

Attachment no. 1. Call for European Solidarity Corps Training and Evaluation Cycle (TEC) pool of trainers in Eastern Europe and Caucasus

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SALTO Eastern Europe and Caucasus Resource Centre (part of Foundation for the Development of the Education System in Poland) is looking for trainers residing in Armenia (2 trainers), Azerbaijan (2 trainers), Georgia (2 trainers), Moldova (1 trainer) and Ukraine (1 trainer), providing:

- on-arrival training (OAT) and mid-term evaluation meetings (MTM) for European Solidarity Corps (ESC) volunteers hosted in Armenia, Azerbaijan, Georgia, and Moldova;
- meetings of ESC project coordinators from Armenia, Azerbaijan, Georgia, Moldova and Ukraine;
- annual meetings (AE) of former volunteers from Armenia, Azerbaijan, Georgia, Moldova and Ukraine;

SALTO EECA guarantees that the Contractor will provide (in the absence of objective circumstances preventing the organisation of events): 1 training/meeting.

Events will be staged in Armenia, Azerbaijan, Georgia and Moldova. The Contractor is required to be prepared to provide training/meetings throughout the duration of the contract. Each training/meeting is to be given by one or two trainers, depending on the number of participants. Due to the low number of participants or other extraordinary circumstances, the training/meeting may be shortened or held online. In case of an exceptionally large group, it is possible to employ more than two trainers for residential training or split the group to organise two activities.

At the stage of contract execution, the SALTO EECA will indicate the allocation of trainers to each training/meeting, based on their availability.

Term of the Contract

From the day of signing to 31 December 2026.

Fees

SALTO EECA foresees 280,00 EUR per 1 working day. The remuneration will include the preparation and reporting costs.

SALTO EECA will provide a training venue, where the participants and trainers will be accommodated.

Types of training within the framework of the ESC Training and Evaluation Cycle

1. On-arrival training

The main objective of the on-arrival training is to introduce the participants to the host country, preparing them for the activity period and the European Solidarity Corps experience. On-arrival training helps the participants adapt to cultural and personal challenges. It allows participants to get to know each other and to build a network. Participants should also receive guidance on conflict prevention and crisis management. They should be informed about environmentally sustainable behaviour that the Programme encourages.

At the same time, this training session equips the participants with communication skills, including aspects of intercultural learning. It helps them become aware that cultural differences require different models of behaviour. The training is also a good time for the participants to plan the coming months, to get to know the Youthpass concepts and process and to develop their own personal goals for their activity period, in line with the non-formal learning philosophy of the European Solidarity Corps.

On-arrival training for long-term cross-border and in-country participants is organised by the National Agencies or SALTOs.

Target group: European Solidarity Corps long-term cross-border volunteers hosted in Armenia, Azerbaijan, Georgia, and Moldova, whose projects last more than 2 months.

Duration of a single training: 5 days.

The number of participants of a residential training: 8 at the minimum, 30 at the maximum (+2 as an option, to be agreed with trainers)

Language: English.

2. *Mid-term evaluation*

The mid-term evaluation allows participants to assess their experience up to that point and to reflect on the

activities, role and support of the host organisation and on their own contribution. The evaluation provides the opportunity to learn from everybody's experience and enables the participants to plan developments and/or further improvements in their activity and to think about what they will do in the longer term, once their experience is over. The evaluation should also raise awareness of the personal learning process, linking it to the key competences of lifelong learning as used in Youthpass or to the setup of Europass.

It is essential that the event is designed as a meeting between participants. It takes place long enough after their arrival for the participants to have gained enough experience to review their situation, but also sufficiently long before the end of the activity period so that there is still time to improve the situation if necessary.

Target group: European Solidarity Corps long-term cross-border volunteers hosted in Armenia, Azerbaijan, Georgia, Moldova, whose projects last more than 6 months.

Duration: 4 days

Training date: approximately halfway through the project

Language: English

The number of participants: 8 at the minimum, 30 at the maximum (+2 as an option, to be agreed with trainers).

3. *Annual Event for ex-volunteers*

The European Solidarity Corps event is an opportunity to bring together former, current and potential participants in Volunteering, Humanitarian Aid, Volunteering Teams in High Priority Areas and Solidarity Projects. The event is organised by the National Agencies or SALTOs. It may serve as an evaluation meeting, alumni meeting and/or promotional event. It is particularly important as an opportunity for those who have finished their solidarity activity during the past year to discuss and evaluate their experiences and to pass them on to current and potential participants. One of the objectives of the event is to ensure that the National Agency receives feedback about the projects, the participating organisations, the practical arrangements and the overall impression of the participation in the activities. A key question will be what learning effect the activity period had for the participant. Attending the annual event is not mandatory, however, it is highly recommended.

Target Group: volunteers who have returned home after completing projects abroad

Duration: 2 days

Training date: up to 12 months after finishing the project activities

The number of participants: 10-40

4. *Annual Event for Coordinators of European Solidarity Corps Projects*

This yearly event should gather representatives of all European Solidarity Corps organisations holding a Quality Label with the aim of sharing experiences, ideas and practices, showcasing success stories, and developing and reinforcing networks/partner building. The event is also the opportunity to remind the core values and features of the programme. It will, additionally, allow assessing the

difficulties encountered by organisations and the reasons for the inactivity of some Quality Labelled organisations. This event can be combined with the Annual European Solidarity Corps event for participants.

Target Group: coordinators of the organisations holding a European Solidarity Corps Quality Label (hosting and sending organisations).

Duration: 2 days

Training date: 1 time per year

For online training, the concept and duration will be agreed upon with the team of selected trainers based on their online experience.

Details regarding the TEC may be found in the European Solidarity Corps Guide 2026: https://youth.europa.eu/sites/default/files/inline-files/european_solidarity_corps_guide_2026_EN.pdf

Mandatory requirements

Trainers eligible to apply for the contract **must have experience in delivering at least 5 training courses for young people in non-formal education in Armenia, Azerbaijan, Georgia, Moldova and/or Ukraine within the last 36 months**, counted from the deadline for submission of offers, as presented in The Offer Form – attachment no.2 to this Call.

Additional experience

Trainers will receive points indicated in Criteria I–V for each additional experience listed, **other than those shown** in *Mandatory requirements*.

Criterion I (X1): Experience of the person designated to perform the contract in delivering educational training courses for young people in the following areas: teamwork, conflict resolution, personal development, project management, other than those listed under Criteria II and III: maximum 20 points (20%). The Ordering Party will award 1 point for every 10 hours of delivered training.

Criterion II (X2): Experience of the person designated to perform the contract in delivering educational training courses for young people related to volunteering, including international volunteering, and issues related to intercultural diversity, other than those listed under Criteria I and III: maximum 20 points (20%). The Ordering Party will award 1 point for every 10 hours of delivered training.

Criterion III (X3): Experience of the person designated to perform the contract in delivering educational training courses for young people and youth workers, using the scope and methods of non-formal education, other than those listed under Criteria I and II: maximum 20 points (20%). The Ordering Party will award 1 point for every 10 hours of delivered training.

Criterion IV (X4): Experience of the person designated to perform the contract in the implementation of European Solidarity Corps projects, taking into account the following roles: volunteer, project coordinator, mentor, tutor, volunteer activities coordinator, or another role directly related to project implementation: maximum 10 points (10%). The Ordering Party will award 2 points for each listed international volunteering project.

Criterion V (X5): Experience of the person designated to perform the contract in delivering training courses as a trainer for National Agencies of the Erasmus+ and European Solidarity Corps Programmes or SALTO Resource Centres, other than those listed under Criteria I, II, and III: maximum 30 points (30%). The Ordering Party will award 1 point for the delivery of one training course.

Procedure of recruitment

The most advantageous offers will be those submitted by trainers who **fulfil the mandatory requirements** and receive the **highest total number of points**, according to the evaluation criteria, calculated using the formula: $X1 + X2 + X3 + X4 + X5$ (max. 100 points).

Interested trainers should complete the OFFER FORM and send it to a.hryshkevich@frse.org.pl by **January 19, 2026**.

Selection results will be announced by 31st January 2026.

Proposals submitted after the deadline and those which do not meet the mandatory requirements will be rejected!

Other conditions of contract execution

1. During the term of the contract, the correspondence between the Contractor and the Ordering Party will be conducted by e-mail in English.
2. Upon the completion of each service, the Contractor will submit a report on the provided training within 14 calendar days and issue relevant financial documents within 7 days counted from the acceptance of the report.
3. Before performing the tasks under the contract, the Contractor will make a declaration on keeping professional secrecy and on the non-existence of conflict of interests, which could impact on unbiased and objective performance of the contract concluded with the Foundation for the Development of the Education System. A conflict of interest could arise in particular as a result of economic interest, political or national affiliation, family or emotional reasons and because of any other common interest.
4. Performing the function of a coordinator of European Solidarity Corps projects within 12 months preceding the date of signing a contract with the Ordering Party and during the term of such a contract will be considered by the Ordering Party as a conflict of interest.

Attachments

1. The call
2. Offer Form
3. Contract text
4. Contractor's declaration (only for natural persons who do not issue invoices)

If you have problems opening any of these files, please send e-mail to ahryshkevich@frse.org.pl to get it as an attachment.

SALTO EECA can request that Contractors provide explanations of the contents of their proposals and submit the requested documents that were not included with the proposal.