

Project funded by the European Union within the framework
of the Erasmus+ Youth Programme

YOUTH EXCHANGE

EMPLOYMENT4YOU(TH)

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FINAL EVALUATION

NARRATIVE REPORT

19 – 28 AUGUST 2017

ZAKOPANE, POLAND

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of the Erasmus+ Youth Programme

TABLE OF CONTENT

TABLE OF CONTENT	2
PROJECT BACKGROUND	3
LIST OF PARTICIPANTS	5
PROGRAMME' ELEMENTS DAY BY DAY	7
DAY 1, AUGUST 19, 2017	7
DAY 2, AUGUST 20, 2017	12
DAY 3, AUGUST 21, 2017	20
DAY 4, AUGUST 22, 2017	25
DAY 5, AUGUST 23, 2017	32
DAY 6, AUGUST 24, 2017	35
DAY 7, AUGUST 25, 2017	42
DAY 8, AUGUST 26, 2017	46
DAY 9, AUGUST 27, 2017	50
DAY 10, AUGUST 28, 2017	56
ANNEX 1 – SUMMARY OF ONLINE EVALUATION FORMS	59

PROJECT BACKGROUND

The project “Employment4You(th)” is a response to the existing needs of the youth sector, whose representatives of 8 organizations from Bulgaria, Croatia, Germany, Italy, Poland, Romania, Slovak Republic and Spain declare their will of contribution to improving their and their peers’ situation in the labor market through joint action within the framework of the project and after its implementation, through the development of local communities and the transfer of acquired knowledge and competences to other youngsters.

Each organization, in frames of the project was represented by a group of 5 active volunteers, including 1 leader per group – giving a total number of 40 participants from 8 countries of the European Union. Young people involved in the project implementation are at the beginning of their career – choosing a course of study, studying, who complete the study this year or who have completed it in the last 2 years. 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. They all recognize the need and will to develop competences related to the functioning of the labor marker and creating conscious carrier, as well as broadening horizons, finding out new attitudes and looking for personal development, participated all together in international Youth Exchange under Erasmus+ Youth Programme.

“Employment4You(th)” provided one main activity called *Take a chance – Best time is now!* which took place in Zakopane in dates 19–28.08.2017 (+ travel days). 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.

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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 future in their own hands, contributing to the development and improvement of life prospects in nowadays realities of changing Europe;
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 present Poland and Polish society as an example of openness for pragmatic development of cooperation, including economic relations;
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;
10. To activate and stimulate young people's creativity.

Results:

1. Increasing the employment and the effective functioning of the labor market opportunities for participants;
2. Development of competences, including soft skills and practical skills associated with creating own career pathway;
3. Construction of a group of open, active and creative young people;
4. Increasing the awareness of participants about the various possibilities, as well as their potential (self-esteem, self-confidence, etc.);
5. Acquisition of new knowledge and experience related to developed attitudes, including widely understood entrepreneurship;
6. Promotion of language learning, non-formal education and Erasmus+;
7. Development of friendly multicultural environment based on mutual dialogue and understanding.

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LIST OF PARTICIPANTS

No.	Name & Surname	Country	Sex	Organization
1.	Sibel Amisheva	Bulgaria	F	Bulgarian Youth Community 
2.	Desislava Borisova	Bulgaria	F	
3.	Kalina Chtereva	Bulgaria	F	
4.	Iskren Nikolov	Bulgaria	M	
5.	Antonio Yordanov	Bulgaria	M	
6.	Jasmina Bošnjak	Croatia	F	Ocean Znanja 
7.	Megi Paus	Croatia	F	
8.	Ivan Paćin	Croatia	M	
9.	Jakov Topolovec	Croatia	M	
10.	Jasmina Vecerić	Croatia	F	
11.	Svetlana Antonova	Germany	F	Jubuk 
12.	Dawid Köhler	Germany	M	
13.	Alexandra Padolnaya	Germany	F	
14.	Dave Merkel	Germany	M	
15.	Luis Antonio Schneider	Germany	M	
16.	Gulia Calabrò	Italy	F	Futuro e Progresso 
17.	Carlotta Gradin	Italy	F	
18.	Giulio Sarti	Italy	M	
19.	Virginia Spito	Italy	F	
20.	Francesco Ventre	Italy	M	
21.	Katarzyna Bojkowska	Poland	F	European Center for Youth Initiatives 
22.	Karolina Dziunel	Poland	F	
23.	Aleksandra Księżopolska	Poland	F	
24.	Marcin Księżopolski	Poland	M	
25.	Bartłomiej Zajęc	Poland	M	
26.	Andreea Avram	Romania	F	Asociația Young Initiative 
27.	Răzvan Mihai Băcanu	Romania	M	
28.	Andreea-Loredana Bîrgovan	Romania	F	
29.	Florin Ciobanu	Romania	M	
30.	Ana-Maria Raducan	Romania	F	
31.	Robert Bobor	Slovak Republic	M	Slovak Youth for Travelling, Education and Volunteering 
32.	Diana Hlaváčová	Slovak Republic	F	
33.	Laura Mačejková	Slovak Republic	F	
34.	Miroslava Mačejková	Slovak Republic	F	
35.	Anna Mojžišová	Slovak Republic	F	

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36.	Rafael Cerrillo González	Spain	M	Asociación Juvenil Intercambia 
37.	Lucía Hernández Sanchez	Spain	F	
38.	Adrián Pérez Ruiz	Spain	M	
39.	Paula Rustarazo Garzón	Spain	F	
40.	Álvaro Trujillo Penas	Spain	M	

PROGRAMME' ELEMENTS DAY BY DAY

DAY 1, AUGUST 19, 2017

SESSIONS 1 & 2: WELCOMING, PROJECT INTRODUCTION, METHODOLOGY AND FIRST COMMON TASKS

Objectives:

- To introduce the project, methodology, useful tools (such as Youthpass and Europass CV) and agenda in details;
- To deal in a group with fears and expectations about the project;
- To establish in common rules.

Activities:

1. Official introduction to project – programme and methodology



Time dedicated for the formal and informal welcome of participants, as well as introduce, explain and describe all the details of the project and its main objectives. All of those elements had a purpose to let young people involved in the project 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 next 9 days of the *E4You* Youth

Exchange. Introduction contained also part dedicated to methodology and explanation of all the approaches used during activities, so learning through challenges, experiential learning (Action–Experience–Reflection–Conclusion–Action), holistic approach (Knowledge–Experience–Competence), diversified education and personal contribution, as well as responsibility for education. Another part was focused on Zakopane and Poland – in general, to present its characteristic points and to show young people the diversity of Polish culture, letting them be aware where are they and how the nearest surrounding looks like.





2. The idea of Youthpass

During this activity, coordinator introduced the idea of the useful tool in the field of European project, which is Youthpass. This document, being the result of complex evaluation, allows participants to follow the whole learning process from the beginning up to the end of the project. Showing its importance in the personal development, young people could notice how much depends on them, what helped them to take responsibility for their own learning process.



Task: To exchange experiences about Youthpass and evaluation process in general.
Aim: To get familiar with this instrument in order to use it for self-evaluation in the next days of the project.

3. 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, such as: fear of using English, to get bored, to not to use time in effective way, to not to present themselves in best

possible way or to be considered too serious. Among expectations, we found the will of making new friendships, to open and develop oneself, to be the real part of the team, to get the idea for the future any many more. Fortunately, already after the implementation of the Youth Exchange, we can say that we avoided most of the fears and fulfilled most of expectations.

Task: To find fears and expectations according to the project and in general.
Aim: To deal with the prejudices and express expectations aloud, what helped participants to be aware of them, to break barriers among unknown people, to make the closer connection with the rest of participants.



4. 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 *E4You* Youth Exchange. Establishing 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.

Energizer – “Train of the love”



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”, 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 and 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.


SESSION 3: FIRST ICE-BREAKING GAMES

Objectives:

- 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.

Activity:

1. 3-integration-task set

 Participants individually or divided into first mixed groups, took part in 3 activities: “My name for the same letter as the word which describes me the most”, “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 were going to 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 will to do so.

Task: To open for others.

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



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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 of non-formal education (Youthpass), as well as all the specific methods, as learning through challenges, holistic approach, learning by doing, diversified education, etc. 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 establish rules which everyone has to follow during the time spent together, 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 a huge effort in doing it.

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DAY 2, AUGUST 20, 2017

Energizer – ‘Guess my name immediately’



During this short activity, participants had a task to show how many names they remembered from yesterday’s workshops. They had to do it in a 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.

Task: To remember team-members’ names better.

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

SESSIONS 1 & 2: ICEBREAKING & TEAMBUILDING

Objectives:

- To continue getting to know each other on individual and group level;
- To break still existing barriers and to strengthen team-building process;
- To create friendly environment of mutual understanding;
- 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. Fruit game



Participants were divided into two teams and each of them received the instruction to the fruit game. Each fruit gave the group different amount of points, cannot be used one after another and have to be transformed from one point to another, 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. The winning team was this one which scored the biggest amount of points in declared time.

Task: To score the biggest amount of points as a team.

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.



2. Mission (im)possible



Working as one big team, young people had to accomplish 12 different tasks in 40 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, dancing etc. All of the tasks were based on cooperating in pairs, smaller groups or with everyone at the same time.

Task: Make a strategy and prepare plan including given conditions – possibility to work under time pressure in new multinational 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.



SESSIONS 3 & 4: MUTUAL UNDERSTANDING THROUGH JOINT ACTION

Objectives:

- To break last barriers;
- To continue getting to know each other on individual and group level;
- To work more on mutual understanding;
- 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.

Activities:

1. Instinct in the cage

Activity which had a purpose to show young people how differently we can react in everyday situations. Participants received only balloons, pens and their task was to take care about their own balloon. The winner was the person who let his/her balloon survive as long as possible. Starting to attack each other, participants finished the task in not more than 2 minutes and nobody stayed with the balloon at the end. This way we could discuss about possible solution and see that we always have other option to choose – everything depend only on us.

Task: To take care about balloon, to try to convince group to follow better idea.

Aim: To let participants think on their own behavior and its motivation, to learn that not always going with the main tide is the best idea.



2. Team work: Entrepreneurship? Labour market? Let's define! – creative brainstorming



On the beginning of this activity participants were divided into international 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 part of the word. 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 definitions, using chosen key words. At the end, every group presented own built definition and then the rest of participants had time for questions and discussion about different ideas

and about their common work results.

Task: To find as many associations to entrepreneurship and labour market as possible, to build 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.

Outcomes:

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

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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?

- The pictures and scenery;
- Sharing a room with people from different groups;
- Delicious meals;
- Funny energizers;
- Philosophized idea behind the balloon game;
- Honey;
- Cooperation games;
- Team building;
- Fruit workshop;
- Balloon workshop (aim) – two times;
- Breakfast and food in general;
- Group spirit;
- Soup – tasted good ROSÓŁ;
- People – amazing and friendly;
- Balloons – learned while playing;
- SUN – warm;
- Interacting with people – it's fun;

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- New experiences – useful;
- Fruit game – teambuilding was funny and creative task;
- Trying the balloon game twice! – reflection and changing way of thinking;
- Onion couple game yesterday;
- We are stronger in a group!;
- Food – much better than on other projects;
- Methodology – easy to understand, to follow, interesting;
- Organizers and participants – creating great atmosphere;
- The shop Lewiatan;
- Preparing the meal;
- Balloon game;
- Lunch;
- Counting in Polish;
- Long term games;
- Workshops in small groups;
- Honey;
- Constant change of team members;
- Distraction of the rain;
- ORGANIZATION.

What did we learn?

- Bora-bora and Tapa Tapito – Tapoo thing;
- Youthpass;
- Meeting and getting to know new people;
- To listen to each other's opinions more carefully;
- Looking for better solutions;
- Thinking before acting – balloons!;
- Team building!;
- Counting to 8 in Polish;
- Diversity value;
- Different language workshops;
- Respect others;
- Finding good in people (balloon workshop);
- Take care of your balloon;
- About different cultures;
- Teamwork;
- Working in a group;
- There's no chicken in Polish chicken soup (?);
- Learned the Kissing Killer game;
- Polish members & food;
- How to work in international group;
- How to pop balloons;
- How to be patient and make a brain-storming discussion;

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- How to overhear other groups interesting ideas and use it;
- How to find advantages of other people;
- Moral lesson;
- About self-control and self-motivation;
- Understand some nations;
- Secretly kiss people;
- How to save your balloon;
- Similarities between different languages.

What would we like to improve?

- Longer breaks for personal needs;
- The memory game was too long and kind of boring;
- Making breakfast time from 8:00 till 10:00;
- More complex tasks (not primary school level like crossword making or associations);
- More appreciation of our work;
- Cleaning;
- Respect when other are talking;
- Respect RULES;
- Weather!;
- Different fruit options;
- Warm up hotel's rooms;
- Effectives during workshop (explanation of workshops' aim);
- Trash separation (plastic/paper...) – eco-friendly ☺;
- Weather;
- Think before we act – for all people (balloons);
- Taking care of other people's belongings!;
- Be quieter in the group, we can't hear;
- Knowledge about environment (=Zakopane);
- Meeting locals!;
- Don't be afraid to explain things/words;
- Breaks could be a bit longer or we can eliminate coffee breaks and make one longer lunch break;
- Better speakers;
- Participants should be better organized with break/time – don't be late!;
- Punishments for being late;
- Lesser name games;
- More talking on different languages;
- More learning about the topic;
- The weather ☺;
- Free alcohol;
- Powerpoint karaoke;
- Everything is great!

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The activities of a Youth Exchange so far, thought us about labour market in non-formal way of education. We also enjoyed the activities with balloons because it thought us that to protect doesn't meant to attack. We love Zakopane – nature, surroundings, food was also delicious but we want to improve a weather ☺ Maybe it would be nice to have dinner same as lunch (like cooked food) because it is too small portions. However, it is fund to do all the activities and people here has a really good sense of humor, it would be nice to have shorter coffee breaks and one long break to rest or doing something we like/want.

P.S. We learned that we need to improve blowing a balloon. ☺

1ST CULTURAL EVENING: CULTURE OF EASTERN BALKANS



Evening prepared by young participants from Bulgaria and Romania during which others had an opportunity to see different presentations, prepared brochures, see traditional dances, try local and national cuisine (brought, but also made just before the evening!), as well as play prepared games and take

part in competitions with the topic “How much You know about our country?”. All elements were made taking into account possibility to involve all other participants and presented in public what was additional challenge for participants who again extended their comfort zone.



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DAY 3, AUGUST 21, 2017



Energizer – “How to ride on a horse”

Participant, standing in a circle had a chance to learn how to ride a horse – without horse. One person showed the moves and the rest was following him, repeating them and changing while needed. It gave participants a lot of fun, energized them and stimulate creativity for the next parts of the day.

Task: To make group movements and move a little in the morning.

Aim: To energize group, to stimulate brains for next activities.



SESSIONS 1 & 2: MINI-WORKSHOPS PROVIDED BY PARTICIPANTS

Objectives:

- To stimulate creativity;
- To challenge participants;
- To learn different elements about labour market in different countries;
- To let participants strengthen interaction within the group by themselves;
- To give a chance to turn ideas into action;
- To empower young people for future initiatives.

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Activity:

1. Series of mini-workshops provided by participants



Participants, working in their national teams, implemented earlier prepared mini-workshops dedicated to the situation of youth on the labour market in their countries, providing short sessions. Form of workshops was not limited, what let young people participate in diversified activities based on fulfilling different tasks related to reading, speaking, repeating, writing,

acting as well as on drama performances.

Task: To implement own mini-workshops and let others spend time in interactive way.

Aim: To stimulate creativity, to empower self-confidence and entrepreneurial spirit among participants, turning ideas into action, to strengthen feeling of shared responsibility for passing process of development.



SESSIONS 3 & 4: FINDING SOLUTIONS FOR IN COMMON PROBLEMS

Objectives:

- To analyze existing problems and needs of young people concentrating the most on the field of labour market;
- To exchange ideas and experiences;
- To find out what is Tree Model Analyze method;
- To share experiences;
- To discuss openly.

Activities:

1. In common problems – the same solution



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. Each team discussed about own experiences and situation on that field in their countries. 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 possible



solutions of underlined situations. 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 familiarize with the Problem Tree Model, to find and define biggest problems of youth on the labour market and because of that to concentrate more on it during next days of the project.

2. Team work: creating a catalogue of good practices



Activity during which participants, working as one big team and basing on the previous activity, using the method of group discussion, were talking all together and trying to find key elements of each problem underlined before. This way, participants discovered its main characteristics and created catalogue of good practices which we can take to improve the situation of youth

on the widely understood labour market. Young people also found out that they play the biggest role in that field and how their future will look like stays in their own hands.



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Task: To discuss within big team about good practices in the field of youth situation improvement.

Aim: To create space for sharing ideas and experiences and on this basis to make the catalogue of good practices.

Outcomes:

Sessions dedicated to implementation of mini-workshops prepared by participants, built their self-confidence and let them be in the role of facilitators, trainers, giving unique experience for future initiatives, as well as activities related to project results dissemination. Groups involved in particular actions in the form of tasks based on reading, speaking, repeating, writing, as well as drama performances, could practice their skills and at the same time to think more and compare the situation on the labour market in partner countries. Sessions 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 different countries and compare it with realities in participants' closest environment. Thanks to that, young people have now wider view on the European market, 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?

- We enjoyed Bulgarian-Romanian night and we are excited to do another cultural night;
- Lunch was amazing;
- Going to the mountains;
- Cooking with the Polish ladies;
- Lunch;
- Morning workshops;
- Fruitful discussion.

What did we learn?

- The situation on the labour market in other countries;
- The Problem Tree;
- That salty and sweet food sometimes go well together;
- How unexpected rain can be;
- People are important;
- Differences between countries.

What we would like to improve?

- More free time to explore the nature!;
- No more group hugs (for some of us);
- Different breakfast;
- Weather;
- More energizers;
- More music between workshops;
- Try to make bone fire;
- English breakfast maybe;
- We are happy.

DAY 4, AUGUST 22, 2017



Energizer – ‘Sculptures gallery’

During this activity, participants had 2 roles: first team was artists and second – monuments. First ones were creating their masterpieces by giving to colleagues in front of them positions, moves and sounds. This way in each of 2 rounds 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.




SESSIONS 1 & 2: INTERCULTURAL LEARNING & GETTING TO KNOW MORE ABOUT OURSELVES

Objectives:

- To make everybody more sensitive on intercultural aspects;
- To continue getting to know each other on individual and group level;
- To understand different cultural environments in practice;
- To see the importance of effective communication, not only verbal one;
- To analyze identity and concentrate more on personal issues;
- To exchange experiences with others.

Activities:

1. The Dardians simulation game



Participants divided into 3 groups took part in simulation game about meeting between 2 cultures during which they had to find the key elements to understand foreign cultural behavior while analyzing consequences of different situations and gestures of the other nation. Engineers thinking in their way, knowing some aspects, had to explain how to build a bridge to the group of Dardians – some nation with unknown habits, having limited time and resources, as well as completely different cultural backgrounds. Last group – the “experts” were responsible for observing and thinking about conclusion, which they gave to everybody at the end of the session.

Task: To create environment of different cultures, behaving according to own rules and to find the way to

communicate effectively in order to build the bridge together.

Aim: To sensitize participants on the issue of cultural barriers and differences and the importance of effective communication.

2. 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.

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3. Sharing experiences with others – work in pairs



Participants divided themselves in pairs and using sheet of paper with identity from the previous exercise, seeing the experience of the person in front of them, were discovering more about their interlocutors. 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.


SESSION 3: CV WORKSHOPS

Objectives:

- To think in a group 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.

Activity:

1. 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. 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 doubt should be in the good Curriculum Vitae, such as contact details, experience, education, 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 intercultural learning, concentrating on group, as well as personal level, gave participants a lot of learning outcomes, starting with being more open for different cultures, 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 systemize 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. The whole 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?

- Free time to explore!;
- The “Who are I?” game;
- The Derdians game;
- The Zakopane trip!!!;
- The CV discussion;
- The food was interesting and tasty;
- We are happy with our free time because we finally charged our batteries;
- More free time for sport and personal activities;
- The concept of the bridge game;
- Energizer;
- The thoughts which followed;
- The mountains;
- The sun game;
- The organization as a whole;
- Last night at the city was a great experience;
- Sun reflection game was really cool (still talking about it);
- Simulation game was great (not too long or too short);
- Seeing & comparing CV's;
- Sport time;
- Trip to the mountain;
- The game in the morning;
- Going to the city to the club;
- Bigger break (improved our efficiency);

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- Morning workshops;
- Longer break;
- CV workshops.

What did we learn?

- Today we learnt that a communication is more important than implementation;
- We learned how to make a perfect CV and what is the most important thing while making it;
- We also learnt about ourselves and others!;
- Several points on CVs;
- A lot about us & on other person (sun);
- Not to stereotype people;
- How different CV works in different countries;
- How to make German potatoes salad;
- Foreign language;
- How to make a good CV;
- Language is not a border;
- Shouting;
- How to create better CV;
- About HR work;
- How good CV looks like;
- We increased our cultural awareness;
- That there are no rules how to make CV, it depends on work you apply for.

What we would like to improve?

- Maybe a little bit more free time, like today;
- The balance between games & discussion;
- More practice on CV's;
- Weather.

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2ND CULTURAL EVENING: CULTURE OF CENTRAL EUROPE

Evening prepared by young people from Croatia and Germany during which other participants had opportunity to see presentations and movies about countries, traditional dances, try local and national cuisine (a lot of great food brought by Croatian participants and freshly made by Germans), as well as play prepared games. All



elements were made taking into account possibility to involve all other participants and presented

in public what was additional challenge for participants who again extended their comfort zone.



DAY 5, AUGUST 23, 2017

SESSIONS 1, 2 & 3: CITY GAME – FIND YOUR JOB TODAY!

Objectives:

- To have new challenges and speak with random people on the streets;
- To interact 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 small 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 the city of Zakopane. Additionally, they had to visit Labour Office, asking for the job 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 and also existing possibilities for Youth, people speaking foreign languages, 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 in the city centre.



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

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.

2. Presentation of city game results



Participants after city game and preparing themselves for presentation in mixed teams, showed results of their work in front of others, explaining context, describing people, giving received information, sharing their experiences and impressions during discussions with the rest of groups.

Task: To present results of the work done during the visit in the city.

Aim: To practice presentation skills, to practice different languages, to share ideas and impressions in public.



SESSION 3: 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 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 and the name of the company, 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 future employer. Given professions were different – starting from the recruiter, through IT specialist, graphic designer and photographer up





to the lawyer and TV presenter, so the task was challenging, but also this time the creativity of the participants overcame the expectations.

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 time the CV needs some time to be prepared in the appropriate way.

Outcomes:

Focusing on working in international teams in the city centre, 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, digital skills while doing photos and preparing photo- or video-relations, as well as presentation skills while presenting the results later on in front of other participants.

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.

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DAY 6, AUGUST 24, 2017

Energizer – “Bridge of Trust”



Participants, sitting in the circle, were laying down on each other's knees. In meantime 2 volunteers, who stayed in the middle of the circle, were taking out next chairs, making the whole process harder and based more on participants than on wooden pillars. Activity based on the trust, built between participants during previous days. Its operational target was to keep the bridge up without chairs.

Task: To lay down on knees of person behind and keep person in front on our own, without chairs below.

Aim: To build unlimited trust in the group, to energize the group.

SESSIONS 1 & 2: DEVELOPING AUTO-PRESENTATION SKILLS

Objectives:

- To improve self-confidence and ability of public speaking;
- To develop self-awareness of participants according to their strengths and weaknesses;
- To practice job interviews environment behavior;
- To stimulate each other;
- To practice negotiation skills.

Activities:



1. Let's practice our auto-presentation skills

Starting with the discussion in smaller groups, participants thought about the most important elements of good presentation. Analysing different aspects of job interview, such as way of behaviour, dress-code, what to do and what better no, after finding few ideas, we came up to the discussion about this issue. Exchanging different points of view and habits followed in different countries, young people together created the list of useful tips to have in mind while searching for a job.



Task: To concentrate on the topic of presenting as the employee on the job interview and in general – during different presentations.

Aim: To raise the self-awareness and self-confidence of participants, to let them invent useful tips to use them in the future career.

2. Negotiation as part of good auto-presentation



Short exercise concentrated on negotiation skills. Participants had a task to talk with the partner in front of them and try to sell as many computers in wholesale as possible. On the other side we had a businessman who really needed to buy them, so the point of this game was to find a conclusion to let both partners be satisfied and earn the biggest amount of money/profits/computers.



Task: To negotiate the price and amount of computers to sell/buy among two businessmen.

Aim: To practice negotiating skills, to let participants see the metaphor of the labour market where everybody should be able to “sell” himself/herself (present and attract others) in the best possible way.



Energizer – ‘Giants, dwarfs and knights’

Participants working in 2 teams, had a chance to, through a group decision-making process, choose strategy for one of 3 characters, to become prepared for next round of competition. Game basing on traditional game ‘rock, paper and scissors’, but giving a lot of fun, energizing participants, with elements of team work process.



Task: To make group agreement before each round and to win the competition.

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

SESSIONS 3 & 4: HEADHUNTER WORKSHOPS

Objectives:

- To show participants the job of recruiter/headhunter from inside and let them realize that those people are also humans;
- 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. 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 recruiter, personal consultant and headhunter in one. During his presentation, Kamil showed *E4You* participants – among others – the difference between internal and external recruiter and



their 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 the profession and company, what we can expect from our future employer in the field of given information, feedback and much more. 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 him 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” pay attention, to exchange ideas and points of view, having the possibility to consult them with the recruiter.

2. Time for practicing our newly acquired knowledge



Short exercise having as an aim the use of newly acquired skills, taking into account the tips given by the headhunter. Participants were working in groups of 3 where one person was asking the question, suggested by the professional recruiter, who was the leading person in this workshops, the second one was answering it and the third was the observer,



trying to catch small elements which influence on the perception and then present them to the respondent. At the very end of each round, the recruiter was showing the short movie with the “proper” way of answering to each of the questions. This way young people learnt a lot in the field of good way of behaving, trying to control their movements, putting the experiences in proper words and talk in desirable way.

Task: To practice newly acquired skills according to the job interviews topic.

Aim: To give participants the opportunity to use the theoretical knowledge in practice, to correct made mistakes just after doing them, to improve communication skills.

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Objectives:

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 then work on their skills in pairs, trying to present themselves in best possible way. This time allowed them to give some advices to their peers, according to experience they had. Concentrating on the key elements of good auto-presentation, they were able to find some new points to follow and implement while searching for a job.

In the afternoon all of those abilities could be confronted with the professional hints of the person who works in the field of recruiting everyday. Firstly meeting and then practicing with the supervision of the headhunter, 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.

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



Summary of Daily Evaluation (day 5 & 6)

What did we like?

- Visiting Zakopne;
- CV creation;
- Presentation by Kamil;
- Headhunter!;
- Creative CV;
- Sun!;
- CV-video;
- Volleyball game;
- Coffee break;
- Dumplings!;
- Kamil! <3;
- Video workshop;
- City game;
- Headhunter workshops;
- Presentation;
- Energizer;
- Creative CV.

What did we learn?

- Interview;
- CV skills;
- Polish market;
- Headhunter was great!;
- Body language & presentation;
- People aren't always satisfied with their job;
- No job in Zakopane without Polish;
- Creative CV;
- Headhunter tips;
- Negotiating skills;
- We improve a lot CV writing skills and interview skills;
- How to behave on interview (useful tips) and prepare for looking for a job;
- How to make creative/proper CV;
- How to find a job;
- About social media;
- How to use social network.

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What we would like to improve?

- Kamil was too long;
- More time for the headhunter presentation;
- Negotiation game was too easy;
- Coffee break after lunch;
- Improve breakfast – more variety;
- More free time and smaller (10 minutes) breaks;
- Change sheets in our rooms, new towels, to clean WC;
- Our CVs;
- More free time;
- Although presentation was interesting, it was a bit too long – more breaks probably.

3RD CULTURAL EVENING: CULTURE OF THE SOUTH



Evening prepared by young Italian and Spanish participants during which we had an opportunity to see presentation about countries, their biggest cities,

curiosities, culture (costumes, dances, traditions) and many more, as well as to take part in prepared activities and try local and national cuisine which was represented by different types of food and drinks. All elements were made taking into account possibility to involve all other participants and presented in public what was additional challenge for participants who again extended their comfort zone.



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DAY 7, AUGUST 25, 2017

Energizer – “Stop and go”



Short activity provided by one participant during which the main task was to go and stop when the guide who was leading the activity said the proper word. On the beginning it seemed easy, but when the guide changed the way of expressing his commands and started to do it in the opposite way, everybody had to start to pay more attention and deal with differences.



Task: To go and stop in the right moment.

Aim: To energize group, to stimulate and try to control both cerebral hemispheres.

SESSIONS 1, 2, 3 & 4: 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 enjoy the nature and being in contact with it, to think deeper about possibilities available for youth;
- To exchange ideas with the peers;
- To think about possible jobs of the future.

Activities:

1. LinkedIn, Salto-Youth and other IT tools supporting youth employment

While using the time spent in the nature, young people had time to work in smaller groups in order to think more, besides of the information received from the headhunter, about useful tools which help youth to be visible on the labour market. 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



Individually or in small groups – depending on the choice of participants, young people received the task to think about their hidden potential, predispositions that they have and would like to use them in the field of professional development. Thinking about possibilities for youth which exist in today's world, as well as taking into account market's needs, future employees could find a gap where they fit and which they – with their will, fresh look and other characteristics they have – can fulfil and be the specialist in the specific area.

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.

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, as well as about those which will probably disappear in few years. 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 in 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.

Objectives:

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. Time spent with enjoying the nature, slowing down for a moment and changing the way of doing things, gave young people an opportunity to work on their own. 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.

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Moreover, young people found out their abilities, hidden predispositions, some unique skills that they have which can help them to fulfil the gap on the market and find a space dedicated for them. Thinking about professions of the future, as well as analysing which of them will probably totally disappear soon, 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.

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 8, AUGUST 26, 2017

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.

SESSIONS 1, 2, 3 & 4: BE A BUSINESSMAN FOR ONE DAY!

Objectives:

- To stimulate creativity;
- To find out key elements of business plans and to get to know how to make it;
- To discuss openly;
- 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 game according to “Dragon’s Den” rules to see the results of previous work in interactive way.

Activities:

1. Business of my dreams

In the first moment, participants had to think about their interests, hobbies that they have. Sharing them with the others, they found their teams, composed of 3-5 people in which they would work together during the whole day. Next small task was 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



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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 discussion facilitated by one person who showed the methods and examples of how the business plan could look like in practice, made their own one. 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.

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 exercise



Challenging activity, during which one person from each team has to present the idea for business in front of jury consisting of 7 people, the idea for a business. Anyway, it was not the traditional presentation, because everybody had just 4 minutes to present the whole view and in this time convince dragons to invest in their company. Each member of the jury had had a certain amount of money and without having the wider view who will present what kind of business, had to decide if he wants to give money or other resources they have to specific 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.

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 international 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 ways – we had short movie, as the advertisement, we had PowerPoint presentations, as well as drawings on the flipcharts or just the photo and 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.



Summary of Daily Evaluation – thoughts of participants given during the group evaluation

Feelings:

- In the morning I thought this day would be really boring, because I don't like to write business plans, but in the afternoon it was really nice to try my strengths in front of the jury.
- I had a lot of fun listening to people's ideas and trying to choose the best one.
- It was really great to implement our theoretical knowledge in practice (we study business administration) and to try to convince people to believe in our idea.
- I liked the fact that not all of the business plans were focused only on making money but also sometimes just to help humans, so it made me feel nice and believe in people.
- In the beginning I liked everything a lot how we were combining all of the ideas, then Marcin's presentation and then our group-work faced the huge problem while discussing. In our group we were just stuck many times – we wanted to do the things related to creativity and art. One person was trying to lead the process and then the others didn't agree on that, so finally we didn't manage to work as a group at all today. But then I really enjoyed being in the jury and judging others. We didn't even finish our project, but other guys put a lot of effort in making those projects – it was amazing.
- I felt really good at the end, even though on the beginning I thought this day will be boring. And when I heard people talking about it, it was really interesting.

Findings:

- All of the projects were really interesting. It was interesting to see how people are creative and what they could invent, but this exercise should be more participative for all of the participants, because mainly the jury was having fun and the others sometimes didn't know what is going on.
- All of the projects were really good, but especially I liked the idea with Smart Home.
- I didn't know anything about business plans, but I really liked it because I learnt a lot of things and it was really nice experience for me (what doesn't mean I'm not going to find out about this topic more).
- For me it was also the first contact with business plans, but I liked it.
- The market research is really important.

Feedback:

- All of the ideas were really nice, but it doesn't mean we are going to be successful in business making.
- I think that some of guys were started really good and then they collapsed with saying wrong things.
- It was really nice to share ideas and I think all of us gained a lot from it. But in my opinion the time for questions after the main presentation was sometimes too long because people who would just have 4 minutes for the whole presentation, would manage their time better.
- You should be ready for the challenging situations in your life – then you are learning a lot and trying to deal with difficult situations in your life.
- I liked the idea for the game and I enjoyed the possibility to play a lot.

4TH CULTURAL EVENING: SLAVIC CULTURES

Evening prepared by young participants from Slovak Republic and Poland. During the first part of the evening, we had an opportunity to see presentation about country, region of Slovak Tatra Mountains, elements of the culture: costumes, dances, songs (sung by Slovak participants!), traditions and many more, as well as to take part in activities and try local



and national cuisine which was represented by different types of food and drinks directly from Slovak Republic, what also showed others how close it is to Poland –

also from the culinary point of view. To continue, Polish participants, in cooperation with folklore group, took the others to the cultural journey through Polish mountains. During this trip we could see interactive and inclusive performance composed by traditional dances, local and national cuisine, as well as play prepared quiz and games.

DAY 9, AUGUST 27, 2017

Energizer – ‘The ZOO’



Volunteers were presenting different animals while others were guessing their choices. Game dedicated to activate participants and show their initiative and creative way of thinking.

Task: To show and guess different animals in creative way.

Aim: To break personal barriers, to energize group.



SESSION 1 & 2: FUTURE IN OUR HANDS – OUR CONTRIBUTION TO THE SITUATION OF YOUTH

Objectives:

- To think about action young people can undertake to improve their situation on the labour market and in general;
- 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;
- To talk more about Erasmus+ and possibilities European Union is giving.

Activities:

1. Erasmus+ discussion

Short introduction to the next activity, during which project coordinator explained and reminded young people how the European sector is working, concentrating the most on the possibilities given by the Erasmus+ program, which participants are able to use whenever they want to. Showing the structure of the program, project application form



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and giving short instruction, everybody got the idea how to do it and what points should they follow in order to successfully apply for the projects in order to have it approved. 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 the Erasmus+ projects in details.

Aim: To show young people opportunities they have, being the part of European Union, 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 European projects really often, young people, working in mixed teams, 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.





SESSIONS 3 & 4: SPACE FOR PROJECT- AND SELF-EVALUATION

Objectives:

- To summarize all the most important elements of the Youth Exchange;
- To remind to each other learning outcomes;
- To reflect and self-evaluate each member's contribution;
- To intensify the process of key competences identification;
- To exchange different ideas and opinions;
- To work on the topic of non-formal education, using articles and columns;
- To write texts which are put in the final *E4You* brochure.

Activities:

1. Preparation of project evaluation in the form of articles and columns writing



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 *E4You* 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.



2. Youthpass as a tool of non-formal education – 2nd part of Youthpass filling based on self-evaluation process



Based on personal impressions, experiences, gained competences and acquired knowledge during the whole project, as well as on group evaluation preparation process, after receiving information about Youthpass certificates (on the beginning of the project and reminding it before this workshops), participants had some time for individual reflection and self-evaluation process. During this activity each person could think about his/her own contribution to the project and improvement of 8 key competences, according to this European tool.

Task: To reflect and self-evaluate process of personal development passed within the project.

Aim: To improve the ability of self-evaluation, to sum up personal contribution to the whole Youth Exchange, to

conclude and prepare the final document, proving the presence and participation in the European project.



Outcomes:

The first part of the day, dedicated for project initiatives development gave young people the possibility to see how much they can make 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, given mainly by the European Union, what developed their self-awareness, as well as made them grow as European 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 depend on them.

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Young people, at the end of the day, got opportunity to reflect on entire seminar and have a look to the different aspects of it, such as logistics, program, facilitation, group involvement, etc. 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 also for Youthpass filling, that was the final part of self-evaluation process, present in the whole project. In the result of this session, most of participants had filled 2nd part of Youthpass.

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/e4you/results/>.

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DAY 10, AUGUST 28, 2017

SESSION 1 & 2: 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 in mixed-international teams, in which they were working during many activities, had an open space to present the results of their common work. Young people got an opportunity to read aloud their columns and articles, as well to present other effects of their teamwork, like show final video-relations. All of those let us realized 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 have a will to do so.



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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.

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.

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SESSION 3: 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, participants had time to discover their Secret Friends. Everyone had to guess, with closed eyes, who is standing in front of him/her and then give this person the Youthpass, saying a final wish to her/him. As a result, each participant got the European certificate 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 Youthpass certificates



ANNEX 1 – SUMMARY OF ONLINE EVALUATION FORMS

Quantitative data

Program Elements	1-7	8	9	9, 2	9, 4	9, 6	9, 7	9, 8	9, 9	10	Level of satisfaction
Practical info about project, program, venue											93,9%
Fears and expectations											90,3%
Ice-breaking & team-building activities In one word about myself Union of diversity Picasso Portrait Establishing common rules Mission (im)possible Touch the ball Fruit Game Instinct in the Cage											94,8%
Energizers Who is this? Bridge of Trust Giant, dwarfs & knights Feel connection and others											93,4%
Labour market? Entrepreneurship? Let's define!											93,5%
Activities related to exchange of good practices and looking for common problems and solutions in different countries											93,8%

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Intercultural Learning – The Dardians			95,3%
Who are I?			93,9%
Activities related to CV CV brainstorming Europass CV Creative CV			92,2%
Outdoor Game – Find Your Job Today			88,5%
Auto-presentation skills Presentation Brainstorming Tips Negotiation skills Job interviews			94,5%
Headhunter workshops			88,4%
LinkedIn, Salto Youth and other IT tools supporting Youth employment			88,7%
Looking for predispositions & Jobs of the future			93,2%
Activities related to business plans			95,7%
“Dragons Den” simulation exercise			94,1%

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From idea into Action			91,3%
Importance of Youthpass in the whole process			91,3%
Project Evaluation activities Daily Evaluation (3F method & 3 questions method) Preparing Evaluation in mixed groups Article or feuilleton? Youthpass as a tool of non-formal education			92,2%
Cultural Evenings			98,9%
Overall Score			92,9%

Logistics	1-7	8	9	9,2	9,4	9,6	9,7	9,8	9,9	10	Level of satisfaction
General Organisation (information, transport, support, communication)											99,2%
Food											90,5%
Accommodation (hotel service, rooms standard)											95,4%
Overall Score											95,1%

Qualitative data

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

- Yes, I am happy that I could be a part of this project. I got new information and I met great people.
- Yes, the Youth Exchange met and even surpassed my initial expectations. The organizers were amazing, very thoughtful and of great help. Most the activities were really helpful. I have learnt a lot in this project and I am very glad I went to it.
- Yes, because I have learnt a lot about the topic and I have met great people.
- Yes, this youth exchange met my expectations.
- This exchange was my fourth one, that`s why I knew what to expect, but anyway there were a few things which were better as an execution than my last exchanges` experiences.
- It was amazing project! I didn't only meet my expectations, I met more. I'm so thankful to the organizers for their great work. We managed to combine the work and learning with the fun atmosphere. We had opportunity in many tasks to get out of our comfort zone and to challenge ourselves to create incredible things or to try to solve some problems.
- Youth Exchange met my expectations because the activities were great and I learned a lot from them. Moreover, I met great people and learned many things about different cultures.
- Yes. More than that. I learnt so many tips for my real life.
- I learned everything I wanted and more. Now I know how to start my own company or prepare better if I would like to get a job. Awesome!
- This Youth Exchange not only met, it exceeded my expectations! The organization of everything was amazing!
- I did not have any clear idea of what to expect but was hoping for a couple of things – which we did! I really enjoyed the CV workshops and the social environment of the group. Furthermore, the simulation games were great (not too long, not too short, just perfect) and it was so interesting to meet with the headhunter.
- Yes, a lot, especially how to make a good CV.

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- As my first exchange, I did not know what to expect. But everything was so well organized and the agenda was full of so useful elements that it surpassed even my biggest expectations.
- Yes, it was great experience, to meet all of those people. Moreover, accommodation and food was great. Thanks to all these factors, it was learning friendly environment, so I gained a lot.
- No, it actually went beyond my expectations! You worked very hard and, overall, did a great job organizing this Youth Exchange.
- Very much!
- Yes, I wanted to know about the labour market situation and each country and how we can find a job abroad and each activity was teaching us how do it.
- Well planed project, very nice group, no requirements -> mostly basic level of labour market.
- Fully! It was not my first project and I have to say that it was the best one, according to all of the elements, starting with support of organization and finishing on workshops, people, etc.
- Fully, we spent great time together and thanks to other participants we could trach all of our aims that we found out during project preparation.
- Yes, usually I don't expect to gain much useful knowledge on YE, but this one gave me either some new knowledge and also the atmosphere was perfect for creativity and I was writing down many ideas for projects, workshops, topics for discussion, things to do, things to learn, things to try, etc. during this exchange. So it really met the expectations.
- Yes, in fact, this Youth Exchange was over my expectations. Everything was great from the organization to the people.
- Flexible schedules enabled us to learn a lot more than I expected.
- I have met a lot than I expected!
- YE fully meet my expectations because I learned something new, and I still have time to enjoy in beautiful place with beautiful people.
- Not only meet my expectations, but surpassed them by far. It was amazing!
- It was more than my expectations. For sure, I'll go on more Youth Exchanges.
- YES! Because everything was very well organized and was the perfect balance between knowledge and fun! I loved every activity!
- It was much more than I expected, it was my first time ever so I didn't know what to expect, but it was much more than I can ever imagine. Super!
- As it was my first project of this kind, I didn't know what to expect but I was more than surprised to find not only amazing people sharing common interests but

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also a non-formal educational environment where I got the chance to develop on many levels.

- I'd say yes, even though it was my first one and I don't have anything to compare.
- Yes, absolutely.
- Of course it did!
- Yes, it was everything I was hoping for. There were numerous interesting workshops, tasks and other activities that made us cooperate, practice and develop our skills, exchange opinions and knowledge as well as have fun while doing all that, which made this Youth Exchange extremely useful, motivating and a true pleasure indeed.
- Yes, fully!
- Yes, it was a great project, very well organized and I learnt a lot!
- I love every single moment spent in Zakopane. I will remember it forever and that's probably the best opinion I can give about this Youth Exchange.
- Of course, even exceeded!
- Yes, of course. Best project I've ever participated in!

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

- Headhunter workshops, because I learned a lot from his experience, which he has. Now I know what kind of mistakes I can't do.
- The session that made the biggest contribution to my development was the one about creating our own Erasmus+ project. I found it very interesting, the many different ideas that the people had and it actually showed us that we can do it too, we can also build our own project, which was very refreshing and unexpected. I liked it a lot.
- The Ice breaking because with it you can meet others better and shame disappears; Create your CV because now I know some things like the order or some additional information that improve your CV; 'Dragons' Den because it shows me how to defend your ideas.
- Talking about situation on labour market, business planning.
- Presenting results after every single activity, because it's very important to know how to speak in front of an audience.
- Especially for me I'm thinking it was to create a business plan because until then I haven't known anything about it.

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- The activities related to business plans and the Dragons Den' simulation taught me a lot since I was able to apply what I learned in university.
- I think the CV work.
- The best were the workshops about the CV. I learned that I have to improve mine a lot. And the meeting with the headhunter helped as well.
- In the headhunter and business plan workshops I was finally able to not only apply but extend the knowledge from University. Furthermore, I could improve my soft skills, like time management, during the business plan workshop.
- The CV workshops gave me ideas of how to develop my own CV and how to do it better – that was really important for me. I think in general, the exchange broadened my horizon on possibilities.
- Well, I think all.
- For me the activities related to business plans and the headhunter workshops made the biggest contribution. I improved my knowledge about what is a business plan, how to create one and why it is so important. Moreover, the headhunter meeting helped me to understand the recruiting process, how to act, what to prepare.
- Session about CV, which gave me a lot of knowledge and hints about how to make good CV.
- I think the one with the auto-presentation skills. I am not very keen on interacting with people and that forced me out of my comfort zone.
- Who are I?; Headhunter; A lot more...
- The activity "Good practices and looking for common problems and solutions in different countries" was the best because we understood the situation in each country and we saw how we can improve the situation. Moreover, we understood what is better for us and where we should find a job.
- There is no "the one session". One session fitted perfectly into the next one, and that made the biggest contribution.
- All of them were really worth participating and created whole overview of competences that we were gaining step by step. I felt inspired, so for sure the whole process of development was thanks to activities, which step by step gave us knowledge, experience and different skills.
- Headhunters workshops – he did a great job, giving us a lot of tips that are going to be useful during looking for a job and being aware person on the labor market.
- Probably Dragons Den Simulation. Because it was connecting many skills together which we had to use, from brainstorming, through management to presentation and so on. It was interesting and playful yet realistic. Just the right activity for development of entrepreneurship skills.

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- Dragon's den was my favorite session. There we put in practice all the things we had learnt. We challenged each other and competed to get the best results. Investors were tough with the participants and they made difficult questions. Therefore, people learned a lot.
- Business plan, CV, Headhunter.
- For me, making our own project was the best workshop that really gave me inspiration to try start one on my own.
- I think that the workshops about creating a CV, headhunter tips and related to interviews have had a more practical impact, but I loved the others as well nonetheless.
- I wouldn't pick one. Every session left some impression on me in a positive way.
- It's hard to say. But I think the session about business plan. Until then I wasn't interested in that field. But after I spent the whole day thinking about it and learned new things from others, I'm very interested and now I really want to do more in this field.
- Each in its own way. It was improving in everything, not just in knowledge, it was life changing and improving as a person.
- My favorite was "Who are I" as it was not only a session dedicated to the general topic of youth unemployment and labour market but also a chance for inner discovering and a way of connecting with the others.
- "Who are I?" was an interesting experience, moreover I find the lecture about self-presentation as very informative and I really liked "make your own youth exchange" task.
- How to make business plan, because it was new for me.
- I believe that practical tasks such as „Dragon's Den“ simulation exercise and „From Idea into Action“ workshops highly contributed to my personal development, as I got the chance to work on a specific task, such as creating a new project or making our own business plan as well as presenting them in front of a pretty demanding audience. Working on something specific with people of different useful knowledge and experience made me think harder, be more creative and innovative as well as encouraged me to repeat this kind of work in reality.
- All the of them were great, hard to point out one the most important.
- Headhunter workshops – I've never had a chance to look on job interviews from this perspective.
- The one with analyzing ourselves. I looked at myself in a different way, so I am more able to present myself etc.

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- Simulation with Dragons Den and business plans, that we could try ourselves in different roles.
- Sun activity what made me realize why I am as I am, because of whom and what influence me the most in my life.
- Meeting with the professional recruiter gave me the idea how people on the other side look at the candidates, what should I do to search for a job effectively, how should I behave, how to dress, etc. It helped me a lot and for sure I will use those skills and knowledge in the future.

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

- I have learned lots of new information about labour market, entrepreneurship, CV, job interview, auto-presentation skills.
- I got more self-confidence and more body language awareness, as we talked a lot about its importance during interviews. I also improved my English (and even learnt some words in other languages). I got to know how an Erasmus+ project is done, which was very interesting, and also how to create the perfect CV. I learnt that confidence is very important and that creativity is key. Not everything is a matter of finding a job, but we can also try to create something else and go for it instead.
- As I said before all related with the CV and how defend your idea or what you want.
- Everything important for my life.
- Self-confidence, public speech, labour market awareness.
- To create the best CV according to the applying job; To create a "business plan"; To learn more about the situation of the labor market especially about unemployment in other countries; To learn more about other cultures.
- Related to the topic I gained more skills, since it was my first time to actually create a business plan and also more knowledge of the topic.
- Self-confidence, security, talk in public.
- I learned how to write a good CV. I know how to present myself in a job interview. I know how to write a buissnessplan. I am more confident as a future employee.
- I got a better understanding of the labor markets in other European countries and how hard it is for European youth to get a job. Most of the time it's not the lack of their incompetence, but rather the lack of possibilities in their countries.

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- Definitely social skills, some new word in new languages, self-reflection and thinking outside the box, or better: outside my little world and comfort zone.
- Learn to learn.
- Firstly, I gain a lot of knowledge about recruiting process, business plans, CV, etc. that I did not have before. I also gained a lot of skills on how to act during interview, how to prepare, how to make a business plan. I also learned new IT tools. In my opinion this will be very useful for me in my future professional development.
- Feel of entrepreneurship, self confidence, language skills, digital competences, knowledge about labour market.
- I think the most important thing I learned was to be more individualistic.
- CV, presentations, intercultural communication.
- At first I couldn't talk in front of everyone and now I can do it. I learnt how to make decision quickly and how improve my mistakes when I speak on public.
- From everything a little bit.
- I think knowledge and skills related to business plan making. I have never thought to start something on my own and now it has changed. Maybe I would set up some small company with my friends!
- I learnt a lot about team work, as well as working under pressure of time. Also I had to be more focused and give the best of mine, because of motivation of other experienced people in the group.
- I think I improved my presentation and leadership skills, knowledge of different activities I could do by myself with another people, and also knowledge of how it works on labor markets in different countries.
- I've learnt how to create a good business plan, the rules of a good CV. I've learnt that a good attitude is the most important thing. Every country taught me about their market situation too so I also learned about the European market. Investment techniques were also developed while Dragon's Den game.
- Preparing a Business plan, creating the special CV, finding a job in abroad.
- Patience, public speaking, leadership skills, responsibility towards others, creativity.
- A more positive attitude towards entrepreneurship, more self-esteem and confident, and more knowledge about a lot of things related to the labour market and not only.
- Communication skills, organizing skills, planning skills, I learned how to write CV, business plan, how to start a project.
- I improved my English, I gained knowledge about the labour market, business, how to create a CV, and what to do at an interview and a lot of things about

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other countries. It was all really interesting. And the most important thing, I learned about myself. I was in few situation out of my comfort zone and I "watched" me. It's really hard to explain all the things that I learned there in few words.

- Learned about myself, learned about other cultures, a lot of things about business, jobs and labour market in different countries, leaned a lot of new games, broke my fears...
- I gained more self-confidence, I improved my social and communication skills and I am one step closer to defy my fear of public speaking.
- I gained several completely new ideas about employment and organization from discussing in multicultural groups and some new thoughts relevant to my mental health. I learned about proper behavior during an interview too and some insight on CV making.
- Project management and English speaking skills.
- Self-confidence, public speech, labour market awareness.
- To learn more about unemployment in other countries and about the situation of youth on the labor market.
- I definitely improved my ability to organize my own thoughts and ideas, how to present them to other members of my team as well as how to successfully negotiate and cooperate with them. I've also improved my communication and presentation skills, as I don't get many chances to talk or present to people of different cultural and educational background. As for knowledge, I've learned a lot about little things that matter in doing business from colleagues who studied about or worked in economy sectors, such as retail or business marketing.
- CV writing, more confident in public speaking and I got plenty of tips about the job interviews.
- I know how to behave to be well seen by employers and other people, to present my advantages!
- I know how to reflect and evaluate myself so I would say interpersonal skills.
- Business plan writing – I never did that so it was my first time and I think it was very useful for future.

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

- I will use knowledge, skills and attitudes in my school and then in my future work.
- In the future I will use my newly acquired competence to build a CV that is appealing, complete and that matches myself. I will slowly try to correct my body language to make it look as if I were more confident and maybe even in the end increasing my self-esteem, too!
- First when I made my CV, when I introduce myself to other people or at a job interview and when I have to defend my ideas in public.
- In my future career.
- I can't define right now how I am going to use these newly acquired competences, but for sure they would be useful.
- I'm going to try to use them in my life – at work, in studying, in social life outside. I'm going to try to get out of my comfort zone and to do my best.
- I hope I will be able to use these new acquired competences in one of my first jobs after graduating from my Bachelor this year.
- For example in my part time job I will be more active and I'll have more initiative.
- I will use them while looking for a job and when trying to create my own company. I am also going to share my knowledge with other people.
- My attitude towards unemployed young people changed and I don't have prejudices anymore. The systems in all the countries differ so much that it is not possible to compare the situation in my country with the one in others. In addition, I will try to help foreigners in the future to get a job, when I'll have the possibility to do so, as many want to live and work in my country.
- I am thinking about this at the moment, I believe I will approach my search for jobs differently now and will prepare myself better.
- Put in practice in all my activities that is correlate with this topic.
- I will make my new CV, start searching for different opportunities in which I will put in practice everything learned during the exchange (preparations, action and so on).
- It will be very useful in work, where I often need to work with group and use English.
- Everything I learned in this Youth Exchange will be of great use in my future professional life, mainly how to be more effective and professional.
- I will use them as best as I can.

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- Now I am looking for a job then I can go to practice it in real situation. Also I learnt how improve my CV and how I should be in front of one interview.
- Mostly subconsciously, but in special situations for sure in a conscious way.
- As I mentioned, I would like to try myself in different fields, so for sure I would go even more on projects like this, because it was so inspiring for me, but also I started to think about setting up some business according to my passion that I am sharing with couple of friends. We will see.
- For sure I would like to share newly acquired competences during workshops that I am providing for peers and schools students. Moreover, now I know how to behave in relations with companies, employers, so I hope I would be more successful in my profession.
- Surely I will use them during my professional career and if there will be a chance, I will forward gained knowledge and skills to other people.
- I will use them on my everyday life. On University and when applying for a job. These skills will also be useful on my current job.
- I will try to improve these competences and to do my best!
- I hope I will be able to create my own future job, that will connects few areas I'm very interested in: law, economy and business, and some of the tips I learned on this project, I find very useful for that.
- In finding a new job, in maybe creating a NGO by myself or just as everyday improvement.
- I will use them in my everyday activities, college, social relationships.
- First, I will make a plan for my career. Actually I did my first move today. I changed my department in my organization and from October I will be in the training department. I realized that I want to improve my English and I will use all the tips and tricks from the other participants. I will start to learn Spanish :D. I will make another CV and I will apply for a job soon. And for the future I will use all the knowledge about labour market to get a job :D.
- I can and will use it in every day life. It made me a better person in some way, I'll try to be more productive and turn my ideas into a reality and also, share it with everyone I know.
- They will help me not only in my everyday life but also in more formal or educational environments.
- I try to apply it to find a nice job in future and for now I'm just letting it all sink in.
- Finally, I can help with making project to my organization.
- I'll use it to become a more successful and desirable employee in general, both at my current position and at future ones. More specifically, I see myself working on interesting projects, within teams, in a multicultural environment; learning

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from other people's experiences; always trying to be creative and innovative. I'd also like to continue passing on knowledge to others, which is why linguistic competence, presentation and general-communication skills are of essential importance and always need to be "updated".

- I have to think about it more.
- I am looking for a job, so for sure I would use it to find the best one for me.
- There are many fields, I would for sure look for new possibilities that I got information about!
- I would like to maybe set up my own business, so actually those sessions were great to start developing my ideas.
- I am working in the field of trainings, so for sure I will implement the ideas that I gained here and develop the range of activities I propose to participants.
- I think soft skills that I gained during E4You will be used in every single situation in my life. I developed a lot as a person here and I'm so glad to see that in myself.

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

- Yes, I feel more able to influence my closest environment, because I have new experience and findings, which I can share with public.
- Yes, I feel more able to influence my closest environment because I will for sure show my friends and family what I have learnt. I will give my friends advise on job interviews and help them create a CV easier. I will also teach them the importance of the Youthpasses.
- Yes, because I know more about the labour market and I know more about Erasmus+ so I can explain it better to my closest environment.
- Yes.
- As I mentioned above, the most important outcomes were about public speaking, now I feel more able to influence.
- Yeah, I feel. I'm going to try to influence the young people to don't give up and don't be lazy, to try until to see the success. We all have known that behind the big success stand many small steps.
- I think I am able to influence my closest environment since, from these ten days, I brought back a lot of new knowledge about other cultures and about the labour market. And I won't forget the amazing people I have met.
- Yessss.

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- Having all this knowledge I will help friends when they will prepare themselves for a job interview. I feel more confident in helping someone to write a good CV.
- Yes, because I can inform them about the current situations in Europe and maybe this will start to change their minds. Change always starts intrapersonal.
- Definitely with a positive attitude and some inspiration.
- Yes of course.
- I feel I can influence my closest environment by explaining to them how this exchange affected me in such a great way and I hope I will raise awareness in them and convince more and more people to take part of this kind of activities.
- Yes, I improved my self confidence and language skills. Also, I developed my knowledge and that's why I am probably able to make a positive impact on my close environment.
- Yes, I saw that just one man can tip the scale in his favor with the right attitude and social skills.
- Yes, I feel more empowered to become active!
- Yes, but not so much. I feel I can try to teach how you should be when you are looking for a job, but each person is different with different skills and each one need to show it in different way.
- For sure. Knowledge gives the power to change yourself and your environment and we gained a lot of it during the exchange.
- Of course! I know more and I can do more, so why not to use it!
- Of course. Now I know that I can do many things, I just need to be willing to act and give something from myself to others!
- Yes, I think because of improved leadership skills, I had many chances to express my ideas during the project and usually when team is working on your idea you somehow "automatically" become an unnamed leader. (That's what I noticed a lot, when I didn't tell anybody my idea, I was just a "sheep" fulfilling tasks).
- Yes, this project has changed my attitude completely.
- Now, I feel more confident about my skills and myself, I think that I can really make a difference in the current market and on my everyday life. Everything was amazing in this project, from the people to the organization.
- Yeah, because I can give my experience which I got in this project to another people who want to learn something new and important about the labor market.
- I believe I can transfer passion I gain in this project to some of my closest friends and maybe persuade them to join me on some other Erasmus + project.

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- Yes, I will share the experiences I had with all of my friends, telling them about the workshops and about the things I have learned and helping them to improve as well.
- Yes. When I have more knowledge about this field, I will spread ideas and experience.
- YES! With all the knowledge that I got from there, I will start to influence in the beginning my organization. I will talk about this project in October when we're going to have our first meeting for this year. And in the training department I will use for our future projects skills that I learned from this project.
- Yes, because I gained new knowledge and I am breaking the fear of public speech from now on.
- The change begins with yourself, so if you manage to improve at least one thing about you, anything can be possible, even changing others, and the easiest way is to start with those in your proximity, those who you know better.
- I thought myself as a good leader but this project taught me that democracy isn't the best solution in close relationships and compromise sometimes does not work so you have to change the whole thing if at least one person in your group is not happy with. It sounds obvious but for me it's a revelation of some kind.
- I think yes.
- Of course I do. Not only can I share my experience and newly gained knowledge with people I work with in conversation, presentation or workshops but also I can encourage them to join or organize similar projects, to be more active at their current positions or to even inspire them to gain new skills or improve their existing ones.
- I feel more confident in general because I gained more knowledge and experience by working with so many ambitious and inspiring people from culturally and educationally diverse backgrounds.
- Of course, I would like to share it with my peers and also younger people to let them be more aware how to behave on the labour market.
- Of course! We had possibility to try ourselves, and I think we managed to get a lot of skills related to it.
- Yes, I got a lot of information and tips that I can share with others and influence them helping in managing their professional ideas.
- Yes, I want to teach others what I learned.

If you would be able to change/improve/add 3 things, what would they be?

- I was satisfied with everything.
- If I could improve something, it would be the Dragon's Den activity, because at first it was amazing and really fun, but then it turned into an activity centered in the Dragons and the sellers, that excluded the rest of the people in the group, so maybe try to make it a bit more interactive.
- I would try to make at least a few more activities that had the aim of strengthen our connections in a deeper way. Something like the "Who are I?" workshop, so we can actually break the ice further and build real, strong relations among ourselves.
- I would do the cultural evenings one night to each country, I would do a guide visit around the village or the neighborhood to know more about the place where you are and I would do a public presentation to explain what we have done.
- Nothing.
- N/a.
- To be more open minded about new things, new people, new sphere. To be ready to change ourselves in good direction. To think more positive.
- I believe that everything was perfect during the Youth Exchange and the activities were very well organized so nothing should be improved.
- More participative, more awake, more patience.
- I would improve the food. It was good but the breakfasts were the same for all the exchange. An additional lecture with a professionalist would be nice. (This is hard. The project was so good) I would like to have more "Who are I" exercises.
- I would change the weather! But I was absolutely happy with the rest!
- At the business plan workshop my group completely failed.... I would have loved to develop one though! The Dragon's Den game was a bit exclusive to the ones not in the game. I would have loved to have more group discussions about problems in each country. Not to point out the problems and kind of say how awful the situation is in ones own country. More to find similarities and let people understand that complaining about being the worst is not very productive. Be more optimistic and change and don't believe nobody else in the world has the same problems.
- Attitude...
- Dragons Den – make every county or a group of people to work as a team and to have the opportunity to invest and make decisions (not only 1 person per team). Outdoor game – more talking to people and without the meeting in the labour office. Food not as a general but dinners.

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- More free time. Everything was good, there is no need to improve.
- Firstly, I would have made smaller coffee breaks and a longer break so that people could socialize more. Secondly, I would have made from the first day teams that will take care of cleaning (one team would clean the cottage house, the other would help with cleaning the surroundings, etc). Lastly, I would have tried to be more specific with the composition of the team after the fifth days (I would have watched the participants and tried to group them in such a manner that people with different skills and personalities would work together, instead of simply choosing randomly).
- Reflection groups with one experienced person as guide per group, to avoid problems. The weather ;-) Lunch in Zakopane after "City Game".
- More free time to rest between each activity. More practice with people who are working in labour market. Bring us more specialist people who can teach us.
- I wouldn't stop at the surface of each problem, but that need time. Else there is nothing more to complain.
- Nothing! It was great and thanks one more time to the organizers and all organization that helped us with arranging this project!
- Maybe weather, because if it wouldn't rain, we could do more workshops outside on the fresh air. The rest was awesome!
- I think it was pretty good :)
- More coffee breaks between the headhunter's workshops.
- I wouldn't.
- Plastics cups, bigger speakers, more face-to-face workshops.
- Everything was perfect, couldn't have wished for more :D
- It is my first project and I have no experience so for now, I wouldn't change anything.
- Hmm, It's hard. I think I don't want to change anything. I will improve the outdoor game – Find your job today maybe. And I think that's it. Everything was great! You rock!
- More exploring and getting to know the city we are staying, for example on the first day; maybe to change a food just for a day to non-traditional; and make on whole-day trip as a part of a project.
- More time to admire the beauty of the scenery and to visit the surrounding areas.
- I would make no breaks in-between sessions and more free time after them. Hear me out, we had coffee breaks even though we had a free body policy and everyone could go and pour a drink or visit the loo at any point. it would be better to add those two 30 or so mins to the lunch time so it would last longer and we could actually visit places and be productive. Either less long or more interactive

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lectures (headhunting, introduction, etc.) More random group picking? We counted and because people generally tended to sit with the same people groups were more or less the same.

- I was absolutely satisfied.
- N/a.
- To be more open minded about new things, new people, new sphere; To be ready to change ourselves in good direction; To think more positive.
- About the project itself? Well, I'm aware that it's not entirely under facilitators' "jurisdiction", but I think that more time should be given to actually getting to know the culture of the specific location the project is held on. I had the feeling that the project could've been organized anywhere in Poland, as the Polish culture evening was basically the only occasion we could truly experience the spirit of the actual location. A short guided tour during the first day of the project would be a nice introduction to the whole experience, otherwise locations could become an aspect of no importance at all, which would be very unfortunate. Secondly, I believe there are ways to improve some energizers and warm-up activities, as some of them tended to become a bit tiring due to their length, or even had too much of a childish touch to them. And thirdly, tolerance is a personal quality that all participants are supposed to possess much before actually joining such an international project; however, it's still worth some extra attention during it, as some people tend to forget there are different kinds of expressing it. Occasional short workshops, such as role playing, simulation of real-life experiences and/or giving mutual advice could be very useful and fun to everyone. And if you meant changing or improving the situation in my closest environment, I wish I could help people be more tolerant, compassionate and caring about themselves, their environment and all other beings they share their lives and this planet with! I believe those things are most important to be truly successful in doing anything in life. It's a long process, but it's little steps that actually matter and they can get us there if we persist. After all, we can always start by setting ourselves as a good example, both in the workplace and our private lives. :)
- Nothing!
- Hard to point out things to be improved. I would leave like it was.
- No!
- ...

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Additional comments of the participants:

- The project was amazing. The people were really fun to hang out with. Perfectly organized, always a smile on our faces and theirs. The staff was great, very helpful and warm despite the barriers of language. I will love to repeat. Keep it up!
- The project was amazing and I am glad I met all of you. I hope we will see each other again, un bacio!
- I honestly think that this project was amazing. My congratulations to the organizers. Flexible schedule enabled us to have a much better experience, that was one of the main reasons why this project was so amazing.
- This project was really useful for everyone! I want to tell thank you firstly to the organizers. We had time to have fun, to learn, to work, to practice, for sightseeing. All of the activities were chosen nicely. They weren't boring or complicated. It was amazing project!
- I believe with this project, you enriched each participant with life experience that would stay ingrained in us. The effort you put into youth work, and which you do with so much passion, is remarkable and priceless. You became my motivation. Thank You!
- I just want to say: Thank you, it was perfect! One big Zakopane Family! Big applause.
- I loved time in Zakopane. Amazing unforgettable project.
- TOP!
- I wish there were more organizers and leaders like you, in general. In that case, we probably wouldn't have to discuss unemployment that much, but some other, much more pleasurable topics :P It was inspiring and motivating in a way that only you guys could've pulled it off!