



SODIVERS

Social Business to Drive Diversity and Inclusion

JUNE 2021,
Bachevo Village
(Razlog), Bulgaria
Training Course

INFO PACK #1

(only for Project Partners)

General Project Info

Procedure of Cooperation



Project Details:

Title:	SoDivers - Social Business to Drive Diversity and Inclusion
Duration:	10 months (10.03.2021-31.12.2021)
Contract No:	2020-3-BG01-KA105-Youth-176/10.03.2021
	Erasmus+ Programme K105
Funding:	15 124 EUR
Training Course:	6-13 June 2021 (6 training days, 2 travelling days)
Venue:	Bachevo v. (Razlog), Bulgaria
Participants:	23 youth workers (2 part. per country and 3 trainers)
Profile:	youth workers (including trainers, educators, career counselors, social workers, mediators, etc.) that either have interest in working with young people from vulnerable and/ or develop activities in the field of equality and human rights, empowerment, education and employment of persons from disadvantaged groups, social inclusion in society and civic participation.
	Every partner has to choose and include in the training course at least one participant from disadvantaged groups.
Coordinator:	Impact Drive Foundation (Bulgaria)
Partners:	Asociatia Be You (Romania) Asociacion Juvenil INTERCAMBIA (Spain) United Societies of Balkans (Greece) CEIS Ayrshire (United Kingdom) EPEKA (Slovenia) JOETZ vzw (Belgium) Bona Fides Civic Activity Association (Poland) MeOut Group (Hungary) Associação Selfmade (Portugal)



Project Summary

SoDivers - Social Business to Drive Diversity and Inclusion

SODIVERS aims to fill the gaps and equip the civil society organizations' employees and youth workers with knowledge and practical skills, methods and tools in the field of social economy and entrepreneurship, the innovations and the diversity to prepare them for the changing role of the project teams and experts, new challenges and deepening problems and inequalities in the context of the global crisis. Our goal is to create a new generation of trained social entrepreneurs who operate with opportunities and resources in the civil sector, apply the principles of inclusion and equality, actively use and develop the social capital in the face of the modern youths, develop and implement working and innovative social services, create social enterprises as forms of employment and social inclusion of vulnerable groups.

The main goal of the project is the development of the competencies of the youth workers and NGO teams in the field of the social entrepreneurship as an alternative option for ensuring equality and employment for young people and the financial stability of the civil society organizations. We plan to achieve this goal by:

- 1| Exchanging knowledge and experience on sustainable models and forms for effective social inclusion of young people at risk, provoking active dialogue between the partners
- 2| Raising the comprehension of the "social entrepreneurship" by providing systematic, practice-oriented training on the theory, processes and good examples of the social economy and by acquiring skills to work with the most used and effective tools for business modeling
- 3| Providing mentoring support to CSOs within the development and implementation of social economy solutions in their activities and in the development of alternative instruments for financial sustainability
- 4| Create space for active cooperation, promotion and support for the development of initiatives by and for young people, using the resources of the social economy.

The project follows a comprehensive approach by providing a closed cycle of training, mentoring support and a field for exchange of experience and cooperation.

As a long term impact we hope to create and maintain a partnership network for cooperation between youth workers, coaches, consultants, mentors and others to strengthen support for social innovation and entrepreneurship among young people in Europe as an alternative way to realize their full potential.

Last but not least, we expect to strengthen cooperation, strategic partnership, joint initiatives between civil society organizations, which are a valuable and important step to meet and overcome the challenges in the context of the health crisis and take on the important role which NGOs and their teams have once as a first line of support for the vulnerable and those affected by the crisis and secondly as leaders embracing change and building the new normal.



Project activities

Project includes one **youth workers' mobility** activity and **four online events**, as well as dissemination activities throughout the implementation period.

- 1) **SoDivers - Social Business to Drive Diversity and Inclusion Training for Youth Workers** (mobility in June 2021¹) practically applicable and "tailored" to the civic practitioners training needs in the field of social economy for the development of knowledge and skills of the project partners' representatives. The training course aims to present structurally the set of concepts, principles and processes of the social economy, the real life examples, the steps in developing the model of social entrepreneurship and the skills needed to apply a number of techniques and tools, as well as to provide opportunities for practical learning. The activity will equip youth workers with the necessary competencies to initiate, develop and manage social business or support their target groups in doing such activity. It will work with ideas and concepts of the partners' representative and will provide opportunities for active interaction among all actors.
- 2) **Preliminary online session** (on 27 April 2021) The session will involve partners and focus on EU youth policies. The discussion will aim to cover the views, issues and specifics of the work of partner organizations, to clarify the expectations of the participants regarding the upcoming training. We will outline key themes and issues concerning the objectives, policies, good practices in EU youth policies, discussing in a broad group the challenges related to the global health crisis affecting young people and working with them, as well as changes and innovations related to the new programming period and the Erasmus+ program.
- 3) **Three subsequent online sessions** (in September, October and November 2021) The sessions will logically continue the topics of the training in order to deepen the conversation and open opportunities for cooperation, development and support of the ideas. They will expand the impact of the training course and will provide for scaling working approaches and ideas.

Partners will have the opportunity to lead and/or provide key speakers on the specific aspects within the proposed topics:

- **Social economy** - good practices and examples of working social enterprises, supporting initiatives, etc., local context and opportunities for cooperation
- **Diversity and inclusion** - EU priorities and guidelines, good examples of promoting social inclusion, protection of human rights and empowerment, local context, challenges and possible common actions
- **CSO financing** - forms of financing, transfer of good practices, platforms, competitions, accelerator programs, etc. Common challenges and opportunities for development of the financial instruments

The sessions will be open to a wider audience and, in addition to the partners and participants in the training, other civic organisations, sectoral partners and local stakeholders will be invited - up to 40 participants by session.

Note: Within this part we will build on the expressed interest by some of the partners during the project application phase in topics as follows - Selfmade (Portugal), EPEKA (Slovenia), and CEIS Ayrshire (United Kingdom) on social economy/ social entrepreneurship, Bona Fides (Poland) on social inclusion, EPEKA (Slovenia) on cultural diversity and INTERCAMBIA (Spain) on CSO financing.

¹ All dates are provisionary and are depending on the Covid situation in Europe.

Participants profile and selection

For the **youth worker mobility (training course)**, we target youth workers (including trainers, educators, career counselors, social workers, mediators, etc.) that either

- have interest in working with young people from vulnerable groups (like ethnic minorities, refugees, people with physical and intellectual disabilities, NEETs, girls and women in disadvantaged situations, etc.);
- develop activities in the field of equality and human rights, empowerment, education and employment of persons from disadvantaged groups, social inclusion in society and civic participation.

As the project consortium was formed on the basis of the expressed interest of the partners to develop and enrich their own capacity in social economy and to realize social business ideas it is expected that **the participants in the mobility will be part of the partners' organization team, including the extended one - working with young people as part of educational or public programmes, social business or as a volunteer in the sending organization.**

Every partner has to choose and include in the training course at least one participant from **disadvantaged groups**, including but not limited to ethnic minorities, refugees, NEETs, girls and women in disadvantaged situations, people with disabilities (without need of assistant on site), etc.

These should be young people from local communities, who have joined the civil organization or are in the process of being trained as youth workers. The partners draw a profile for the participant, describing his specific needs, abilities to take part in the educational process and any additional supports he needs.

Distribution per country

Partner	Country of Origin	No. Trainers/Facilitators	No. Participants	Total
Impact Drive Foundation	Bulgaria	1	2	3
JOETZ vzw	Belgium	0	2	2
Asociatia Be You	Romania	0	2	2
United Societies of Balkans	Greece	0	2	2
EPEKA	Slovenia	1	2	3
Bona Fides Civic Activity Association	Poland	1	2	3
CEiS Ayrshire	United Kingdom	0	2	2
MeOut Group	Hungary	0	2	2
Asociacion Juvenil INTERCAMBIA	Spain	0	2	2
Associação Selfmade	Portugal	0	2	2
				23



Criteria for selection of participants in the youth worker mobility:

- 1) **Professional orientation** - youth workers, youth leaders, mentors, mediators, coaches, career counselors, experts in the field of education, who demonstrate strong motivation to develop of their knowledge, skills and competences in the field of social entrepreneurship and to develop initiatives in this field;
- 2) **Entrepreneurial idea** - to have been started an idea or to have a concept for the creation or development of a form of social entrepreneurship;
- 3) **Work with target groups** - to have experience in working with young people from groups at risk of exclusion or have focus on alternative forms of young employment.
- 4) **Motivation** - includes specific expectations, degree of readiness to share experiences and to initiate further activities.
- 5) **Language competence** - fluency in English is needed (at least B2 level) and freely use it in writing and speaking in order to take active part in the learning process and non-formal communication.

Every partner has to propose one participant from disadvantaged groups, such as those who face economical, geographical, social, educational and other restraints or are at risk from exclusion. We encourage our partners to motivate the participation of young people with this profile, to invest in them and to include them even more in the pursuit of their ideas in the field of youth work by helping them turn into a positive example and a motivating force for others in a similar situation.

Every partner must prepare a detailed profile of this participant, so the coordinator can be familiar with his specific needs and what supports he will need during the training, by describing:

- The factor, determining he is a "disadvantaged person";
- Provide brief information about his current social/health condition;
- List the supports he will need, as well as his educational needs.

Before the final choice, the coordinator will get thoroughly acquainted with every candidate's specifics and will evaluate to what degree everyone's specific needs can be met, what the most efficient "configuration" is and what adaptations need to be made to the training program.

Preference will be given to participants who impart knowledge in the context of (social) entrepreneurship, work with young people, encountering geographical, educational and socio-economic and other constraints, experiencing financial difficulties, being discriminated or are victims of hate speech, having difficulties to enrol in formal education, etc.

There is no age limit for the participants. However, it is preferred that they are between 25 and 35 years old. It would be nice if you keep gender balance in mind, when selecting participants. If it is not possible to do so, be so kind as to inform us on time, so that we can coordinate the matter with the other sending partners!

Selection Process

To ensure collaborative and uniformed process of selection and to provide base for qualitative training process we have established a thorough selection process, comprising of:



ROUND ONE - the partners announce the training and gather participants, in accordance with the profile and criteria

1) Every partner has to publish and/or provide full information on the training (topic, dates, place, conditions), an accurate profile of the candidates and selection criteria, application deadline, etc.

We prefer to start the selection procedure among the members of your team or organization (volunteers, partners, etc.) and make "an open call", only if there is no appropriate candidate available.

Please ensure to send the links with the published information to info@impactdrive.eu

2) The candidates have to send the following obligatory minimum set of documents for the selection:

- One-page motivation letter in English, stating why he/she is interested in the training course (TC) and how will implement the new knowledge and skills in the field of youth work;
- Copy of the certificate for English language level (at least B2).
- One-page professional CV;

3) Candidates from disadvantaged groups shall also be selected according to the general selection criteria. In addition, each partner will have to describe the situation of this candidate and his/her needs related to logistics, additional support, etc.

4) Each partner organization reviews the applications and conducts an interview with the documents approved for verifying the language level and motivation. The coordinator does not make the selection and does not look for candidates in the partner countries.

5) Do not forget to prepare a waiting list of reserves in case there are unexpected circumstances.

NB! The coordinator, IMPACT DRIVE, as well as the National agency of the Erasmus+ program **DO NOT APPROVE OF OR ENCOURAGE REQUESTING AN ADMINISTRATIVE TAX FROM PARTICIPANTS**, as that limits the access to the educational and mobility opportunities and is in contradiction to the idea of the Erasmus+. We ask the partners to take that into consideration and be guided by the program's idea and values, as well as by the free access to it for young people and youth workers.

ROUND TWO

6) The candidates, selected by the partners, have to fill in an online application form, created by Impact Drive (we will send the application form with info pack #2). The information is needed for the final selection phase, for the logistics and the precise design of the program.

7) In case of changes (cancellation by a participant or other problem), the partner is obligated to inform the project coordinator and select another participant from the waiting list.

- Every partner is responsible for the appropriate selection of the participants, which is a key factor for the success of the TC.
- Every partner is responsible for his participants until the end of the project, incl: motivation and informing, assistance during the preparation of the trip (ticket purchase, insurance, providing documents for reimbursement to the coordinator, Covid), assistance in the preliminary training tasks preparation, in evaluation of the training outcomes and the follow up activities.
- The procedure for participant selection ends with the purchase of a ticket for the trip.

COVID 19

We all are in the second year since the pandemic start and in a severe third wave in Europe. The safety measures in each country and across Europe against COVID-19 are in constant change while predicting is very difficult. This is why we:

- Will apply an agile management approach, wherein the implementation of the project will be verified and accorded in short intervals and we will take the necessary measures to adapt.
- Chose a venue which both is isolated enough and provides opportunities for open air activities close to nature
- Will provide plan for testing upon arrival or using vaccination passports, as well as additional measures.

All this will be matter of constant discussion among partners for which will provide a dedicated online meeting, as well as email and Facebook group for ad-hoc reaction and exchange of information.

Project Timing

With regard to the above, the work on the project will proceed in the following stages, situated based on time and according to the responsibilities of the partners:

Dateline/Period of execution	Task	Partners' Responsibilities
March 10-March 30	Start of the project	Impact Drive – Contract with the NA – Information Share – Set of communication process All partners – Appointment of responsible representative for each partner (provision of contact details)
March – May	Promoting the project on the partners' channels	All partners The information from the info pack can be used when promoting the project and training, which can aid in the participant selection. Please, send a link to the promo material to: info@impactdrive.eu Subject: SoDivers
1 – 30 April 2021	Participant selection procedure – Round One	All partners All partners should conduct an internal procedure for the selection of participants for the project from their team, members, partners, etc. but not an OPEN CALL
27 April 2021	Preliminary online session and INTERMEDIATE CHECK of the measures, taken in regard to COVID-19 in the partner countries	Impact Drive will organize it All partners – Share national insight on the EU youth policies and participate in discussion – Provide opinion and information regarding the readiness for preparation and travel arrangements for the TC in respect with pandemic situation – Decide on the time of the training course upon available dates provided by the Coordinator
May – June 2021	Participant selection procedure – Round Two	Impact Drive – Upon decision within the preliminary online session will establish a time schedule for the Round Two. – Prepares and sends a second info pack with details on the project All partners – Proceed with of Round Two and travel arrangements for the participants

6 June – 15 September 2021	Best open window for the training course	Impact Drive - Logistic on site and Training team and activities Bona Fides and EPEKA participate in training team All partners provide the necessary support to their participants
September – December 2021	Three subsequent online sessions	All partners – lead and/or provide key speakers on the specific aspects within the proposed topics – Invite team members, the participants in the TC, as well as other civic organisations, sectoral partners and local stakeholders to participate in the session. – Disseminate information about the sessions – Present national context and practices Impact Drive – Provides agenda, information and coordinates the organization of the online sessions.

We ask the partners to respect the deadlines, provided for executing activities for the project and inform us in a timely manner, should they be unable to execute an activity or face a problem of another nature.

The stages of execution will be implemented mutually, simultaneously for everyone, so as to ensure everyone's opportunity to select, prepare and send participants.

JOIN the FB group of the project to be updated!

<https://www.facebook.com/groups/sodivers>

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