

# YOUTH EXCHANGE

## LOG IN TO LIFE!

Funded by Polish-Ukrainian Council for Youth Exchange  
according to financial agreement number UKR2018W0138

# FINAL EVALUATION

## NARRATIVE REPORT

**15 – 24 AUGUST 2018**  
**ZAKOPANE, POLAND**

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## PROJECT BACKGROUND

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The project “Log in to life!” was a joint initiative realized in bilateral cooperation between Polish and Ukrainian organizations – European Center for Youth Initiatives (host) and Educational Initiatives Centre. Its main idea was created after defining – both by the applicant and the partner organization – the needs of their members and the youth from their closest environment. In the first place, among the pressing problems of today’s young people, are problems with effective and satisfactory entering the labor market, as part of which employers are looking for more and more qualified, experienced and versatile potential employees. The youth particularly pointed to the lack of information about existing opportunities and possibilities as well as useful guidelines to understand the mechanisms governing the constantly developing labor market – both local and foreign. In addition, both organizations want to activate more and more passive youth, running away from everyday problems to the virtual world, losing many opportunities, even without noticing them.

As part of the project, a number of activities happened to allow for the exchange of good practices and comparative analysis, enabling the perception of similarities and differences between the European, Polish and Ukrainian labor markets. Thanks to the creation of a time space dedicated to promoting the idea of entrepreneurship and acquiring competences necessary for active participation in social and professional life (which is considered the main goal of the project), with the support of active civic attitudes among young people, project participants acquired or strengthened their willingness to contribute to the improvement of the situation of themselves and their peers. Joint action as part of the implementation of the measure strengthened their sense of initiative and allowed effective action for the development of local communities, then transferring acquired competences to other young people.

Each organization, in frames of the project was represented by a group of 13 active volunteers, including 1 leader per group – giving a total number of 26 participants. Each of them with different background, different experience and values to share with others, fully ready to participate, to get to know existing possibilities, to build new partnerships, as well as to improve the personal and professional aspects of their working ideas.

“Log in to Life!” provided one main activity, so the Youth Exchange which took place in Zakopane in dates 15–24.08.2018. During its implementation, young people had the opportunity to take part in a program consisting of various range of activities, which implementation allowed them to develop themselves and increase their chances for employment and making effective personal and professional initiatives in the future. 10-day project allowed participants for acquisition of different competences, new knowledge, skills and attitudes, complementary and associated with personal and professional development, as well as improving the situation of youth on the labor

market. It helped them in better understanding of individual and group development process, as well as in increasing their contribution to the life of their societies.

### Participating organizations:



### Specific objectives of the project:

1. to develop more open, active and creative attitudes among young people;
2. to identify existing opportunities and possibilities, including those coming from effective international cooperation;
3. to encourage undertaking all sorts of actions and to indicate entrepreneurial ways of turning ideas and concepts into the surrounding reality;
4. to disseminate instruments making job finding and being on the labor market easier and increasing employment possibilities;
5. to show enormous role of young people, having their fate in their own hands, contributing to the development and improvement of life prospects in changing Europe, because they are its future and the development of their societies and international relations depend on them;
6. to strengthen intercultural dialogue by showing common elements, values and interests consolidating a sense of European citizenship, as well as the existing differences, as a field for the development of relations and mutual reaping good practices for the further development;
7. to create opportunities and space for social inclusion of people with fewer opportunities, including immigrants;
8. to promote non-formal learning, and to show the possibilities offered by information and communication technologies to move through today's states and societies, also within the framework of the labor market;
9. to promote language learning as a way of finding oneself in foreign labor markets and gaining experience, competences and international contacts.

## Methodology

The whole project was based on non-formal learning, which includes:

- **Approaches**, such as:
  - Learning through challenges
  - Holistic approach (Knowledge-Experience-Competence);
  - Experiential Learning (Action-Experience-Reflection-Conclusion-Action);
  - Diversified Education;
  - Personal contribution and responsibility for education.
- **Elements**, such as:
  - Workshops;
  - Simulation exercises;
  - Teambuilding exercises and name games;
  - Speeches and presentations;
  - Active discovery of the venue and sightseeing activities;
  - Interviewing local population;
  - Cultural presentations organized by the participants;
  - Cognitive visits;
  - Daily reflections and final evaluation.

## Results

### Quantitative results:

1. Involvement in the project a total of 26 people from 2 countries (13 from Poland and Ukraine), interested in personal development and improving their skills, which are then able to disseminate the idea of the project and promote its results;
2. Organizing a 3-hours meeting with a headhunter that will show young people what to look for attention and how to take care of your attractiveness on the labor market;
3. To create a total of 26 CVs in accordance with the European Europass model (1 by each participant), thus young people will learn to systematize knowledge and skills, based on a commonly accepted one formula;
4. The creation of 11 articles/columns or other – freely chosen – journalistic forms about feelings of the participants in scope of the implemented activity and undertaking similar initiatives, which will positively affect the possibility of promoting results;
5. Allowing 12 people with “fewer opportunities” to participate in the project (6 per country), what will allow them to join the society not only locally but also internationally, and also show them the multiplicity of unknown opportunities;

6. Creating one brochure showing the assumptions, results and the course of the project, in which, in addition to the photos, there are also statements of the participants and materials developed by them.

### **Quality results:**

1. Raising awareness, self-confidence and stimulating the activity of young people in the field of taking initiatives, as well as applying for employment;
2. Improving the image of Poland and Ukraine, primarily among the participants involved in the preparation and implementation of the program, and subsequently in their nearest local communities (students, work environments, families), but also regional, state and international (eg. within the organization with whom they cooperate);
3. Personal development of young people, including so-called learning outcomes;
4. Acquiring soft competences, broadened through non-formal education, such as the ability to critically and constructively criticize, discuss, express opinions on the forum, self-awareness and responsibility for own development process;
5. Dissemination of European values such as the idea of civil society, democracy, tolerance, etc.;
6. Overcoming stereotypes and prejudices, perceiving common values, helping to build friendly relations and mutual approach of both nations.



## PROGRAMME' ELEMENTS DAY BY DAY

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### DAY 1, AUGUST 15, 2018

#### AFTERNOON SESSION: **WELCOMING, PROJECT INTRODUCTION, METHODOLOGY AND FIRST ICE-BREAKING GAMES**

##### **Objectives:**

- To introduce the project, methodology, useful tools and agenda in details;
- To present the venue and its rules to follow;
- To deal in a group with fears and expectations about the project;
- To get familiar with each other;
- To open for each other;
- To create a safe and well-known working environment through name games and ice-breaking activities.

##### **Activities:**

#### **1. Official introduction – practical info about project, program, venue and methodology**



Time dedicated for the formal and informal welcome of participants, as well as introduction, explanation and description of all the details of the project and its main objectives. All of those elements had a purpose to let young people involved in the main action know what are the links between activities and to build in their minds idea of a logic process that they are going to pass during the project.

Introduction contained also part dedicated to methodology and explanation of all the approaches used during activities, so learning through challenges, experiential learning, holistic approach, diversified education and personal contribution, as well as responsibility for education and importance of self-reflection. They also got to know what Europass-CV is and received some information about Poland, its culture and the place where the Youth Exchange happened.





## 2. Fears & Expectations

Time dedicated for participants to think about fears and expectations that they had on the beginning of the project. The aim was to find things connected directly with the project, as well as their personal barriers and prejudices that existed in their minds. Among them we could find many issues, presented one by one below. Fortunately, already after the implementation of the Youth Exchange, we can say that we did everything to avoid most of the fears and fulfill most of expectations. Task: To find fears and expectations according to the project and existed personal barriers.

Aim: To deal with the prejudices and express expectations out loud, what helped participants to be aware of them, to break barriers among unknown people, to make the closer connection with the rest of participants.



### Fears:

- I'm afraid to speak English and be misunderstood.
- To be misunderstood, to make a "label", to feel like a fool.
- Don't understand other people, to do all bad, that will be bad weather.
- Feel boring, bad weather, to get sick.
- Turn the mouth in a "dessert" because of speaking all the time, get exhausted due to the truckload of activities.
- I don't understand people.
- I'm afraid of choose small group, who don't want to work together.
- I'm afraid to lose the opportunity, don't understand others.
- I'm afraid of speaking English.
- Bad weather.
- Public speaking, English, fail national evening, be passive, no ideas for creativity.
- I'm afraid to make a lot of mistakes in my speaking language, I'm afraid to present myself in bad side, I'm afraid of bad weather.
- I'm afraid to speak much when many people are looking at me.
- That we will not go to Morskie Oko.
- Language barrier.
- I don't have any fears for now, I'll see.
- Not to find friends, bad weather, no to go to Morskie Oko, make mistakes in English.
- That we will not go to Morskie Oko, don't understand people.
- I will be boring, I won't understand people.
- I'm afraid of: talking in different languages, meeting new people.
- I'm afraid of talking to new people from Ukraine.
- My fear is my English skills and I couldn't understand other people.
- Presentation in public, don't understand good Polish, freeze (here + cold sometime).



## Expectations:

- Make new friends, train English, learn Polish, international exchange, get knowledge about opportunities for youth.
- I want to improve my English, to see the city, go to the mountains, to meet new friends.
- I expect to gain new knowledge and improve my own skills, I want to find new friends and to spend time in the best possible way, I want to improve my English and Polish language skills, I want to discover Zakopane.
- New friends, trip to Morskie Oko, more activities, new skills, foreign languages.
- I will learn speak English better than at the moment and I will speak very good in this language, I would know more about culture of Ukraine.
- Improve my English skills, meet new friends, get some new experience during project.
- I want to make new friends and spend a nice time ☺
- New friends, improve English, Morskie Oko, new photos, practical experience.
- I want to improve my English level.
- Make friends, gain & share knowledge, speak different languages (with people who know them), help the participants to break the language barrier, bring home the unforgettable memories.
- Make new friends, improve English, learn something about labour market, be more open in speaking English, learn more about Ukraine.
- New ideas, emotions, skills, meet interesting people, visit Morskie Oko one more time, to spend a great time with people, improve language skills, to share my experience.
- Morskie Oko, friends, to practice English language.
- To see a Morskie Oko, to make new friends, to get a new knowledge, to practice language (English, Polish), to get new impressions, to see new places in Zakopane.
- Practice English, Morskie Oko ☺, negotiation/new connections, new tools for the management of the group, how to be creative/think outside of the box.
- New emotions, skills, friends, go to Morskie Oko and other mountains.
- I would like to learn more languages, talking often with people, spend nice time and meet new people.
- Improve English, meet new open-minded people, have fun, learn more about Ukraine.
- Improve my English skills, make new friends, open my mind for new culture.
- Learn a little bit to speak Polish, practice English, write super CV, get tips for interviews.
- I will learn to speak English better, I would know the culture of Ukraine.
- To spend great time, find new friends, to improve my English, learn more about other culture and country.

## 3. 3-integration-tasks set



Participants, divided into first mixed groups, took part in 3 activities: “My name for the same letter as the word which describes me”, “Picasso portrait and Secret Friend” and “Onion of Diversity”. Starting to get to know each other, to feel the connection between countries and cultures, to communicate effectively, as well as to cooperate for the first time in newly created team, participants




overcame their first barriers and found out basis that could be useful for the rest of the project. All of those activities showed them, in creative way, important elements of the project according to its topic, how much attention we should pay to respect each other's points of view and – most of all – that from the very beginning we are able to cooperate in different situations, if only we have a will to do so.

Task: To open for others.

Aim: To build first relations, to create friendly atmosphere, to break existing barriers.

#### 4. First evaluation



Working in national teams, participants were asked to share first impressions about the project – the first meeting with their peers and feeling about how in their opinion the day passed. The feedback received by the leaders of both teams showed that everybody is so excited and has positive attitude about what is going to happen during next 9 days. Trying to express their feeling, participants became more open to talk about their feeling, getting the idea of everyday evaluation, so the thing which is so important to realize what actually we've learnt during this day.

Task: To talk about first impressions of participants with group leaders.

Aim: To build in participants minds the idea of importance of self-evaluation process, to get to know what young people are thinking on the beginning and how do they feel.

#### Outcomes:

Participants for the first time in this group, met their peers in real and had a chance to make first personal impression thanks to participation in team building activities. Additionally, they had a possibility to take part into small talks in meantime and by using it, they created first contacts, making good basis for the future friendships. Young people also got to know in details what is the plan for each day of the main activity of the project and fully understood the logic sense of taken order of prepared activities. They got familiar with the instruments and methodology of non-formal education. It allowed them to understand the idea of their responsibility for the education and learning process which always should be finalized with self-evaluation to make it really effective and useful for future initiatives.

They also had a chance to see how it is to work in quite big, multinational and diversified team, when the time is limited, there are a lot of ideas, different points of view and other elements to deal with. Participants had a chance to define their fears and expectations, to break existing barriers, to find in common elements, making good first impressions and presenting themselves, their countries, cultures and habits in the best possible way, putting the effort in doing it.

## DAY 2, AUGUST 16, 2018

### Energizer – “Chiki-chaka!”



The activity which main aim was to dance and sing in the same way as everybody else. Participants had to follow the lyrics and movements of one person who showed it on the beginning of the activity. In the next rounds, going in the “Train of the love” and in the chorus singing “Chiki-chaka” while doing proper movements, young people had to be closer and closer to each other and

while dancing, to follow the steps correctly to not to hurt person in front or behind them. During few rounds everybody got energized and felt closer connection between each other.

Task: To dance and sing all together, according to some rules.

Aim: To energize group, to break first barriers, to feel the connection between each other.

### Energizer – ‘Guess my name immediately’

During this short activity, participants had a task to realize how many names they remembered from yesterday’s name-game. They had to did it in different – creative way. Divided into 2 teams, standing in front of each other – isolated by the cover – when it fell down, one after another they had to shout, as fast as possible, the name of the person in front of. The one who was the first with saying the right name was taking the “rival” from the second team to his own. Later on, it became even harder, because two people from each team at the same time was standing behind a cover, but this way the teams became bigger even faster!



Task: To remember team-members’ names better, to practice them in time-limited situation.

Aim: To energize group, to stimulate the memory, to prompt the cooperation process in the team.



## MORNING AND FIRST AFTERNOON SESSIONS: TEAMBUILDING ACTIVITIES

### Objectives:

- To continue getting to know each other on individual and group level;
- To establish in common rules;
- To create friendly environment of mutual understanding;
- To break still existing barriers and to strengthen team-building process;
- To go out of the comfort zone and broaden everyone's limits;
- To face first tasks which needed team work and involvement of all of the participants and each of them at the same time.

### Activities:

#### 1. Common Rules



Thinking individually, participants had to find out at least one rule, that in their opinion would be needed and useful to follow by each member of the team during the whole duration of the *Log in to Life!* Youth Exchange. Establishment of those rules all together – one by one – helped in creating friendly atmosphere, mutual understanding and in feeling group responsibility for

learning process, as well as for helping each other next days.

Task: To work together on creation of the list of common rules.

Aim: To get the feeling of sharing the responsibility for the common education and development process.

#### 2. Touch the ball

Young people, working as two teams, faced first real task, trying to make a small competition between two groups. Each team had an easy challenge – to touch the ball, but... according to some rules, so: every person from the team had to touch it, two or more people could not touch it at the same time and the whole group had to think how to do in the fastest possible way in order to win with the enemy team. The process of finding the best solution for each team was unlimited, so



participants had a field to show their creativity and teamwork abilities, trying to reach the point acceptable for everybody.

Task: to let everybody touch the ball according to specific rules and in the fastest possible way.

Aim: to work as a team, to prompt the creativity among participants, to let youth deal with the task and make the consensus, using the human resources in the best possible way, to work under time pressure, to put many ideas in one and make effective decisions.

### 3. Mission (im)possible



Working as one big team, young people had to accomplish 15 different tasks in 60 minutes and afterwards, to present acquired results. List of tasks included various range of activities, such as writing a song with completely unconnected words, inventing, creating and painting different elements, finding things which they want to implement and try during the project, making the

crossword, photos with special requirements, dancing etc. All of the tasks were based on cooperating in pairs, smaller groups or with everyone at the same time and were led by 3 of the leaders who were volunteers on the beginning.

Task: Make a strategy and prepare plan including given conditions – possibility to work under time pressure in new international team in which participants had to follow the group leaders, divide tasks, cooperate and overcome their barriers.

Aim: To work together on tasks and challenge each other to get the best possible results in limited time.



### 4. Fruit game



Participants, working again as one big team, received the instruction to the “Fruit game”. Each fruit gave the group different amount of points, cannot be used in specific order, one after another and have to be transformed from one point to the other, being touched by every member of the team. Additionally, participants had to think about time management, which was the second most important issue in the whole process in order to not to under- or overestimate the group’s potential.



**Task:** To score the biggest amount of points as a team in declared time.

**Aim:** To find the best idea for the whole group, to make common strategy, to use the potential of each member of the team, using their creative and logic way of thinking.

## AFTERNOON SESSION: GOING FORWARD WITH INTEGRATION PROCESS UP TO THE MAIN TOPIC OF THE PROJECT

### Objectives:

- To break last barriers;
- To continue getting to know each other on individual and group level;
- To identify, reflect and share common ideas;
- To think in creative way;
- To start to concentrate more on the main topic of the project;
- To create the definitions of labour market and entrepreneurship.

### Activity:

#### 1. Team work: Entrepreneurship? Labour market? Let's define!



On the beginning of this activity participants were randomly divided into mixed teams. Using the method of creative brainstorming in 3-steps process, half of the teams had to build definitions of the word entrepreneurship and the second half – of labour market. In the first moment groups – using any languages they know, put to each letter all associations they had to “ENTREPRENEURSHIP” or “LABOUR MARKET”, starting with the same letter as the each of them from those words. Next step was to choose for each letter one the most accurate association according to freely chosen method of decision making: could be compromise, could be voting, etc. Last step was to build descriptions/explanations, using chosen key words. At the end, every group presented own built “definition” to the rest of participants, showing their common work results.





**Task:** To find as many associations to entrepreneurship and labour market as possible, to build kind of own definitions of those words and then to present them to the others.

**Aim:** To stimulate creative way of thinking, to combine ideas of everyone, to show diversity of non-formal education methods, to make good base for future tasks according to the project's topics and to see that the same issues can be understood differently by every member of the international team.

## **Outcomes:**

Basing on rules made all together, participants faced first real tasks which needed from them teamwork and the ability to deal with time, doing many different things at once. They had a possibility to fulfill first tasks, utilizing all human resources that they had and integrate between each other. They found out that even though they do not know each other well, they are able to cooperate and reach common goals. They discovered hidden parts of their personalities, learn how to estimate their own and group's potential, what made the future learning process easier, while opening for new possibilities, breaking barriers and going out from their comfort zones.

Moreover, participants could realize in practice what does intercultural environment mean, what was possible by marking importance of effective communication. Finding out a lot of similarities in their countries, analysing benefits and problems, young people confirmed that learning process is really important to find ourselves in today's world – especially on the constantly developing labour market.

Also they prompted their creative thinking and realized that they are able to do things they did not expect before. This way, they broke their own barriers, broaden horizons and realized that their personal development process has already started, even though for some of them the activities were not so challenging like for others. They were working all at once, helping each other and all the time strengthening the process of building the real team.

All of those outcomes became important parts of next days' activities.

## Summary of Daily Evaluation



### What did we like?

- ✓ Nice team;
- ✓ Nice atmosphere, friendly environment;
- ✓ Teamwork;
- ✓ Different tasks, activity with 15 tasks, interesting tasks;
- ✓ Explore new culture;
- ✓ Good conditions;
- ✓ Visited Zakopane;
- ✓ Good emotions;
- ✓ Explore new people;
- ✓ We like team buildings;
- ✓ We like food;
- ✓ We like that we understand each other better;
- ✓ The games make us know more each other;
- ✓ Secret friend;
- ✓ Atmosphere, energy, kickass activities, weather;
- ✓ Everything was good/great;
- ✓ First game with touching ball was the best and the same “fruit game”;
- ✓ Combining funny with serious things;
- ✓ Food mniam-mniam 😊
- ✓ Play different games;
- ✓ Lunch (the most cake 😊);
- ✓ Play volleyball.

### What did we learn?

- ✓ Ukrainian language and Polish;
- ✓ Work in team;
- ✓ To be creative and solve the problems;
- ✓ Find strange solutions for issues;
- ✓ Learn to not be shy;
- ✓ To be active;
- ✓ How to cooperate with colleagues of different countries;
- ✓ Work in team;
- ✓ How to pay attention;
- ✓ How to be more creative;
- ✓ Think faster;
- ✓ Be more open, friendly;
- ✓ Names, Polish dishes, purchases for 5 PLN;

- ✓ New skills, for example understand each other, to help;
- ✓ New words in other languages;
- ✓ Our “constitution”.

### **What we would like to improve?**

- ✓ Improve English skills;
- ✓ Properly mix-up teams (should be different nationalities);
- ✓ To share participants ideas about group activities;
- ✓ To be more active;
- ✓ To explore more new people;
- ✓ English;
- ✓ To be more confident;
- ✓ Fence is too low – there’s no entrance to neighbor place, too small bad, too small bathroom, too small TV, poll table is placed in the incorrect way, weak WiFi network;
- ✓ Maybe we can play volleyball together?
- ✓ Spend more time outside ☺
- ✓ Watch videos about the topic of the project;
- ✓ Knowledge.

## DAY 3, AUGUST 17, 2018

### Energizer – “Famous characters”



Activity based on acting like famous people. One person, who was pointed by someone standing in the middle, had to do some specific gesture. At the same time, two people next to him/her, also had to act, to make a “setting”. Who was doing something wrong, had to stand in the middle and point on others and this way the game was on.



Task: To act like famous people, to repeat specific gestures.

Aim: To energize participants, to break personal barriers, to learn how to react quickly and properly, to stimulate the brain for next activities.

## MORNING SESSION: SHARING THE GOOD PRACTICES

### Objectives:

- To think about the bad and good practices of both countries in the field of education and labour market;
- To stimulate creativity;
- To exchange practices among the team members and then with other groups;
- To concentrate on effective teamwork in order to produce the final result.

### Activity:

#### 1. Exchange of good practices

Using the experience of all the participants on the basis of “World Café” methodology, working in mixed teams, young people received the task to think more about good and bad practices in the field of education and labour market, as well as about the way how it should look like in their opinion. Concentrating on this topic, everybody had an opportunity to add something from





himself to each of those topic, while changing leaders and working positions during the changes done in meantime. This allowed everyone to have wider view and all the time exchange ideas, which in the international team are unlimited, as long as everyone is involved in the process. Founding out a lot of similarities, as well as differences between both countries, made everyone

think more about their own situation and gave the field to discuss.

**Task:** To think about good and bad examples and practices about labour market and education in Poland and Ukraine, to try to find ideal vision for both fields.

**Aim:** To stimulate creative thinking, to let everybody go step by step in developing ideas, to show the importance of exchanging points of view with different people, to receive synergistic effect, to let participants combine ideas, to strengthen team work process, to find out diversified ways of writing and effectively present the idea.

## AFTERNOON SESSION: FINDING SOLUTIONS FOR IN COMMON PROBLEMS – ANALYSIS TREE

### Objectives:

- To analyze existing problems, using the results of previous activity;
- To exchange ideas and experiences;
- To find out what is Tree Model Analyze method;
- To share experiences;
- To discuss openly.

### Activity:

#### 1. In common problems – the same solutions

After short introduction, participants working in smaller groups, had time space for using Problem Tree Model to analyze core problems connected with the labour market or education. They could choose it basing on the results of previous activity. Each mixed-team discussed it separately. Young people talked about the problems and then found out that it is in real the root of the bigger problem. They were trying to find also consequences of those, looking for possible solutions. Everything was made on the







basis of Problem Tree method what helped young people to go deeper and deeper in their thinking process. At the end of the session, all of the results of common work were presented in front of other groups.

**Task:** To find as many causes of the existing problems and possible solutions as it is possible.

**Aim:** To let participants exchange their experiences and points of view, to get familiar with the Problem Tree Model, to find and define biggest problems of youth on the labour market and in the field of education.

## Outcomes:

Session dedicated to exchange of good practices done by all the participants in each part, showed them that sometimes even when it seems that ideas can end up soon, still other people can have more and more ideas. During the whole process young people developed skills such as team work, but also abilities related to discussing, giving and defending their points of view, sharing experiences while taking into account different backgrounds of others. Moreover, the session stimulated creativity and critical thinking of participants, giving the opportunity to reach the consensus, to think more and compare the situation on the labour market and in the field of education in both partner countries. Session also let participants see next similarities and differences, being the basis for future activities.

Second part of the day came up with the problems analysis. First of all, it allowed to think more about youth situation in Poland and Ukraine and compare it with realities in participants' closest environment. Thanks to that, young people have now wider view, as well as they could find out how much depends on them and that possible solutions they discovered can be implemented mainly by them. Workshops and then discussion in bigger group gave them also a chance to defend their own opinions, express themselves in public, using different techniques and practicing English skills, what made really big contribution to their personal development process.





## Summary of Daily Evaluation

### What did we like?

- ✓ Integration;
- ✓ Work in teams;
- ✓ Interesting topics;
- ✓ Type of activities;
- ✓ Everything was great today;
- ✓ Today's discussions;
- ✓ Team-building was great and useful (also topic);
- ✓ Volleyball and energizer;
- ✓ Barszcz was really tasty 😊
- ✓ Nice weather thanks to which we could work outside;
- ✓ Draw a tree;
- ✓ Atmosphere in new teams;
- ✓ New experience;
- ✓ Discussions, new knowledge;
- ✓ Good weather;
- ✓ Energizers;
- ✓ Issues of discussion;
- ✓ Collaboration with Ukrainian team;
- ✓ Barszcz;
- ✓ To work in different teams;
- ✓ Energizer.

### What did we learn?

- ✓ New words;
- ✓ New ways of communication;
- ✓ We got some new experience in sphere of education and labour market;
- ✓ The example how we can make a difference;
- ✓ New words;
- ✓ More about myself, behavior in new situations;
- ✓ To know each other better;
- ✓ Topics of labour market;
- ✓ Polish/Ukrainian problems of education system;
- ✓ The concept of a "Problem Tree";
- ✓ How to present and be a leader;
- ✓ Drawing analyze tree;
- ✓ More about labour market and education in our countries.

## What we would like to improve?

- ✓ Language skills;
- ✓ Integration;
- ✓ Varieties of activities;
- ✓ Make the bins in the rooms empty;
- ✓ We can play volleyball as the energizer;
- ✓ English skills;
- ✓ Be more open, speak in public, do not be shy;
- ✓ Nothing 😊
- ✓ More integration;
- ✓ Spend much time together;
- ✓ More activities outside, but in general we really enjoyed the day 😊

## DAY 4, AUGUST 18, 2018

### Energizer – “Dancing chippie-chippie”



During this activity, participants played a role of a person who is giving an impulse to act. First of all, one person presented the way of singing and dancing and when one starts, all of the others had to sing with her and after that to join the activity, what happened one by one, because the song was made in this way to include everyone, but step by step. This way at the end everybody was involved, singing, dancing and having fun.

Task: To dance and sing, using specific gestures and instructions for this small game.

Aim: To trust to each other more, to open for new challenges, to break barriers, to energize group.



## MORNING SESSION: GETTING TO KNOW MORE ABOUT OURSELVES

### Objectives:

- To continue getting to know each other on individual and group level;
- To understand differences among people in practice, basing on individual reflection and cultural background;
- To analyze identity and concentrate more on personal issues;
- To exchange experiences with others.

### Activities:

#### 1. Identity analysing

Open time space dedicated for reflection of each person on her/his own identity. The main task of this activity was to think about events, moments in life that determined us the most, which influenced in the real way on character creation, as well as the strong sides. This way participants



had some time to analyse who are they, because of what/whom are they in this stage in their life and why.

Task: To reflect on oneself, to identify strong and weak sides, as well as their causes.

Aim: To understand oneself better, to build good background for opening oneself to others and to find predispositions for job positions.

## 2. Sharing experiences with others – work in pairs



Participants divided themselves on their own in pairs and using sheet of paper with identity description from the previous exercise, were discovering more about their interlocutors. Firstly, one person was talking about her/himself and the other was listening and then the roles have been changed. Taking into account elements of our life that determined us the most and influenced on our characteristics in the strongest way, young people were able to ask good questions and find interesting information, having more detailed overview about their peer. Working in pairs let them focus more on specific person and helping her/him in understanding oneself.

Task: To make small talk with chosen person and to get interesting information thanks to it, to introduce

oneself to another person according to concrete background, key elements and fields of interest.

Aim: To find out a lot of interesting things about others, to help participants to open to others in effective way, to strengthen the unity in the team.



## Energizer – “Dance of trust”

For the proposal of one of the participants, the team was divided into two groups and then one group had to close their eyes and keep them closed till the end of the activity. Then person who was standing in front of each participant with closed eyes, had to take the partner and lead him/her to the rhythm of the music. This way





participants, besides of getting a little bit more energized, built the trust between each other. Then, in the second round the time for change came and youth have changed their roles.

Task: To dance in pairs with the eyes of one person closed.

Aim: To trust to each other more, to open for new challenges, to break barriers, to energize group.

## AFTERNOON SESSION: CV WORKSHOPS

### Objectives:

- To think how the good CV should look like;
- To find the most important elements of good CV and invent kind of blueprint of its order;
- To let participants think about their experience in the labour market;
- To promote the idea of Europass CV;
- To exchange ideas and good practices.

### Activities:

#### 1. Brainstorming in mixed-groups about CV elements



Dividing into mixed teams containing people from Poland and Ukraine, young people received the task to think about the “blueprint”, draft of the CV – its most important elements, the order of them and things we should underline in this document, as well as those which we should skip. Using the methods of exchanging experiences and practices from both countries, the teams received synergistic effects and can help one to another member with this task.

Task: To try to find the elements of good CV, exchanging experiences among participants in this field.

Aim: While making brainstorming, to receive synergistic effect and find out elements of good Curriculum Vitae, to exchange ideas and experiences in this field.



## 2. Group discussion: CV – how it should look like?

Time space dedicated for participants to exchange their ideas and experiences about the CV writing. As an example of good, synchronized and containing all of the necessary details, young people presented and teach those who didn't know this tool before, the Europass CV. They also found out that there is no one blueprint appropriate for each situation, each job position. They came up to the conclusion that everything depends on the customs of the country, field or type of job. Anyway, during this workshops we created kind of catalogue of key elements that without any doubts should be in the good Curriculum Vitae, such as contact details, working experience, education, additional activities and skills, hobbies, etc. Task: To try to find the most important elements of good CV.

Aim: To create kind of blueprint of good CV, to let participants think on their own experience, to discuss about different customs in different countries.



### Outcomes:

Half of the day spent on identity analysing, concentrating on personalities of each participant, as well as then couple level, gave participants a lot of learning outcomes, starting with being more open for other people, realizing the role of different life situation in the character creation, up to real confrontation with own fears in front of the person who they met just few days ago. All of those created closer atmosphere in the team, allowed young people to get to know more about the others, but also about themselves. They had a possibility to see how they are reacting in challenging situations, if they are able to share their bad and good experiences and how to discuss about them. Participants this way became more self-confident, growing up thanks to developing of different competences connected to creative thinking, analysing, foreign languages, cultural awareness and attitudes such as openness, assertiveness, consequence, tolerance and much more.

Second part of the day was dedicated for CV creating, what stimulated the young people's creativity. In this workshops they used their experience in the field of labour market that they had till now, as well as underlined the elements that are usually



missed while applying for different jobs. This way they systemized their knowledge and in meantime gained new skills, paying attention to new elements. Additionally, some participants got to know the European tool in this field, so Europass CV, what was presented to them by the others who already used it before. This fruitful discussion was the element of exchanging the good practices and the conclusion was that each CV should be different – depending on the country, company, field of profession and many more elements that determine its form.



## Summary of Daily Evaluation

### What did we like?

- ✓ Activities with small-talk, discussion in points;
- ✓ How to write a CV;
- ✓ Activities in team (rozgrzewka);
- ✓ Today's discussions;
- ✓ Web-site of CV;
- ✓ Today's topic;
- ✓ Energizer;
- ✓ Small talks;
- ✓ Activity;
- ✓ Energizer;
- ✓ Who are I? (conversation);
- ✓ Discussion about CV;
- ✓ Useful info about CV;
- ✓ Interesting interaction between participants;
- ✓ Presentation in the morning;
- ✓ Energizer;
- ✓ "Who are I?" – that was interesting because we discovered each other more;
- ✓ Tasty dinner and breakfast;
- ✓ The weather was and still is great.

### What did we learn?

- ✓ How to make a CV;
- ✓ How to discuss on CV topic and take part in debate;
- ✓ I have learned few more things about myself after making activity of small-talks;
- ✓ How to trust to other people;

- ✓ How to create the CV;
- ✓ How to analyze yourself;
- ✓ Learn about what CV is;
- ✓ To listening each other;
- ✓ Learn about oneself;
- ✓ Learn more about CV;
- ✓ Know more about ourselves;
- ✓ Places where we can find CV layout;
- ✓ Discuss about problem tree;
- ✓ Info about CV;
- ✓ How to introduce ourselves;
- ✓ How to create a CV;
- ✓ Discussion and useful info for our future.

### What we would like to improve?

- ✓ Don't be shy;
- ✓ To know more ways of finding a job;
- ✓ Improve personal value on the labour market;
- ✓ English;
- ✓ Our skills;
- ✓ Our confident;
- ✓ To do "Who are I?" with other people;
- ✓ Need more breaks (more often) and more energizers;
- ✓ We liked everything – thank You for today! ☺

### 1<sup>ST</sup> CULTURAL EVENING: CULTURE OF UKRAINE



Evening prepared by young people from Ukraine during which Polish participants had opportunity to see movies about country, hear the stories about some difficulties that people have to face there, as well as to dance traditional dances, try national sweets and drinks and play prepared games. It was really great time spent together thanks to which we felt even closer to our Ukrainian friends.

## DAY 5, AUGUST 19, 2018



### Energizer – ‘Sculptures gallery’

During this activity, participants had 2 roles: first team was artists and second – materials for monuments. First ones were creating their masterpieces by giving to colleagues in front of them positions, then moves and voices at the end. This way participants got the real gallery of moving and yelling sculptures. After building process, artists had a chance to watch all of the masterpieces and have a lot



of fun. The second round was dedicated to role changing.

Task: To build sculptures using bodies of other participants.

Aim: To trust to each other more, to open for new challenges, to break barriers, to energize group.

## MORNING & AFTERNOON SESSIONS: DEVELOPING AUTO- PRESENTATION SKILLS & HEADHUNTER MEETING

### Objectives:

- To develop self-awareness of participants according to their strengths and weaknesses;
- To practice job interviews environment behavior;
- To show participants the job of recruiter/headhunter from inside;
- To give young people hints and tips useful in searching for a job;
- To improve self-confidence and ability of public speaking;
- To make participants closer to the labour market issues.

## Activities:

### 1. Professional job interview as part of practicing auto-presentation skills



Time-spaced dedicated for practicing auto-presentation skills of participants in practice. The guy who has huge experience in recruiting people and in labour market issues in general invited young people to challenge themselves and try their skills in job interview, creating the environment similar to this one that we can have while applying for a job. Asking different questions, our participants had the unique chance to practice their skills and receive constructive feedback from professionals.



**Task:** To make the real job interview, to use auto-presentation skills in new situation, in practice.

**Aim:** To challenge participants, to let them use in practice their soft-skills, to use the possibility to receive feedback from headhunter and her assistance about our behaviour on job interview.

### 2. Meeting with professional headhunter



According to our agenda, there was a time-space dedicated for meeting with the person who is working in one of the biggest HR companies in the world, being a headhunter, who is recruiting people as everyday job. During her presentation, Maria showed participants – among others – her style of working, gave useful hints on how to behave while searching for a job, what is the best

possible solution to use and present the knowledge and skills that we have, how to deal with stress, how to choose proper dress-code, what we can expect from our future employer in the field of given information, feedback and much more. In meantime there was some time to work in groups and to do the brainstorming about requirements and expectations that our possible future employer can have, where we can search for





a job, as well as in pairs – to do the behavioral interview. That was unforgettable experience for everybody, including headhunter because our participants had a lot of questions and used this time really effectively.

**Task:** To meet with professional headhunter and ask her any kind of questions about labour market.

**Aim:** To show young people the wide range of obligations that recruiters have, to let them be aware of the most important points to which the “other side” pays attention, to exchange ideas and points of view, having the possibility to consult them with the headhunter.



## Outcomes:

Day, as the whole, dedicated for acquiring, practicing and using knowledge necessary on today's labour market. On the very beginning, young people had an opportunity to behave as they did till now and try themselves in front of a person who they just met, trying to present themselves in best possible way. This time allowed them to receive constructive feedback, according to experience the person has, giving some useful tips to everybody. Concentrating on the key elements of good auto-presentation, young people were able to find some new points to follow and implement while searching for a job.

Later on, all of those abilities could be confronted with the professional hints of the person who works in the field of recruiting everyday. Firstly they got to know the person and then had a possibility to ask any questions they wanted to, to the headhunter, what let participants develop their competences in speaking, behaving and dealing with tricky questions given during job interviews. Young people also discussed a lot about difficult situation of youth on the labour market, what also gave the headhunter the option to talk about it more and to make them realize that they are the power and the future of the biggest companies, as well as they can create their own space and place for them in the professional field, making them realize that the most important thing is to be honest and just be yourself if we want to reach our dream job.

The whole day was really useful for all and each of us and everybody was more than sure that those abilities gained today we will use really soon and in the best possible way.



## Summary of Daily Evaluation

### Feelings:

- ✓ Motivated;
- ✓ Inspired;
- ✓ Ambitions;
- ✓ Proud (feel);
- ✓ Lost (because of new information);
- ✓ Inspired because of passing the interview;
- ✓ Motivated to my own business;
- ✓ Experienced due to shared information;
- ✓ Interested because of the topic was discussed;
- ✓ Confident because my knowledge was proofed;
- ✓ Tired a bit;
- ✓ Tired;
- ✓ Motivated;
- ✓ Smart;
- ✓ Happy;
- ✓ Excited;
- ✓ Overwhelmed;
- ✓ Great, fine, awesome and useful.

### Findings:

- ✓ A new information about LinkedIn;
- ✓ About job experience;
- ✓ How to prepare to interview;
- ✓ How to answer for difficult questions;
- ✓ How to represent yourself and control your emotions;
- ✓ How it looks from other side (like from headhunter);
- ✓ How to choose for myself good competences to present;
- ✓ How to talk about salaries;
- ✓ How to create perfect CV;
- ✓ In which ways we can find a job;
- ✓ LinkedIn as a tool to find a job;
- ✓ Different ways to find a job;
- ✓ Education should be first in CV;
- ✓ Headhunting process;
- ✓ How the job interview looks like;
- ✓ More about interviews;
- ✓ About CV;



- ✓ Headhunters;
- ✓ How to prepare and behave at the interview;
- ✓ LinkedIn;
- ✓ Live interview;
- ✓ They show us the good way, how to present yourself in the professional site, especially in job interview.

### Feedback:

- ✓ Mix of practice and theory;
- ✓ See the interview in reality;
- ✓ Our weaknesses can be our strengths;
- ✓ Thank You for this opportunity!
- ✓ Professionalism;
- ✓ I liked presentation and tips;
- ✓ Performance of job-interview;
- ✓ I'd like to see also the bad types of interview;
- ✓ They show how to behave on the interview;
- ✓ Oskar to Paul! 😊
- ✓ Questions and answers were good;
- ✓ It was really well-organized;
- ✓ Workshops were without break what made us feel tired;
- ✓ Too less of activity;
- ✓ Today was a good day, but too intense;
- ✓ Everything was clear, thanks for this opportunity! 😊

## DAY 6, AUGUST 20, 2018

### MORNING SESSION: OUTDOOR GAME TIME

#### Objectives:

- To have new challenges and speak with random people;
- To interact and cooperate with each other and other people;
- To develop skills related to job finding;
- To practice communication skills;
- To get information about Polish labour market on the example of the touristic city – Zakopane;
- To get more familiar with local culture.

#### Activities:

##### 1. Find your job today!

Participants divided into mixed teams, received tasks to find possibilities for employment in Poland and also got to know what people's opinion about situation on the Polish labour market is. Additionally, they had to take into account the possibilities for foreigners and in general how to apply for it, as well as try to speak with local people and/or tourists met on the streets about their level of satisfaction of their job and professional life, etc. Type of questions were prepared by participants dependently on their teams' ideas. Moreover, participants had to delegate tasks between each other to prepare also small photo- or video-relation from the time spent outdoor.

Task: To get information how to apply and find a job in Poland, to make interviews with random people, to make photo- or video-relation from the time spent on the game.

Aim: To open for others and new challenges, to break personal barriers in asking random people on the streets, to get interesting information, useful for next activities.



## AFTERNOON SESSION: CREATIVE CV

### Objectives:

- To define the most important elements of CV, depending on the profession;
- To stimulate creativity of young people;
- To play different, challenging roles according to the workshops instructions.

### Activity:

#### 1. Let's create different types of CVs!



Participants, after small introduction and discussion on the plenary, during this workshops had a task to prepare creative CVs for few professions given as the instruction to the activity. Working in mixed teams, receiving only the position they are applying for, they had to think about the way how to show their skills, education path and experience in the most effective and attractive way to

catch the attention of possible employer. Given professions were different and usually didn't suit to any member of the team, so the task was challenging, but everyone put so much effort to let this activity be as effective as possible, showing infinity of human imagination.

Task: To prepare creative CVs for different professions.

Aim: To stimulate participants' creativity, to show them their hidden potential, to let young people realize that every CV can be different, depending on the position.



### Outcomes:

Focusing on working in international teams in occasion of the outdoor game, participants gained the ability to speak openly to random people, strangers that they met few seconds ago and ask them about different things: their job satisfaction level, the possibility to be hired, situation of youth on the Polish labour market, etc. It caused that young people not only received a lot of interesting and useful information, but also

had a chance to practice their communication skills while making interviews or digital skills while doing photos and preparing photo- or video-relations.

Also, the part dedicated to creative CV preparation was another challenging task. Willing to find the best possible way to present the experience of the person who they found out in the instruction given on the beginning of the activity, let them think in creative way, using resources that they had, working under time pressure and dealing with different ideas within the team, trying to find the best solution for all of its members.

In conclusion, participants during this day again gained a lot of useful skills and enriched their resources, developing themselves on the personal and professional level, using all the information they gained till now during the project, as well as their personal experience.

## 2<sup>ND</sup> CULTURAL EVENING: CULTURE OF POLAND



Evening prepared by young people from Poland during which Ukrainian participants had opportunity to take part in the typical Polish wedding, so follow the traditions. Among others, we had a time to learn typical songs for this occasion, dance traditional dances, try national food (prepared by young people or brought from home) and drinks, as well as untypically – see movies about country and play prepared games, including quiz, but also some wedding games. It was really great time spent together during which we had a lot of fun, but also gain some new knowledge and put ourselves into different positions, what sometimes was even challenging.

## DAY 7, AUGUST 21, 2018



### Energizer – “Dance together”

Short activity proposed by one participant during which participants had a chance to practice more one dance which usually people dance during weddings, called “Belgium dance”. Gathering into couples, everybody followed the steps which we learnt the day before – on Polish cultural evening. At the same time, we’ve got some energy and it made us feel more awoken in the morning.



Task: To dance according to some guidelines.

Aim: To energize group, to have some fun, to feel comfortable with each other.

## MORNING & AFTERNOON SESSIONS: LOOKING FOR PREDISPOSITIONS

### Objectives:

- To reflect more on the passed learning process;
- To search for predispositions on the basis of last activities;
- To think more about useful tools on the labour market;
- To think deeper about possibilities available for youth;
- To exchange ideas with the peers;
- To think about possible jobs of the future.

### Activities:

#### 1. New technologies on the labour market – LinkedIn

While using the knowledge gained mainly during the meeting with headhunter, young people had time to discuss about useful tools which help youth to be visible on the labour market, mainly on the basis on creating LinkedIn profile. Exchanging ideas with peers, concentrating on the tools specific for partner countries, participants got to know







what to use and how to effectively present oneself, what to put or better no in order to catch attention of the employer or headhunters.

Task: To think about IT tools useful on the labour market.

Aim: To combine ideas of participants from different countries, to stimulate creativity, to think about future action taken by participants.

## 2. Looking for predispositions

Firstly in small groups young people received the task to think about predispositions, skills that employers would like to see in their employees. Then we made the discussion on the plenary during which we agreed on the list of skills which are the most wanted on the labour market in opinion of our participants. While giving the points we came up to the idea for few of them. During the last part of the workshops every person have chosen 10 skills which are the most important in their opinion and did the self-assessment about them, trying to measure the level of them. This way everybody saw how many predispositions they already have and what are the fields to develop them.

Task: To think about participants' predispositions.

Aim: To let young people realize how to find a place for themselves on the labour market, to change their way of thinking, to let them see wider perspective of possibilities, to make self-assessment about predispositions.



## 3. Jobs of the future

In the first part of the activity, participants received the task to think in smaller groups about the jobs which will be possibly the most profitable in the nearest future. Then we went through the fruitful discussion with all of the groups, searching for the professions in which we can find a place for us, as future employees. Taking into account





conclusions from the reflection time made during previous activities, participants found out that they are able to find a place for them according to their predispositions and unique skills they have, as well as they can always start their own business and be self-employed.

Task: To think about future jobs, to find a place for young people on the still

developing labour market.

Aim: To come up to the conclusion that future is in youth's hands, to show young people their hidden potential and help them to realize their huge role in the development of the labour market – local, as well as European one.

## **Outcomes:**

Thanks to activities composed differently, so working in mixed teams, in pairs or individually, the day passed by with the huge contribution for all of the participants. This time gave young people an opportunity to work on their own personal development process. They were able to speak, exchange thoughts and points of view with their friends, with whom they were already working for past few days and they felt really comfortable with each other. Participants got to know useful tools which will help them to present their education path, experience and other skills necessary on today's labour market in order to present oneself in attractive way to catch attention of future employers, what everyone found really interesting and useful for the development of their professional sphere.

Moreover, young people found out their abilities, hidden predispositions, some unique skills that they have which can help them to fulfil the gaps on the market and find a space dedicated for them. Thinking about professions of the future young people saw wider view of perspectives that they have and can use if only they want to. Big contribution to their development made also the conclusion according to which they are always able to find the self-employment, so to think about their own idea for the business/initiative, develop it and work on it. This point was also really helpful during next activities, planned for the next day.



## Summary of Daily Evaluation (day 6. and 7.)

### Feelings:

- ✓ Excited;
- ✓ We enjoyed Polish evening so much;
- ✓ Honest;
- ✓ Satisfied;
- ✓ Everything is OK and productive;
- ✓ We discover Europass system for ourselves;
- ✓ We analyzed our work experience and opportunities that exist for us;
- ✓ We create new imaginations about jobs of the future;
- ✓ Motivated;
- ✓ Impressed about Polish evening;
- ✓ Creative, new jobs, confident, opportunities;
- ✓ Objective;
- ✓ Pleasant for Polish evening;
- ✓ Active;
- ✓ Productive;
- ✓ Happy;
- ✓ Nice;
- ✓ I'm feeling amazed about cultural exchange which we received during the Polish evening;
- ✓ I am feeling excited due to an excellent opportunity to find and assess our habits in the morning;
- ✓ I feel aware about my skills which have room for improvement.

### Findings:

- ✓ Polish culture;
- ✓ Hardbass;
- ✓ We open new model of CV for us;
- ✓ We have got knowledge about job interview – how is it look like;
- ✓ Something new about Polish traditions, culture, dance, games;
- ✓ Which qualifications we need to get a job;
- ✓ Easy to find a job in Poland/Ukraine;
- ✓ Future jobs;
- ✓ Predispositions;
- ✓ More about LinkedIn;
- ✓ Words in other language;
- ✓ What kind of job we should be prepared for;
- ✓ What kind of skills we want to improve;

- ✓ New kind of job (future possibilities).

### Feedback:

- ✓ It was pretty nice;
- ✓ Thank You for Your Polish evening! It was so creative and fun. Also interesting!  
You showed us your traditions and open door to Your culture! ☺
- ✓ Outdoor activities were great;
- ✓ Thank for information which we get;
- ✓ Thank for Polish/Ukrainian evenings;
- ✓ We enjoyed those two days! They were pretty good!
- ✓ More lessons of Ukrainian language for Dominik! ☺
- ✓ Polish evening was the best! <3
- ✓ Thank You to all Polish team for organizing such incredible cultural evening with  
dances, videos and tasty food!
- ✓ We liked energizer.

## DAY 8, AUGUST 22, 2018



### Energizer – “Princess, castle, earthquake”

Activity based on playing the game with different roles. Few participants were princesses, the others – castles. Castle was made of 2 people and princess was standing in the middle. When one person, standing in the middle was saying “Princess” then those who were them had to find new castle; when the person was saying “Castle” then those two had to search for new princess and when there was “Earthquake” everybody had to find new people around them. The person who was the last one, standing in the middle without princess/castle was then leading the activity.



Task: To play the game according to given rules, to run and search for new place to stay.

Aim: To energize participants, to learn how to react quickly and properly, to have some fun.

## MORNING & AFTERNOON SESSIONS: BE A BUSINESSMAN FOR ONE DAY!

### Objectives:

- To find out key elements of business plans and to get to know how to make it;
- To discuss openly;
- To stimulate creativity;
- To exchange ideas and experiences;
- To practice communication skills;
- To challenge participants;
- To use the whole potential of the group and all previous learning outcomes;
- To play the simulation-game according to “Dragon’s Den” rules to see the results of previous work in interactive way.



## Activities:

### 1. Business of my dreams – introduction



In the first moment, young people divided into small teams had a task to think about the most important elements of good business plan – starting with mental elements, like idea and ending with registration, law regulations and so on. As the conclusion to this discussion, we sat down in the whole group and exchanged ideas with everybody else, taking into account the specific fields according to

which the business plan was made, trying to find some basic elements for each of them. As the consequence, we found out that each business plan is different, is concentrating on different points, anyway we could find some common elements as well.

Task: To think about key elements of the business plan.

Aim: To stimulate young people's creativity, to let them play the role of the businessman, to show them how difficult the process looks on the beginning, to challenge them and show them their abilities to do it.



### 2. Business plan as a first step

Workshops based on knowledge, experiences and ideas of participants, who during the discussion facilitated by one person who showed the methods and examples of how the business plan could look like in practice, participants had to think about their interests, hobbies that they have. Working in the same teams as in previous activity, they concentrated on their business ideas and developed them, putting the knowledge and skills that they have, as well as elements underlined during the group discussion in practice in order to create their own business plans.

Task: To put together all ideas and key elements of business plan to build their own, concentrating on the specific idea.

Aim: To let participants express their ideas in the form of idea for the business, to let them motivate each other, to prepare real business plan, useful for next activity.





### 3. Dragons' Den simulation

Challenging activity, during which one person from each team has to present the idea for business in front of jury consisting of 4 people, the idea for a business. Anyway, it was not the traditional presentation, because everybody had just 4,5 minutes to present the whole view and in this time convince dragons to invest in their company. Each member of the jury had a certain amount of money

and had to decide if he wants to give money to specific idea for business or no. While giving the offers, there was also the time for additional questions and negotiations, but someone had to be interested enough to ask for them.

Task: To present business idea in this way to convince other to invest in it.

Aim: To practice communication and presentation skills, to deal with the time pressure, to use newly acquired skills in practice, to give participants challenging task and let them face it, to play different roles.

### Outcomes:

Participants had a chance to use their knowledge in practice and to put their experience to the real effect. Making the business plan was not an easy task, but presenting the idea in short time, when everyone from the team keeps the fingers crossed and the jury is not always propitious occurred really challenging, but also developing. Working with different people, in mixed teams, having a lot of ideas is not always easy but at the end, is giving a lot of satisfaction and brilliant results. During the presentations we could see that different groups decided to use different ways and resources that they had in order to present their ideas in the best possible way – we had advertisements, PowerPoint presentations, as well as drawings on the flipcharts with amazing speech of the presenter. This way, young people developed their abilities related to auto-presentation, giving and defending their points of view, sharing experiences, discussing, negotiating etc. Moreover, sessions stimulated creativity and critical thinking of participants, letting them play different roles, behaving in different, many times unexpected conditions and ways.



## Summary of Daily Evaluation

### What did we like?

- ✓ Marcin's presentation;
- ✓ Creating business plan/project;
- ✓ Energizer;
- ✓ How to create business plan;
- ✓ How to find compromise;
- ✓ How to present our own business plan;
- ✓ How to stay calm in stressful situation;
- ✓ Everything was ok;
- ✓ We try ourselves in business planning;
- ✓ We understood elements of business plan;
- ✓ To create business plan;
- ✓ Energizer;
- ✓ Outdoor activities;
- ✓ Dragon's den simulation;
- ✓ Playing "Mafia";
- ✓ Interested;
- ✓ Excited.

### What did we learn?

- ✓ Make business plan;
- ✓ How to start own business;
- ✓ Structure of the business plan;
- ✓ How to convince others;
- ✓ Benefits and risks of the business;
- ✓ Energizer;
- ✓ Activities;
- ✓ Team work;
- ✓ Conclusion;
- ✓ Dinner;
- ✓ Ideas;
- ✓ How to make a business plan and present it;
- ✓ How to give a quickly answer for commission and to convince them to believe in Your idea;
- ✓ How to create business plan;
- ✓ Elements of business plan;
- ✓ How to present the plan;
- ✓ Business plan;

✓ SWOT, SMART.

### What we would like to improve?

- ✓ I want to improve work in teams;
- ✓ Behavior when judge someone;
- ✓ My business plan;
- ✓ Language skills;
- ✓ English skills;
- ✓ How to create own business;
- ✓ Improve all our skills;
- ✓ It was impressive, a little bit stressful and fun;
- ✓ Shorter discussion;
- ✓ Advice for today – “Never give up!”

### 3<sup>RD</sup> CULTURAL EVENING: FOLKLORE EVENING



Surprising evening prepared in cooperation with folklore group, during which all the participants was taken to the cultural journey through Polish mountains. During this “trip” we could see interactive and inclusive performance composed by traditional dances, local cuisine, as well as play prepared games and take part in many

different, challenging competitions. Everybody also could see many elements of the culture: costumes, dances, songs (played live!), traditions and many more, as well as receive many interesting information about stories straight from the mountains.





## DAY 9, AUGUST 23, 2018

### Energizer – “Silent orchestra”



Activity based on showing the movements by one person and letting the others to follow him/her. The person who was standing in the middle had a task to guess who is leading the activity and showing the gesture. As soon as this person guessed who's that, the “guide” was going to the middle and then it was his/her turn to find the leading person.

Task: To repeat specific gestures after one hidden person.

Aim: To energize participants, to learn how to react quickly and properly.

## MORNING SESSION: OUR CONTRIBUTION TO THE SITUATION OF YOUTH

### Objectives:

- To think about activities young people can undertake to improve their situation on the labour market and in general – in their nearest environment;
- To show participants opportunities they have;
- To prompt creative thinking;
- To promote the idea of European projects among youth;
- To develop NGO sector while thinking about new ideas for future projects.

### Activities:

#### 1. Introduction to the project writing

Short introduction to the next activity, during which project coordinator explained young people how they can actually undertake action and change the situation of their peers, concentrating the most on the possibilities given by the European programs and projects, in which participants are able to participate whenever they want to. Showing the structure,





example of project application form and giving short instruction, everybody got the idea how to implement their own initiatives in practice. There was also the time space given for the discussion, exchange of ideas and points of view between participants.

**Task:** To discuss about the possibilities given by the European Union and other institutions in details, to exchange experiences.

**Aim:** To show young people opportunities they have, to prompt active attitudes among participants in order to let them undertake initiatives in the future.

## 2. From idea into action



Taking into account information received during the last activity, as well as using the experience of participants who are taking part into similar projects, young people, working in mixed teams which they have freely chosen, received the task to prepare the easy version of project application form. Concentrating on the topic of the project, main activities, involved countries and partners, date and place of the project, as well as learning outcomes and methodology, everybody had an opportunity to see how the project idea should be developed, from what to start and how to make it in a proper and logic way in order to succeed while applying for the funds. At the end of the session there was a time to present the ideas in the plenary and the rest of people could give the advices and improve the idea, if needed.

**Task:** To think about the project idea and then to write the project application form.

**Aim:** To stimulate creative thinking, to show existing possibilities, to let participants go step by step in developing ideas, to show them the importance of good explanation of different issues.

## AFTERNOON SESSION: PROJECT EVALUATION

### Objectives:

- To summarize all the most important elements of the Youth Exchange;
- To exchange different ideas and opinions, realizing the effects of the process;
- To work on the topic of non-formal education, using articles and columns;
- To write texts which are put in the final *LITL* brochure.

## Activity:

### 1. Preparation of articles and columns as the way to evaluate the Exchange

Participants working in teams or individually, had time space for summing up the whole learning process passed during the Youth Exchange. They shared the ideas and impressions about the whole project – programme, logistical arrangements and practicalities, trying to find proper words to write the text, showing different aspects of *LITL* and the non-formal education goals. Exercise focused not only on writing, but also in many cases on team work process, where everyone has different idea but in order to have final results, it is needed to find the compromise. All of those let young people intensify the process of gaining knowledge, experience and skills.

**Task:** To write articles or columns to sum up the whole Youth Exchange.

**Aim:** To remind the most important elements and learning outcomes to each other, to identify benefits gained from the project by each participant and the whole team, to find out different and diversified ways of articles and columns writing, as forms of expression that can be used by young people, to involve everyone in final preparation of the brochure.



## Outcomes:

The first part of the day, dedicated for project initiatives development gave young people the possibility to see how much they can made on their own, how much depend only on their will and self-motivation. Trying to turn ideas into real action, possible to be taken in the future, participants saw the opportunities they have, what developed their self-awareness, as well as made them grow as citizens.

In the afternoon, participants had an opportunity to try their writing skills, putting the feelings in the proper words, while writing the columns or articles. This way we created the field to work all together on common goal which was to make the final brochure about our Youth Exchange. Everyone was involved in creating the texts and for that we can call the result: our common work. Everyone felt as the real part of the team,

where each person is playing really huge role, because without one piece, the whole process will not work that well. Young people got to know how important is their involvement and that everything always depends on them.

During this day's tasks participants shared their points of view and listened to others. It strengthened the process of reflection on what they have learned and which skills they have improved. Process of reminding all of the most important elements was useful for themselves, as well as for the final evaluation process.

All of the results of the group evaluation put in the final brochure from the project can be found on the project's webpage: <http://ecim.pl/our-projects/log-in-to-life/results/>.

## BONFIRE EVENING

Continuing the idea of small talk and reflection, everyone took part in organization of bonfire evening, during which participants had opportunity to think more about passed process, their feelings, findings and feedback about the day and share it with the others. The nice atmosphere of common dinner, prepared all together, helped everybody to find many conclusions and easily discuss about it with the others. At the end of the evening, we played some games, sing the songs and just spent time among friends, enjoying their presence and the fact of being in Zakopane.



**DAY 10, AUGUST 24, 2018**

## MORNING SESSION: PROJECT RESULTS PRESENTATION & FINAL EVALUATION

### Objectives:

- To present acquired knowledge and all of the results made during the project;
- To realize and remind each other how much young people have learnt during the Youth Exchange and think how they can use those skills in their future life;
- To create overall view for the whole working time and its most important elements;
- To assess if learning needs were matched to the provided program and content;
- To give a free space for initial evaluation;
- To let participants freely share their impressions and exchange experiences.

### Activities:

#### 1. Project results presentation



Participants had an open space to present the results of their common work of many activities. Young people got an opportunity to share the effects and their feelings of the teamwork, like show final video-relation. All of those let us realize how much we have done together and what are the real effects of our time spent together in Zakopane.

**Task:** To present the results of common work.

**Aim:** To let everyone see what was done during those 10 days in Poland, to let people realize how many things they are able to do, only if they want to.





## 2. Final project evaluation

Time dedicated to present opinions of the participants, their feelings and feedback in the plenary of the group. They had a possibility to share all of the learning outcomes, reflect on entire seminar and look to different aspects of it, such as logistics, program, facilitation, group cohesion, etc. Young people shared their points of view and listened to others, as well as finally discovered their Secret Friends in the special way – with close eyes and with just touching each other.

Task: To evaluate common work, to summarize the project outcomes, to discuss about passed process all together without barriers.

Aim: To show people what they have done together, how much they get from taking part into this initiative and try to make them more active in their future life.



### Outcomes:

The open space of those two sessions let participants share impressions and the most important elements from the whole project development process. Participants had a chance to evaluate project from different points of view, taking into account many aspects, as well as find themselves and their role in the whole.

Having in minds that fixation by repetition and reminding what they have done, guided participants to one of the most important elements of the program implemented, so the results of joint work. This way they consolidated acquired knowledge and it built among young people a sense of self-confidence and let them realize the value of each of them as co-authors of the project, its results and future inspirers of all kinds of initiatives.

Evaluation and summary underlined the huge potential which young people have and let them find out that all of the needs and expectations were filled, as well as that created environment allowed them to make a lot of great results.



## AFTERNOON SESSION: CLOSING CEREMONY

### Objectives:

- To let summarize project all together;
- To certify participants' work during the whole project.

### 1. Certificates and final statement



After the evaluation, each participant received the certificate, but not his own but of one person from the group. Their last task of the Exchange was to give this person the certificate, saying a final wish to her/him. As a result, each participant got this document and a final wish from a peer. At the end, some of participants gave also final wish to everyone. We also made a group photo.



### Final group photo with certificates:



## ANNEX 1 – SUMMARY OF ONLINE EVALUATION FORMS

### Quantitative data

Programme Elements	1	2	3	4	5	6	7	8	9	10	Star rating
<b>Practical info about project, programme, venue</b>  Introduction for the project	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	2 Pax	0 Pax	10 Pax	14 Pax	9,4
<b>Fears and expectations</b>	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	6 Pax	6 Pax	14 Pax	9,3
<b>Ice-breaking &amp; Team-building activities</b>  In one word about myself, Onion of diversity, Picasso Portrait & Secret Friend, Establishing common rules, Touch the ball, Mission (im)possible, Fruit Game	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	1 Pax	1 Pax	0 Pax	5 Pax	19 Pax	9,6
<b>Energizers</b>  Chiki-Chaka; Guess my name immediately; Famous characters; Dancing chippie-chippie; Dance of trust; Sculptures gallery; Dance together; Princess, castle, earthquake; Silent orchestra	0 Pax	0 Pax	0 Pax	0 Pax	1 Pax	1 Pax	1 Pax	2 Pax	4 Pax	17 Pax	9,2
<b>Labour market? Entrepreneurship? Let's define!</b>  Creative brainstorming	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	4 Pax	8 Pax	14 Pax	9,4
<b>Activities related to exchange of good practices and looking for common problems and solutions</b>  World Café and Analysis tree	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	1 Pax	1 Pax	4 Pax	9 Pax	11 Pax	9,1

Who are I? Identity analysis	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	2 Pax	3 Pax	5 Pax	16 Pax	9,4
Activities related to CV CV brainstorming, Europass CV, Creative CV	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	1 Pax	2 Pax	3 Pax	5 Pax	15 Pax	9,2
Auto-presentation skills Presentation, Brainstorming, Tips, Negotiation skills, Job interviews	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	1 Pax	1 Pax	5 Pax	5 Pax	14 Pax	9,2
Headhunter workshops Meeting with professional headhunter	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	2 Pax	1 Pax	4 Pax	19 Pax	9,6
City Game – Find a job today!	0 Pax	0 Pax	0 Pax	1 Pax	0 Pax	0 Pax	2 Pax	0 Pax	6 Pax	17 Pax	9,3
New technologies on the labour market – LinkedIn Workshops about possibilities given by social media	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	1 Pax	4 Pax	7 Pax	14 Pax	9,3
Looking for predispositions & Jobs of the future	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	1 Pax	3 Pax	10 Pax	12 Pax	9,3
Activities related to business plans	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	1 Pax	3 Pax	9 Pax	13 Pax	9,3
“Dragons Den” simulation exercise	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	2 Pax	1 Pax	3 Pax	10 Pax	10 Pax	9,0
From idea into action	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	2 Pax	2 Pax	6 Pax	16 Pax	9,4

Project funded by Polish-Ukrainian Council  
for Youth Exchange

<b>Project Evaluation activities</b>  Daily Evaluation (3F method & 3 questions method & group evaluations), Preparing evaluation in mixed groups, Articles and columns as the way to evaluate the Exchange	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	2 Pax	2 Pax	3 Pax	5 Pax	14 Pax	9,0
Cultural Evening	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	0 Pax	3 Pax	2 Pax	20 Pax	9,7
<b>Overall Score</b>	0	0	0	1	1	9	22	49	116	269	<b>9,3</b>

Logistics	1	2	3	4	5	6	7	8	9	10	Level of satisfaction
General Organisation (information, transport, support, communication)	0 Pax	0 Pax	0 Pax	1 Pax	0 Pax	0 Pax	0 Pax	2 Pax	5 Pax	18 Pax	9,4
Food	0 Pax	0 Pax	0 Pax	0 Pax	1 Pax	1 Pax	1 Pax	1 Pax	4 Pax	18 Pax	9,3
Accommodation (hotel service, rooms' standard)	0 Pax	0 Pax	0 Pax	0 Pax	1 Pax	1 Pax	2 Pax	2 Pax	7 Pax	13 Pax	9,0
<b>Overall Score</b>	0	0	0	1	2	2	3	5	16	49	<b>9,2</b>

## Qualitative data

### Did the Youth Exchange meet your personal expectation? Please explain why or why not.

- ✓ Yes, because I improved my language and gained new experiences.
- ✓ Yes, because I've learned a lot of new things.
- ✓ Yes, It did.
- ✓ Yes, because I met great people, who are very different, but really understood each other. I expected cultural exchange, new information and sharing experience, and I got all of it. So thanks to the organization team.
- ✓ Yes because I became more open, confident friendly and I learned many new and important things.
- ✓ Yes, because I met new people, gained new experience and improved my English skills.
- ✓ Yes.
- ✓ Yes, because activities were very useful for our future and organisation was great. All our needs were implemented.
- ✓ Yes, Youth Exchange meets my expectations because it was a great time thanks to which I trained my skills.
- ✓ Yes, this Youth Exchanges meet my personal expectation, because now I am satisfied what I learned and how much useful knowledge I get during this project.
- ✓ Yes, because I improved my English, I became more confident, creative and open-minded. I learnt more about labour market and Ukraine.
- ✓ Everything was at the highest level.
- ✓ Yes, I learnt a lot of useful information about labour market, met new friends and discovered culture of Poland.
- ✓ Definitely YES, I didn't expect that this project will be so useful and interesting!
- ✓ Yes. I got a lot of motivation to look for a job.
- ✓ Yep. It was even better than I expected.
- ✓ Yes, completely. This exchange gave a lot of useful knowledge, interesting acquaintances and bright emotions.
- ✓ Yes because it was literally it what I expected.
- ✓ Yes, it was really great experience.
- ✓ This project meets all my personal expectations. I am satisfied with the fact that our Youth Exchange took place in such version.
- ✓ In my 'Application Form Youth Exchange, LOG IN TO LIFE!' I mentioned that during participation in the project I would like to gain/improve these main competencies: 1. Networking and communication skills. 2. Language skills. 3. Problem-solving skills, collaboration with a group of diverse people. 4. Team



management. 5. Creativity. According to my experience in Zakopane, I confidently say that I met all my expectations. It was great time, when we could really develop ourselves!!

- ✓ Fully! I wanted to share my knowledge about labor market with other youngsters, learn something new and develop my skills. All reached!
- ✓ Yes. I met a lot of inspiring people, who pushed me to look for my way in personal and professional life.
- ✓ Yes, it was great opportunity the develop my skills.

### **Which session made the biggest contribution to your development process and how?**

- ✓ Meeting with the headhunter because I got a lot of information that will be useful to me in the future.
- ✓ Lessons about business plan.
- ✓ Meeting with headhunter.
- ✓ I liked workshop with headhunter about CV and job interview, so I'd like to implement this in my future life. Also the activity Who are I? was really personal and somehow deep, so it was interesting to open yourself and other person.
- ✓ I think that the best for me was session "Who am I" because I broke my fear and I told someone else about myself.
- ✓ In my opinion the biggest contribution in my development process made meeting with professional headhunter. Earlier I didn't know who is this, now know many useful information which will be useful to me in the future.
- ✓ Who are I?
- ✓ In my opinion activity named "Who are I" because this topic opened me to get know more about myself.
- ✓ The biggest contribution to the process of my development was made by the lesson in which we have created business plan because it will be useful in the future when opening my business.
- ✓ Session Analysis tree made the biggest contribution to my development, because actually I know that to fix problem we have to start from reasons and end to consequences.
- ✓ Activity "Who are I?", because I could share my feelings and experience. The person with whom I was talking made me more confident and motivated.
- ✓ There was important information about the labor market and the creation of own CV.
- ✓ Talk with headhunter and who are I.
- ✓ About "How to create a CV" and meeting with a headhunter. "Who I am".

- ✓ Session "Headhunter workshop" made the biggest contribution to my development process. I learned a lot about interviews.
- ✓ The performance of a Head-hunter became an exciting experience for me, as I've got to know "the way of thinking from the other side", the direct employer's preferences. Now, I can feel comfortable with the needs of employers and be well-prepared for the future endeavours.
- ✓ All together, every day, step by step, we learned something new and developed ourselves. It was a very interesting meeting with the headhunter, because she talked about the other side of the labor market.
- ✓ This one with CV, because it will help me a lot in the future.
- ✓ Headhunter workshops.
- ✓ In my opinion session about writing CV was the most interesting and useful for me, because I want to study abroad. I am feeling more confident now having some knowledge and remembering some tips about how to write Curriculum Vitae.
- ✓ Meeting with Headhunter, cultural and folk evenings, team-building activities, everyday evaluations and cooperation in teams. Because of the mentioned before, I improved my competencies and gained a new ones.
- ✓ All of them were equally great!
- ✓ Headhunter workshops, because we could see different perspective, how employers are looking for us, when we are entering labor market.
- ✓ Business plan making, because I always wanted to start something on my own, but never known how to deal with this.
- ✓ Dragon Den, because I could get a lot of useful skills.

**Which new competences (skills, attitudes, knowledge) related to the topic did you gain during this Youth Exchange?**

- ✓ I improved my English, met new people and increased my knowledge.
- ✓ We learned things like writing a CV, creating a business plan and working in a group.
- ✓ How to position myself in the labour market.
- ✓ I definitely improved my spoken English, learnt some Polish words and got to know Polish culture. Also the information about labour market, finding a job and CV will be helpful for me. I hope I become more open and not so shy.
- ✓ I learned how to make a good CV and how to prepare yourself for an interview. Also I learned how to find a job what will be very helpful for me in the future.
- ✓ New experience of Labor Market and improved my English skills.
- ✓ Team building.
- ✓ I improved my language skills and I become less shy.

- ✓ During this Youth Exchange I improved my English skills and completed my knowledge of the labor market.
- ✓ Now I know how to present myself in a good way during job interview, that Labour Market is giving us a lot of opportunities to find employment and if we are looking for a job we should contact with headhunter, who can help us in finding position.
- ✓ I became more open and improved English skills. I learnt how to create CV, how to prepare for a job interview and how to create my own business plan. I found out more about headhunting and labour market in general.
- ✓ Got a lot of information about the labor market; overcame the language barrier; learned to work in the team; how to create your own project.
- ✓ I learnt some information about labour market and became more confident.
- ✓ How to create a successful CV, business plan, how/where I can find a job (a job of dream), how to behave at the interview.
- ✓ Confidence, team-working.
- ✓ I really adore those ice-breakers and other stuff, related to Labour market.
- ✓ Some stereotypes about headhunter's work were destroyed, I found out more about LinkedIn, I was able to better understand my benefits and got a lot of motivation and new ideas.
- ✓ How headhunters work.
- ✓ English skills.
- ✓ I have gained new competences during my participation in Youth Exchange. Now I am having new skills in writing CV, in solving problems during activity of making "Problem tree" and new useful knowledge about labor market, headhunters, etc.
- ✓ I developed a more open, active, and creative attitude. I explored new opportunities and possibilities on the labor market and beyond. I became aware of actions and indicated entrepreneurial ways of turning ideas and concepts into reality. I discovered myself, found my weakness and strength. Last but not least, I discovered a new culture, people, friends, beautiful places, experiences and some of the best memories of my life.
- ✓ Especially soft skills which are very important on labour market nowadays.
- ✓ Auto-presentation skills, managing the time and matters of change in group work.
- ✓ Business plan writing, combining different elements that can influence us on labor market.
- ✓ I gained a lot of skills which I can't get through formal education.

## **How will you use these newly acquired competences (knowledge, skills and attitudes) in your future widely understood activities?**

- ✓ They will be useful to me at school and during entering the labor market, as well as in self-development.
- ✓ I will use these skills in finding a job and communicating with other people.
- ✓ In my future job searching process and, maybe, making own business. Even, in organisation youth projects by myself.
- ✓ I'll use this knowledge to search for a job and to create my CV and LinkedIn profile. I'll also use communicative skills and cultural experience, when I'll travel and make conversations with other people from all over the world.
- ✓ For example now I know how to find a job so it will be easier than before this project, and when I will get a chance to introduce myself on interview I'll know how to do it in a good way.
- ✓ I will use these newly acquired competences while searching for a job in my future.
- ✓ As Headhunter said "communicative English skills are very important to look for a job". Also I want to say that I'm good prepared for job interview.
- ✓ I will definitely use the newly acquired competences in my future work and share them with other people.
- ✓ I will use this knowledge in soon future during jobs interviews, correcting my CV, being part of a team, working as a leader or preparing my own project.
- ✓ I will know how to prepare for a job interview, how to be more attractive on the labour market, how to find a job and how to present myself in every situation.
- ✓ I want to create my own project.
- ✓ It will help me in my future profession.
- ✓ In the future, when I will be searching for a job and also I will share all this information, knowledge, skills with others!.
- ✓ In job searching.
- ✓ This knowledge gave me a good background for the future job interviews.
- ✓ I am now looking for a new job, and so this knowledge will help to find job what I really like to do. Also, since I am engaged in social activities in NGO, I will be able to spread this knowledge to young people.
- ✓ Writing CV will use it when I'm going to look for a job.
- ✓ I will use all my new competences in my future activities at university, in volunteering. I am a member of self-government at my faculty at university and I will use my knowledge about labor market in making some vocational guidance presentations for students.
- ✓ With this knowledge, I am going to improve gaps where needed and become more confident in my actions. I am going to use new competencies in my daily performance at work with applicants, colleagues and with my network of people.

- ✓ I will use those skills on the labour market – to develop my carrier path and chance to get better job.
- ✓ I am more aware on how to behave to develop and promote myself on the labor market, so for sure I would use this broaden awareness to improve my chances and find a job.
- ✓ I would like to start my own company and become more successful on the labor market.
- ✓ I get a lot of knowledge about labour market and skills which help me there.

**Do you feel more able to influence your closest environment? Please explain why or why not?**

- ✓ Yes, this project helped me a lot.
- ✓ Yes, the Log In To Life project helped me a lot.
- ✓ Yes, I understand how to work with people in one team.
- ✓ Yes, because I'm able to explain some features in Polish and Ukrainian labor market, help others to find a job or to prepare yourself for job interviews. All young people will be interested in the activities in which we took part, so I'll try to tell them about our activities and workshops.
- ✓ Honestly, I don't know it yet but I'll try and then we will see.
- ✓ I think so, because I can tell new information to people which earlier they didn't know.
- ✓ No.
- ✓ Yes, because I'm less shy than I was before.
- ✓ I feel more able to influence my immediate environment because thanks to the acquired skills and knowledge about the labor market during the Youth Exchange I will be able to pass them on to others.
- ✓ Yes, I became more confident and open minded, in easy way I can share with people my experiences and knowledge, which I got during this project.
- ✓ Yes, because I can share with people my experience and knowledge. I can give them something from me and teach them something that they may not know e.g. some things about headhunting or how they can present themselves in a good way.
- ✓ I was very much motivated by the work in the team and in general information about it all.
- ✓ Now I understand that I am part of a society that can change something.
- ✓ Yes, I'll try to change it somehow.
- ✓ YES, I will share with all this information, knowledge, skills with others!
- ✓ Yes, because I feel more confidently, I know a lot about job.
- ✓ Yep, as always.



- ✓ Yes, because the more knowledge and skills we have, the easier it is to defend our point of view. It gives the opportunity to influence the environment and gradually change it.
- ✓ Yep.
- ✓ Yeas at all.
- ✓ After the project I become more confident, because I had an excellent opportunity to see that I was able to realise all my thoughts in real life. I mean that our activities send me to understand that I can do something and how to do it in the best manner. So, now I think I can influence my closest environment stronger.
- ✓ Definitely yes. After my participation in 'Log in to Life' project, I got motivated and found inspiration to contribute more to myself and society.
- ✓ Yes, I can influence on my environment more, because I am more self-confident.
- ✓ Yes, I know more, so I can share it with my friends and peers.
- ✓ Of course, because I can help my friends with the knowledge and experience that I gained.
- ✓ Yes.

### **Additional comments from participants:**

- ✓ This project was fantastic.
- ✓ The whole project was fun for me and taught me many things.
- ✓ Thanks for everything! It was awesome!
- ✓ Thank you for this precious time in a beautiful place with amazing participants and organizers.
- ✓ Everything was great and I've never seen such a good project organization. I am very happy that I could be a part of this event.
- ✓ Yes.
- ✓ I want to say thank you for such good experience for me and it was a pleasure to be part of your project. I will remember those days forever.
- ✓ This project gave me really useful and important knowledge in normal life. I feel motivated to work or looking for a job, I really appreciate the work of the organizers.
- ✓ Thank you for amazing and unforgettable experience! Everything was good prepared and I am really glad that I could be a part of this project!
- ✓ You make a huge contribution to society. Thank You for Your hard work!!!!
- ✓ It was great project with cool participants and responsible organisers.
- ✓ Thanks to the organisations for this opportunity, this new knowledge, new skills...

- ✓ Thank you for all your eagerness, your hospitality, for great mood and unforgettable 10 days on the project.
- ✓ It was a good start to my new life:)
- ✓ To sum it up, I can say that it was worth it. I have a huge respect to ECIM and Polish hospitality!
- ✓ Thank you for such valuable experience, rich days and unforgettable memories!
- ✓ No more to add.
- ✓ Thanks to organizers.
- ✓ Thank you so much for the tremendous work has been done and for the opportunity to participate in this project!
- ✓ Thank you one more time!
- ✓ It was great!