.

Yours,

*Desislava Borisova, Bulgaria
Alexandra Padolnaya, Germany
Iskren Nikolov, Bulgaria*



SHORT TIPS FROM PARTICIPANTS TO THEIR PEERS ON HOW TO BEHAVE ON THE LABOUR MARKET

What are the most important skills on the field of auto-presentation?

Body language	<ul style="list-style-type: none"> Hand shaking – not always Dominating position should not be shown by any side of the job interview Smile – at least from time to time Do not close hands or make the “close position” Keep the eye contact with Your interlocutor Do not move too much Appropriate sitting position Do not play with Your fingers/hands Make a person in front of You interlocutor instead of listener Be natural Self-control and self-confidence Straight back Stay calm No hands in the pocket Do not look for a watch
Speaking	<ul style="list-style-type: none"> No cow sounds No parasitic phrases Do not interrupt Jokes – depends on the situation Try to speak about Yourself in a positive way Clearness Do not underline differences Try to find common topic Be honest Have an own opinion No chewing gums Better not to drink (especially alcohol) Select words and behavior carefully Switch off the phone Appropriate tone of speaking
Preparation	<ul style="list-style-type: none"> Find information about the company Be prepared for different kinds of questions Information about recruiter Just calm down ☺
Dress-code	<ul style="list-style-type: none"> Not too many colors Better to be overdressed than underdressed Make up and shaving Not too strong perfumes
Be on time (better a little bit earlier than too late)	
Just be yourself!	
And remember about “Golden middle”	

Main and the most important points of the Business Plan	Market(ing) research	Control
	Idea	Form of the company
	Logo, catchy name	Networking
	Knowledge about the law, regulations	Time line
	Know how	Cash flow and investments
	SWOT analysis	Location
	Aim, mission, vision	"SMARTer" aims (Specific, Measurable, Achievable, Realistic, Time-bound, Excited and Recorded)
	Product	Team composition
	Cost	Social component
	Promotion, sponsoring, advertisement	
Possible solutions improving the situation of youth on the labour market	Put the heart and minds to find the job	Reduce human egoism
	Be active	Change the politics
	Treat everyone equally	Change the attitude of people (starting with kindergarten)
	Change the awareness and the way of understanding unemployment	Put some thought who we are hiring and what we are doing as employers
	Change the way of thinking	Think global, act local
	Change people minds, their awareness that one vote can actually change the whole politic - the individual in the group can really change something	Increase self-motivation

IT-tools useful on the labour market



Our big applause

OH OH OH

One house, one goal
trying to be one soul.

Totally different at the beginning
completely together, wearing a bikini.

OH OH OH

One house, one goal
trying to be one soul.

We share everything,
from hole paper
until a cup of tea.

OH OH OH

YEAH YEAH YEAH

One house, one goal
trying to be one soul.

OH OH OH

Now key competences are on the top,
in our soul.

One house, one goal
trying to be one soul.

*Lucía Hernández Sánchez, Spain
Florin Ciobanu, Romania*



Employment4You(th)



Europejskie Centrum Inicjatyw Młodzieżowych
EUROPEAN CENTER FOR YOUTH INITIATIVES

Erasmus+

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