

Making Erasmus+ and the European Solidarity Corps more inclusive

Desk Research

Contribution of the Inclusion and Diversity Strategy in the frame of the interim evaluation of the programmes period 2021-2027

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Gisele Evrard for SALTO Inclusion and Diversity Resource Centre



Table of Contents

INTRODUCTION.....	3
Purpose of this document.....	3
SALTO Inclusion and Diversity Resource Centre	3
METHODOLOGY.....	5
Documents that support the structure of the desk research	5
Additional documents.....	6
WHAT HAS THE PAST TOLD US?.....	7
The mid-term evaluation of the Erasmus+ programme 2014-2020	7
ID Beyond: Inclusion & Diversity in the EU youth programmes beyond 2020.....	8
Report: How to make the European youth programmes more inclusive.....	9
Inclusive Youth and Education Programmes – Recommendations towards inclusive Erasmus+ and European Solidarity Corps programmes.....	11
AND WHAT ABOUT TODAY, IN TERMS OF.....	12
Support to National Agencies by SALTO I&D	12
Support to inclusion officers / NA staff working on inclusion measures.....	12
Support to assessors.....	13
Support to organisations and beneficiaries.....	13
Vision: Inclusion 2020 – How to set up an inclusive international youth project.....	14
Mentoring and Coaching within the European Solidarity Corps – Common practices under research	14
Children’s home programme, tailored activities for YPWFOs and work with young refugees.....	14
Inclusion Barometer.....	15
Training courses and resources by SALTO I&D.....	15
Examples of projects and initiatives of organisations.....	16
Volunteering Initiatives	16
Focus on Local and Rural Communities	16
Work in Prisons.....	16
Migration and Refugees.....	16
Peace and Reconciliation	16
Inclusive Public and Social Spaces	17
"Inspired by Inclusion"	17

"Mediation by Young People of Europe's Cultural and Oral Heritage"	17
"ID Forum".....	17
Examples of projects and initiatives of NAs.....	17
Access to European Youth Programmes for Rural Youth and Organisations	17
Green Inclusion Seminar	18
Empower Inclusive Ability Capacity Building Activity.....	18
AccessAbility - EU Youth Programmes for Youth with Disabilities	19
Youth@Work Seminar - Rural Development, Inclusive Growth, and Youth Work...	19
Recommendations and Feedback from NAs, Eurodesk and ERYICA	19
Recommendations and feedback of NAs and initiatives of related structures	21
SYNERGIES WITH OTHER SALTO RESOURCE CENTRES AND STRATEGIES	22
SALTO Participation and Information.....	22
SALTO European Solidarity Corps.....	22
Youthpass – SALTO Training and Cooperation.....	23
FIRST GENERAL INSIGHTS.....	24
On the inclusiveness of the programmes	24
On a broader and wider focus on inclusion.....	25
On the support to National Agencies	26
General overview of challenges and corresponding initiatives.....	26
ANNEX 1	31
List of abbreviations.....	31
ANNEX 2.....	32
List of the material used for the desk research.....	32

INTRODUCTION

Purpose of this document

This document aims at outlining the evaluation process mandated for the European (youth) programmes, encompassing both the interim evaluation of the [Erasmus+](#) and [European Solidarity Corps](#) programmes for the period 2021-2027 and the final evaluation of the Erasmus+ programme covering 2014-2020. The interim evaluation is a requirement for the European Commission to submit a report to the European Parliament, the Council, the European Economic and Social Committee, and the Committee of the Regions by 31 December 2024.

The evaluation methodology is designed to gather inputs from key stakeholders across all participating countries, providing as objective responses as possible to the evaluation questions. This methodology covers various dimensions, including sectors and fields of action, key actions, target levels, and the four horizontal priorities: inclusion and diversity, digital transformation, environment and fight against climate change, and participation in democratic life, common values, and civic engagement.

Considering this interim evaluation, [SALTO Inclusion & Diversity Resource Centre](#) (SALTO I&D) and the Inclusion and Diversity Steering Group (IDSG) have chosen to concentrate on the implementation of the Inclusion & Diversity Strategy within the youth sector. The primary objective of this analysis is to assess the effectiveness of programmes in achieving the objectives of the Inclusion & Diversity Strategy, identify strengths and weaknesses, and compile lessons learned and achievements. The aim is to enhance the inclusivity and diversity of current and future European youth programmes.

As part of this process, a desk research has been initiated to provide a broad overview of inclusion and diversity endeavours since the launch of the Erasmus+ and European Solidarity Corps programmes in 2021. The desk research also seeks to identify research questions that will contribute to the mid-term evaluation of the European youth programmes.

It is crucial to emphasize that the material used for and in this desk research is based on what SALTO I&D has developed, received, or was aware of, and it does not claim to offer an exhaustive and detailed analysis of inclusion and diversity projects and processes initiated since 2021.

SALTO Inclusion and Diversity Resource Centre

SALTO Youth Resource Centres are additional functions entrusted to designated National Agencies (NAs) of Erasmus+ and the European Solidarity Corps programmes. They consist of small teams that support all NAs, the Commission and stakeholders involved in the development and quality implementation of activities and projects in the (youth) field.

SALTO Resource Centres works on behalf of the European Commission, Directorate-General for Education, Youth, Sports, and Culture.

SALTO Inclusion & Diversity Resource Centre (SALTO I&D) provides resources (training tools, publications, information, and more) for persons and agencies supporting young people with fewer opportunities (Inclusion workers, youth workers, social workers, NAs & Coordinators). By offering opportunities for training, exchange and reflection on inclusion practice and diversity management, SALTO I&D works towards the visibility, accessibility and transparency of its inclusion & diversity work and resources, and towards making 'inclusion of young people with fewer opportunities' and 'positive diversity management' a widely supported priority¹.

¹ Extract from SALTO Inclusion and Diversity Mission Statement

METHODOLOGY

It is important to note that while several events, studies, and research documents have contributed to gathering insights for prior successes and remaining needs to increase inclusivity and diversity in the European youth programmes, the current initiative led by SALTO I&D represents an efforts that builds on similar initiatives carried in the past, and to be continued in the future.

To assess the progress based on the preliminary findings presented in this desk research and the overall report it contributes to, it is essential to acknowledge that the final evaluation of the previous generation of European youth programmes is still pending at the time of writing this document. Nevertheless, various recommendations have emerged from different initiatives with a common objective of enhancing the inclusivity and diversity of the upcoming Erasmus+ and European Solidarity Corps programmes. These recommendations have been one of the focal points of the desk research.

The desk research is based on the collection of materials, primarily documents such as reports, position papers, publications, blogs, and resources, and incorporates recommendations and findings from before the launch of the current Erasmus+ and European Solidarity Corps programmes. The collected materials and preliminary findings have been summarised to provide a foundational basis for the subsequent steps, which will involve focus groups, interviews, surveys, and the final comprehensive report.

Documents that support the structure of the desk research

The structure and framework of the desk research consist of three key documents:

1. [The Inclusion and Diversity Strategy](#): This strategy aims to facilitate equitable access to the Erasmus+ and European Solidarity Corps programmes for all individuals, with a specific focus on addressing barriers faced by various target groups, particularly those with fewer opportunities. It also promotes diversity as a valuable source of learning and aims to equip programmes' stakeholders to interact positively with diverse individuals from different backgrounds.
2. [The European Commission Framework of Inclusion Measures](#): This framework seeks to facilitate access to the Erasmus+ and European Solidarity Corps programmes for young people with fewer opportunities, remove obstacles preventing access, and provide a basis for implementation guidance.
3. [The Inclusion and Diversity Roadmap](#): The roadmap outlines the steps and areas of intervention needed to implement the Inclusion & Diversity Strategy for the Erasmus+ and European Solidarity Corps programmes, emphasising cooperation and collaboration among stakeholders.

The desk research aligns and correlates with these documents, forming the foundation for its methodology and focus.

Additional documents

In addition to the core documents mentioned above, the desk research incorporates references and material analysis from various categories, including support materials developed by NAs and beneficiary organisations, reports of activities organised by SALTO Resource Centres and NAs, position papers and recommendations from organisations and NAs, synergies with other strategies supporting Erasmus+ and European Solidarity Corps programmes, minutes of the Inclusion and Diversity Steering Group (IDSG), webinars, podcasts, and videos.

WHAT HAS THE PAST TOLD US?

This section primarily explores past recommendations and insights resulting from documents and processes developed before 2021, with the aim of strengthening inclusion and diversity in the 2021-2027 generation of European youth programmes.

The mid-term evaluation of the Erasmus+ programme 2014-2020

The mid-term evaluation of the Erasmus+ programme for 2014-2020 offered an overview of its implementation across sectors. Although it primarily focused on the broader scope, it contained valuable insights related to the youth field. Some key findings from this evaluation include:

- Identification of barriers affecting young people with fewer opportunities (YPWFOs), with linguistic barriers, financial difficulties, and complex application processes being the most prominent. At the individual level, financial obstacles and administrative complexities emerged as more significant barriers compared to geographical disparities. For organisations, the programme's framework has constrained the capacity for accommodating small-scale initiatives when compared to past opportunities, therefore reducing their outreach to the grassroots-level. Furthermore, lack of knowledge, experience and available resources have been identified as significantly hindering successful application processes. The rather competitive nature of the funding mechanisms has made them more easily accessible to well-established and larger organisations.
- Programme's relevance:
 - The analysis of participation in the youth field from 2014 to 2016 revealed that approximately 30% of the learners were individuals facing complex and disadvantageous situations. Moreover, the number of YPWFOs has more than doubled compared to the previous programme cycle. This meant an increased emphasis on and support for the engagement of YPWFOs compared to the previous generation of the Erasmus+ programme.
 - The mid-term evaluation stressed that, in comparison to other beneficiary groups, disadvantaged learners would have been less likely to engage in educational or learning experiences abroad if it were not for the programme. It is worth mentioning that the inclusion of disadvantaged learners necessitated (and still does) specific measures and tailored support.
 - About having additional priorities in the forthcoming programme generation approximately 21% of survey respondents expressed, among others and in second position, promoting inclusion and diversity, particularly in the context of migrant integration.
- Outreach:
 - Despite the progress made, the Erasmus+ 2014-2020 programme, like other similar initiatives, primarily reached those among disadvantaged groups, who were more readily accessible, rather than those who were disengaged or at

risk of marginalisation. The mid-term evaluation highlighted the limited participation of individuals from minority backgrounds or those facing learning difficulties. Nonetheless, it also indicated that disadvantaged learners demonstrated more favourable outcomes compared to their counterparts, a point that will be further emphasised in the RAY-Inclusion report in 2020.

- Despite the implementation of specific measures, the mid-term evaluation showed a continuous need for more targeted support and flexible funding to adequately address the needs of disadvantaged learners.
- Overall, the collected evidence indicated that while Erasmus+ effectively reached a wide(r) audience, a noticeable gap in reaching disadvantaged groups remained. This observation is confirmed by national reports, which stress the inadequate focus on young people from disadvantaged backgrounds and those with special needs within the programme's framework.

ID Beyond: Inclusion & Diversity in the EU youth programmes beyond 2020

In 2019, SALTO I&D formulated a [document, referred to as *a vision*](#), with the primary objective of strengthening the dimensions of inclusion and diversity within the new Erasmus+ and European Solidarity Corps (2021-2027) programmes, in line with the EU Youth Strategy (2021-2027) and the new Discover EU initiative. This effort sought to draw lessons from various sources and compile practical recommendations to enhance the inclusivity of European youth programmes beyond 2020. SALTO I&D formulated specific key actions as follows:

- Promoting awareness regarding the significance of inclusion in EU youth programmes to encourage greater involvement of NAs in inclusion and diversity efforts.
- Undertaking knowledge gathering and production relating to target groups, supportive approaches, and inclusion-related issues within the programmes and international mobility, through publications and tools.
- Providing support for policy development focused on youth, inclusion, and diversity.
- Assisting NAs in enhancing the competences of their inclusion officers.
- Supporting NAs in strategically using TCA/NET (Transnational Cooperation Activities/Networking Activities) through the coordination of the Strategic Partnership on Inclusion.
- Supporting other TCAs in the field of inclusion & diversity by sharing tools, knowledge, and experts, and delivering training and learning offers tailored to youth workers and inclusion organisations to improve their abilities in managing inclusion projects and fostering more inclusive organisations.
- Creating opportunities for NAs, beneficiaries, and other stakeholders in the field of inclusion to exchange experiences and tools and learn from one another.

- Contributing with proposals connected to the EU youth dialogue to reach out to YPWFOs and offer training opportunities related to national working groups.
- Assisting in the development of the SALTO-YOUTH website to facilitate access to knowledge and information regarding inclusion organisations and activities.

This list serves as a valuable reference point for examining the actions and initiatives undertaken or supported by SALTO I&D following the launch of the current generation of programmes.

Report: How to make the European youth programmes more inclusive

The report², published in 2019, aimed to identify the requirements for fostering inclusion and effecting necessary changes to support stakeholders and create inclusive conditions within the Erasmus+ Youth and European Solidarity Corps programmes. It connected proposed solutions from expert meetings and a survey encompassing various stakeholders active in the field of inclusion within the European youth programmes. The findings of this report primarily informed the above-mentioned vision paper of SALTO I&D, as well as the consultation phase with the European Commission. This report serves as a valuable resource for evaluating developments and initiatives implemented post-2020.

The report highlights the following proposals:

1. Approach to inclusion and accessibility:
 - Enhancement of inclusive and accessible IT tools.
 - Adoption of a holistic approach to inclusion as an integral aspect of youth mobility.
 - Broadening the scope for YPWFOs to participate in all projects, not solely those inclusion-focused, while emphasising the connection with diversity.
 - Formulating guidelines for the creation of application forms that facilitate a comprehensive assessment of participants' profiles and prevent misuse of the term 'inclusion.'
 - Advocating for a bottom-up approach to developing tailored materials that bridge the gap between policy makers, the programmes, and beneficiaries.
2. Support for young people before, during, and after mobility:
 - Development of comprehensive guidelines and guidebooks to support the engagement of YPWFOs from the beginning, with tailored materials catering to different age groups.
 - Providing better and tailored support to returning volunteers to facilitate their reintegration into daily life, capitalise their learning experiences, and plan.

² By Gabi Steinprinz (external consultant) and SALTO Inclusion & Diversity, in cooperation with the NAs involved in the Strategic Partnership on Inclusion (17).

3. Training and capacity building:
 - Offering specific training for individuals interested in working on inclusion or enhancing their inclusive practices.
 - Extending training opportunities to organisations already working with specific target groups but lacking expertise in managing international mobilities.
 - Tailoring training to deepen the understanding of specific aspects of inclusion, such as inclusive entrepreneurship, inclusive participation, and diversity.
 - Establishing an Inclusion Trainers Pool to facilitate knowledge sharing among trainers and peer learning.
4. Methods and tools:
 - Translating SALTO I&D's valuable tools into multiple languages to broaden accessibility.
 - Developing additional inclusion-focused methods, tools, or publications, such as inclusive energisers, resources for inclusive training, evaluation, and impact assessment, as well as strategies for addressing specific target groups living in social exclusion.
 - Exploring the integration of new technologies to create tutorials, digital tools, webinars, and e-learning resources that promote inclusion.
5. Support for professionals and organizations at the national level:
 - Encouraging NAs to support local events, including Inclusion Tool Fairs and Multiplier events, that emphasise peer learning and focus on inclusion.
 - Proposing the establishment of an inclusion toolbox containing practical resources, equipment, and expert assistance for organisations, which could also include a resource library.
6. Support for professionals and organizations at the European level:
 - Advocating for the dissemination of European research, studies, and reports related to inclusion in accessible and multilingual formats.
 - Proposing the creation of an online platform for organisations to seek guidance and share experiences related to promoting the Inclusion and Diversity Strategy.
7. Creation of an inclusion network:
 - Recognising the need for a network of professionals and organisations working on inclusion and/or with YPWFOs.
 - Expanding areas of work to accommodate the child and youth care sector, among others.
8. Improving visibility and best practices:
 - Recommending a shift in external communication about the programmes, emphasising representative images and role models.

- Proposing tailored and targeted campaigns to raise awareness among YPWFOs and organisations about the opportunities offered by European youth programmes.
- Suggesting outreach to a wider audience, including officials, decision-makers, family members, teachers, and beyond young people and youth workers.

Inclusive Youth and Education Programmes – Recommendations towards inclusive Erasmus+ and European Solidarity Corps programmes

A [position paper](#) authored by CARITAS (German branch) and 12 other Civil Society Organisations³, offered practical recommendations for making the European youth programmes more inclusive across multiple areas, including youth work, voluntary services, adult education, vocational training, and school education:

- Involve persons with fewer opportunities and special needs as experts, implementing.
- organisations and civil society structures in programme planning, implementation, and evaluation.
- Directly address target groups experiencing disadvantage and discrimination and provide structured information.
- Use accessible programme documents.
- Apply flexible rules in the support of additional expenses for participants with fewer opportunities and qualified professionals.
- Ensure awareness among evaluators and decision-makers about the special needs of disadvantaged target groups.
- Fund supporting structures for interested volunteers and avoid additional burdens in the application process.
- Ensure equal application of the rules across all programme countries and all National Agencies.
- Accompany participants with fewer opportunities more closely during their stay abroad.
- Provide target group-specific support for language learning.

³ Federation of Protestant Youth in Germany, Association of German Social Welfare Organisations, Bavarian Youth Council, Commission of the Bishops' Conferences of the EU, Don Bosco Youth-Net, EAEA, Protestant Church in Germany EU Office, Eurodiaconia, European Office for Catholic Youth and Adult Education, Federation of Catholic Youth Social Work, NEVSO, and YES Forum.

AND WHAT ABOUT TODAY, IN TERMS OF...

In the context of current developments and advancements, the discourse delves into various endeavours, materials, and procedures primarily initiated following the launch of the current European youth programmes in 2021. What follows has been carefully selected to exemplify actions, activities, and processes that either align with or correspond to the collection of recommendations outlined in the preceding section.

Support to National Agencies by SALTO I&D

The SALTO Resource Centres, as part of their overarching mission, are entrusted with the support to National Agencies (NAs) in developing quality activities and projects within the youth sector. Notably, SALTO I&D has undertaken the creation, design, and implementation of a substantial amount of support and training materials, with a majority corresponding to recommendations before 2021. While a comprehensive analysis of these materials lies beyond the scope of this desk research, it is worth highlighting initiatives that represent valuable progress in strengthening inclusion and diversity dimensions during programme execution.

Support to inclusion officers / NA staff working on inclusion measures

- a. [The ID Temperature Check Tool](#): SALTO I&D has developed the ID Temperature Check Tool as part of its toolkit, which aligns with prior recommendations. This tool serves to evaluate an NAs' endeavours in inclusion and diversity. Comprising a set of questionnaires, it facilitates the assessment of progress across five key domains, each supported with practical guidance. The tool then generates a comprehensive report along with a repository of resources and best practices. A version tailored for non-governmental organisations (NGOs) is also being developed.
- b. [The Inclusion and Diversity Officer Job Description](#): The ID Temperature Check is complemented by a comprehensive job description describing the role and responsibilities of an Inclusion & Diversity Officer. This document outlines the ideal scope of duties, with clarity and the needed adaptability to accommodate variances in NA size, operational context and reality, and resource allocation for inclusion and diversity.
- c. [Colleague Support Groups](#): Colleague Support Groups represent peer-to-peer 3-day (average) residential gatherings, bringing together 8 to 10 Inclusion Officers/NA staff actively engaged in inclusion projects. These gatherings facilitate a collaborative exploration, exchanges of insights, and a collective reflection on NA inclusion and diversity initiatives. They foster innovative ideas, action plans, and the elaboration of national inclusion and diversity strategies.
- d. [NAs Inclusion Strategy](#): SALTO I&D has designed a resource, "Create your own inclusion strategy," aimed at assisting NAs in developing their national inclusion and diversity strategies. This material comprises a practical booklet and a series of podcasts, providing step-by-step guidance. The booklet's intent is to picture strategic development as an engaging and accessible process, applicable not only

to inclusion but also to a broader range of contexts. Additional resources are accessible online. The German NA's contributions to a National Strategy for Inclusion and Diversity and the ensuing conference "Experience and shape Europe" in May 2023 serve as one of noteworthy examples, of fostering networking for inclusive European youth work at the local level.

- e. [ID Kitchen](#): The Inclusion & Diversity Kitchen offers annual online staff training on inclusion and diversity, based on the notion that inclusion demands collective effort within NAs and embraces a holistic approach. This training conveys fundamental inclusion knowledge, and presents diverse approaches and methodologies, with the overarching goal of increasing the accessibility of international youth projects to a greater number of YPWFOs. A podcast has been produced to complement the Kitchen's content.
- f. [The Strategic Partnership on Inclusion \(SPI\)](#): Initiated in 2017, SPI, under the steering of SALTO I&D and in collaboration with approximately 19 NAs and SALTO European Solidarity Corps Resource Centre, aims to foster a strategic approach for involving four underrepresented target groups in Erasmus+ Youth and the European Solidarity Corps within the participating countries. This strategic approach encompasses activities such as mapping new organisations and needs analysis, capacity building, partnership development, support for international mobility, resource assessment, and impact monitoring. SPI also disseminates materials and resources, catering to the needs of the participating and supporting NAs.
- g. [A Cookbook for Inclusion for NAs](#): While developed in 2018, prior to the current generation of programmes, the Cookbook for Inclusion remains a significant tool designed to boost NAs' efforts in reaching out to a wider audience of YPWFOs and enhancing the quality of inclusive projects. Given the lasting relevance of this tool, it calls for acknowledgement as a valuable resource in the pursuit of inclusion objectives.

Support to assessors

Assessors play a key role in supporting NAs during the selection process of inclusion and diversity projects and accreditation assessments. To enhance their efficacy, SALTO I&D has developed a [comprehensive set of resources](#), including a cheat sheet and assessment guidelines, aimed at enabling assessors to examine project applications through the lens of inclusion and diversity. This set of tools is complemented by a three-hour training programme tailored specifically for assessors.

Support to organisations and beneficiaries

The following examples are not exhaustive in illustrating the extensive efforts undertaken to support organisations in the implementation of inclusion and diversity projects. Instead, they are indicative of the resources provided within the view of this desk research. These resources encompass a wide spectrum of support activities and tools, including practical guidance for organising international youth mobility and volunteering

projects, mentoring, and coaching support, tailored assistance for YPWFOs, initiatives related to foster care and children's homes, and endeavours aimed at working with young refugees. These resources seek to promote inclusion across various dimensions within the European youth programmes.

Vision: Inclusion 2020 – How to set up an inclusive international youth project

In 2020, the International Youth Service of the Federal Republic of Germany (IJAB) embarked on the "Vision: Inclusion" project, resulting in the creation of a comprehensive toolkit titled "How to Set Up an Inclusive International Youth Project." This resource includes a range of materials, including factsheets, activities, and checklists, thoroughly designed to facilitate the organisation and management of inclusive international projects. The toolkit is divided into six modules, each addressing specific aspects of inclusive projects. It adheres to the fundamental principles articulated in the UN Convention on the Rights of Persons with Disabilities. This toolkit reflects many of the recommendations directed at SALTO I&D and NAs prior to the current European youth programmes, emphasizing its continued relevance.

Mentoring and Coaching within the European Solidarity Corps – Common practices under research

The publication "[Mentoring and Coaching within the European Solidarity Corps](#)⁴" (2023) addresses the landscape of mentoring in volunteering projects and coaching in solidarity projects within the European Solidarity Corps programme. It aims to enhance the quality of mentoring practices and foster an international community of mentors and coaches involved in the programme. While not exclusively focused on inclusion, it includes sections dedicated to inclusion and diversity. These sections explore topics such as reinforced mentoring and budget considerations related to inclusive projects. The report acknowledges efforts to promote inclusivity within the European Solidarity Corps and offers recommendations for mentorship and coaching support.

Children's home programme, tailored activities for YPWFOs and work with young refugees

The Czech NA has made concerted efforts to engage children's homes in the programme and addresses the specific needs and challenges associated with such involvement. They organised a Partnership-Building Activity (PBA) for youth workers from various countries, aimed at fostering collaboration in this domain.

Additionally, the NA has developed activities tailored to YPWFOs, providing them with educational opportunities in Europe while nurturing social competence, intercultural understanding, and anti-discrimination efforts. Collaborative projects, such as those supported by the organisation [Chance4Children](#), have demonstrated positive outcomes in this regard.

⁴C. Pinteá, M. Ples, D. Markovic for SALTO European Solidarity Corps and the Romania NA.

In response to the Russian aggression in Ukraine, the NA organised national and international seminars for NGO representatives, focusing on supporting young refugees, such as through the training course "[How to Support and Integrate Young Refugees](#)". These initiatives encompassed workshops, expert seminars, discussions, and networking sessions, all aiming to foster inclusion and support for those in need.

The NA has furthered inclusion efforts by disseminating user-friendly documents, FAQs, application tutorials, and similar resources, aiming to simplify the involvement of YWFOs and reduce barriers to their participation.

Inclusion Barometer

JINT, in collaboration with SALTO I&D, has developed an Inclusion Barometer, an ongoing project with a focus on events in its initial phase. The tool aims to assist in identifying elements contributing to the removal of barriers and obstacles to participation, fostering a conscious and inclusive approach. It offers tips, inspiration, explanations, focal points, and checks to establish a common ground for understanding and action. Future development of the tool may extend its scope to other areas and types of activities.

Training courses and resources by SALTO I&D

SALTO I&D offers a range of training courses and resources to support organisations and youth workers in their inclusion efforts. These resources include:

- a. Access to Resources and Publications: SALTO I&D has established a growing repository of "[Get Inspired](#)" resources and publications exploring inclusion from diverse perspectives and themes. This collection aims to disseminate examples of inclusive projects.
- b. [ID Talks](#): ID Talks is a series of recorded online workshops, featuring guest speakers, discussions, and Q&A sessions, aimed at inspiring and provoking thought.
- c. Get into... Training Courses: SALTO I&D has developed a series of "Get into..." training courses designed for newcomers, focusing on specific aspects such as [Youth Exchanges for ALL](#) and [Volunteering Projects for ALL](#). These courses provide concrete guidance and support for youth workers and organisations.
- d. The ID Forum: The [ID Forum](#) is an international conference organised by SALTO I&D to enhance the visibility of inclusion and diversity and facilitate collaboration among stakeholders in European youth programmes. The conference fosters active participation and peer learning.

The comprehensive range of initiatives, materials, and resources outlined here highlight the concerted efforts undertaken to enhance inclusion and diversity within European youth programmes, aligning with recommendations resulting from previous programmes and reflecting a commitment to fostering a more inclusive and diverse youth landscape.

Examples of projects and initiatives of organisations

In this section, we present a selection of projects and initiatives undertaken by various organisations, which serve as examples of inclusion-related projects and activities initiated since the year 2021. It is important to note that these examples are not intended to be exhaustive, as numerous other inclusion projects have been initiated by individuals or organisations during this period. The chosen examples are intended to demonstrate the diverse range of approaches and themes within the area of inclusion:

Volunteering Initiatives

"[SALTO Awards](#)" by SALTO Resource Centres: Since 2021, these awards have been organised to recognise outstanding initiatives targeting young people in various categories of projects. Nominees include teams, team members, organisations, public institutions, and other stakeholders. The categories align with programmes' priorities.

Focus on Local and Rural Communities

"[Volunteering as a Tool for Participation and Social Inclusion](#)" by Las Niñas del Tul (Spain). In 2022, this project received the SALTO award for Inclusion and Diversity. It involved a 10-day intensive programme for 36 young prisoners, aged 18-30, at the Albolote Penitentiary Center in Granada, Spain. The project aimed to integrate social and well-being activities into the participants' daily lives, fostering personal development. Participants were also introduced to European youth programmes and engaged in developing project proposals.

Work in Prisons

"[Volunteering in the Prison](#)" by RadiVidiPats (Latvia). This initiative focused on volunteering in Leipaya prison and emphasized the significance of providing emotional support, workshops on active citizenship, conflict resolution, reconciliation, tolerance, human rights, cultural exchange, and cooking to inmates. It highlighted the role of volunteering in rehabilitation and personal growth among prisoners.

Migration and Refugees

"[BRIDGES, not Walls – Migration and Dialogue](#)" by Eurobug (Ireland). This 18-month project, launched in 2021 and concluded in April 2023, addressed issues related to democracy, inclusive democratic participation, Roma, and other minority communities, as well as the reception and integration of refugees and migrants. It aimed to identify and address obstacles hindering access to civil society for migrants.

Peace and Reconciliation

"[The Missing Peace: Youth, Peace, and Reconciliation](#)" by a consortium of six partner organisations. Initiated in 2022, this project focuses on building the capacity of youth workers and youth organisations to engage young people, especially young women, in

peace and reconciliation processes. It included a youth exchange in Lithuania in May 2023, aimed at promoting youth-led peacebuilding and community development.

Inclusive Public and Social Spaces

"[Inclusive Cities: Preventing Social Conflicts in Public Space](#)" in Helsinki, Finland is a project by young urban planning experts aimed at advocating for the co-creation of public space in collaboration with marginalised communities. The project involved inquiries, workshops, cultural events, mapping, and publications, with a focus on shopping malls' significance to local communities and minority groups.

"Inspired by Inclusion"

While initiated in a previous programme generation, the "[Inspired by Inclusion](#)" project remains relevant. It provides inclusive educational materials, including methods manuals, video tutorials, and a manual for trainers, aimed at improving access to international volunteering and exchange programmes for disadvantaged young adults.

"Mediation by Young People of Europe's Cultural and Oral Heritage"

This KA2 project, led by a French organisation, seeks to preserve rural heritage and archive the history of rural areas. Through international workshops, it teaches young people techniques for transmitting oral heritage, promotes tourism in rural areas, and encourages youth entrepreneurship, fostering a sense of attachment to rural regions.

"ID Forum"

The [2023 edition of the ID Forum](#) included various workshops and case studies related to the ID Road Map. These sessions explored concepts such as movement, digital storytelling, and inclusive dialogue, emphasising their role in promoting empathy, understanding, and inclusive cultures.

These examples illustrate the diverse range of initiatives aimed at fostering inclusion in various contexts and settings, highlighting the significant efforts made by organisations and individuals since 2021.

Examples of projects and initiatives of NAs

This section presents a selection of noteworthy projects and initiatives undertaken by NAs in the context of youth inclusion and diversity. It is essential to note that the following examples do not constitute an exhaustive compilation of NAs' inclusion projects, but rather aim to exemplify various approaches and strategies employed to address issues such as rural youth, green inclusion, diverse abilities, and competence development.

Access to European Youth Programmes for Rural Youth and Organisations

Since 2018, the Cantal Departmental Service for Youth has been leading an integrated and multi-partnership initiative to support youth mobility in the rural Cantal region, where a

significant majority (74%) of the population resides in rural areas. In collaboration with regional delegations, the French NA identified favourable regions for implementing its intervention strategies, including Cantal in the Auvergne Rhône-Alpes region.

Within the framework of the "Rurality 2023 Roadmap," the French NA, in collaboration with the Cantal and the Auvergne Rhône-Alpes region, organised regional meetings to raise awareness and facilitate access to European youth programmes for young people in rural areas, local stakeholders, and voluntary organizations. The project's objectives encompassed fostering ownership of European mobility programmes among rural stakeholders, facilitating knowledge exchange, organising a significant event within the Cantal department with regional or national impact, promoting the dynamism of rural areas in terms of territorial development through youth initiatives, and encouraging the cross-fertilization of ideas and expertise. As of the time of this desk research, the final report is still in progress.

Green Inclusion Seminar

The [Green Inclusion seminar](#), held in the Netherlands in November 2022, marked a pioneering effort to address the priority of environmental sustainability in youth programmes. Recognising the interconnectedness of environmental protection, sustainability, social inclusion, and the repercussions of climate change on vulnerable populations, this seminar aimed to facilitate discussions on green inclusion within the youth context. While the seminar provided practical insights and resources for organisations, it also generated recommendations for advancing green inclusion both on a broader scale and within specific programmes.

- a. *Recommendations on Green Inclusion (Wider Level)*: These recommendations primarily focus on advocacy efforts to raise awareness about green inclusion, including involving young people from the beginning, emphasising the individual and societal benefits of sustainability, ensuring institutional accountability, and promoting an integrated approach to addressing climate change, particularly its impact on disadvantaged communities.
- b. *Recommendations for European Programmes*: These recommendations align with common themes observed throughout this desk research, encompassing enhanced support for European youth programmes' beneficiaries, projects, and budget flexibility.

Empower Inclusive Ability Capacity Building Activity

Organised in Iceland in 2021, this [Capacity-Building Activity](#) (CBA) centred on enhancing the competence of youth workers in working with young people with disabilities and facing specific health conditions. Additionally, it introduced guidelines on disability inclusion, specifically the "Engage in Inclusion" framework, for developing youth mobility projects, particularly within Erasmus+ and the European Solidarity Corps programmes.

The CBA primarily focused on knowledge exchange, the exploration of key concepts, and the introduction of various resources, including those related to European youth programmes, inclusive project development, digital storytelling, inclusive language, communication, and creative tools.

AccessAbility - EU Youth Programmes for Youth with Disabilities

Held in Budapest in May 2022 as part of the SPI project, the [AccessAbility partnership-building activity](#) aimed to foster professional collaboration and knowledge exchange regarding the participation of young people with disabilities in European youth programmes. This event also provided insights into the opportunities offered by European youth programmes.

The activity facilitated the sharing of experiences, promoted empathy through various exercises, and led to the creation of four collaborative projects. Participants also outlined recommendations, emphasising the importance of regularly implementing similar activities, including teams of trainers/facilitators with disabilities and maintaining the presence and support of NAs.

Youth@Work Seminar - Rural Development, Inclusive Growth, and Youth Work

As part of the Strategic NA Cooperation project, [Youth@Work](#) organised a seminar in Italy in March 2023, focusing on rural development, inclusive growth, and youth work. This seminar addressed critical issues such as rural development, brain drain, and youth competence development in rural areas.

The seminar's objectives included promoting cooperation among stakeholders, exploring necessary competencies to support community development and youth participation, supporting networks initiated by young people for rural development, and promoting Erasmus+ and European Solidarity Corps programmes. Outcomes included ideas for collaboration, potential network development, and extensive resource exchange.

Recommendations and Feedback from NAs, Eurodesk and ERYICA

Throughout this desk research, SALTO Inclusion and Diversity (SALTO I&D) received numerous recommendations from NAs, often stemming from expert groups or event outcomes.

These recommendations span various topics related to inclusion and diversity, including:

- Reviewing age limits, particularly in DiscoverEU Inclusion.
- Simplifying and reducing barriers in the application procedures.
- Adjusting budgets, especially for the European Solidarity Corps and Erasmus+ programmes.
- Advocating for bottom-up approaches and inter-sectoral cooperation.
- Improving outreach efforts.

Eurodesk - Focus on Access to Information

Eurodesk's contribution to inclusion and diversity in EU Youth Programmes includes a position paper titled "How Investing in Eurodesk Boosts Inclusion and Diversity in EU Youth Programmes and Initiatives." This paper calls on EU institutions and Member States to take concrete measures to ensure inclusive access to EU programmes for YPWFOs. Inclusion stands as one of Eurodesk's three thematic priorities.

The paper addresses the insufficient and unequal access to youth information, highlighting factors hindering access, such as geographical, linguistic, socio-economic, health, and digital literacy disparities. The paper also outlines the outcomes of a strengthened Eurodesk network, including participative outreach activities, enhanced youth participation, increased inclusiveness, improved awareness, and boosted civil society involvement.

Eurodesk also developed a "[Guide for Inclusive Digital Communication in Youth Information Services](#)" that supports all those working with/for young people, in designing more inclusive and accessible youth information. The guide covers general principles relevant to building inclusive and accessible information and communication based on best practices from organisations striving for a more inclusive world. It offers 7 key principles to make youth information services more inclusive, supporting its users to:

- Create and follow your own inclusive information and communication strategy.
- Understand your audience and be aware of communication barriers.
- Focus on what you communicate.
- Make your content more accessible.
- Be inclusive with your language.
- Use different channels to reach broadly.
- Keep monitoring and adjusting to your audiences!

ERYICA - Focus on Quality in Youth Information and Counselling

ERYICA adopted the "[European Youth Information Charter](#)" in 2018, emphasising accessibility and inclusiveness in youth information beyond mobility. Furthermore, ERYICA developed a European Youth Information Quality Label, which assesses structures based on the Charter's principles, including inclusion and accessibility.

In 2022, ERYICA conducted a study on the information needs of young refugees from Ukraine, leading to the 2023 "[Yomim training](#)", aimed at preparing youth information professionals to support youth in mobility situations, including forced mobility. This ongoing course now includes a module on assisting young people in forced mobility situations, such as migrants and refugees.

These initiatives and recommendations underscore the commitment of NAs and related organisations to promote inclusion and diversity within European youth programmes, addressing a wide array of challenges and opportunities across various thematic areas.

Recommendations and feedback of NAs and initiatives of related structures

For the desk research, SALTO I&D has received a series of recommendations defined by NAs, sometimes internally and sometimes as part of expert groups or as results of events. The ones summarised below are, once more, not meant to be exhaustive and generally, the network of NAs has always been proactive in providing the European Commission with recommendations and proposals that cared for inclusion and diversity, among other topics.

The feedback, requests, and recommendations we have noticed through reports and 'position papers' tackle, in a nutshell:

- A plea for reviewing age limits, especially in DiscoverEU Inclusion (*note: following the NAs' consultative meeting on DiscoverEU NA in May 2021, the majority has chosen to keep 18 years old as the age limit at the start of the project*).
- A plea for a simplification and reduction of barriers in the application procedure (IT tools, structure, format, and specific jargon).
- A plea for adjusted budgets (add-ons, lump sums, flexibility) in the European Solidarity Corps and Erasmus+ (especially in KA2 projects and KA1 Youth participation activities that focus on inclusion).
- A plea for bottom-up approaches and bridges between policy makers (and design of the programmes' actions) and for more cooperation between sectors, with the involvement of experts and inclusion's target groups.
- A plea for a better reach out.

Those are only the requests and recommendations mentioned almost systematically, in broad terms (some, of course, go much more into details). While all surveys and evaluations seem to underline that the programmes became more inclusive, one may still be surprised by the fact that these pleas come back in a repeated manner, across the programmes' generations.

SYNERGIES WITH OTHER SALTO RESOURCE CENTRES AND STRATEGIES

This part explores the synergies between SALTO Resource Centres and their strategies, particularly focusing on SALTO Participation and Information (SALTO PI) and SALTO European Solidarity Corps. Those Resource Centres play an important role in promoting inclusion, diversity, and youth participation within the context of European youth programmes and initiatives. The Youthpass coordinated by SALTO Training and Cooperation also addresses the visibility and understanding of learning in the youth field, with a special focus on supporting YPWFOs.

SALTO Participation and Information

If we zoom onto the Resource Centres focusing only on youth or those having a 'branch' dedicated to youth – one of them stands out in terms of complementarity with SALTO I&D: [SALTO Participation and Information](#) (SALTO PI).

- [Youth Participation Strategy](#): In the spring of 2020, SALTO PI introduced its "Youth Participation Strategy," designed as a dynamic document to guide actions until at least the conclusion of the EU Youth Strategy in 2027. This strategy aims to align with the EU Youth Strategy objectives, emphasising youth participation in democratic processes and the European Youth Goals concerning participation through the Erasmus+ and European Solidarity Corps programmes.
- Inclusive Focus: While primarily addressing democratic participation, the strategy acknowledges the programmes' focus on social inclusion and diversity. It underscores the equal right of young people from disadvantaged backgrounds to participate in democratic life. Particular attention is given to the needs of YPWFOs, emphasising inclusive participation and participation for all.
- Several resources have been developed since the publication of the strategy, including "[Insights into Digital Transformation in the Youth Field Supported by the EU Youth Programmes \(2022\)](#)" and "[Digital Transformation in the Youth Sector: Mapping and Gapping of Existing Resources](#)." These resources explore the impact of digital transformation on youth programmes and address digital inclusion.
- The Youth and Participation Toolkit: SALTO PI's "[Youth and Participation Toolkit](#)" focuses on improving youth participation practices, with modules dedicated to inclusion, diversity, digital transformation, and sustainability.

SALTO European Solidarity Corps

Not a 'youth' SALTO Resource Centre *per se* (for the European Solidarity Corps programme goes beyond young people), this is nevertheless the other Resource Centre that actively supports inclusion and complement the work of SALTO I&D, in line with the inclusion and

diversity priority of the European Solidarity Corps programme, and because solidarity very often goes hand in hand with inclusion.

Below are a few examples of activities and initiatives steered by [SALTO European Solidarity Corps](#), that connect with inclusion and diversity.

1. [Strategy 2021-2027](#): SALTO European Solidarity Corps has developed its strategy for 2021-2017 based on stakeholders' input. Five goals emerged, including promoting solidarity, strengthening European volunteering, embedding solidarity, supporting quality implementation, and building a community of practice. Goal 4 emphasises the importance of contributing to the horizontal priority of inclusion.
2. [Quality Standards](#): SALTO European Solidarity Corps has outlined quality standards for its activities, with a strong emphasis on diversity and inclusion. The document underscores the richness of diversity and the need for equal opportunities regardless of culture, religion, gender, sexual orientation, ability, or socio-economic status.
3. [Labelling in the Beneficiary Model](#): A report, co-developed with SALTO I&D, addresses the use of labels in European youth programmes, particularly the term "young people with fewer opportunities." The report offers guidelines to focus on structural barriers rather than labels, contextualize information needs, and simplify administration for beneficiaries.
4. [Europe Talks Solidarity](#): SALTO European Solidarity Corps hosts events and publications under the "Europe Talks Solidarity" banner, addressing issues related to inclusion, such as systemic discrimination and sustainable solidarity.
5. The NET Matrix: SALTO European Solidarity Corps has developed a NET Matrix to analyse the programme coverage and identify missing elements, with a specific focus on inclusion.

Youthpass – SALTO Training and Cooperation

The [Youthpass Strategy](#) aims to enhance the visibility and understanding of learning in the youth field, with a special focus on supporting YPWFOs. It commits to improving the accessibility and inclusiveness of the Youthpass tool and its related processes.

These SALTO Resource Centres and their strategies play crucial roles in promoting inclusion, diversity, and youth participation within European youth programmes. Their collaborative efforts and resource development contribute significantly to creating an inclusive and supportive environment for young people across Europe.

FIRST GENERAL INSIGHTS

On the inclusiveness of the programmes

This desk research incorporates various research findings, reports, studies, and recommendations, emphasising substantial progress in fostering inclusivity within the European youth programmes, or at least the maximum attainable level of inclusivity given their existing structures. Since the introduction of the new Inclusion and Diversity Strategy, which is applicable across all sectors of Erasmus+, a noticeable increase in efforts to prioritize inclusion has been observed across various agendas.

Nevertheless, persistent calls for programmes' adjustments echo similar concerns as in the past, primarily addressing the following key areas:

- Enhanced outreach efforts.
- Streamlined and user-friendly application procedures and forms.
- Tailored support mechanisms, including financial support.
- Flexibility in budget allocation procedures and grant utilisation, coupled with greater alignment between intended priorities and procedures.
- Improved access to information.
- Enhanced visibility, recognition, and value attributed to organisations dedicated to inclusion.
- Cautious handling of labels, such as young people with fewer opportunities.

The condensed list above pressures us to question why, despite the measures introduced both prior to the current generation of programmes and since 2021, the identified needs and concerns persist, and there is not a single or straightforward answer to that enquiry. One plausible hypothesis, perhaps the primary one, postulates that like recognition, inclusion is an ongoing endeavour that demands continual efforts, particularly as challenges persist for young people from disadvantaged backgrounds or challenging situations. The perpetually evolving political, environmental, and socio-economic landscapes continue to pose significant obstacles to inclusion and, in many cases, exacerbate existing disparities.

Moreover, the emergence of new programmes and policy-related priorities, such as the digital transformation and the green transition, called for the exploration of innovative approaches to address (social) inclusion. While these priorities may be new to many stakeholders (though less so for those with long-standing involvement), they required immediate efforts and a sharper focus on understanding their implications for addressing inequalities, inequities, and gaps, as well as the required interventions. It is important to acknowledge and applaud the level of engagement, dedication, and creativity exhibited by NAs, SALTOs, and organisations, and in general, the community of practice. The imperative to address these thematic areas and explore/develop potential responses was

quickly recognised, with ongoing efforts expected to enable a more cohesive, systematic, and holistic examination of related dimensions, comprising inclusion, diversity, digital transformation, green transition, and more.

Considering these developments, there is a corresponding call for increased accountability on the part of institutions to align their policies and measures with their stated intentions. While not always consistently met, it appears that the European Commission is taking this responsibility seriously.

On a broader and wider focus on inclusion

As previously mentioned, new strategies and policies have emerged since 2021. SALTO Participation and Information, as well as SALTO European Solidarity Corps, have introduced their own inaugural strategies, with overlapping areas of emphasis compared to the Inclusion and Diversity Strategy. Instead of complicating the focus on inclusion, the materials provided suggest concerted efforts to establish common approaches, processes, materials, and support resources. This collaborative approach has led to concrete cooperation among various Resource Centres, demonstrating that despite their distinct focuses, these priorities are interconnected and interrelated, no longer viewed as isolated issues. This observation aligns with a broader societal trend that emphasises the need for greater cohesion, coherence, and connectivity among various challenges.

Furthermore, for SALTO I&D and all other Resource Centres, responding to ongoing challenges and changes has called for broadening the scope of their interventions and exploring innovative strategies. The COVID-19 pandemic stands out as one of the most significant recent challenges, profoundly impacting the youth work sector, particularly affecting young people already facing discrimination, inequalities, and precarious living conditions. The pandemic accelerated the shift to online platforms for a significant portion of youth-related activities. While this transition has had detrimental effects, including exacerbating the digital divide, impacting mental health, and limiting access to information and social spaces, it has also driven NAs and SALTOs to rapidly develop new modes of cooperation and enhance inclusivity within the digital realm. It encouraged a deeper reflection on sustainability within the programmes.

In line with these observations, several NAs' strategic projects (such as SNACs or LTAs), while focusing on specific objectives, have also integrated elements of inclusion and diversity into their sub-projects, as demonstrated by initiatives like Youth@Work, among others. It would be worthwhile in subsequent stages to explore the contributions or connections of these large-scale, long-term projects to inclusion.

On the support to National Agencies

The materials developed to support NAs constitute a substantial portion of the data collected for this Desk research. They explicitly illustrate that previous recommendations and requests have been acknowledged and acted upon. SALTO I&D has invested significant effort in creating tailored learning opportunities, resources, guidance, and platforms for exchange, offered both in residential and online formats, thereby enabling a flexible and needs-based approach ("I seek what I need when I need it").

The 2022 assessment of the SALTO Resource Centres conducted by ECORYS stresses the overall effectiveness of SALTO Inclusion & Diversity (I&D) in promoting inclusion and diversity within Erasmus+ and the European Solidarity Corps. This assessment reinforces the relevance of the Inclusion & Diversity Strategy and key activities like ID Talks and Inclusion Training for Trainers, which provide organisations with practical examples of inclusive projects.

However, the assessment report also highlights areas for improvement, particularly in ensuring greater participation of young people with fewer opportunities in the programmes. This requires increased collaboration with grassroots organisations and the exploration of additional dimensions of inclusion, aligning with the recommendations outlined earlier. Importantly, this endeavour does not solely rely on the efforts of SALTO I&D.

In parallel with SALTO I&D's work, other Resource Centres, such as Participation and Information and the European Solidarity Corps, have collaborated to support NAs in their respective domains and, notably, about inclusion, as evident in the materials referenced in this desk research. Reports from steering group meetings, evaluations of activities, and various tools for gathering opinions and recommendations underline the appreciation of NAs for the support received, reflecting a heightened dedication to inclusion measures and projects within NAs or related issues like the green transition or digital transformation.

General overview of challenges and corresponding initiatives

As described above, numerous initiatives have been implemented since the launch of the 2021-2027 European youth programmes. While significant work remains, the existing progress does not necessarily signify a lack of effort or resources, although such claims remain valid and frequently articulated.

A closer examination of the examples provided in this desk research and the collected materials reveals two important insights:

- Progress leads to the discovery of new needs, needing the development of new initiatives and processes.
- Increased progress or focus reveals the interconnectedness of inclusion and diversity with other dimensions, extending into areas such as sociology,

behavioural sciences, and related theories. This underlines the importance of adopting a wide range of perspectives when designing surveys and interpreting their results. Despite efforts to make surveys more user-friendly, as RAY did, they still often provide insufficient contextual information, including respondents' current circumstances, attitudes, self-perceptions, and daily contexts. Consequently, any recommendations remain highly context-dependent, as do the analysed outcomes and associated measures.

In addition to the COVID-19 pandemic, other recent challenges and impediments to inclusion and diversity have emerged in Europe (and globally) in recent years or more recently, such as the war against Ukraine, the persistent refugee crisis, a rising prevalence of mental health-related issues, and climate-change-related anxiety. These challenges have extremely affected young people with fewer opportunities and disadvantaged communities. While several projects, exemplified in this desk research, aim to address these issues, it is challenging to imagine programmes and entities dedicated to inclusion and diversity adapting rapidly enough to respond to these fast-evolving challenges that have gained broader visibility at an increasingly accelerated pace.

The table below provides a summary of key findings, encompassing recommendations, implemented actions, and outstanding tasks. It is essential to note that this table does not pretend to be exhaustive but rather serves as another means of capturing the progress made since 2021, drawing from the materials examined in this desk research (excludes content not referenced in this document).

From the past: In general terms and at the level of the programmes and policies: address barriers that hinder the participation of YPWFOs and make inclusion a more mainstream and transversal priority.

What was done?	What remains?
The revision of the Inclusion and Diversity Strategy and making it transversal to all programmes' sectors. The creation of SALTO Inclusion Education (even if not addressing the youth sector, it supports making inclusion more transversal).	
The inclusion of small-scale partnerships.	
The inclusion of Discover-EU Inclusion.	
The consolidation of the European Solidarity Corps as a programme, following the programme initiative launched in 2018.	

	Having clear and defined evaluation and monitoring processes looking at inclusion and diversity (e.g., connected to the implementation of the strategy).
RAY MON and RAY-Inclusion reports.	In process but to be sustained and even improved: more user-friendly and accessible surveys and fine-tuning the ways to comprehend the outcomes (connected to the point below).
	Not necessarily for RAY or not only: a more systemic and wider (multi-disciplinary?) scope of analysis of research outcomes.
Simplification of procedures, especially through NA support to user-friendly information and info sessions.	User-friendly material and access to information remain one of the main areas where more efforts need to be made.
	The need for a more strategic approach to inclusion and diversity in the network of NAs/SALTOs – interconnected and consolidated approaches and monitoring.
A better reach out to disadvantaged groups and individuals.	Reach out to the missing disadvantaged group and individuals, not only to the 'easier to reach' ones. Disadvantaged groups and individuals remain a too small % of the participants in the programmes.
Efforts by NAs and beneficiaries to widen the scope of 'inclusion activities' (in terms of geographical areas and topics/themes or areas of work.	Support (tools, funding, procedures) to respond to rapid changes and emerging topics and factors that hinder the participation of YPWFOs.

From the past: More support for professionals and organisations (at local, national and European levels)

What was done?	What remains?
The ID Road Map	To connect it to a more structured monitoring and evaluation system.
ID Temperature Check (in process).	
SPI project (initiated in 2017).	Will depend on the outcomes of the harvesting process, the outcomes of the monitoring and evaluation process and whether the project will continue after its planned period.
ID Forum: space to share and make visible initiatives by organisations.	
The SALTO PI Resource Pool	To be extended and perhaps with a more visible area dedicated to inclusion – connection with SALTO ID resources.
A vast range of tools (accessible online) that support organising volunteering and mobility projects (tools and material developed by SALTO ID, SALTO PI, SALTO European Solidarity Corps, NAs, NGOs...).	Make sur that these tools are visible and accessible (the number of that material keeps on increasing and it is sometimes complicated to know what to look for or where to look for them). Make sure that the material keeps on addressing emerging issues but 'do not fix what is not broken'.
Along the same line: a wide range of training and capacity-building initiatives.	
More tailored activities organised by NAs, also addressing 'new' areas (or more actively than before) such as those looking at youth work in prisons, with orphanages, in rural areas, and work with refugees, among others).	Keep on and increase efforts, also in terms of the number of supported activities. Open mind about emerging issues.
Inclusion Barometer (in process).	To finalise it, try it out, disseminate it widely.
ID Talks	
A bigger and ongoing focus on inclusion activities connected to several programmes' priorities (esp. green transition and digital transformation).	To further develop – the work has just started (even if some organisations have been dealing with those topics for many

	years already). Be aware of what might emerge as connected needs.
The Youth and Participation Toolkit	
The Quality Standards in European Solidarity Corps activities	
Europe talks solidarity	
Support to mentoring and coaching in the European Solidarity Corps.	

From the past: More support to NAs – SALTOs

What was done?	What remains?
With the support of SALTO I&D, NAs started to develop their own inclusion and diversity strategy or similar strategic planning or action plans.	The need to have an ID Strategy in each NA (if and where possible, developed in line with the national authorities and reported in the National Reports.
ID Temperature check	
ID officers' description	
Colleagues support groups	
ID Kitchen	
Support to assessors	
The NET Matrix	
The interaction between SALTO ID, SALTO PI, and SALTO European Solidarity Corps	Extend that connection to the other RCs and their strategies (more inclusion-related measures in Youthpass, connection with inclusion within the ETS, etc).

ANNEX 1

List of abbreviations

- CBA – Capacity Building Activity
- COM - European Commission
- CSO – Civil Society Organisation
- EU – European Union
- IDSG - Inclusion and Diversity Steering Group
- LTA – Long-Term Activity
- NAs - National Agencies
- PBA – Partnership Building Activity
- RAY - Research-based Analysis and Monitoring of Erasmus+
- SALTO I&D – SALTO Inclusion and Diversity Resource Centre
- SALTO ESC - SALTO European Solidarity Corps Resource Centre
- SALTO SEE - SALTO South-East Europe Resource Centre
- SALTO PI - SALTO Participation and Information Resource Centre
- SALTO T&C - SALTO Training and Cooperation Resource Centre – SALTO T&C
- SALTO Euromed - SALTO Euromed Resource Centre
- SNAC – Strategic National Agency Cooperation projects
- SPI - Strategic Partnership on Inclusion
- TCA/NET – Training and Cooperation/Networking Activities
- YPWFOs – young people with fewer opportunities

ANNEX 2

List of the material used for the desk research

Document
The Framework of inclusion measures for the Erasmus+ and European Solidarity Corps Programmes for the period 2021-2027 (COM)
The Inclusion and Diversity RoadMap (SALTO I&D)
The European Commission's Implementation Guidelines for Erasmus+ and European Solidarity Corps Inclusion and Diversity Strategy
Programmes' Guides (E+ and ESC - COM)
ECORYS assessment of SALTO RCs and SALTO ID feedback
EU Youth Strategy (COM)
ID Temperature check tool (SALTO I&D)
Reports of the ID Steering Group meetings (2021-present)
Report of the trainers about the seminar Youth@Work - Rural development, inclusive growth and youth work Seminar
Report of the forum on mobility in rural areas (EuroMed) (FR NA)
Report and recommendations (padlets in EN and DE) - conference on access to the programmes for youngsters facing socio-economic barriers (DE NA)
Recommendations/report of the event on access to the programmes for youngsters facing socio-economic barriers*
Recommendations/learnings PBA with deaf and hard of hearing persons (DE NA)
Feedback on the age limit in DiscoverEU Inclusion (SG ID / DE NA)
Job description inclusion officers (SALTO I&D)
Inclusion Barometer (JINT - draft)
The report of the Seminar Green Inclusion
Report on Empower inclusive ability capacity building activity
Report - AccessAbility - EU Youth programmes as enablers of mobility projects for youth with disabilities
Report ID Forum 2021 (SALTO I&D)
ID Forum 2023 (SALTO I&D)
ID Strategy Library (SALTO I&D)
SPI Meetings reports (2021-2023)
SPI - ID Travel (SALTO I&D)
SPI - Guide on disability-inclusive (SALTO I&D)
Exchanges on Discover EU Inclusion (SALTO I&D)
ESC Strategy (SALTO ESC)
ESC - Mentoring report (SALTO ESC)
ESC - Paper on Labelling in the beneficiary model (SALTO ESC)
ESC - Quality Standards for SALTO European Solidarity Corps activities (SALTO ESC)
ESC Matrix (SALTO ESC)
Vision Inclusion: How to set up an inclusive international youth project (fact sheets, guidelines) (IJAB)

RAY reports / studies (RAY MON)
Youthpass Strategy (SALTO T&C)
European Training Strategy (SALTO T&C)
Beyond Borders – Working Paper (SALTO SEE and NAs)
EPLM – Inclusion-related material
Report of the research seminar on investigating horizontal priorities
Participation Strategy (SALTO PI)
Participation – Youth Participation Toolkit
Participation - REPORT: Media & Information Literacy in the EU Youth Programmes – Empowering Youth Participation (SALTO PI)
Participation - REPORT: Digital Transformation in the Youth Sector: Mapping and Gapping of Existing Resources (SALTO PI)
Participation - REPORT: Insights into Digital Transformation in the Youth Field Supported by the EU Youth Programmes (SALTO PI)
Eudodesk: Guide on Inclusive Digital Communication in Youth Information Services
Eurodesk: EU Youth Strategy mid-term evaluation - How investing in Eurodesk boosts Inclusion and Diversity in EU Youth Programmes and Initiatives
ERYICA: SHeryica — Good Practice Booklets
ERYICA: Ukrainian displaced youth: Identifying information needs and aspirations
ERYICA: YoMIM – Youth on the Move — InfoMobility
ERYICA: European Youth Information Quality Label
ERYICA: European Youth Information Charter
Mid-term evaluation of the Erasmus+ programme (2014-2020) (COM – ECORYS)
Youth and Education Programmes
Executive Summary - Recommendations towards inclusive Erasmus+ and European Solidarity Corps programmes (Caritas)
Report on ‘How to make the future European Youth Programmes more inclusive’ (SALTO I&D)
ID beyond 2020 (SALTO I&D)
RAY – Summary ‘Exploring inclusion in Erasmus+ Youth in Action’ (2020)