



VOLUNTEERING 360

First Study Visit
27 October to 29 October 2026
Ljubljana, Slovenia

THE STORY

Volunteering is commonly the heart of youth work. Many youth organisations rely on help from volunteers to run activities, reach young people and create impact in their communities. Yet in everyday practice, volunteering is often one of the most fragile parts of youth work.

Many organisations struggle with the same challenges. Volunteers join with motivation and enthusiasm, but leave after a short time. Youth workers spend a lot of energy constantly recruiting and onboarding new people and it can happen, that instead of being a space for learning, empowerment and participation, volunteering can become exhausting for volunteers and for youth workers.

This project was created in response to these challenges and needs. It offers youth workers and volunteer coordinators the opportunity to step back from daily operational pressures, critically reflect on their current practices and exchange experiences with peers from different organisations and countries. **Together, participants will explore more structured, participatory and inclusive approaches to volunteer management, focusing on the entire volunteer journey - recruitment, onboarding, mentoring, learning reflection, participation and long-term engagement.**

By strengthening these competences, organisations can create more meaningful volunteering experiences and build sustainable volunteer communities that benefit both young people and the organisations they support.

ABOUT THE PROJECT

The project is carried out by four partner organisations from Slovenia, Italy, Greece and Latvia - each with grassroots experience working with volunteers and youth with fewer opportunities.

Volunteering 360 is an Erasmus+ mobility project (KA153 – Mobility of Youth Workers) taking place between 2026 ad 2028.

The project brings together youth workers and volunteer coordinators who are responsible for planning, coordinating and supporting volunteering programmes. With the project we aim **to design, manage and evaluate volunteering programmes in a more structured, sustainable and inclusive way.**

Through two international study visits, participants will develop competences related to the entire volunteer journey - recruitment, onboarding, mentoring, learning support, participation, inclusion and long-term engagement.

The project provides a space for self-reflection, co-creation, and practical application of methods that can be transferred to local realities. In doing so, it also promotes intercultural learning, solidarity among youth workers and the professionalisation of volunteering programmes.

OBJECTIVES

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1. To **strengthen the competences of youth workers and volunteer coordinators** in planning, managing and evaluating volunteering programmes.
 2. To **improve knowledge and skills** related to the entire volunteer journey, including recruitment, onboarding, mentoring, support, recognition and long-term engagement.
 3. To **promote volunteer management approaches that view volunteers as active partners** and co-creators in organisational life.
 4. To **develop and test inclusive volunteering models** that enable meaningful participation of young people with fewer opportunities.
 5. To **strengthen volunteering as a space for non-formal learning, active citizenship, personal development and community engagement.**
 6. To **encourage the exchange of good practices**, experiences and innovative approaches among participants.
 7. To **support participants in transferring newly acquired knowledge, methods and tools into their local organisations and communities.**
 8. To **contribute to the creation of more sustainable, participatory and high-quality volunteering opportunities in youth work.**

The Volunteering 360 project was **developed with a strong focus on inclusion, empowerment and practical skills.**

LEARNING APPROACH

The programme is based on a **non-formal education**, with a strong emphasis on experiential learning, peer exchange, and learning-by-doing.

Throughout the project, **participants are encouraged to take an active role in shaping the content, contributing their experiences, questions, and ideas.**

The learning process is facilitated, but not imposed - we value reflection, collaboration and diversity of perspectives.

The project is designed **not only as a skill-building initiative, but as a supportive and caring learning space** - one that recognises the emotional and social dimensions of youth work and volunteering programmes.



Youthpass:

During the project, you will also receive the Youthpass certification. It is a recognition instrument for non-formal and informal learning, used within the Erasmus+ projects.

Find more info here: youthpass.eu

Key elements of our approach include:

- practical workshops on volunteer management, covering recruitment, onboarding, mentoring, support, recognition and long-term engagement;
- peer learning and the exchange of good practices, enabling participants to learn from diverse organisational and national contexts;
- case-study work and collaborative problem-solving focused on real challenges faced by participants in their everyday practice;
- participatory methods that explore how volunteers can be meaningfully involved in planning, decision-making and evaluation processes;
- exploration of inclusive volunteering models and support systems for young people with fewer opportunities;
- intercultural learning and networking, strengthening cooperation and solidarity among youth workers and volunteer coordinators from different countries;
- structured reflection processes, peer feedback, Youthpass-based reflection and group evaluation sessions;
- development of personal and organisational action plans to support the transfer of acquired knowledge into local realities.

WHO IS THIS FOR

This study visit is designed for **youth workers, volunteer coordinators, project managers and other professionals involved in planning, managing and supporting volunteering programmes within youth organisations.**

It is particularly relevant for **those who work directly with volunteers, develop volunteer engagement strategies, or seek to create more inclusive, sustainable and meaningful volunteering opportunities for young people.**

Participation in the study visit is free of charge!

You are a great fit for this project if you:

- are a youth worker, volunteer coordinator, project manager, or actively involved in volunteering programmes within a youth organisation;
- are motivated to strengthen your competences in volunteer management, mentoring and volunteer support;
- work with young people, including young people with fewer opportunities, or are interested in developing more inclusive volunteering opportunities;
- are interested in improving the quality, sustainability and impact of volunteering in your organisation;
- are willing to share experiences, challenges and good practices with international peers;
- are comfortable communicating and working in English;
- are ready to actively participate in all phases of the project, including preparatory tasks, study visit and local follow-up activities;
- are committed to transferring the knowledge and tools gained through the project into your local work and organisation.

STRUCTURE

1st PHASE

Preparation & Kick-off

(September - October 2026)

Before the first study visit, participants are tasked with a preparatory activity:

Comparison of different national volunteering systems based on the participants' preparatory research and assignment.

This data will be shared during a discussion group at the study visit.

2nd PHASE

Study visit

(27 October to 29 October 2026)

3-day learning experience hosted by Zavod Moja mavrica.

Topics include:

high-quality and structured volunteer management in youth work - we will cover the entire volunteer cycle, including recruitment, onboarding of volunteers, mentoring, support, burnout prevention and reflection on sustainable approaches to working with volunteers. The activities will include practical exercises, discussions and peer learning among participants.

3rd PHASE

Local action plan

(November - December 2026)

This is the phase where you bring your knowledge into real practice.

After the international study visit, each participant will carry out local activities in their home country, putting into action the tools and insights they've gained.

PARTNER COUNTRIES

If you would like to receive more information about the project before applying, please feel free to contact our partner organization or reach out to us directly via the project’s email.

If selected, you will receive a confirmation letter containing all the details about your participation in the project activities.



Country	Organization	e-mail Address
Slovenia	Zavod Moja mavrica	michelle.risman@mojamavrica.si
Greece	em-philo	emphilo.et@gmail.com
Latvia	Active Rainbow	info.activerainbow@gmail.com
Italy	Cassero LGBTQIA+ Center	global@cassero.it

TRAVEL REIMBURSEMENT

Attendance to the programme is free of charge for all participants who commit to the full duration of the activities, including preparation and follow-up activities.

Accommodation, food, and program materials are covered by the Erasmus+ program.

Travel reimbursement will happen upon completion of the learning programme via a bank transfer according to the country you are coming from, through your sending organisation and will be reimbursed up to the actual amount spent, with a maximum limit as specified in the table.

If you are selected, you will receive a confirmation letter with all details about your participation in the activities of the project. You can start booking your travels only after the confirmed selection.



Country	Reimbursement
Greece	309 EUR
Latvia	309 EUR
Italy	285 EUR (for green travel) 211 EUR (for non-green travel)

AGREEMENTS

By participating in this study visit, you agree to the following:

1. General principles and conduct

- non-discrimination: We maintain a zero-tolerance policy for discrimination based on gender, sexual orientation, race, religion, or any other personal characteristic. Everyone must be treated with respect.
- participant fees: Sending organizations are not permitted to collect extra participation fees from participants. If you have been asked to pay a fee to your sending organization, please inform the hosting team.

2. Reimbursement requirements

- attendance and punctuality: Reimbursement is tied to full participation. Missing activities or arriving late to the program without a valid reason may result in the forfeiture of your travel reimbursement.
- documentation: Participants must submit all original tickets, boarding passes, and invoices via the designated Google Form.
- follow-up and reporting: Reimbursement will only be processed after the participant completes the following:
 - The official EU Survey (sent via email after the project).
 - The project follow-up/dissemination activities.
 - Submission of all travel documents (tickets/invoices).

3. Deadlines and timeline

- submission: You are committed to sending all required documents and links within 14 days of the activity's conclusion.
- payment: The hosting organization commits to processing the reimbursement within 14 days of receiving the final required document from the participant.
- travel dates: Travel must occur on the official travel dates specified in the Infopack. Any deviations must be pre-approved by the organizers.

4. Responsibility and communication

- clarification: If any part of the Infopack or related communication is unclear, it is the participant's responsibility to ask for clarification from the hosting or sending organization before traveling.
- accountability: If a participant fails to communicate issues or misunderstandings in a timely manner, the hosting organization cannot be held responsible for any resulting financial or logistical consequences.

ABOUT THE LOGISTICS



We'll have our study visit in Ljubljana, which is the capital of Slovenia – a green, walkable and vibrant city, full of history and culture.

We will be staying and working in the historical hostel Celica.

The hostel is located in the middle of Metelkova, a squatted autonomous social and cultural centre in the city centre of Ljubljana. Formerly, the site was the military headquarters of the Army of the Austro-Hungarian Empire, then it became the Slovenian headquarters of the Yugoslav People's Army.

The building of Hostel Celica served as a military prison for more than 100 years, and is now a modern and lively hostel with a strong artistic touch; several artists gave a new life to the building and turned it into a hostel in which every corner tells a story. In Slovene, “celica” (pronounced “tzeleetza”) means “cell”, all the rooms in the hostel used to be prison cells.

We will be staying in rooms with 2 - 4 beds, with shared bathrooms. Breakfast will be served in the hostel, and our working space will be in the hostel's gallery.

ABOUT ZAVOD MOJA MAVRICA

Moja Mavrica (My rainbow) Institute is a non-governmental, non-profit organization that contributes to the co-creation of an inclusive and safer community in which we wish to live. **We strive to promote solidarity, consideration and respect for diversity. We contribute to building a society where diversity is welcomed and valued as an asset. We believe that diversity teaches us, enriches us and strengthens our communities.**

We work to create inclusive, supportive, and empowering environments where people with fewer opportunities can develop their skills, strengthen their well-being and actively participate in community life. Through non-formal education, professional support services, community engagement and advocacy, we promote inclusion, solidarity, diversity and active citizenship. **We collaborate with local communities, decision-makers, professionals and international partners to address social challenges and create positive change at individual, community and systemic levels.**

We work to create a safer, more equitable and inclusive society by promoting diversity, social inclusion, and equal opportunities within local communities. We address the impacts of climate change and social inequalities, particularly as they affect marginalized groups, while advocating for sustainability and climate justice.

Learn more at: www.mojamavrica.si

HOW TO APPLY

In order to apply fill out this application form:

<https://forms.gle/gbgKgN2R5Qwe3XM37>

Once selected, you will receive a confirmation letter with:

- detailed program & practical info;
- reimbursement instructions;
- participant form to fill in.

To make sure you don't miss this email, take care to type in the correct email address in the application form and check your spam folder.



If you have questions, need clarifications or you would like to know more, contact us at **michelle.risman@mojamavrica.si** or **info@mojamavrica.si** and we'll be happy to provide more information.



JOIN US IN LJUBLJANA,
SLOVENIA!

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