

**CALL FOR PARTICIPANTS**



**VOLU.M.E Mentoring: Design to Align**

**Design to Align I | 10.11.-16.11.2025 | Lefkosia | Cyprus**

**Design to Align II | 16.02. – 22.02.2026 | Weimar | Germany**



*Change is the end result of all true learning.*

*Leo Buscalia*

We start from the belief, proven by more than 11 years of field experience, that offering opportunities for organizations to build capacity concerning Volunteer Management Skills is essential for a quality implementation of international volunteering projects (focused e.g. on the European Solidarity Corps Programme - ESC). Based on this - three long-term partner organizations (EJBW, Weimar, Politistiko Ergastiri Ayion Omoloyiton, Lefkosia and Pro Vobis, Cluj-Napoca) hereby propose to you a sequence of two trainings in 2025/2026 focusing on different aspects in mentoring and volunteer management within ESC Volunteering projects.

The proposed trainings are developed as a result of our common experience since 2014, from the era of European Voluntary Service (EVS) up to European Solidarity Program (ESC) and aim to achieve common ground and understanding on mentoring skills and volunteer management issues, as well as professional development regarding youth workers key competences - based both on the [ETS Competence Model for Youth Workers](#) and the [Mentoring Competence Framework](#), creating a community of practice and peer support among the implementers of European Volunteering projects.

We are offering **youth workers, volunteering project coordinators, mentors (to be) of volunteers, (support) staff of ESC hosting & sending organisations, facilitators actively involved in ESC & other (international) volunteering projects and ex-volunteers** the opportunity to join the following training activities:

#### **VOLU.M.E Mentoring: Design to Align I | 10.-16.11.2025 | Lefkosia (Cyprus)**

- Topics that will be addressed are: the role of the mentor and reaching a common understanding of the mentoring approach fit for each organisation, analysis of current mentoring processes in each organisation, designing a development path for mentoring tailored on the true capacity of the Organisation-Mentor-Volunteer(s)-Volunteering Activity.
- The core of the activity will be the newly developed **Mentoring Competence Framework** (launched in 2024, by SALTO ESC Resource Center).
- Target group of the event: mentors, project coordinators, youth workers already involved in the field of youth work in international volunteering projects in specific European Solidarity Corps.
- We aim to host **coordinators and mentors from the same organisations** to achieve **alignment of understanding and implementation of the mentoring process**.
- The in-between period November 2025 - February 2026 will be a time for participants to build on their experiences, improve their own mentoring competences, test and implement practices and new mentoring tools, create policies, etc.
- “Volu.M.E Mentoring: Design to Align II” will follow in February 2026 aiming to bring together the same participants, for a more in-depth learning experience (see below).

#### **VOLU.M.E Mentoring: Design to Align II | 16.-22.02.2026 | Weimar (Germany)**

- During “Volu.M.E. Mentoring: Design to Align II” we will test methods, share good practices, refine the policy for mentoring in organisations for improved quality implementation for international volunteering activities.
- Target group of the event: participants from **Volu.M.E Mentoring: Design to Align I**: mentors, project coordinators, youth workers already involved in the field of youth work in international volunteering projects in specific European Solidarity Corps.
- We aim to host again **coordinators and mentors from the same organisations** to amplify the capacity of the participant organisations in reaching a coherent approach on mentoring processes that can contribute to quality in volunteering projects

## Travel information

We will reimburse the travel costs on the basis of the cheapest possibilities, e.g. second class railway tickets, economy class flights etc., within the provided limit, from place of residency to the venue of the activity and return, based on the rates of the “distance calculator” of the European Commission <https://erasmus-plus.ec.europa.eu/de/node/2626> and related regulations as follows:

- 10-99 km: 28,00 EUR / Green travel: 56,00 EUR
- 100-499 km: 211,00 EUR / Green travel: 285,00 EUR
- 500-1999 km: 309,00 EUR / Green travel: 417,00 EUR
- 2000-2999 km: 395,00 EUR / Green travel: 535,00 EUR
- 3000-3999 km: 580,00 EUR / Green travel: 785,00 EUR

*Green travel: Travel where low-emission modes of transport are used **for the majority of the journey**, such as bus, train, bicycle or carpooling.*

## Participation fees

We are aware of the difficult financial situation of many people active in the field. Nevertheless, we see the offered events as a quality experience concerning venues, tools and activities and therefore as a unique opportunity for personal learning, professional development & networking which should be, beyond the received funding from European taxpayers not “for free”. Further, as providers of civic education, focusing as well on topics as (global) social justice, we decided to disrupt the vicious system of underpayment of people active in the field of (international) youth work & education, who dedicate their lifetime & energy for creating quality learning experiences by offering fair payment for their work (e.g. as free-lance trainers, facilitators or support staff). Therefore, a financial contribution from each participant is required **upon individual situation & decision per event**:

- You are e.g. student, unemployed person or a volunteer without own income (reduced fee): 25,00 EUR
- You are e.g. freelanced youth worker / trainer / educator with own income (standard fee): 50,00 EUR
- You are e.g. a person in stable job/employment (solidarity fee): 75,00 EUR

## Venue, accommodation & board

### **VOLU.M.E Mentoring: Design to Align I | 10.-16.11.2025 | Lefkosia (Cyprus)**

Accommodation, full board & activities will be provided by Politistiko Ergastiri Ayion Omoloyioton, Lefkosia: <https://politistiko-ergastiri.org>

### **VOLU.M.E Mentoring: Design to Align II | 16.-22.02.2026 | Weimar (Germany)**

Accommodation, full board & activities will take place at the Stiftung Europäische Jugendbildungs- und Jugendbegegnungsstätte Weimar (Foundation “European Youth Education and Meeting Centre in Weimar, EJBW): <http://www.ejbweimar.de>

## HOW TO APPLY?

Please apply **until 17<sup>th</sup> of August 2025** via <https://forms.gle/vpz5YJgevtSwseDE6>. We will inform all applicants until 29<sup>th</sup> of August 2025.

**Draft programme of the event:**

Volu.M.E. Mentoring: Design to Align I							
DAY 1	DAY 2	DAY 3	DAY 4	DAY 5	DAY 6	DAY 7	
10/11/2025	11/11/2025	12/11/2025	13/11/2025	14/11/2025	15/11/2025	16/11/2025	
Arrival of participants	BREAKFAST	BREAKFAST	BREAKFAST	BREAKFAST	BREAKFAST	Departures	
	Connecting to the place and to each other - Team Building	Introduction to the training course topic - Mentoring and us	Roles of Mentors in ESC. Different understandings. The coordinator's perspective. The mentor's vision	Mentoring Competence Framework. Tools	Our Development Path for Mentoring. Learning and Recognition - Youthpass		
		Our ESC Story					
	LUNCH	LUNCH	LUNCH	LUNCH	LUNCH		
First connections. Where are we	Setting the context. Our learning process	Dealing with Learning	Mentoring Competence Framework	Mentoring Tools	Harvesting and Future Plans		
	Daily Reflection Youthpass	Daily Reflection Youthpass	Daily Reflection Youthpass	Daily Reflection Youthpass	Evaluation of the training Closure		
DINNER	DINNER	DINNER	DINNER	DINNER	DINNER		
Potential evening activities							

**Please note:** the programme of the event “**VOLU.M.E Mentoring: Design to Align II | 16.-22.02.2026 | Weimar (Germany)**” will be created based on the results of the previous event and the needs of participants.





## A PROJECT OF “THE CONSTELLATION”

“The Constellation” is a consortium of organisations working together to develop learning activities aimed at enhancing the quality of volunteering & volunteering management. The members of “The Constellation” are EJBW (Weimar, Germany) Politistiko Ergastiri Ayion Omoloyioton (Lefkosia, Cyprus), Pro Vobis (Cluj-Napoca, Romania), Terzo Millennio (Lecce, Italy), Hors Pistes (Marseille, France), Team for Youth (Baia Mare, Romania) & Esplora (Itri, Italy).



## WITH THE SUPPORT OF



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## Legal notice:

Text: Corina Pintea, Panayiotis Theodorou, Markus Rebitschek

Layout: Markus Rebitschek

Cover: Lay on the Grass by Ioan Pan - [https://www.instagram.com/ioan\\_pan\\_photography/](https://www.instagram.com/ioan_pan_photography/)

Weimar /Lefkosia/ Cluj, July 2025