



**COOPERATIVA SOCIALE**

**KARA BOBOWSKI**

Modigliana, ITALY

# ***INCLUSIVE MOBILITIES***



## Kara in Europe

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Since **1997**, thanks to the initiative of its President, the **Kara Bobowski has opened its doors to Europe** in the belief that the best ideas always arise from the comparison with others.

KB promotes initiatives in the framework of the main European programmes addressed mainly at young people. In particular the cooperative:

- promotes and carries out projects addressed at young people and adults in the context of European programmes such as ERASMUS+, EUROPEAN SOLIDARITY CORPS and EUROPE FOR CITIZENS;
- promotes the knowledge about European programmes which are of interest to young people through information sessions, trainings and seminars;
- provides public bodies and third sector organisations which want to take action within these programmes with advice and technical support.

The projects carried out by Kara Bobowski deal mainly with international solidarity, vocational training, lifelong learning, social inclusion and also disadvantaged / disabled young people can participate.

## Networking

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The Kara Bobowski works together with several European organisations and is a member of the following international networks: [Caravan 2000](#) (a network among organisations promoting projects addressed to disadvantaged young people), [ERY- European Regions for Youth](#) (cooperation between the Emilia-Romagna Region and other European Regions in order to cooperate in promoting and organising projects addressed to young people), [SERN](#) (a cooperation network between Sweden and Emilia-Romagna).

*Our heart in our community,*

*our eyes towards Europe*

## Kara Bobowski's Projects

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### Volunteering

European Voluntary Service (EVS) was our first love.

In **1998** our European activity began just with EVS and the first hosting of young people from abroad. Our first volunteer was Marco from Portugal.

Now Europe is a concrete opportunity for us and for all the young people of our area (and not only them!).

First with the Youth in Action Programme, then with the European Voluntary Service and now those projects are financed by European Solidarity Corps<sup>1</sup>.

Until today, we hosted and sent 240 young people between 18 and 30 years old for periods between 2 and 12 months for long-term volunteers and from 2 weeks to 2 months for short-term volunteers. We work together with our European partners through all EU Countries.

### Traineeships

Since 2003, our organisation promotes projects in the frame of the Erasmus + KA1 – Mobility for individual learning, Vocational Education and Training (VET).

In particular we:

- **send abroad Italian young people** for trainingships period lasting 12 to 14 weeks;
- **host young people** from abroad in our organisation **for trainingships in the social field** (target groups: people with disabilities, children, mothers in needs);
- **coordinate the hosting of young trainees** from abroad in organisations/companies in the following sectors: **food and beverage, hospitality, mechanical, tourism...**;
- **organise and participate into staff mobility projects**, in order to share experiences/competences/good practices, acquire new skills and find new partners.

Until now, we already sent and hosted almost 700 trainees.

### Youth Exchanges

The main objective of Youth Exchanges is to allow groups of young people between 13 and 30 years old, to join an **intercultural experience** together with young people from other Countries.

A Youth Exchange lasts **between 5 and 21 days**.

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<sup>1</sup> [https://europa.eu/youth/solidarity\\_en](https://europa.eu/youth/solidarity_en)

Thanks to a grant by the Erasmus+ Programme, the travel costs are covered. The other costs (board, lodging and activities) are in charge of the hosting organisation (with a co-financing by Erasmus+).

From 2000, we have organised and participated into many Youth Exchanges: **12 Hosting Exchanges** in our area and **27 Sending Exchanges** abroad, with more than 800 young people involved.

## Senior Volunteers

Europe doesn't mean only young people. Each person can have opportunities, despite to his/her age.

That's why in 2009 we started with **Senior Volunteering Projects** (former "Lifelong Learning" Programme).

As a whole, we have **hosted and sent 30 over-50 volunteers** (from Germany, France and Italy) who spent abroad 2/3 weeks.

Their motivations? The desire to **meet new people**, stay in another Country **not as tourists**, the opportunity to **share their personal and professional experience** and **follow the "wind of change"**.

## Other Projects

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**SuperMAN – Supermarkets Meet Accessibility Needs** [Website](#)

**"Itinerari di Comunità"** [Website](#) [Facebook](#)

**STELLA – Staff's European Lifelong Learning Academy**

[Website](#) [Facebook](#) [Instagram](#)

**IDA – Inclusive Digital Academy** [Website](#)

**DCWW – Day Centres Without Walls** [Website](#)

**EDUValley** [Blog](#)

## Our Inclusive Mobilities

Always with the concern of diversity and inclusion, each time we tried to make our projects more inclusive to give the opportunity to ALL to participate in mobility projects.

# *Diversity is Richness*

## Youth Exchanges

Starting with inclusive and mixed youth exchanges since 2000, we involved more than 800 young people.

Those are short-term group experiences where people with disabilities find other youngsters, share some moments with them and create some activities about arguments like art, theatre, circus, music, dance, and so on.



To see some videos of our Inclusive Youth Exchanges, check our Youtube page:

<https://www.youtube.com/user/karabobowski/videos>

## Inclusive Volunteering

With volunteering we hosted and sent until now 240 participants, involving **36** special needs participants.

In the past, we had some experience, hosting in Modigliana, for example:



Cecilie from Denmark for 6 months, in 2000.

She said that her experience was:

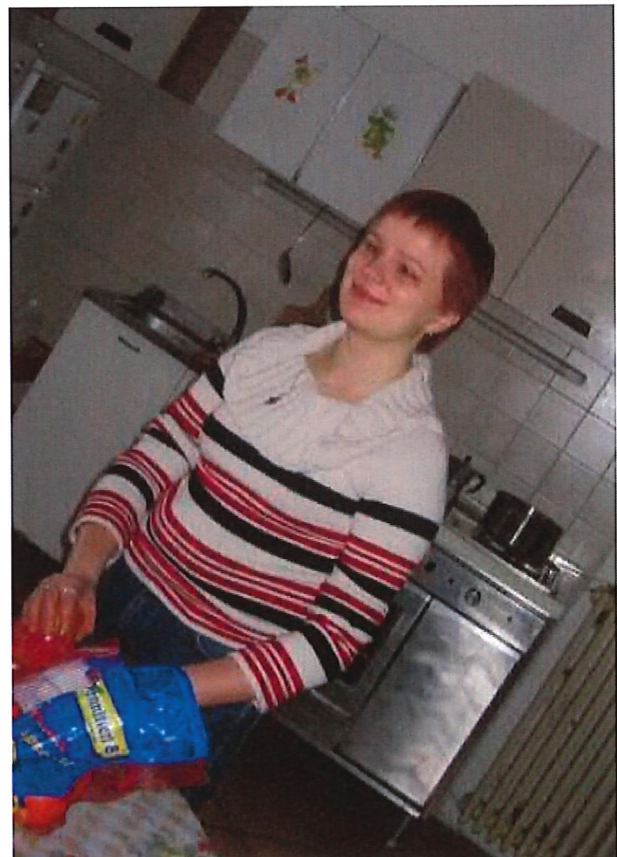
**«a privilege that few disabled people have.»**

And Ewa from Poland for a year, in 2004.

She saw that **«organisations were afraid of hosting a blind person.»**

And she found in KB an organisation ready to host her.

About her experience: **«Final evaluation of the experience? Useful, strong, funny, important, sometimes hard but also relaxing... just like life!»**



Besides those first experiences, our first inclusive volunteering project with bigger impact by number was **EVS 20-20** in 2017-2018, by occasion of our first 20 years of EVS.



We decided to do this inclusive project with other 5 Partners, from Portugal, Spain, France, Lithuania and Bulgaria.

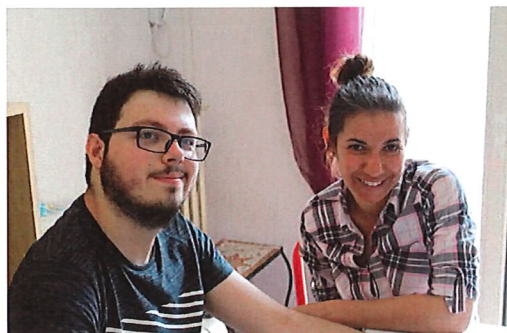


We involved a total of 16 participants.

We hosted in KB:

- 3 long-term volunteers for 6 months, from Portugal, Spain and France;
- 2 short-term volunteers with intellectual disabilities from Lithuania with their 2 accompanying persons, that spent 2 weeks in Modigliana;
- 2 groups of 2 short-term volunteers with cerebral palsy, in a total of 4 participants, from Portugal, without accompanying person, that spent 2 weeks in Modigliana;
- 2 participants from Bulgaria, 1 with fewer opportunities and another 1 with cerebral palsy, that spent 40 days in Modigliana.

We also sent 2 Italian participants with fewer opportunities and 1 accompanying person for 3 weeks in Bulgaria.



To see the final video of EVS 20-20 project:

<https://www.youtube.com/watch?v=PKOLESGdB0k&t=1s>



## Inclusive Traineeships

Another type of inclusive mobility that we make is VET mobility placements: from 694 trainees we involved **38** special needs participants.

Also in the past we had some experience with Leonardo daVinci Programme.



We sent Marcello in Sweden for 2 weeks doing an internship in the office of Vanersborg Municipality.



We hosted in Modigliana Carolin from Germany for 2 months helping us in the European Office.

You can find a video on our youtube page made by Carolin where she interviews other young people with special needs that did mobilities abroad.

<https://www.youtube.com/user/karabobowski/videos>

Regarding traineeships, with Vocational Education and Training mobilities (VET), we did a project between 2015 and 2017 called ***Made in Europe***.

This project offered a total of 105 places for professional internships abroad:

- 90 places for 3 months internships
- And 15 places for 2 weeks placements for young people with special needs, in Countries like Lithuania, Germany and Poland

# Partnership



Coordinator



Local Partner for Training



**12 EU Partners from Finland, France, Germany, Malta, Portugal, UK, Spain, Hungary, Lithuania and Poland.**

## **6 Local Schools at a Regional level**

- o ITI Nullo Baldini (Ravenna)
- o IPSEOA Pellegrino Artusi - LSU V. Carducci (Forlimpopoli)
- o IT Garibaldi/Da Vinci (Cesena)
- o IPS Cattaneo Deledda (Modena)
- o ITA Ignazio Calvi (Finale Emilia)
- o ITS per la Mobilità Sostenibile, Logistica e Mobilità delle persone e delle merci (Piacenza)

For short-term VET:



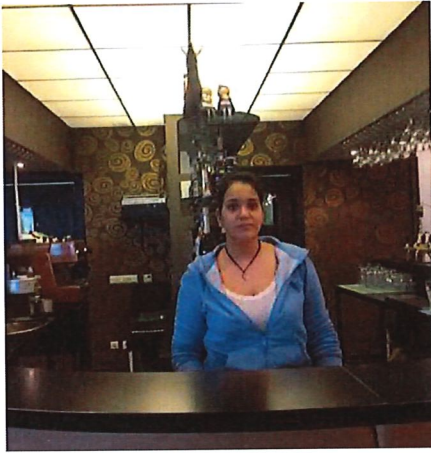
## **Co-financing and Local Stakeholders**



**Local Hosting Enterprises**

We count on a big network of partners, at a local level, with schools and local stakeholders, and European level, with European partners and hosting enterprises.

The fields of the working experiences were environmental and agriculture, logistics, welfare, tourism, catering, IT, mechanics, fashion and business and administration.



## Inclusive Mobilities: what to pay attention

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With each project we tried to get more and more inclusive, especially with the short-medium term individual mobilities, that requires another type of preparation and implementation.

To do these kind of projects, there are some common issues to be aware of.

### Special needs & fewer opportunities

The European Programmes promotes equity and inclusion by facilitating the access to participants with disadvantaged backgrounds and fewer opportunities compared to their peers whenever disadvantage limits or prevents participation in transnational activities for reasons such as:

- **disability** (i.e. participants with **special needs**): people with mental (intellectual, cognitive, learning), physical, sensory or other disabilities;
- **educational difficulties**: young people with learning difficulties; early school-leavers; low qualified adults; young people with poor school performance;
- **economic obstacles**: people with a low standard of living, low income, dependence on social welfare system or homeless; young people in long-term unemployment or poverty; people in debt or with financial problems;
- **cultural differences**: immigrants or refugees or descendants from immigrant or refugee families; people belonging to a national or ethnic minority; people with linguistic adaptation and cultural inclusion difficulties;
- **health problems**: people with chronic health problems, severe illnesses or psychiatric conditions;
- **social obstacles**: people facing discrimination because of gender, age, ethnicity, religion, sexual orientation, disability, etc.; people with limited social skills or anti-social or risky behaviors; people in a precarious situation; (ex-)offenders, (ex-)drug or alcohol abusers; young and/or single parents; orphans;
- **geographical obstacles**: people from remote or rural areas; people living in small islands or in peripheral regions; people from urban problem zones; people from less serviced areas (limited public transport, poor facilities).

To know more about inclusion in EU Programmes, see the Erasmus+ guide<sup>2</sup>, the European Solidarity Corps guide<sup>3</sup> and the Inclusion and Diversity Strategy for Youth<sup>4</sup>.

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<sup>2</sup> [https://ec.europa.eu/programmes/erasmus-plus/resources/programme-guide\\_en](https://ec.europa.eu/programmes/erasmus-plus/resources/programme-guide_en)

<sup>3</sup> [https://ec.europa.eu/youth/sites/youth/files/european-solidarity-corps-guide\\_2020\\_en.pdf](https://ec.europa.eu/youth/sites/youth/files/european-solidarity-corps-guide_2020_en.pdf)

<sup>4</sup> [https://ec.europa.eu/assets/eac/youth/library/reports/inclusion-diversity-strategy\\_en.pdf](https://ec.europa.eu/assets/eac/youth/library/reports/inclusion-diversity-strategy_en.pdf)

## The Partnership

It is important to build a strong partnership with **competent** and **professional** organisation in who we **trust**. **Communication** is the most important tool. The Organisations must understand the project and share the same **goal**: that is working together for the success of the project and the best experience for the **participant**.



The **participant** is at the centre of a **support network**, in the sending and in the hosting context.

The Hosting and the Sending Organisation need to work together for the success of the experience. They need to create a support network for the participant that involves also the family, social services, daily centres, doctors, school, teachers, etc.

It is important to identify the needs before the mobility, so everything can be adapted and the hosting context be able to welcome and support the participant.

Eventually, the participant with special needs can be supported by an accompanying person.



## Accompanying Person

This important figure can be introduced in the support network. He/she is someone who is with the participant from the beginning until the end of the mobility, if necessary, or, when possible, for a shorter time. He/she can help support the participant's needs, like assistance support, linguistic or communication support, help with the independence and autonomy, help in complete the tasks, etc.



The support must be guaranteed but not intrusive, proportionate to the needs of the participant and helping to enhance the participant's strong points and develop or improve his weak ones.

## Selection

The selection of the participant and the accompanying person is a team process between sending and hosting context.

Knowing the hosting organisation and context is important to be able to select the best participant, according with what the Hosting Organisation can offer him/her. It is important for the hosting organisation to meet the participants, even if in distance.



For the trainees, a more complete selection procedure is done to understand the type of traineeship best suits him/her.

**TIP:** we noticed that sending a flow of at least 2 participants with special needs and 1 or 2 accompanying persons, is easier for the participants and accompanying persons feeling more supported, more secure and be able to share the same experience with their peers.

## Preparation

The pre departure preparation is important to assure to the participant with special needs, to his/her accompanying person and to the family about what they can expect.



An intercultural preparation about the hosting Country and city, some linguistic preparation, give them the most complete information possible together with the hosting organisation (about accommodation, economic issues, place of activity or traineeship, support persons, etc.), and also help them with logistics (like the travel, what to take with them, etc.). Give them the security of having a support network for everything.

For VET trainees, we do a preparation meeting with intercultural activities, but also preparing them for the work environment, how to present themselves, work ethics, etc.

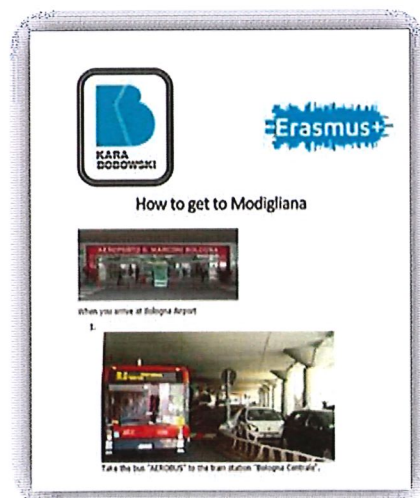
When possible, we match the hosted participants with the sending ones to do an intercultural training peer to peer. For example, in *EVS 20-20*, the Bulgarian volunteers present in Modigliana prepared the Italian ones that went to Bulgaria, through a presentation about Varna and a linguistic activity to learn some basic Bulgarian words.

This gives the participants a sense of usefulness, they can share something about their culture, they have a big and active participation role in their peers experience.

## Logistics

While participants prepare themselves and the bags, it is important for sending and the hosting organisations to work together on logistics.

They should help organising the travel (if there are some needs of mobility, for example) and give the participants some *easy-to-read* guide on how to arrive the destination and/or a Welcome kit. It is important to give them a sense of safety. For most of them is the first time away from home or taking a flight...



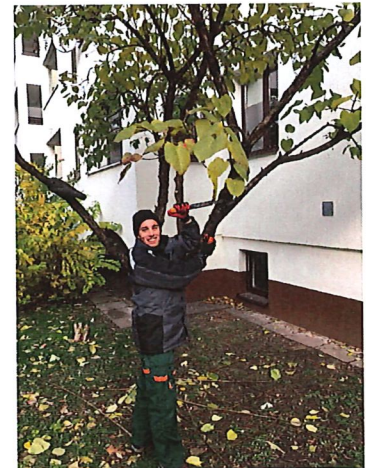
It is important to arrange a proper accommodation that meet the needs of the participant, also according with accessibility.

**TIP:** Even if it is a short period, we always suggest an apartment instead of hotel, so the participants can practice autonomy and learn how to cook, do laundry, clean, etc.

## Activity

The participants do these experiences to develop their skills and competences by doing some activity, like volunteer or traineeship. It is important to choose the proper place and activity.

In traineeships, the work placement is identified according with study field or interests of the participant.



As you know, for volunteering projects, participants don't need to have professional competences. So, to identify proper activity, it is essential to know about their abilities, what they like, what they expect, etc.

Participants often have some needs in their original environment and they discover other needs during the mobility, in a different environment... so the activities could suffer some changes and the organisations must have some adaptation skills.



## Mentoring

In all mobility projects, it is important the support the hosting Mentor can give, to the participant, but often also to the accompanying person.

The **mentor** is the person that helps the participant in his/her personal life, in the integration in the community, in cultural aspects, and in the learning process.



Some LINGUISTIC support can be given. Despite of being a short-term mobility and the time to learn a new language is not so much, some activities can be done to learn and share some basic words.

Some activities on INTEGRATION can be done, like in *EVS 20-20* with the handmade fresh pasta laboratory or the ceramic workshop in the local museum.



When possible, former participants in mobility projects can help to integrate the new ones, by showing them the town, for example.

Additional support measures like reinforced mentoring, special training sessions, adapted intercultural activities, and so on, can be necessary.

## Monitoring, Evaluation and Certification

Those are important steps in project management.



MONITORING the experience and activities: in short-term mobilities like once a week, or more frequently if necessary, so you can identify strong points but also the weak points of the experience, the problematics, difficulties, and have the appropriate time and resources to solve problems and adapt the experience to improve it.

It is important to keep on-going and a final EVALUATION, together with the participant, so also he/she can reflect on the experience, on the learning process, what he/she learnt...



This reflection will help in the CERTIFICATION.

In VET mobilities participants get the Europass Mobility certificate<sup>5</sup>.

In Volunteering, participants get the YouthPass<sup>6</sup> that is a self-assessment document.



**Youthpass**

<sup>5</sup> <https://europa.eu/europass/en/europass-mobility-0>

<sup>6</sup> <https://www.youthpass.eu/en/>

## Follow up

We noticed that in these projects the FOLLOW UP is very important, but not always easy.

*What can I do with this experience results?*

*What are the next steps for me?*

*Other opportunities?*

These are questions that we often hear from the participants.

After the period abroad, we usually organise a meeting with the participants to give them other options, show them other opportunities (European and local), invite them to share their experience with other young people...

In VET projects, we do a group meeting on their return to talk also about how to search for work, how to do a CV, etc.



*The end... or a new beginning?*

## Inclusive Mobilities – How to do it?

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### Replicability

Are these projects replicable? Yes! And we already did it!

Actually, every Organisation can do it. You just need to get the **Quality Label** and then apply!

Check all the requirements and the process to get the Accreditation and Quality Label for Vocational, Education and Training<sup>7</sup> and for European Solidarity Corps<sup>8</sup>.

Volunteering Projects like *EVS 20-20* were financed by the European Voluntary Service programme in the Erasmus+. Now there is a new programme called **European Solidarity Corps**.



We developed already *EVS 20-20* with a new project called **IncluSVE** in 2018-2019, with other 7 Partners from Portugal, Spain, France, Lithuania, Sweden and Poland.

We involved 40 participants:

- We hosted 4 long-term volunteers for 9 months from Portugal, Spain, France and Poland;
- We hosted 6 flows of short-term volunteers for 3 weeks each, for a total of 12 volunteers with disabilities and 10 accompanying persons from Portugal, Poland, Sweden and Lithuania;
- And we sent 8 short-term volunteers with disabilities or fewer opportunities for 3 weeks in Poland, Sweden, Portugal and Lithuania, with 6 accompanying persons.

<sup>7</sup> <https://euroalert.net/call/4105/call-for-proposals-2020-erasmus-accreditation-in-the-fields-of-adult-education-vocational-education-and-training-and-school-education>

<sup>8</sup> [https://ec.europa.eu/youth/solidarity-corps/quality-label\\_en](https://ec.europa.eu/youth/solidarity-corps/quality-label_en)

A new thing in this project, that is something that we advise, is the **ADVANCED PLANNING VISITS**. The Programme allows the Sending Organisation to visit the Hosting Organisation BEFORE the mobility. This way, you are able to know the organisation and the environment that will host your participant. The selection and preparation of the volunteer is more precise and useful after an APV.

You can know the Organisation, meet the Partners, work together on strategies, do public presentations of the project, personal meetings with candidates, see the work placement, the activities, the accommodation, visit the city and the environment that will host the volunteer.



VET mobilities are financed by Erasmus+ Programme.

After *Made in Europe*, we did other inclusive VET mobilities:

- **Made in Europe +** that is ending now, where we sent a total of 94 trainees, from which 18 with special needs in destinations such as Poland, Malta, Lithuania, Slovenia and Greece
- **Made in Europe3** that is starting now, where we should send a total of 62 trainees, from which 10 with special needs in destinations as Poland, Lithuania, Greece, Malta and Slovenia
- And we presented **Made 4 Europe** and we are waiting for approval. If approved, we should send 68 trainees, from which 12 with special needs in destinations as Malta, Slovenia, Lithuania and Poland.



## Sustainability

How can Organisations sustain this projects?

Notice that the European Programmes are going to be revised for the new financing cycle 2021-2027.

Until now, those projects could be financed by Erasmus+ and European Solidarity Corps.



It covered:

- Travel for participants;
- Organisational support for project management, mentoring, tutoring and subsistence (including accommodation, food allowance, etc.);
- Pocket money or individual support;
- Insurance.



And there are specific cost voices for inclusion of participants with special needs or fewer opportunities, such as:

- **Special needs support** (in Erasmus+ programme):  
Additional costs directly related to participants with disabilities and accompanying persons;



- **Inclusion support** (in volunteering projects):

Contribution to costs incurred by organisations related to reinforced mentorship, i.e. the preparation, implementation and follow-up of tailor-made activities to support participation of young people with fewer opportunities.



- **Exceptional costs,**

that in the Erasmus+ programme means:



Additional costs to support the participation of learners with fewer opportunities, like reinforced mentoring, visas or medical certificates, medical material, transport of wheelchair, etc.

And in the European Solidarity Corps programme means, Visa and visa-related costs,



residence permits, vaccinations, medical certifications; costs connected to boarding and lodging of participants during an Advance Planning Visit; financial support for expensive travel costs; costs incurred by organisations to support the participation of young people with fewer opportunities or with special needs on equal terms as others related to reinforced mentorship, or costs related to reasonable adjustments or investment in physical assets.

Please find all the information about financing in the:

- Erasmus+ guide: [https://ec.europa.eu/programmes/erasmus-plus/resources/programme-guide\\_en](https://ec.europa.eu/programmes/erasmus-plus/resources/programme-guide_en)
- European Solidarity Corps guide: [https://ec.europa.eu/youth/sites/youth/files/european-solidarity-corps-guide\\_2020\\_en.pdf](https://ec.europa.eu/youth/sites/youth/files/european-solidarity-corps-guide_2020_en.pdf)



## Inclusive Mobilities – Why to do it?

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### Impact

What is the impact in Organisations, participants and community?

What are the benefits for participants and Organisations?

What skills can participants develop?

We can try to sum up what we learnt during these years...

We learnt that, to be successful, INCLUSIVE mobilities are MIXED mobilities: not made just for people with special needs or fewer opportunities, but are projects done for ALL, with vacancies ALSO thinking on this target, able to adapt the experience to their needs.

It is enriching for all participants to share the experience with other youngsters, with and without disabilities.

People with disabilities feel included in something bigger, in something made for everyone and where they can participate. They gain autonomy, technical competences, social skills, cultural learning, self-esteem, self-knowledge, and so much more...

Young people without disabilities can learn more about diversity, increase empathy and tolerance and they can be involved in the hosting of short-term flows, having a role kind of a mentor, giving them responsibility on the integration of this group.

It has major benefits also for the sending and hosting context and organisation, the staff involved and the community.

***I learnt that I also can help someone  
and don't be just the one who needs help...***

Diogo, Portuguese volunteer with cerebral palsy

## Our channels

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Our **WEBSITE**: [www.karabobowski.org/en/](http://www.karabobowski.org/en/)



<https://www.youtube.com/user/karabobowski/videos>

**facebook**

<https://www.facebook.com/coopKaraBobowski/>



[https://www.instagram.com/kara\\_bobowski/](https://www.instagram.com/kara_bobowski/)



[https://twitter.com/kbobowski\\_onlus](https://twitter.com/kbobowski_onlus)

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