



Project ID: 101183056
Programme(s): Erasmus+ (ERASMUS+)
Topic(s): ERASMUS-EDU-2024-CB-VET
Type of action: ERASMUS Lump Sum Grants
Duration: 24 months
Project starting date: 01/01/2025
Project end date: 31/12/2026
Deliverable: D1.2 – WP1 Monitoring report



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1. Introduction

This document describes the monitoring, management and reporting activities carried out under Work Package 1 (WP1). The aim is to provide an overview of the tools adopted, the activities carried out, the results achieved and the preliminary impact, in view of the transition to WP2.

2. Management and monitoring tools

To ensure effective coordination of the project and compliance with the objectives set, the consortium has set up and operationalized several management and monitoring tools, shared with all partners:

Project Gantt:

A Gantt chart has been developed detailing all planned activities, their dependencies, and key milestones. This tool allows you to clearly visualize the progress, identify any time deviations and plan timely corrective actions.

ATTIVITA'	2025												2026											
	GEN	FEB	MAR	APR	MAG	GIU	LUG	AGO	SET	OTT	NOV	DIC	GEN	FEB	MAR	APR	MAG	GIU	LUG	AGO	SET	OTT	NOV	DIC
	1M	2M	3M	4M	5M	6M	7M	8M	9M	10M	11M	12M	13M	14M	15M	16M	17M	18M	19M	20M	21M	22M	23M	24M
T1,1 MANAGEMENT E COMUNICAZIONE																								
T1,2 SKILL GAP ANALYSIS																								
T1,3 Focus group with the target																								
T1,4 – Training preparation																								
T1,5 – Outreach events																								
T2,1 – management and communication																								
T2,2 – Engagement and selection of participants																								
T2,3 – Training program implementation																								
T2,4 – Career guidance, pre-placement support																								
T2,5 – Outreach activities																								
T3,1 – Dissemination strategy implementation																								
T3,2 – Dissemination event																								
T3,3 – Outreach activities																								
T1,4 Management of the impact evaluation (short term)																								
T4,2 – long term impact																								
T4,3 – Closing meeting																								

Budget table and financial monitoring:

An expense monitoring table has been created that allows you to periodically compare the costs incurred with those planned. Each partner updates its entries, and the coordinator carries out periodic checks, so as to ensure consistency with the approved budget and prevent financial imbalances.

RACI Matrix (Manager, Approver, Consulted, Informed):

The RACI matrix was used to transparently clarify the roles and responsibilities of the partners in each WP1 activity. This reduced overlapping tasks and led to greater efficiency in workflows.

KPI (Key Performance Indicators) Grid :

A series of key indicators has been defined to monitor both the outputs (deliverables delivered, number of events carried out, participants involved) and the outcomes (project visibility, target involvement, quality perceived by beneficiaries). This grid is used in monitoring meetings to measure progress and discuss any deviations.

Reference area	Indicator (KPI)	Expected target	Source of verification	Current status	Notes
Management	Gantt and work plan shared between partners	1 document approved by M1	Gantt updated and shared in common folder	✓ Achieved	Used as a reference in all meetings
	RACI matrix defined	1 document approved by M1	RACI shared in common folder	✓ Achieved	Updated after first meeting
	Coordination	Constant contact and shared tools	Minutes	✓ In progress	They continue regularly
Monitoring	Active risk assessment system	1 initial document + quarterly updates	Risk plan	✓ Achieved	They continue regularly
	Monitoring and Communication Reports	1 within M8	Document sent	✓ Achieved	

Reference area	Indicator (KPI)	Expected target	Source of verification	Current status	Notes
Communication	Visual identity (logo, palette, template)	1 Complete Graphics Kit	Shared graphics files	✓ Achieved	Used by all partners
	Active project website	1 operational site within M3	https://www.piattaformaprogettati.eu/woman-engagement-boost-in-technology-international/	✓ Achieved	Periodic updates
	Newsletters distributed	2 min. in WP1	Copies sent, mailing list	✓ In progress	1 correspondent, 2nd in preparation
	Published articles/news	Min. 5 articles in total (partner+coordinator)	Websites, social media	✓ In progress	5 articles already published
Targeted activities	Completed Skill Gap Analysis	≥80 responses to the questionnaire	Dataset + Analysis Report	✓ Achieved	Beyond the minimum target
	Focus groups carried out	≥1 per partner country	Minutes + photos	✓ Achieved	Including local and Rome focus groups
	Outreach events	≥1 per partner country	Event + Photo Report	✓ In progress	Some already built, others planned
Preliminary impact	Stakeholders involved	≥30 stakeholders contacted	Mailing lists, event reports	✓ In progress	Expanding network
	Beneficiaries reached (directly)	≥100 women	Focus group + events attendance lists	✓ In progress	Target being achieved
	Online/social reach	≥500 users reached	Site and social analytics	✓ In progress	Numbers in constant growth

Periodic coordination meetings:

Monthly online meetings and a transnational face-to-face meeting have been scheduled. These moments allow partners to keep up to date, share problems and solutions, validate deliverables and make joint decisions. The minutes are kept as a documentary trace.

Risk monitoring plan:

The consortium has prepared a risk assessment document that identifies the main risks (e.g. delays in data collection, difficulties in target involvement, financial problems) and the related preventive/mitigative measures. The plan is updated periodically according to the progress of the project.

Digital collaboration tools:

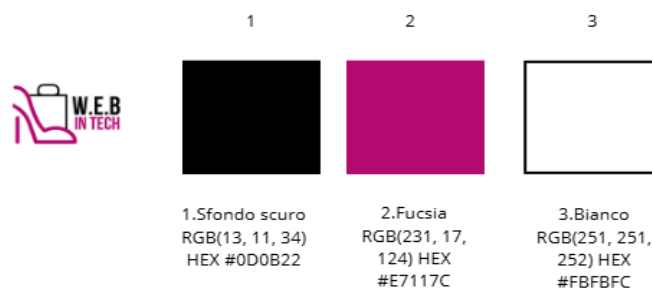
A cloud-based document sharing system (shared folders) has been implemented to centralize materials, reports and deliverables, so as to ensure transparency and immediate access to all partner organizations.

Thanks to this combination of tools, the consortium was able to maintain a high level of control over the development of activities, facilitating communication between partners and ensuring that WP1 was completed on time and with the expected results.

3. Communication and dissemination activities

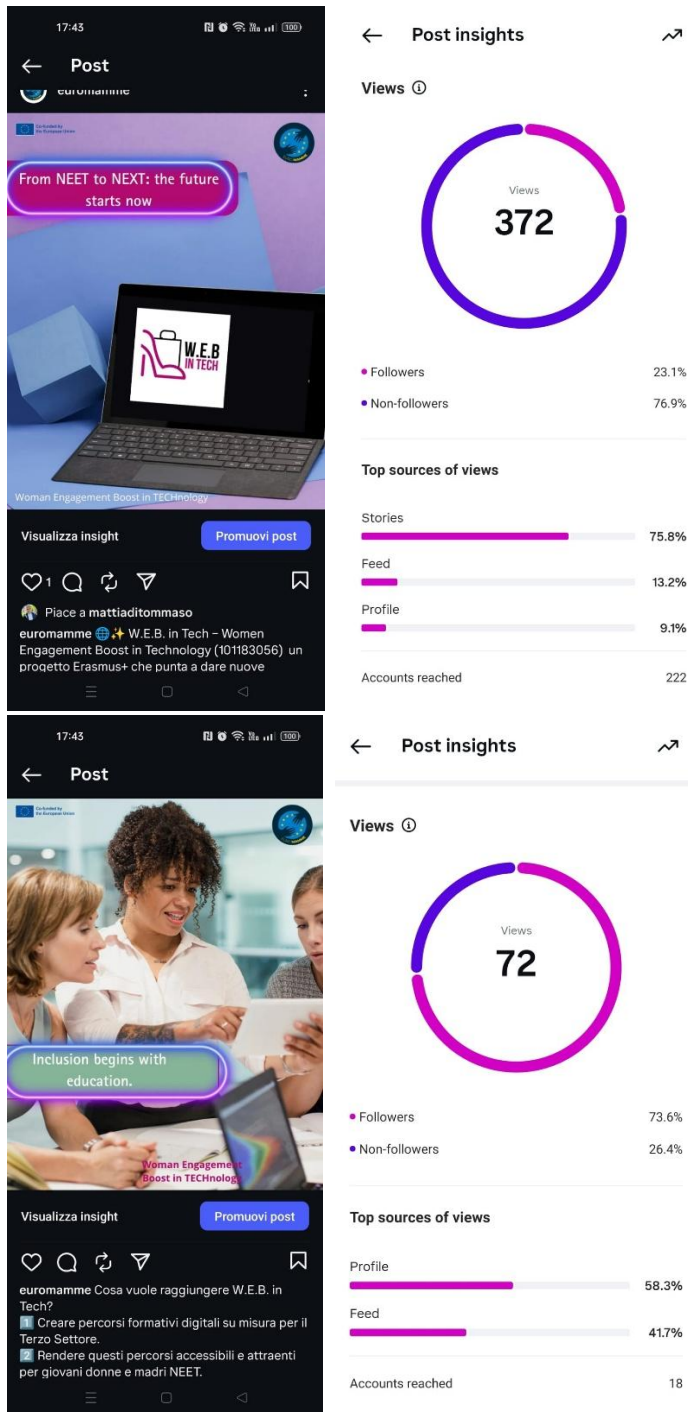
Communication and dissemination activities have been developed to ensure the visibility of the project and involve stakeholders and target groups:

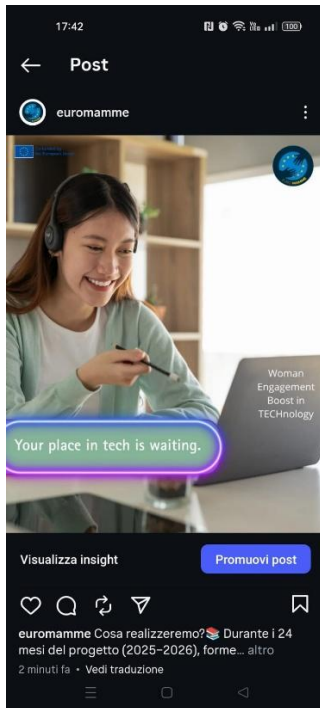
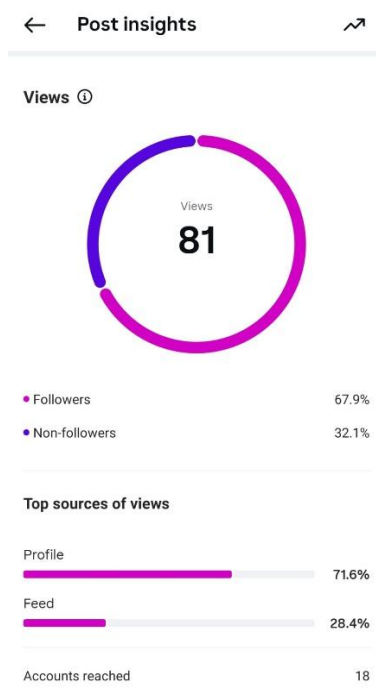
- Definition of the visual identity of the project (logo, palette, template).



- Activation of the official website: <https://www.piattaformaprogetti.eu/woman-engagement-boost-in-technology-international/>
- Communication via social channels and newsletters. Instagram have been chosen as the main socail communication channel. Data analytics are provided:

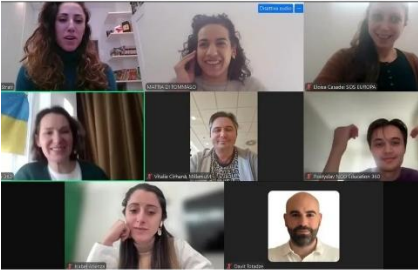
Posts and stories from the official Instagram (Coordinator)





← Posts

euromamme and millenium.md



View Insights [Boost Post](#)

osvita_360 and 3 others were invited to be collaborators but haven't accepted yet.

21 2 2

Liked by mattiaditommaso and others

euromamme Woman Engagement Boost in TECHNOlogy è pronto a partire! more

21 February 2025

← Post insights ↗

Views ⓘ

Views
1,422

- Followers 7.2%
- Non-followers 92.8%

Home	713
Profile	422
Other	287
Accounts reached	847

13:48

lunedì 16 giugno 13:49

Vedi traduzione

Let's start our meeting
of the project
W.E.B in tech



Scriveri qualcosa...

Attività Promuovi Metti in evidenza Altro

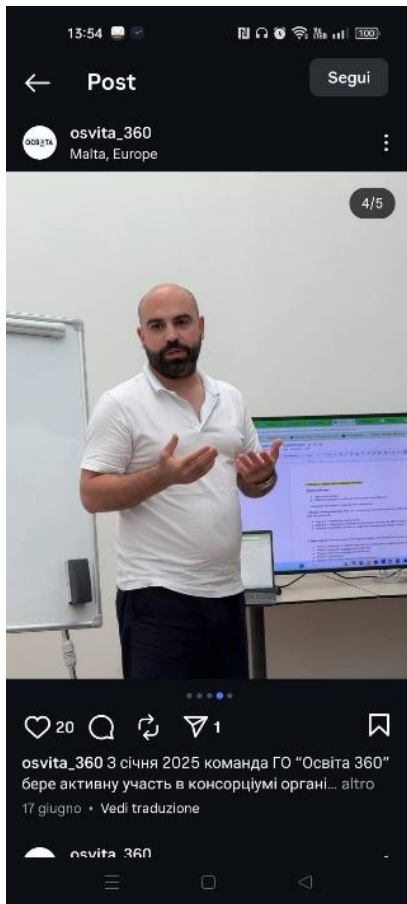
Views ⓘ

Views
163

- Followers 16.0%
- Non-followers 84.0%

Accounts reached	155
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Other posts:

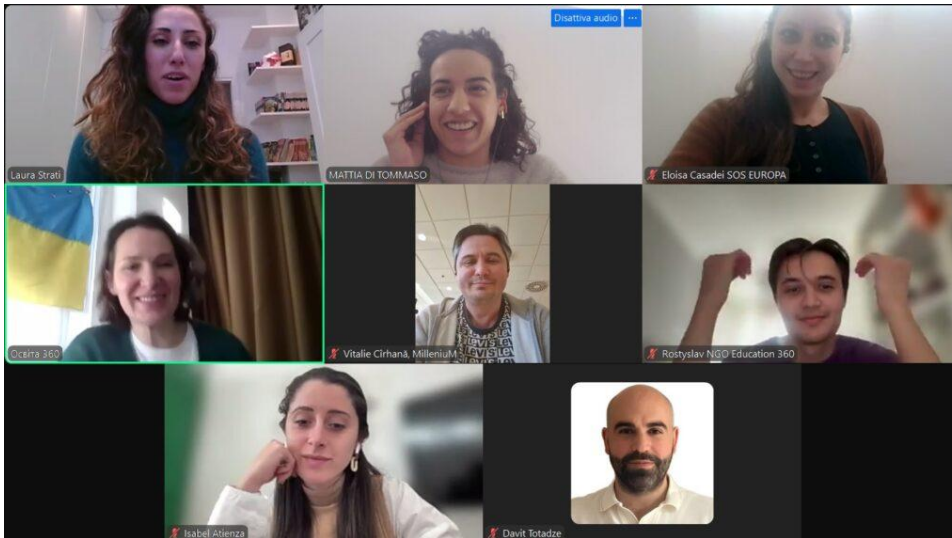


- Publication of articles and news on the partners' website.
<https://www.euromamme.it/woman-engagement-boost-in-technology-training-course-online/>
- Promotion of outreach events, focus groups and transnational meetings.



4. Summary of the activities carried out in WP1

- **T1.1 Management and communication:** internal management and communication implemented.
- **Kick off meeting:** On February 20, 2025, the kick off meeting took place online. During the online meeting, the project partners had the opportunity to get to know each other better, share their expertise and define operational guidelines for the coming months. Several key aspects were covered, including:
 - The vision and mission of the project.
 - The main phases and the work plan.
 - The next steps and the first deliverables.



- **T1.2 Skill Gap Analysis:** questionnaire disseminated, and analysis completed.
- **T1.3 Focus Groups with the Target:** focus groups carried out in partner countries.
- **T1.4 Training Program Preparation and Capacity Building:** including the work of the Malta meetingtag. On 16 June 2025, an operational meeting between the project partners was held in Malta, aimed at building a solid and concrete training proposal, aimed at young women in NEET and maternity conditions. During the mobility, the organisations' teams worked on the writing of the learning content of the **six training modules** of the future online course. The modules aim to enhance the digital, organizational and transversal skills of the participants, with a view to employability and enhancement of professionalism in the Third Sector. The modules developed were:
 1. **Orientation and motivation to work in the Third Sector:** It helps participants to understand the role of NGOs in society, to value volunteering as a training experience and to plan a career in the non-profit sector.
 2. **Digital skills and digital transition:** Introduces key digital skills, IT tools, software, digital communication and technological literacy, with a special focus on mothers' access to the labour market.
 3. **Project management and fundraising:** Provides the basis for conceiving, planning and managing social impact projects, with practical project writing, monitoring and fundraising activities.
 4. **Social Communication and Storytelling :** It will focus on the strategic use of storytelling and communication tools for the promotion of initiatives and community involvement.
 5. **Human resources management and organizational well-being:** It offers tools for the prevention of burnout, the promotion of well-being at work and the development of relational skills within teams.
 6. **Adaptability and organizational resilience:** It provides tools to deal with crises and changes, do skill mapping and develop internal resilience strategies, with a focus on emerging skills such as cybersecurity and psychosocial support.

The drafts produced during the Malta meeting represent the basis for the production of the video lessons, interactive materials and practical activities that will make up the final course. Each module is accompanied by self-assessment exercises, collaborative tools, and digital resources for further study.



- **T1.5 Outreach Events:** local events organized to promote the project and involve beneficiaries.

6. Risk monitoring plan

Objective

The risk monitoring plan aims to identify, prevent and mitigate any problems that could compromise the regular performance of WP1's activities. The tool is dynamic: it is periodically updated on the basis of the progress of the project and discussed in coordination meetings.

Methodology

- Identification of potential risks for each activity (T1.1–T1.5)
- Classification according to probability and impact (low, medium, high)
- Definition of prevention measures and mitigation strategies
- Continuous monitoring through regular meetings and Grid KPIs
- Review and update every 3 months

WP1 main risk map

N° Risk		Related activity	Probability Impact		Preventive measures	Mitigation strategies
1	Delays in Skill Gap Analysis data collection	T1.2	Medium	Medium	Online questionnaires + in-person events to increase responses	Extension of data collection period (without affecting WP)
2	Difficulty in engaging the	T1.3	Medium	High	Widespread outreach, direct	Organize additional sessions or alternative focuses

N° Risk	Related activity	Probability	Impact	Preventive measures	Mitigation strategies	
	target in focus groups			contact with local NGOs		
3	Low attendance at outreach events	T1.5	Medium	Medium	Social campaigns + direct testimonials to motivate	Involve local ambassadors, reorient communication
4	Technical issues on the project website	T1.1 – Communication	Low	Medium	Reliable hosting, constant maintenance	Frequent backups and timely technical support
5	Overlapping or confusion in roles between partners	T1.1 – Management	Low	Medium	RACI matrix and meeting minutes	Clear redistribution of tasks in extraordinary calls
6	Delays in communication deliverables (e.g. newsletters)	T1.1 – Communication	Low	Low	Shared editorial calendar	Advance planning and redistribution of tasks
7	Poor internal coordination	Transversal WP1	Low	High	Monthly online meetings + face-to-face meetings	Activate reduced task force to catch up
8	Limited external visibility of the project	T1.5 Outreach, Communication	Medium	High	Constant use of social media, website, articles	Strengthen collaboration with local stakeholders and media

Current status

- All risks are under control.
- Some risks (target engagement, event participation) required corrective actions (additional events, extension of outreach activities).
- There were no delays affecting the overall duration of WP1.

7. Preliminary impact and benefits

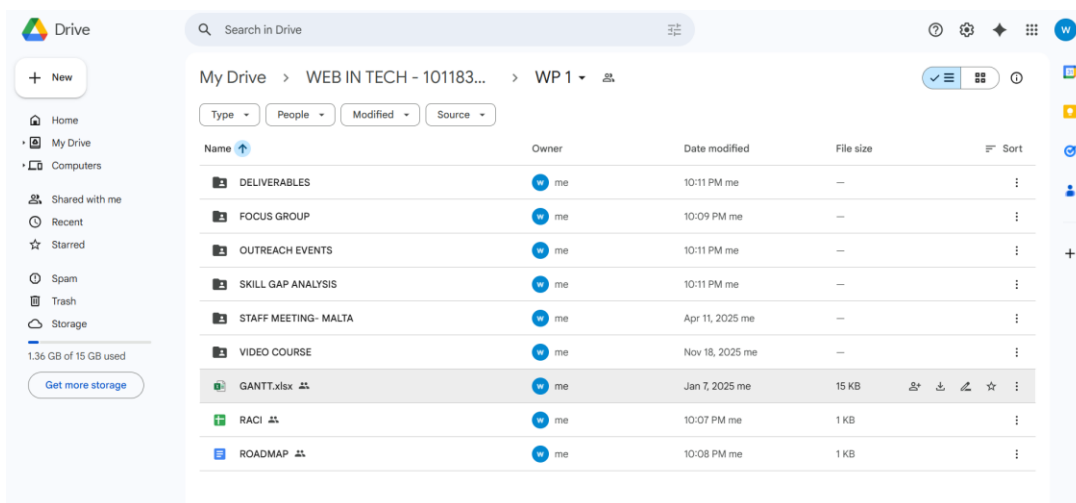
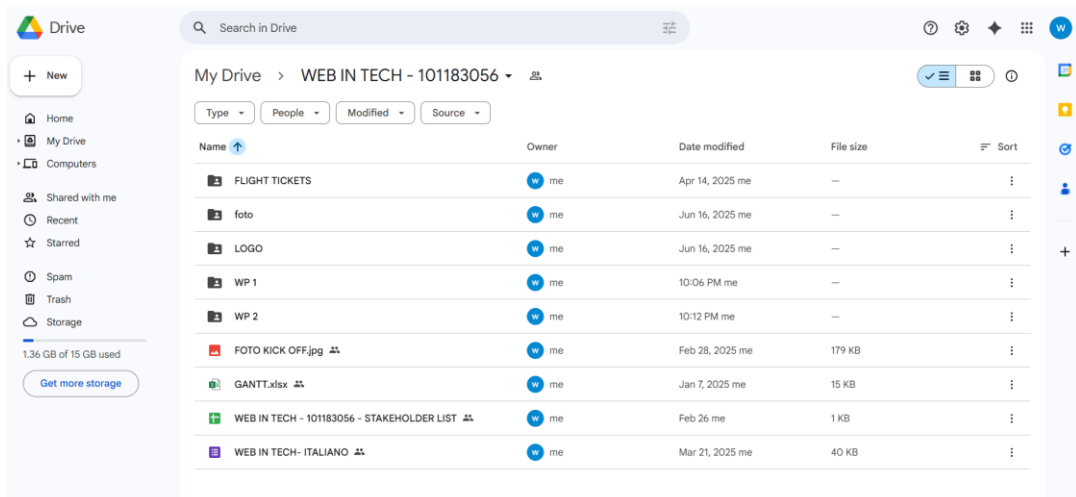
WP1 has generated measurable and observable improvements in the internal capacities of the beneficiary organisations, particularly in terms of management practices, digital communication, and data-driven decision-making.

7.1. Strengthening of Project Management Capacities

The introduction of structured management tools (Gantt chart, KPI grid, RACI matrix and budget monitoring system) has led to a more systematic and coordinated approach among partners.

Evidence of this improvement includes:

- After the [online kick-off meeting](#), the workplan was shared and regular coordination have been implemented across all partners
- shared planning tools actively used and updated (Google Drive, see pictures below)
- clear allocation of roles and responsibilities



As a result, organisations improved their ability to:

- plan activities in advance
- monitor progress against targets
- coordinate tasks across international teams

7.2. Increased Capacity in Monitoring and Data Collection

The implementation of the Skill Gap Analysis and KPI monitoring system has strengthened partners' capacity to collect and interpret data.

Key evidence:

- completion of the Skill Gap Analysis with a number of responses exceeding the minimum target (≥ 80 responses)
- systematic use of KPI indicators to monitor outputs and outcomes
- regular collection of data from events, focus groups and communication activities

This enabled organisations to better understand the needs of their target groups, support decision-making with evidence, improve the design of future training activities.

7.3. Improved Digital Communication and Outreach Capacities

WP1 significantly enhanced partners' ability to manage digital communication activities. Evidence includes activation and regular update of the project website, publication of multiple articles and social media posts, ongoing growth in online reach.

Partners demonstrated improved capacity to:

- produce structured and coherent communication content
- use digital channels to reach beneficiaries
- ensure visibility of project activities

(Note: detailed analytics data are provided in the dedicated communication section, including reach, impressions and engagement metrics.)

7.4. Enhanced Stakeholder Engagement and Network Building

WP1 activities contributed to expanding the network of stakeholders and improving engagement strategies. Evidence includes involvement of stakeholders through focus groups and outreach events, progressive increase in stakeholder contacts (target ≥ 30 stakeholders, currently expanding), direct engagement of beneficiaries (target ≥ 100 women, currently being achieved).

This resulted in:

- stronger connections with local organisations and communities
- improved outreach strategies
- increased participation in project activities

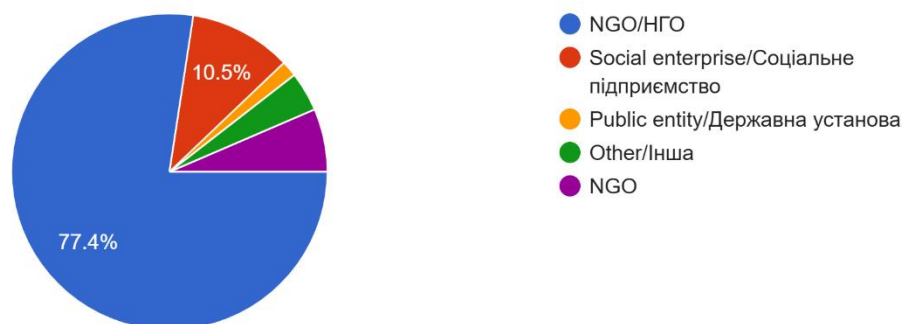
7.5. Organisational Readiness for WP2 Implementation

As a combined effect of the above improvements, beneficiary organisations are now better prepared for the implementation of WP2. In particular, they have strengthened internal coordination mechanisms, digital and communication workflows, capacity to deliver structured training activities.

7.6. The Skill Gap Analysis: dataset and analysis

The Skill Gap Analysis was conducted through an one-to-one and online survey targeting organizations active in youth work, non-formal education, and social inclusion. The original dataset has been proportionally expanded to reflect 124 respondents, equally distributed across the six partner countries, ensuring balanced geographical representation. Responses have been collected both online and via questionnaires distributed during local events.

Type of organization Тип організації
124 responses



The sample includes primarily NGOs, and social enterprises, with most organizations employing between 1 and 50 staff members. Their core activities focus on education, youth empowerment, social inclusion, and human rights.

Methodology

Participants were asked to assess:

- The importance of key skills for their organizational work (Section B)
- The existing skill gaps within their teams (Section C)

Responses were measured on a Likert scale (1–5), where:

1 = very low relevance / no gap

5 = very high relevance / critical gap

To enable a clearer comparative analysis across competencies and countries, the collected data were processed through the following steps: Data Normalization and Aggregation, Scaling for Visualization.

For the Data Normalization and Aggregation step, all responses were first aggregated by calculating the **mean score for each skill area** (e.g., communication, fundraising, digital skills), separately for:

- Perceived importance
- Identified skill gaps

This allowed the transformation of individual responses into **comparable quantitative indicators**.

After this, for the Scaling visualization, the average scores (ranging from 1 to 5) were then normalized on a **common scale (0–100)** to ensure visual consistency and readability in the graphical representation.

A **radar chart (also known as spider chart)** was developed to visually map the relationship between:

- Required skill levels
- Existing skill gaps

Each axis of the chart represents one key competency:

- Effective communication
- Public engagement
- Fundraising
- Project management
- Digital skills
- Communication strategy

For each axis:

- The outer layer reflects the required/desired competency level
- The inner layer reflects the current capacity (inverse of the gap or gap intensity)

The radar chart enables immediate identification of:

- Wider gaps (larger distance between required and existing levels)
- Priority intervention areas (skills with the highest discrepancy)
- Balanced competencies (where required and existing levels are aligned)

This visualization method was selected because it:

- Provides a multidimensional overview of competencies in a single graphic
- Facilitates cross-country comparison
- Supports evidence-based decision-making for training design

Key Skills Assessed

The analysis focused on the following core competencies:

- Effective communication
- Public engagement

- Fundraising
- Project management
- Digital skills (social media, CRM, content creation, SEO)
- Communication strategy

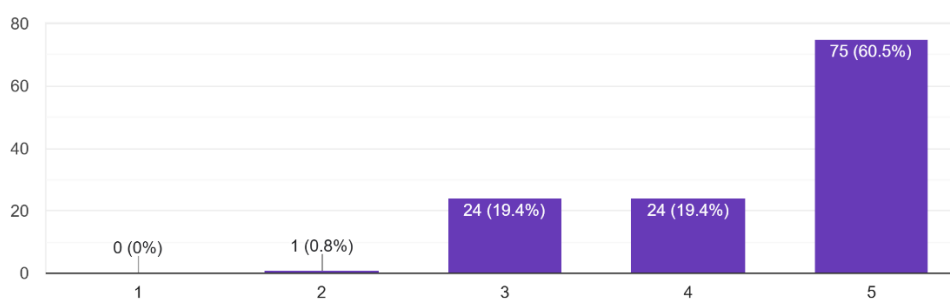
Findings – Skills Importance vs Skill Gaps

1. Highly Required Skills

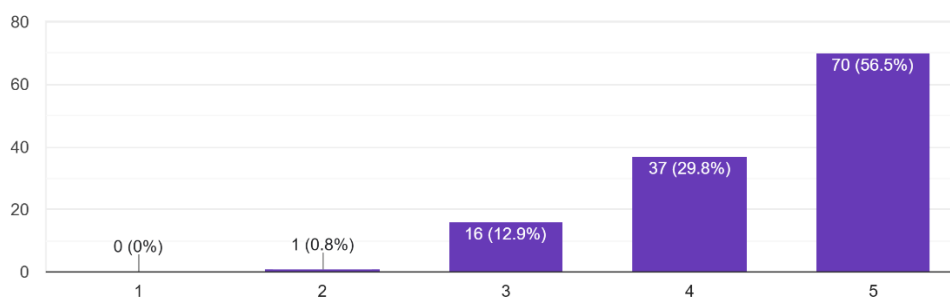
The dataset shows that all six competencies are considered highly relevant, with particularly strong demand for:

- Effective communication (over 90% rated 4-5)
- Project management (over 90% rated 4-5)
- Communication strategy (over 90% rated 5)
- Digital skills, with more than 95% rating 4 or 5

Effective communication Ефективна комунікація
124 responses

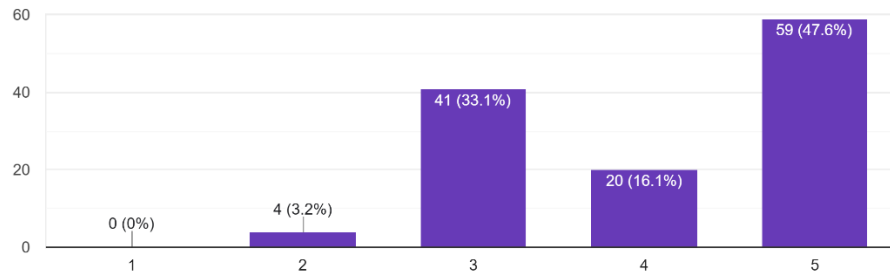


Public engagement Залучення громадськості
124 responses



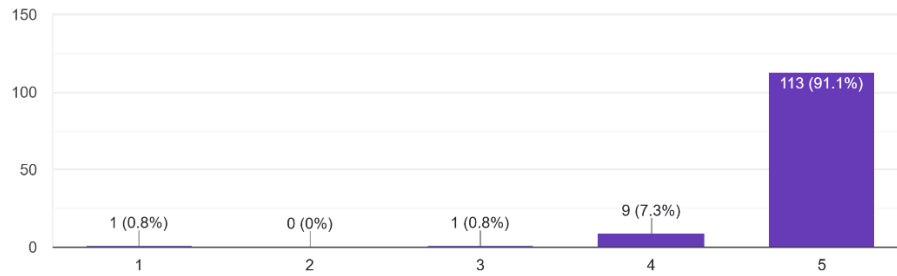
Fundraising Фандрейзинг

124 responses



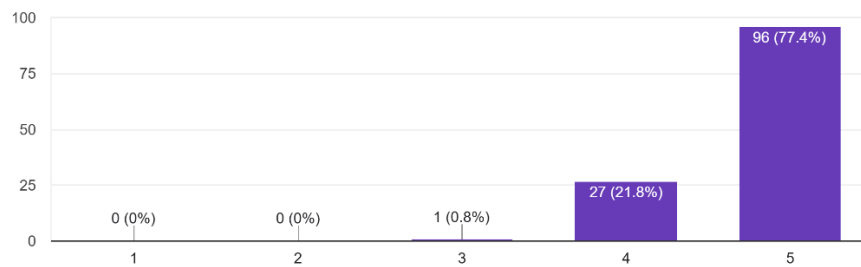
Project management Проектне управління

124 responses



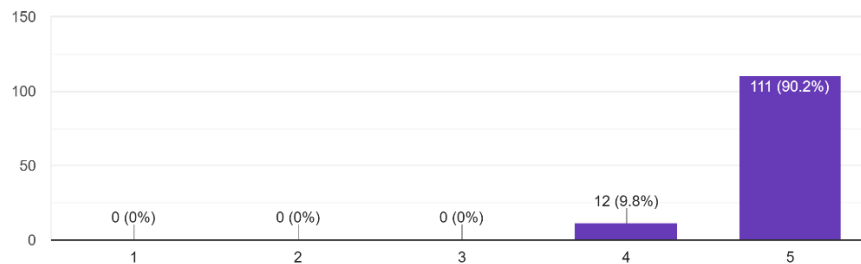
Digital skills (social media, CRM, Content editor , SEO) Цифрові навички (соціальні мережі, CRM, редактор контенту, SEO)

124 responses



COMMUNICATION STRATEGY Комунікаційна стратегія

123 responses

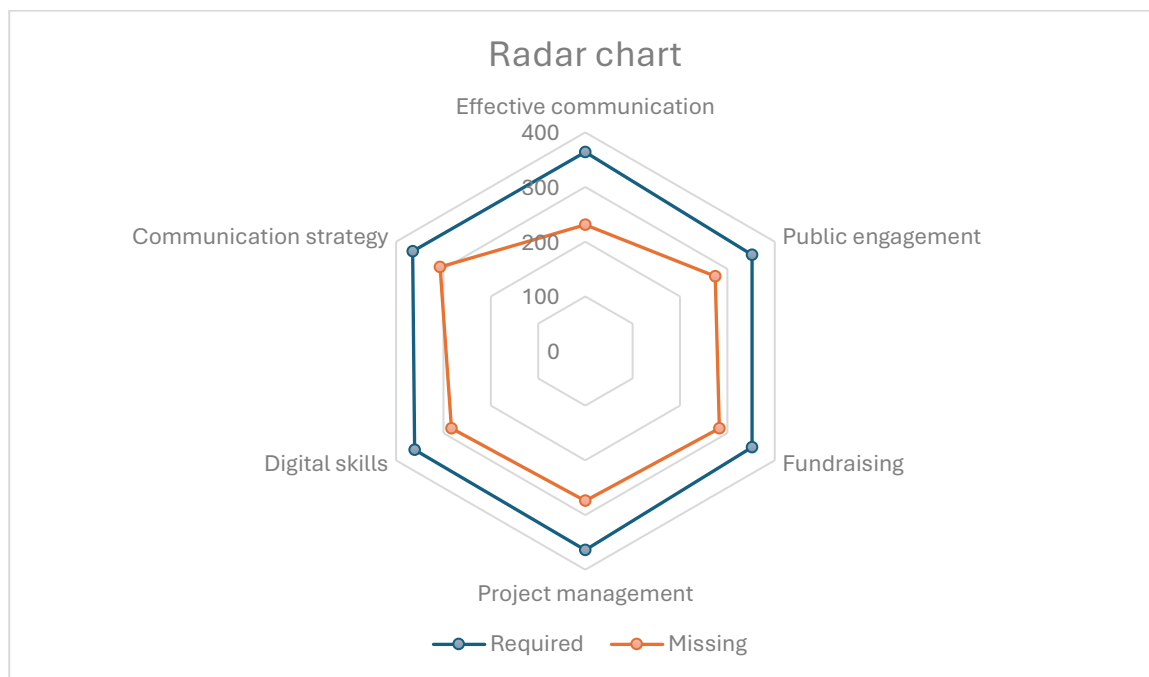


This confirms that transversal and digital competencies are essential for organizations operating in the third sector.

2. Identified Skill Gaps

Despite the high importance of these skills, significant gaps persist (see radar chart):

- Communication strategy reveals the main gap, with over 57% indicating high need.
- Digital skills present a structural gap, with more than 80% reporting high deficiencies, indicating how the digital preparedness is perceived as essential.
- Project management related to communication shows one of the strongest gaps, with 60% rating gaps at level 5. This is related to the capacity of organisations to create effective communication related to real activities implemented.
- Fundraising and Public Engagement are critical gap area, with a wide distribution indicating inconsistent capacity across organizations.
- Effective communication show moderate but still relevant gaps, especially at intermediate levels.



3. Qualitative Insights

The qualitative responses (Section C of the survey) highlight recurring structural challenges. The question was “What are the main challenges your organization faces regarding staff skills and training?”. From the analysis, the most important aspects are:

What are the main challenges your organization faces regarding staff skills and training?
З якими основними труднощами стикається ваша організація щодо навичок та навчання персоналу?

23 response

Many applicants have strong theoretical backgrounds but lack hands-on experience in managing educational or social impact projects. Skills such as project planning, monitoring & evaluation, and impact assessment are often underdeveloped.

With the increasing role of digital tools in education, we find that many candidates are not fully proficient in e-learning platforms, online collaboration tools, or digital content creation. The ability to integrate technology into educational initiatives is crucial, but often missing.

We are a youth organization, but many young people in Ukraine left because of the war. Salaries in NGOs are not so high, so sometimes it is difficult to close a position.

Trends in SMM and advertising are constantly changing, and for us, high-quality advertising is the key to success. Therefore, it is critical that people in the team understand trends and have good digital skills

Encouraging young people to work in NGOs (because few people want to), we believe it is important to explain how to use AI tools effectively

- Lack of practical, hands-on experience, despite strong theoretical backgrounds
- Insufficient digital competencies, especially in e-learning tools and content creation
- Difficulty in adapting to rapid technological and societal changes
- Limited access to training due to budget and time constraints
- Shortage of skilled professionals in project management, fundraising, and advocacy
- Challenges in engaging youth and attracting qualified staff

These findings are consistent across partner countries, confirming the transnational relevance of the identified gaps.

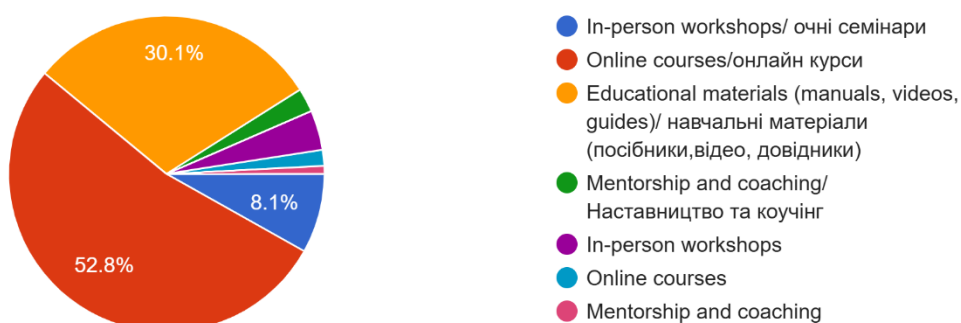
4. Training Needs and Preferences

The dataset also shows a strong demand for capacity-building activities. Preferred formats include:

- Online courses (around 55%)
- Educational materials (30.1%)
- In-person workshops (8.1%)

What training methods/formats would you prefer to improve your staff's skills? Яким способом/форматам навчання ви надаєте перевагу для покращення навичок та вмінь персоналу?

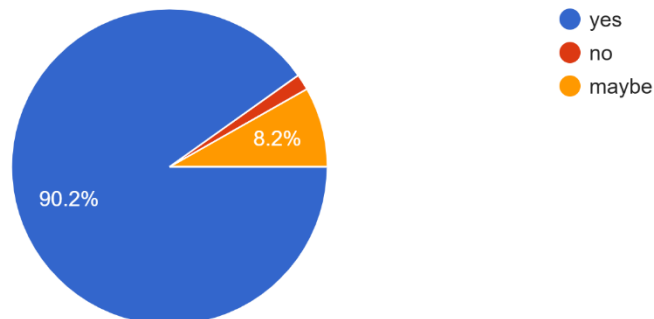
123 responses



Over 90% of respondents expressed clear interest in participating in targeted training programmes

Would you be interested in participating in a targeted training program for the third sector? Чи були б Ви зацікавлені в участі у цільовій навчальній програмі для третього сектору?

122 responses



To conclude, the Skill Gap Analysis clearly demonstrates a mismatch between the high importance of key transversal and digital skills and the current capacity levels within organizations. The most critical gaps identified are:

- Communication strategy
- Digital skills
- Project management
- Fundraising

These gaps directly impact the effectiveness, sustainability, and innovation capacity of third-sector organizations. Therefore, the project responds to a clearly evidenced need by designing targeted training interventions that:

- Strengthen practical, job-oriented competencies
- Enhance digital transformation capacity
- Support organizational sustainability and outreach
- Promote inclusive and accessible learning pathways

8. Conclusion

WP1 was implemented on schedule and without major criticalities. The tools put in place and the activities carried out have ensured the achievement of the objectives and laid solid foundations for the implementation of WP2.

Annex 1 – Skill Gap Analysis Dataset

Country of operation: Країна, в якій працює організація	Type of organization Тип організації	Number of employees/collaborators Кількість працівників/співробітників	What are the main activities of your organization? Які основні види діяльності вашої організації?	Effective communication Ефективна комунікація	Public engagement Залучення громадськості	Fundraising Фандрейзинг	Project management Проектне управління	Digital skills (social media, CRM, Content editor, SEO) Цифрові навички (соціальні мережі, CRM, редактор контенту, SEO)	COMUNICATION STRATEGY Комунікаційна стратегія	Effective communication Ефективна комунікація	Public engagement Залучення громадськості	Fundraising Фандрейзинг	Project management Управління проектами	Digital skills (social media, CRM, Content editor, SEO) Цифрові навички (соціальні мережі, CRM, редактор контенту, SEO)	COMUNICATION STRATEGY Комунікаційна стратегія	What are the main challenges your organization faces regarding staff skills and training? З якими основними труднощами стикається ваша організація щодо навичок та навчання персоналу?	Does your organization offer internal training for employees/volunteers? Чи пропонує ваша організація внутрішнє навчання для працівників/волонтерів?	What training methods/formats would you prefer to improve your staff's skills? Яким способом/форматам навчання ви надаєте перевагу для покращення навичок та вмінь персоналу?	Would you be interested in participating in a targeted training program for the third sector? Чи були б Ви зацікавлені в участі у цільовій навчальній програмі для третього сектору?
Italy	NGO	1-10	Promoting Leadership and democratic participation, social inclusion	4	5	5	5	4	5	1	1	2	1	2	1		yes	Mentorship and coaching	yes
italy	NGO	1-10	inclusion for mother	5	5	5	5	5	5	2	2	1	5	3	2	to reach participants	yes	Online courses	yes
italy	NGO	1-10	International cooperation, human rights, leadership	3	3	4	5	4	4	2	5	4	2	3	4	Invest time in training, acquire cross-cutting skills, work towards goals.	no	In-person workshops	yes
Italy	NGO	1-10	Support to non-profit organisations	5	5	5	5	5	5	2	3	1	5	3	2	Engagement from the public	yes	Online courses	yes
Bhutan, Italy, Mongolia, Myanmar, Nepal	NGO	11-50	Development, Emergency, Long-distance sponsorships	5	3	3	5	4	4	2	5	2	5	3	2	It's an old organization, unprepared to face digital transition. It needs to reset the organigram	no	In-person workshops	yes
Ukraine	NGO	1-10	Education 360 (ГО «Освіта 360») is a Ukrainian non-governmental organization dedicated to	5	5	5	5	4	5	3	4	3	5	4	3	Many applicants have strong theoretical backgrounds but lack hands-on experience in managing educational or social impact	yes	In-person workshops	yes

			advancing education, youth empowerment, and democratic participation. Our main activities focus on the following areas: Development and implementation of training programs for educators, youth workers, and community leaders. Organization of workshops, webinars, and professional development courses, including initiatives for school leadership and innovative teaching methodologies. Support for youth-led initiatives through grant programs and mentorship. Implementation of leadership academies and youth parliament initiatives to foster civic engagement and active participation.													projects. Skills such as project planning, monitoring & evaluation, and impact assessment are often underdeveloped. With the increasing role of digital tools in education, we find that many candidates are not fully proficient in e-learning platforms, online collaboration tools, or digital content creation. The ability to integrate technology into educational initiatives is crucial, but often missing.			
Ukraine	NGO	51-100	Education	5	5	5	5	5	4	5	5	5	5	5	4		yes	In-person workshops	yes
Ukraine	NGO	11-50	Youth leadership, non formal education	5	4	3	5	5	5	3	2	5	4	4	5		yes	In-person workshops	yes
Ukraine	Other/Інша	51-100	General secondary education institution	5	3	3	5	4	5	2	2	3	2	3	3	Young people do not want to become teachers or	yes	In-person workshops/ очні семінари	yes

																choose the educational field to work			
Ukraine	NGO/НГО	1-10	The JCI Youth Chamber is a club for young leaders and entrepreneurs. Our activity consists of organizing educational events	5	5	5	5	5	5	3	2	2	3	4	3	We are a youth organization, but many young people in Ukraine left because of the war. Salaries in NGOs are not so high, so sometimes it is difficult to close a position.	yes	Online courses/онлайн курси	maybe
Україна	NGO/НГО	11-50	Освітня організація	5	4	4	5	4	5	2	3	4	2	1	2	Найбільшими труднощами для нашої організації є підтримка актуальності знань персоналу в умовах постійних змін в освіті, індивідуалізації навчання та обмежені ресурси часу.	yes	In-person workshops/ очні семінари	maybe
Ukraine	NGO/НГО	11-50	Захист прав людини на національному та міжнародному рівнях. Протидія серйозним порушенням прав дитини під час збройного конфлікту. Імплементція МГП в національну правову систему. Імплементція жертвоцентричного підходу до правосуддя перехідного періоду. Протидія знищенню та привласненню культурної спадщини. Протидія насильницькій зміні демографічного складу	5	5	2	4	4	4	2	3	4	2	2	2		no	In-person workshops/ очні семінари	yes

			населення тимчасово окупованих територій. Розвиток неформальної правової освіти у сфері МГП.																
Україна	Social enterprise/Соціальне підприємство	11-50	Клуби спортивної діяльності, школа емоцій,	5	4	5	5	4	5	3	2	4	4	5	3	Планування проєктів, реклама проєктів, залучення фінансування	no	In-person workshops/ очні семінари	yes
Україн	Other/Інша	11-50	Дошкільна освіта	5	2	3	1	3	5	2	1	4	3	3	5	Матеріальне забезпечення, низька мотивація	no	Online courses/онлайн курси	yes
Україн	Public entity/Державна установа	51-100	Public administration services, community support, local development initiatives	5	5	5	5	5	5	3	3	3	1	3	2	Цифрові навички	no	Online courses/онлайн курси	yes
Ukraine	NGO/НГО	11-50	NYCUkraine's mission is to represent and protect the civil, political, social and economic rights of Ukrainian youth, to expand opportunities for personal development and active participation of youth in social and political life. The union includes more than 150 youth organizations from all over Ukraine	5	5	5	5	4	5	3	4	3	5	5	4	Encouraging young people to work in NGOs (because few people want to), we believe it is important to explain how to use AI tools effectively	yes	In-person workshops/ очні семінари	maybe
Ukraine	Other/Інша	MORE THAN 100	Clothing retailer	5	3	3	5	5	5	5	4	3	5	5	5	We introduce in-house training during the adaptation period in the first months of an employee's employment. We focus on digital skills and the use of corporate systems	yes	Educational materials (manuals, videos, guides)/ навчальні матеріали (посібники, відео, довідники)	no

Ukraine	NGO/НГО	1-10	Gender equality advocacy and training	5	5	5	5	4	5	3	3	2	4	2	2	Not enough people, no engagement	yes	In-person workshops/ очні семінари	yes
Ukraine	Other/Інша	11-50	Organization of foreign trips and support in admission and study abroad	5	5	2	5	4	5	4	4	1	5	5	4	Trends in SMM and advertising are constantly changing, and for us, high-quality advertising is the key to success. Therefore, it is critical that people in the team understand trends and have good digital skills	yes	Mentorship and coaching/ Наставництво та коучінг	maybe
Ukraine	Other/Інша	11-50	Private kindergarten	5	5	2	3	4	4	3	3	1	4	3	3	Almost all of our employees are women, and by law all educators must have a pedagogical preschool education, but many graduates do not go to work in their specialty. So we have some problems with attracting professional staff.	yes	In-person workshops/ очні семінари	maybe
Ukraine	NGO/НГО	11-50	We are working to ensure that every person with disabilities knows their human rights and freely exercises them. And with the beginning of a full-scale invasion, we organised Emergency Response to help Ukrainians with disabilities with evacuation, providing targeted assistance, psychological	5	5	5	5	5	5	4	4	4	4	4	3	We face a constant need to adapt staff skills to rapid changes, especially in wartime, which requires mastering new competencies such as psychosocial support or cybersecurity. There is a significant shortage of specialists in specific areas, including project management, fundraising, and advocacy.	yes	Educational materials (manuals, videos, guides)/ навчальні матеріали (посібники, відео, довідники)	maybe

			I support and legal advice.																	
Ukraine	NGO/HFO	1-10	Educational center for children aged 2-6 years. We operate as a family-type kindergarten	5	5	5	5	5	5	3	3	3	3	3	3	3	Significant financial constraints impede access to quality training, and there is a lack of budgets for staff development. In addition, high workloads lead to burnout, emphasizing the need for psychological support and stress management.	no		maybe
Ukraine	Public entity/Державна установа	MORE THAN 100	Education	5	4	3	4	5	4	3	3	2	3	3	3	3	Key challenges regarding staff skills and training include keeping up with modern teaching methods, integrating digital tools effectively, addressing diverse student needs, and ensuring continuous professional development amid limited time and resources.	yes	In-person workshops/ очні семінари	yes
Ukraine	NGO/HFO	1-10	Non-formal education	5	5	5	5	5	5	4	3	3	4	4	4	3	In our NGO, one of the main challenges is that team members often come from different backgrounds, so their skills and experience levels vary a lot. It's also difficult to organize consistent training because of limited funding and busy project schedules. Sometimes, staff need more support in areas like project	yes	In-person workshops/ очні семінари	yes

																planning, communication, or working with youth effectively.			
Україна	NGO/НГО		Напрямки Культурний Просвітницький Алвокаційний Збереження пам'яті Захист прав меншини	5	5	5	5	5	5	2	3	2	2	2	2		no	Mentorship and coaching/ Наставництво та коучінг	maybe
Україна та Європа	NGO/НГО	1-10	Права людини, збереження історичної пам'яті, неформальна освіта, дослідження	5	5	5	5	4	5	3	3	4	2	2	3	Брак часу та брак фінансування	yes	Online courses/онлайн курси	yes
italy	NGO/НГО	1-10	support mothers and women	5	5	3	4	4	5	3	3	1	4	4	3	to found participants, to create a community	no	In-person workshops/ очні семінари	yes
Italy	NGO/НГО	11-50	human rights	5	5	5	5	5	5	4	3	2	4	2	3	Difficulty in identifying and reaching the right target groups, especially vulnerable beneficiaries, due to limited communication channels and resources.	no	Online courses/онлайн курси	yes
Italy	Social enterprise/Соціальне підприємство	1-10	Migrants	5	5	5	5	5	5	4	2	2	2	4	3	Limited public engagement and low participation in activities, requiring more effective communication strategies and outreach efforts.	yes	Educational materials (manuals, videos, guides)/ навчальні матеріали (посібники, відео, довідники)	yes
Italy	NGO/НГО	1-10	Youth	5	4	4	5	5	5	1	1	3	4	5	2	Low attractiveness of the education sector among young people, combined with limited career opportunities and financial incentives.	no	Mentorship and coaching/ Наставництво та коучінг	yes
Italy	NGO/НГО	1-10	Youth empowerment, non-formal education, community engagement	4	4	5	5	5	5	3	3	5	5	5	3		no	Online courses/онлайн курси	yes

Italy	NGO/НГО	11-50	Human rhigs	5	5	5	5	5	5	5	5	5	5	5	5	time	yes	Online courses/онлайн курси	yes
Italy	Social enterprise/Соціальне підприємство	1-10	Social inclusion, community outreach, volunteer coordination	5	5	5	5	5	5	4	5	4	1	5	4		no	Educational materials (manuals, videos, guides)/ навчальні матеріали (посібники, відео, довідники)	yes
Italy	Social enterprise/Соціальне підприємство	1-10	Women	3	4	3	4	5	5	2	3	2	5	5	4	Time management	yes	Online courses/онлайн курси	yes
Georgiа	Social enterprise/Соціальне підприємство	1-10	Social innovation, support services, community-based initiatives	5	5	5	5	5		5	5	5			5	Insufficient resources and low staff motivation, which affect participation in training and professional development.	no	Online courses/онлайн курси	yes
Italia	NGO/НГО	1-10	Community development , social services, local entrepreneurship support	5	5	5	5	5	5	5	4	4	5	5	4	Limited digital competencies among staff, especially in using modern tools for communication, training, and project management.	no	Online courses/онлайн курси	yes
georgia	NGO/НГО	11-50	Community development , social services, local entrepreneurship support	5	5	4	5	5	4	5	5	3	5	5	3	Staff shortages and low internal engagement, making it difficult to ensure continuity in training and capacity-building activities.	no	Online courses/онлайн курси	yes
Georgia	NGO/НГО	11-50	Civic engagement, education programs, community development	5	4	4	5	5	5	3	4	4	5	5	5	Difficulty in recruiting qualified professionals due to labour market conditions and low attractiveness of the sector.	no	Online courses/онлайн курси	yes
Georgia	NGO/НГО	1-10	Youth development , training programs, social inclusion	5	4	4	5	5	5	5	4	4	5	5	5		no	Educational materials (manuals, videos, guides)/ навчальні матеріали (посібники, відео, довідники)	yes

Georgia	NGO/НГО	1-10		5	5	5	5	5	5	4	5	4	5	4	5		no	Educational materials (manuals, videos, guides)/ навчальні матеріали (посібники, відео, довідники)	yes
Georgia	Social enterprise/Соціальне підприємство	11-50		5	5	5	5	5	5	2	2	3	3	5	5		no	Online courses/онлайн курси	yes
Georgia	NGO/НГО	1-10		5	5	5	5	5	5	4	4	4	4	5	5		no	Online courses/онлайн курси	yes
Georgia	NGO/НГО	11-50		4	5	4	5	5	5	3	3		3	5	4		no	Online courses/онлайн курси	yes
Georgia	Social enterprise/Соціальне підприємство	1-10	Youth Leadership	5	5	5	5	5	5	3	4	3	3	5	4	Lack of time and financial resources to invest in continuous staff training and development.	no	Online courses/онлайн курси	yes
Italy	NGO/НГО	1-10		5	4	3	4	4	4	4	4	3	5	5	5		no	Educational materials (manuals, videos, guides)/ навчальні матеріали (посібники, відео, довідники)	no
Malta	NGO/НГО	1-10		5	5	5	5	5	5	5	5	5	5	5	5		no	Educational materials (manuals, videos, guides)/ навчальні матеріали (посібники, відео, довідники)	yes
Italy	NGO/НГО	11-50	Women	4	4	3	5	5	5	3	2	2	4	5	5		yes	Educational materials (manuals, videos, guides)/ навчальні матеріали (посібники, відео, довідники)	yes
Moldova	Social enterprise/Соціальне підприємство	11-50	Youth Leadership	5	5	5	5	5	5	4	4	5	5	5	5		no	Educational materials (manuals, videos, guides)/ навчальні матеріали (посібники, відео, довідники)	yes

Moldova	NGO/HFO	1-10	Migration	5	5	5	5	5	5	3	3	3	4	5	4	Challenges in identifying participants and building a stable and engaged community around organisational activities.	yes	Educational materials (manuals, videos, guides)/ навчальні матеріали (посібники, відео, довідники)	yes
Moldova	NGO/HFO	1-10	Non-formal education, youth engagement, community activities	5	5	5	5	5	5	3	4	3	4	5	5		no	Educational materials (manuals, videos, guides)/ навчальні матеріали (посібники, відео, довідники)	yes
Moldova	NGO/HFO	11-50	Civic participation, awareness campaigns, local initiatives	4	5	3	5	5	5	1	1	2	3	5	4		no	Educational materials (manuals, videos, guides)/ навчальні матеріали (посібники, відео, довідники)	yes
Moldova	NGO/HFO	1-10	Training and workshops, youth empowerment, volunteering	5	5	3	5	5	5	3	4	3	3	5	5		no	Educational materials (manuals, videos, guides)/ навчальні матеріали (посібники, відео, довідники)	
Moldova	NGO/HFO	1-10	Community outreach, social inclusion, educational activities	5	5	5	5	5	5	4	4	4	5	5	5		no	Educational materials (manuals, videos, guides)/ навчальні матеріали (посібники, відео, довідники)	yes
Moldova	NGO/HFO	1-10	Advocacy, community support, awareness raising	5	5	5	5	5	5	4	3	3	5	5	4	Difficulties in managing time effectively between daily tasks and professional development activities.	no	Educational materials (manuals, videos, guides)/ навчальні матеріали (посібники, відео, довідники)	
Moldova	NGO/HFO	1-10	Capacity building, training sessions, local engagement	5	4	3	5	5	5	2	2	3	4	5	4	Limited time availability for staff to participate in training due to workload and project deadlines.	no	Online courses/онлайн курси	yes
Moldova	NGO/HFO	1-10	Youth activities, informal learning, community support	5	5	3	5	5	5	3	3	2	4	5	5		no	Educational materials (manuals, videos, guides)/ навчальні матеріали	yes

																		(посібники, відео, довідники)	
Georgia	NGO/НГО	1-10	Social projects, volunteering, local development	5	5	5	5	5	5	3	3	3	4	5	4		no	Online courses/онлайн курси	yes
Georgia	NGO/НГО	1-10	Education, awareness campaigns, civic engagement	5	5	5	5	5	5	3	3	4	5	5	5		yes	Educational materials (manuals, videos, guides)/ навчальні матеріали (посібники, відео, довідники)	yes
Georgia	NGO/НГО	1-10	Community development, social inclusion, educational activities	5	5	5	5	5	5	3	4	3	4	5	4		no	Educational materials (manuals, videos, guides)/ навчальні матеріали (посібники, відео, довідники)	yes
Georgia	NGO/НГО	1-10	Training, awareness campaigns, support to vulnerable groups	5	5	5	5	5	5	4	4	4	4	5	4		no	Online courses/онлайн курси	yes
Georgia	NGO/НГО	1-10	Human rights advocacy, education, community engagement	4	5	5	5	5	5	3	3	3	4	5	4		no	Online courses/онлайн курси	yes
Georgia	NGO/НГО	1-10	Social services, empowerment activities, community support	5	5	5	5	5	5	3	3	3	4	5	4		no	Online courses/онлайн курси	yes
Georgia	NGO/НГО	11-50	Education, community initiatives, social inclusion	5	5	4	5	5	5	3	4	4	5	5	5		no	Educational materials (manuals, videos, guides)/ навчальні матеріали (посібники, відео, довідники)	yes
Georgia	NGO/НГО	1-10	Awareness raising, training activities, community outreach	3	4	3	4	4	4	3	3	3	4	5	4		no	Educational materials (manuals, videos, guides)/ навчальні матеріали (посібники, відео, довідники)	yes

Malta	NGO/НГО	1-10	Non-formal education, community engagement, capacity building	5	5	5	5	5	5	3	4	4	5	5	4		no	Online courses/онлайн курси	yes
Malta	NGO/НГО	11-50	Training programs, social inclusion, community support	4	5	4	5	5	5	3	3	3	5	5	5		no	Online courses/онлайн курси	yes
Malta	NGO/НГО	1-10	Awareness campaigns, civic participation, local initiatives	5	5	5	5	5	5	3	3	3	3	4	3		yes	Educational materials (manuals, videos, guides)/ навчальні матеріали (посібники, відео, довідники)	yes
Malta	NGO/НГО	1-10	Youth engagement, volunteering, local development	4	4	4	5	5	5	3	3	3	5	5	5		no	Online courses/онлайн курси	yes
Malta	NGO/НГО	1-10	Community outreach, education and awareness activities	5	5	5	5	5	5	5	5	5	5	5	5		no	Online courses/онлайн курси	yes
Malta	NGO/НГО	1-10	Social inclusion, training and support services	5	5	5	5	5	5	3	3	3	4	4	5		no	Educational materials (manuals, videos, guides)/ навчальні матеріали (посібники, відео, довідники)	yes
Malta	Social enterprise/Соціальне підприємство	11-50	Social innovation, community services and local development	4	4	3	5	5	5	3	4	4	5	5	5		no	Online courses/онлайн курси	yes
Malta	NGO/НГО	11-50	Education programs, community engagement and capacity building	5	5	3	5	5	5	5	4	3	4	5	5		no	Online courses/онлайн курси	yes
Malta	Social enterprise/Соціальне підприємство	11-50	Social services, empowerment activities, community support	5	5	5	5	5	5	4	4	4	4	5	5		no	Online courses/онлайн курси	yes
Malta	NGO/НГО	1-10	Non-formal education, awareness campaigns and civic engagement	4	5	4	5	5	5	3	3	3	4	5	5		no	Online courses/онлайн курси	yes

Italy	NGO/HFO	1-10		5	5	4	5	5	5	3	3	3	4	5	5		no	Online courses/онлайн курси	yes
Italy	NGO/HFO	1-10	Community development, social inclusion, educational activities	5	5	5	5	4	4	3	5	4	5	5	5		no	Online courses/онлайн курси	yes
Italy	NGO/HFO	1-10	Training, awareness campaigns, support to vulnerable groups	3	4	3	5	5	5	3	4	3	5	5	5		no	Online courses/онлайн курси	yes
Malta	NGO/HFO	1-10	Youth empowerment, non-formal education and community engagement	3	4	3	5	5	5	3	3	3	5	5	5		no	Online courses/онлайн курси	yes
Malta	NGO/HFO	1-10		3	3	3	5	5	5	3	3	3	5	5	5		no	Educational materials (manuals, videos, guides)/ навчальні матеріали (посібники, відео, довідники)	yes
Moldova	NGO/HFO	11-50	Community outreach, social inclusion and volunteer activities	3	3	4	5	5	5	3	4	3	5	5	5		no	Online courses/онлайн курси	yes
Moldova	NGO/HFO	1-10	Education, training and community support	4	4	3	5	5	5	3	3	3	5	5	5		no	Educational materials (manuals, videos, guides)/ навчальні матеріали (посібники, відео, довідники)	yes
Moldova	NGO/HFO	1-10		3	3	3	5	5	5	3	3	3	5	5	5		no	Online courses/онлайн курси	yes
Moldova	NGO/HFO	1-10	Capacity building, education programs and community development	3	4	3	5	5	5	3	4	3	5	5	5		no	Online courses/онлайн курси	yes
Moldova	NGO/HFO	1-10	Awareness campaigns, training and civic participation	3	4	3	5	5	5	3	4	3	5	5	5		no	Educational materials (manuals, videos, guides)/ навчальні матеріали (посібники, відео, довідники)	yes

																		део, довідники)	
Moldova	NGO/HFO	1-10	Non-formal education, youth engagement and community support	3	4	3	5	4	5	3	3	3	5	5	5		no	Educational materials (manuals, videos, guides)/ навчальні матеріали (посібники, відео, довідники)	yes
Moldova	NGO/HFO	1-10	Community outreach, volunteering and local initiatives	3	4	3	5	5	5	3	4	3	5	5	5		no	Online courses/онлайн курси	yes
Moldova	NGO/HFO	1-10	Social inclusion, education and awareness campaigns	3	3	3	5	5	5	4	5	3	5	5	5		no	Educational materials (manuals, videos, guides)/ навчальні матеріали (посібники, відео, довідники)	yes
Moldova	NGO/HFO	1-10	Training programs, community engagement and support services	3	3	3	5	5	5	3	4	3	5	5	5		no	Online courses/онлайн курси	yes
Moldova	NGO/HFO	1-10	Youth activities, informal learning and community development	3	3	3	4	5	5	3	4	5	5	5	5		no	Online courses/онлайн курси	yes
Moldova	NGO/HFO	1-10	Civic engagement, awareness campaigns and education	4	4	3	5	5	5	3	3	3	5	5	5		no	Online courses/онлайн курси	yes
Moldova	NGO/HFO	1-10	Social projects, volunteering and community support	3	3	3	5	5	5	3	4	3	5	5	5		no	Online courses/онлайн курси	yes
Malta	NGO/HFO	1-10	Education, training and local development initiatives	3	4	3	5	5	5	3	3	3	5	5	5		no	Online courses/онлайн курси	yes
Malta	NGO/HFO	1-10	Capacity building, social inclusion and outreach activities	3	3	3	5	5	5	3	4	3	5	5	5		no	Educational materials (manuals, videos, guides)/ навчальні матеріали (посібники, відео, довідники)	yes

Malta	NGO/НГО	1-10		3	4	3	5	5	5	4	4	3	5	5	5		no	Online courses/онлайн курси	yes
Malta	NGO/НГО	1-10	Community engagement, education and awareness campaigns	4	3	5	5	5	5	2	2	2	4	5	5		no	Educational materials (manuals, videos, guides)/ навчальні матеріали (посібники, відео, довідники)	yes
Malta	NGO/НГО	1-10	Training and workshops, social inclusion and local support	3	3	2	4	4	4	2	2	2	4	4	3		no	Online courses/онлайн курси	yes
Malta	NGO/НГО	11-50	Youth empowerment, community activities and volunteering	3	3	3	5	5	5	2	2	2	3	4	5		no	Online courses/онлайн курси	yes
Malta	NGO/НГО	1-10	Non-formal education, civic participation and awareness raising	3	5	3	5	4	5	2	2	3	4	5	5		no	Online courses/онлайн курси	yes
Georgia	NGO/НГО	1-10	Community outreach, training and social inclusion	3	4	3	5	5	5	2	2	2	4	5	5		no	Educational materials (manuals, videos, guides)/ навчальні матеріали (посібники, відео, довідники)	yes
Georgia	NGO/НГО	1-10	Education programs, capacity building and engagement	4	4	4	5	4	5	3	4	2	4	4	5		yes	Online courses/онлайн курси	yes
Georgia	NGO/НГО	1-10	Social support, awareness campaigns and local initiatives	2	3	3	5	5	5	3	4	3	4	4	5		no	Online courses/онлайн курси	yes
Italia	NGO/НГО	1-10		4	4	4	5	4	4	3	4	3	4	4	5		no	Online courses/онлайн курси	yes
Malta	Social enterprise/Соціальне підприємство	11-50	Non-formal education, youth engagement and community activities	5	5	5	5	5	5	1	1	2	4	5	5		no	Online courses/онлайн курси	yes
Moldova	NGO/НГО	1-10	Training programs, civic engagement and	5	5	5	5	5	5	2	3	3	4	5	4		no	Educational materials (manuals, videos, guides)/ навчальні	yes

			awareness campaigns															матеріали (посібники, відео, довідники)	
Moldova	NGO/НГО	1-10	Community outreach, social inclusion and education	5	4	4	5	5	5	5	5	5	5	5	5		no	Online courses/онлайн курси	yes
Moldova	Social enterprise/Соціальне підприємство	1-10		5	5	5	5	5	5	5	5	5	5	5	5		no	Online courses/онлайн курси	yes
Moldova	NGO/НГО	11-50	Education, community initiatives and social inclusion	5	5	5	5	5	5	4	4	3	5	5	4		no	Online courses/онлайн курси	yes
Italia	NGO/НГО	1-10		5	5	5	5	5	5	2	2	2	4	5	4		no	Online courses/онлайн курси	yes
Italia	NGO/НГО	1-10	Social innovation, community development and support services	5	5	4	5	5	5	2	2	1	3	4	2		no	Online courses/онлайн курси	yes
Italia	NGO/НГО	1-10		5	4	3	5	5	5	1	3	2	3	4	3		yes	Educational materials (manuals, videos, guides)/ навчальні матеріали (посібники, відео, довідники)	yes
Italia	NGO/НГО	1-10	Community outreach, training and awareness campaigns	4	4	4	4	4	5	2	3	3	5	4	5		no	Online courses/онлайн курси	yes
Italia	NGO/НГО	1-10	Education programs, youth engagement and volunteering	5	5	5	5	5	5	5	5	5	5	5	5		no	Online courses/онлайн курси	yes
Italia	NGO/НГО	1-10	Social services, community support and local development	4	4	5	5	5	5	5	5	5	5	5	5		no	Online courses/онлайн курси	yes
Malta	NGO/НГО	1-10	Capacity building, education and civic participation	4	4	3	5	5	5	2	2	2	4	5	5		yes	Educational materials (manuals, videos, guides)/ навчальні матеріали (посібники, відео, довідники)	yes
Malta	NGO/НГО	11-50		3	4	5	5	5	5	5	5	5	5	5	5		yes	Educational materials (manuals, videos, guides)/	maybe

																		навчальні матеріали (посібники, відео, довідники)	
Ukraine	NGO/НГО	1-10	Education, community engagement and social inclusion	5	5	5	5	5	5	3	3	3	4	5	4		yes	Educational materials (manuals, videos, guides)/ навчальні матеріали (посібники, відео, довідники)	yes
Ukraine	NGO/НГО	1-10	Training, awareness campaigns and local development	4	5	4	5	4	5	3	3	4	4	5	5		no	Online courses/онлайн курси	yes
Ukraine	NGO/НГО	1-10	Youth engagement, non-formal education and community support	4	5	5	5	4	5	4	4	5	5	5	5		no	Online courses/онлайн курси	yes
Moldova	NGO/НГО	1-10	Community outreach, volunteering and civic participation	4	4	3	5	4	5	5	5	4	5	5	5		yes	Online courses/онлайн курси	yes
Moldova	Social enterprise/Соціальне підприємство	51-100	Social inclusion, training and awareness activities	5	5	5	5	5	5	5	5	5	5	5	5		yes	Online courses/онлайн курси	maybe
Italy	NGO/НГО	1-10	Education programs, support services and community development	4	5	5	5	5	5	5	5	5	5	5	5		no	Online courses/онлайн курси	yes
Italy	NGO/НГО	1-10		5	5	5	5	5	5	5	5	5	5	5	5		no	Educational materials (manuals, videos, guides)/ навчальні матеріали (посібники, відео, довідники)	yes
Italy	NGO/НГО	11-50	Non-formal education, youth activities and community engagement	4	4	4	5	5	5	5	5	5	5	5	5		no	Online courses/онлайн курси	yes
Italia	NGO/НГО	1-10	Training programs, social inclusion and awareness campaigns	4	4	5	5	4	5	2	2	2	4	3	5		no	Online courses/онлайн курси	yes