

REPORT ALMA NEW HORIZON

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INTRODUCTION

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As an organization involved in the implementation of the ALMA – Aim, Learn, Master, Achieve initiative, we are proud to have contributed to the development of ALMA NEW HORIZON in Poland, supporting the European Union's commitment to inclusive mobility for young people. Our engagement has been guided by a strong belief in the transformative power of transnational experiences, particularly for young people facing social, economic, or educational vulnerabilities.

ALMA represents one of the key legacies announced by the President of the European Commission, Ursula von der Leyen, during the European Year of Youth 2022. The programme constitutes a concrete step towards greater social inclusion at European level, promoting cultural openness, active citizenship, and youth mobility through a non-formal educational approach combined with mentoring and individual support. These principles are fully aligned with the values underpinning the ALMA NEW HORIZON project implemented in Poland.

As with many initiatives involving young people, the ALMA experience is deeply connected to emotions and personal growth. For many participants—often with no prior international mobility experience and limited knowledge of foreign languages—the programme represented a profound turning point. Several young people described the experience as life-changing, stating, for example: "Thank you for this unique experience that I could never have imagined living." Such testimonies constitute one of the most meaningful outcomes of the project and reflect its real impact beyond quantitative indicators.

We are particularly proud of the positive trajectories observed after the completion of the programme. Several participants have taken significant steps towards social and professional integration, including access to education, vocational pathways, or employment opportunities, both in Poland and in other European countries. The project also fostered strong cooperation with local stakeholders, institutions, and partner organizations, contributing to the visibility of ALMA and strengthening institutional support for inclusive youth mobility initiatives at local, national, and European levels

Alongside the many positive experiences, moments of fear, uncertainty, and frustration naturally emerged during the process. The end of the programme represented a delicate phase, especially for participants returning to their home environments. Maintaining follow-up contact proved essential in monitoring their progress and offering continued encouragement. Feedback collected after the mobility period confirms that most participants demonstrated a strong sense of responsibility, resilience, and commitment. For the few young people who are not yet fully or sustainably integrated, continued support and guidance remain a priority to ensure the long-term impact of the project.

Based on the experience of ALMA NEW HORIZON in Poland, several recommendations can be formulated for future implementations of the programme. These include the need for centralized and harmonized insurance coverage, reinforced psychological support mechanisms, clearer legal frameworks regarding participants' status, balanced diversity requirements within consortia, and more systematic communication, dissemination activities, and networking events for organizers and stakeholders.

In just a few months, ALMA has once again demonstrated—much like European mobility programmes more broadly—its capacity to transform lives. Exposure to new environments, meaningful interaction with local communities, and shared experiences with peers open new perspectives and often represent a genuine fresh start for young people. Combining ALMA activities with missions of general interest and local impact has ensured strong visibility, community acceptance, and a reinforced sense of European belonging, fully in line with the objectives of the ALMA NEW HORIZON project in Poland.

ALMA and Europe: let's continue to bring them closer together!

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METHODOLOGY

Introduction:

Our project, ALMA NEW HORIZON in Poland, stands out for its methodological approach and its strong integration within the national youth support ecosystem, making it a pioneering ALMA initiative in the Polish context.

A Dual Approach:

Poland has developed a growing ecosystem of instruments and programmes aimed at supporting young people facing social, educational, or economic vulnerabilities. In particular, structured volunteering schemes, youth activation programmes, and employment-oriented initiatives supported by public institutions, NGOs, and local authorities play a key role in facilitating young people's transition towards education, training, and the labour market.

These frameworks provide a solid foundation for the implementation of ALMA, especially when combined with targeted preparation, mentoring, and transnational mobility opportunities. ALMA NEW HORIZON built on this existing ecosystem, reinforcing it through a European dimension and tailored individual support.

Sourcing and Preparation of Participants:

In Poland, youth participation in volunteering, activation programmes, and non-formal education initiatives involves tens of thousands of young people every year, including a significant proportion facing multiple vulnerabilities such as long-term unemployment, early school leaving, social isolation, or limited access to international opportunities. These programmes represent a valuable pool of potential ALMA participants, as they already possess basic skills related to teamwork, responsibility, and civic engagement.

Within ALMA NEW HORIZON, a substantial share of participants had prior experience in local or national youth programmes or volunteering activities. This background facilitated their preparation for mobility, helped them better cope with the challenges of living abroad, and supported their integration into the host environment. At the same time, specific ALMA support measures—such as mentoring, language preparation, and psychosocial accompaniment—proved essential, particularly for participants with psychological, social, or economic difficulties.

Dissemination of Good Practices:

Structured volunteering and paid or stipended placements serving the general interest constitute a recognised good practice at European level, yet their implementation remains uneven across Member States. Through ALMA NEW HORIZON, the project contributed to the dissemination and local adaptation of such practices in Poland, demonstrating the added value of combining civic engagement with transnational mobility.

The project fostered dialogue with local stakeholders, youth organizations, and institutional actors, encouraging reflection on how European mobility schemes like ALMA can complement existing national tools. This experience has helped raise awareness of inclusive mobility opportunities and has contributed to ongoing discussions on youth policies, social inclusion, and employability in the Polish context.

KEY LEARNINGS AND RECOMMENDATIONS

ALMA, as a relatively new instrument in youth and EU mobility policies, should not be considered a standalone initiative. Its impact is maximised when it is integrated with existing national and European instruments, benefiting from their legitimacy and established ecosystems. In the Polish context, youth activation measures, volunteering schemes, and employment-support programmes can effectively prepare vulnerable young people for ALMA mobility and, where relevant, contribute to the domestic preparation and follow-up phases.

At European level, links with established programmes such as Erasmus+ and the European Solidarity Corps can further enrich the ALMA experience, offering continuity, peer exchange, and longer-term engagement opportunities after the mobility period.

METHODOLOGY

Introduction:

Our project, ALMA NEW HORIZON in Poland, stands out due to several distinctive features and methodological choices, developed to ensure inclusive youth mobility, strong local engagement, and alignment with existing national and European frameworks.

A Dual Approach

Reaching for Impact:

Each ALMA group deployed in Poland directly impacted local communities through the general-interest activities they carried out. These activities generated local curiosity, promoted a sense of European belonging, and facilitated engagement with local stakeholders and authorities. General-interest activities proved to have greater visibility and collective impact than placements limited to the private sector, strengthening local acceptance of the project and its objectives.

Synergy with Existing Instruments:

Numerous instruments, structures, and ecosystems already exist at EU and national levels. The project built on these by leveraging language learning opportunities and non-formal education tools commonly used in European mobility programmes. All hosting partners in Poland were recognised under European Solidarity Corps and/or Erasmus+ quality frameworks, ensuring high standards, clear procedures, and safe learning environments for participants. During the preparation phase, cooperation with local youth organisations and social inclusion actors facilitated participant sourcing, initial preparation, and individual accompaniment, particularly for young people facing greater barriers to mobility.

KEY LEARNINGS AND RECOMMENDATIONS

1) Maximising Value for EU Investment:

The best value for EU taxpayers is achieved when investments in youth also generate positive impacts for society. In the Polish context, engaging ALMA participants in general-interest missions has proven to be an effective approach, ensuring visibility of EU action, acceptance by local communities, and tangible benefits at local level. At the same time, this approach strengthens participants' motivation, sense of purpose, and commitment throughout the mobility experience.

2) Reflections on Co-Funding and Hosting Models:

It is worth reflecting on the co-funding obligations of organisations hosting ALMA participants, particularly in the Polish context. While private, for-profit entities may host interns without providing financial compensation, general-interest missions offer a more coherent and equitable framework for the involvement of vulnerable young people. Stipended voluntary engagement within non-profit or public-interest settings allows EU support to contribute simultaneously to youth inclusion and the expansion of local services, while reducing the risk of unequal or inappropriate use of ALMA placements.

METHODOLOGY

Mixing it up:

Poland presents a specific set of challenges for its youth. While higher education attainment has been increasing—around 45% of young adults complete tertiary education—unemployment remains a significant issue, affecting both graduates and young people leaving education early. A substantial proportion of young people, approximately 12–13%, leave the education system after secondary school without completing further training or obtaining certification, despite compulsory schooling until 18. This creates a heterogeneous population of NEETs (Not in Education, Employment, or Training) with very diverse educational and social backgrounds.

Mixity as an Added Value:

Around half of ALMA participants in Poland were graduates, trapped in unemployment. While they benefitted personally from the program, addressing their own orientation and insertion needs, their presence also strengthened the group dynamic, offering support and mentorship to less-educated or more vulnerable participants. For example, graduates in international relations provided tutoring on local history, European affairs, and public speaking, organized cultural visits, and guided language practice, enriching the experience for all participants.

Experience shows that such educational diversity can occasionally lead to tensions if not well managed, but a balanced group composition, roughly half higher-educated and half less formally educated participants, appears to foster positive peer-to-peer effects, mutual support, and greater cohesion.

Answering Different Needs:

The heterogeneous profile of participants, particularly NEETs, requires a tailored, individualised approach. This applies to mission design, daily mentoring, and training. Levelled training—especially language support—proved essential in Poland. Offering a variety of missions and flexible engagement options at different sites helped ensure retention and avoid drop-outs. Participants could switch between mission types according to interest and capacity, enlarging their skill spectrum and addressing placement mismatches.

This flexibility also allowed the project to adapt to participants' evolving needs, ensuring that every young person could find a meaningful role. The Polish experience confirms that diverse missions, combined with individualised tutoring and structured support, are key to successful youth mobility, particularly for NEETs and vulnerable groups.

KEY LEARNINGS AND RECOMMENDATIONS

3) Inclusive Group Composition:

ALMA should not be limited solely to the most vulnerable youth or NEETs, as this can create a “ghetto” effect and a negative spiraling dynamic. In the Polish context, engaging young people facing significant challenges alongside more autonomous or graduate participants fosters mutual enrichment and maximises overall impact. More educated participants gain exposure to diverse life realities, develop solidarity, and often take on informal leadership roles, while vulnerable youth benefit from peer-to-peer tutoring and discover new pathways and opportunities they may never have imagined. This balanced composition has been shown to enhance group cohesion, motivation, and individual learning outcomes.

4) Integrating Local Youth:

During the mobility phase, the involvement of ALMA participants alongside local youth should be considered a core requirement wherever possible. Combining ALMA participants with local interns or volunteers is highly effective in promoting local integration, enhancing social interaction, and fostering a sense of belonging for the most vulnerable participants. This approach also increases the impact of learning, particularly in terms of acquiring local language skills and strengthening European identity. Peer-to-peer interactions between visiting and local youth represent a strong added value, enhancing personal growth, intercultural understanding, and social cohesion within the program.

METHODOLOGY

A Teamwork Approach:

ALMA involves sourcing, onboarding, training, accompanying, and tutoring vulnerable youth, followed by sending and hosting them in EU mobility. This complex process presents unique challenges, making it essential to mobilize a wide array of specialized actors for successful implementation.

There and Here:

Both the preparation/insertion phase and the mobility phase are critical and require experienced, specialized actors. In Poland, for the preparation phase, we collaborated closely with local youth organisations and social inclusion services, ensuring smooth recruitment, tailored onboarding, and support for participants' individual needs. Notably, participants with disabilities or specific social challenges were supported in accessing relevant benefits to facilitate their inclusion and full participation.

For the mobility phase, we worked exclusively with European Solidarity Corps and Erasmus+ labelled organisations, guaranteeing quality and experience in youth management, safeguarding, and learning support. In Poland, no fully comparable public frameworks exist to address youth insertion on their own, making these partnerships essential for high-quality implementation.

All obligations, justifications, and detailed benefits for participants were clearly defined in partnership contracts, fostering effective cooperation. This included flexibility and quality assessment measures, allowing adjustments to placements based on participants' needs and preferences, and ensuring that the program could respond dynamically to challenges while maintaining high standards.

KEY LEARNINGS AND RECOMMENDATIONS

5) Risk Management and Insurance:

For both risk management and cost-effectiveness, providing insurance for all youth participants should be a mandatory requirement for organizations implementing ALMA projects. Ideally, similar to the ECAS insurance offered through the European Solidarity Corps, a general travel and medical insurance should be negotiated and provided centrally at the EU level. This approach would not only secure better rates but also resolve interoperability issues across EU healthcare systems.

In Poland, medical insurance is typically private, with public coverage largely limited to employees –effectively excluding most ALMA participants. A centrally provided EU-level solution would address these gaps, ensuring comprehensive protection for all participants and facilitating smoother mobility. This measure would also reduce administrative burden on implementing organizations and enhance overall participant safety.

6) Psychological and Psychiatric Support:

Psychological and psychiatric conditions are common among youth participants in ALMA, and are often previously undetected or undeclared. For both risk management and cost-effectiveness, the provision of psychological support should be a mandatory requirement for all organizations implementing ALMA projects. Support services should be planned in advance within the consortium and include options for remote access, as local psychological services are frequently unavailable in the participants' languages.

Ideally, a centrally coordinated EU-level hotline providing psychological and psychiatric support should be made available. This approach would enhance cost-effectiveness, achieve economies of scale, and ensure that all participants have reliable access to necessary mental health resources, regardless of location or language barriers.

METHODOLOGY

Teamwork Approach: Legal Frameworks and Government Engagement:

Implementing Legal Constraints:

In Poland, there are no specific internship laws or detailed frameworks covering the participation of NEETs or vulnerable youth in mobility projects. To address this, all ALMA participants were provided with a local intern or volunteer status in the country where they carried out their EU mobility. When local coverage did not include social security or health benefits, participants were supplemented with private arrangements covering health and repatriation provisions for the duration of the project. This approach ensured consistent stipends, legal coverage, and participant protection throughout both the preparation and mobility phases.

Engaging Governments:

Strong engagement with governmental authorities was critical to disseminate the project's impact, ensure visibility, and integrate institutions into the ALMA program. In Poland, regional and local authorities actively supported ALMA, facilitating connections with local youth services, municipalities, and social inclusion programs. For example, the regional government in Kielce committed to implementing ALMA locally, ensuring follow-up activities and continued support for NEETs and EU mobility initiatives. Local municipalities contributed to the visibility and sustainability of the project, providing guidance, logistical support, and avenues for further youth engagement. These partnerships strengthened institutional buy-in, promoted public awareness of inclusive mobility initiatives, and created opportunities for participants to connect with selective pathways or training programs, enhancing long-term integration and skill development.

KEY LEARNINGS AND RECOMMENDATIONS

7) Language Preparation and Tutoring:

Language training—at minimum in English—both pre-departure and onsite, should be a mandatory requirement for all organizations implementing ALMA projects, and must be planned in advance within the consortium. For cost-effectiveness, a centralized approach is preferable, offering online joint tools designed for economies of scale, similar to language resources developed for the European Solidarity Corps.

In Poland, partnerships with local educational institutions or tailored courses for international youth mobility can further enhance language support, facilitate on-site integration, and improve participants' ability to interact with local communities, mentors, and peers. Structured tutoring ensures that all participants, including NEETs and vulnerable youth, have the necessary linguistic skills to fully engage in missions and learning activities.

8) Legal Framework and ALMA Status:

Legal constraints associated with ALMA must not be underestimated. Ideally, ALMA should have its own legal status, particularly regarding labor law, to avoid deployment restrictions in countries with restrictive internship or employment regulations, such as Poland.

At a minimum, the consortium should include public labor and placement agencies or recognized youth organizations. Their expertise ensures compliance with legal requirements, facilitates proper participant status, and supports further insertion into the labor market or other relevant follow-up pathways. This approach guarantees that ALMA participants are legally protected while maximizing the impact and sustainability of their mobility experience.

METHODOLOGY

Piloting for Change:

In Poland, youth policies and supporting instruments are still in early development, with limited frameworks for paid internships, apprenticeships, indemnized general-interest volunteering, or structured youth support programs to combat inactivity and unemployment. By connecting local realities with EU mobility opportunities, ALMA provides a unique platform to disseminate good practices, foster innovative approaches, and strengthen local youth policies.

Leveraging Major Events:

Participation in major events offered both networking and integration opportunities for youth—approximately half of participants benefited from opportunities in this way—while also increasing visibility for the ALMA program. Key events in Poland included the Weimar Triangle Civil Society events, hosted by the Ministry for Social Affairs and the City and Region of Warsaw, and the Karpacz Economic Forum, the largest gathering in Poland and Central-Eastern Europe, providing opportunities to engage with policymakers, local authorities, and civil society.

These events helped participants expand their networks, gain insights into professional and civic opportunities, and increase their visibility in both national and European contexts. Engagement with local institutions and authorities during such events contributed to stronger recognition of ALMA, supporting its potential to influence youth policies and promote sustainable mobility initiatives.

Reflection on National Policies:

During the project, ALMA was presented to authorities in Poland to promote youth mobility, volunteering, and inclusive policies. By the end of the project, regional authorities in Kielce had formally committed to supporting ALMA initiatives. This engagement unlocked funding for volunteering and sparked a national debate on integrating these practices into broader youth policies.

Local municipalities in Poland, particularly Kielce, Warsaw, Gdansk, Gdynia, Slubice have committed to developing their own volunteering and EU mobility projects for NEETs, with ongoing participation in relevant EU programs such as Interreg Europe. These actions demonstrate the potential of ALMA to influence national and local policy, enhance youth participation, and strengthen sustainable mobility initiatives in Poland.

KEY LEARNINGS AND RECOMMENDATIONS

9) Public Communication and Reporting:

For cost-effectiveness and impact, public communication should be a mandatory and pre-planned requirement for all ALMA projects. In Poland, this includes the use of social media, presentations at participants' former schools, and other forms of public testimony to showcase youth involvement and benefits derived from ALMA participation.

These obligations should also extend to systematic reporting, including responding to inquiries regarding participants' subsequent integration, career, or educational pathways. Effective public communication not only increases visibility and recognition of the program but also encourages replication of best practices and strengthens community engagement in youth mobility initiatives.

10) Partnerships, Events, and Public Visibility:

For cost-effectiveness and impact, partnerships with local, regional, and national authorities in Poland should be planned in advance within the consortium. Ceremonies and events marking ALMA engagement, as well as publicizing its impact on local communities and youth, add significant value to participants' experience—especially for the most vulnerable—and demonstrate EU commitment to inclusive youth mobility.

Such visibility not only raises awareness of the initiative but also helps foster best local and national practices, particularly in Member States like Poland, where youth support policies and instruments are still developing. Strategic engagement through events and public communication ensures recognition of ALMA, strengthens institutional buy-in, and contributes to sustainable impact on local youth policies and mobility opportunities.

ALMA REPORT

2024

KEY DATAS

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BRIEF INFORMATION ABOUT THE MOBILITY PERIOD

Description of Mission Locations and Implementation Context:

Within the framework of the ALMA New Horizon programme, mobility missions were implemented in Paris (France), Sarreguemines (France), and Frankfurt (Oder) (Germany). The missions were carried out in cooperation with host organizations operating at local and institutional level and were implemented in different territorial contexts, in line with the programme framework.

Our project was structured in two main parts: one with major visibility, very intensive and shorter engagement period, during Paris Olympics in 2024, where ALMA participants were the only ones from across the world, engaged in organizing this major event, apart of local French, and then longer missions, built in the border region of France and Germany, around events planning and cultural animation.

- The mission in Paris was implemented in an international metropolitan environment in connection with activities related to the 2024 Olympic and Paralympic Games. Participants were involved in support tasks linked to public events, cultural initiatives, educational activities on European citizenship, and community-based engagement actions. Activities were carried out in public spaces and institutional settings, in cooperation with public bodies, cultural organizations, and international partners. The operational context was characterized by structured coordination processes related to large-scale events.
- The mission in Sarreguemines was implemented in a local community context, with activities carried out in cooperation with local services, associations, and community structures. Participants were involved in social, cultural, economic, and environmental initiatives addressing different areas of community life. Activities included support to local economic activities, social and educational actions, cultural participation initiatives, and environmental awareness actions. The local setting enabled regular interaction with residents and local stakeholders.
- The mission in Frankfurt (Oder) was implemented within an institutional framework focused on cross-border cooperation between Germany and Poland. Participants were involved in activities supporting bilingual communication, research, and coordination related to urban development, sustainability, and citizen participation. Activities were carried out in cooperation with local administration and partner organizations. The geographical location of Frankfurt (Oder), situated on the German-Polish border, provided an operational context for the implementation of cross-border and transnational initiatives at local level.

Overall, the mobility missions implemented in Paris, Sarreguemines, and Frankfurt (Oder) were carried out in international, local, and cross-border environments and were implemented in line with the framework of the ALMA New Horizon programme. The different territorial contexts ensured a coherent implementation setting for the planned mobility activities.

INITIAL SITUATION OF THE NEETS

Introduction: Context and Challenges:

The participants of the ALMA project in Poland came from diverse social and educational backgrounds, sharing the common challenge of being classified as NEET – Not in Education, Employment, or Training. Many had experienced repeated interruptions in their studies, changed educational paths several times, or failed to complete secondary or tertiary education. This situation often resulted in uncertainty and fear about entering the labor market, with most participants lacking the basic tools and guidance necessary for professional life. Key skills such as CV writing, preparing for interviews, understanding workplace dynamics, and collaborating in teams were largely absent. Most participants had never lived abroad and had limited exposure to European mobility programs. Furthermore, many were inexperienced in teamwork, had little understanding of individual roles within a group, and needed to develop both personal and interpersonal skills from scratch. Specific vulnerabilities included cognitive challenges, behavioral difficulties, and complex family situations, which often complicated their ability to define a clear life and professional direction.

This section provides an overview of the totality of participants in the ALMA program in Poland, highlighting their social, educational, and personal backgrounds, as well as language skills, vulnerabilities, motivations, and labor market integration prior to the start of the project. Percentages are used throughout for clarity, and visual representations are suggested to support understanding.

Gender, Age, and Regional Background:

The project involved 30% male and 70% female participants. Gender diversity influenced group dynamics and mentoring strategies, ensuring inclusivity and empowerment for all participants. Participants' birth years ranged from 1995 to 2007, reflecting a wide variety of ages and life experiences. More specifically:

- 18–20 years: 18%
- 21–23 years: 28%
- 24–26 years: 12%
- 27–30 years: 42%

Age diversity required flexible mentoring strategies, combining group workshops and individualized coaching.

Participants came from multiple cities across Poland, covering diverse województwa (regions). The majority originated from Mazowieckie (Warszawa), followed by Lubuskie (Rzepin, Slubice, Zielona Góra), Pomorskie (Gdansk, Słupsk), Śląskie (Bielsko-Biala, Sosnowiec), Wielkopolskie (Kutno, Swarzędz, Leszno, Gniezno), Łódzkie (Kalisz), Podlaskie (Hajnówka, Biała Podlaska, Piła Podlaska), Świętokrzyskie (Kielce), Małopolskie (Myslenice), Zachodniopomorskie (Szczecin), and Warmińsko-Mazurskie (Olsztyn).

- Mazowieckie: 22%
- Lubuskie: 16%
- Wielkopolskie: 16%
- Śląskie: 13%
- Pomorskie: 6%
- Other regions: 27%

Regional diversity enhanced intercultural exchange and required logistical adjustments for travel, accommodation, and mentoring.

This distribution shows that ALMA reached youth from urban and semi-urban areas, covering diverse social contexts across the country.

Educational Background:

Participants displayed diverse educational levels, here the last diplomas they got:

- Middle school diploma: 4%
- High school diploma: 40%
- Bachelor's degree: 44%
- Master's degree: 12%

This diversity highlighted the need for individualized training and ongoing mentoring to ensure all participants could engage effectively in the program and were considered in training design, with higher-educated participants acting as peer mentors, while others received tailored support. Considering the high level of school dropout, a key aspect and goal of the project has been reintegration of the schooling system, our main insertion way, considering the absence of strong unemployment in Poland, gaining skills and getting on the right pathway is indeed key.

Vulnerabilities and Special Needs:

Some participants presented additional challenges:

- Autism / significant cognitive difficulties: 8%
- Refugees: 5%
- Behavioral challenges: 10%

Recognizing these vulnerabilities was essential for tailoring interventions, providing inclusive support, and ensuring all participants could benefit from the ALMA program.

Language skills:

English was the main working language. Almost all participants were able to communicate and understand instructions, with the exception of 5% (one autistic participant and one refugee) who needed additional support. Only 30% of participants spoke French or German, the languages of the host destinations (Paris, Frankfurt Oder, and Sarreguemines). Language support and pre-departure preparation were therefore critical to ensure integration, learning, and effective participation.

Motivations and Expectations:

Participants joined ALMA for various reasons:

- Gaining professional experience and experiencing life abroad – 25%
- Learning new skills and expanding knowledge – 12%
- Gaining practical skills and organizing cultural events – 25%
- Experiencing multicultural environments and international projects – 15%
- Understanding NGO operations – 7%
- Learning French or English – 5%
- Trying new experiences – 2%
- Learning about social impact and international projects – 7%

These motivations show that participants were not only seeking career-oriented growth but also personal development, intercultural learning, and social engagement, emphasizing the importance of a flexible, tailored program structure.

Social Integration and Workforce Experience:

Prior to ALMA, participants had limited experience in teamwork and professional settings. Most had never collaborated in structured groups, had little awareness of roles and responsibilities, and lacked personal and interpersonal competencies.

KEY LEARNINGS AND RECOMMENDATIONS

RECOMMENDATION

One of the basic premises of ALMA remains problematic and must be addressed. Focusing solely on homogeneous groups of more fragile participants risks creating a “ghetto” mentality, which can be counter-productive for self-esteem and self-development, and may trigger a “negative spiraling down” effect.

Balancing the group is therefore key. In Poland, gender (30% male, 70% female), age (18–30 years), regional background, and educational diversity (44% bachelor’s, 12% master’s) influenced mentoring and group dynamics. More educated participants can act as mentors and positive role models, encouraging others to aim higher. Research recommends ideally an even balance, with at least one-third of participants facing less severe challenges to avoid exclusion and support positive group dynamics.

RECOMMENDATION

Context in Poland:

Access to employment is generally easy, while higher formal education is widespread. Technical and vocational education remains undervalued, and internships or practical work experiences are scarce. Many graduates lack basic employability skills despite their education.

Fragile youth:

Providing first labor experiences is essential. This allows participants to gain practical skills, confidence, and, whenever possible, immediate job insertion instead of returning to education.

Graduates:

Including graduates in programs is important, as they often need mentoring to translate formal education into employable skills and workplace readiness.

Program approach:

Combining practical experience, peer mentoring, and tailored support ensures participants of different backgrounds and vulnerabilities can integrate successfully into the workforce and develop both personally and professionally.

Insertion approach

For countries with low unemployment rates, the goal of ALMA is less of putting young people on unemployment, that upskilling them and enabling them to deploy their true potential, contributing then to the dire local economic needs of gaining productivity to ensure long term development and growth.

This is often done through gradual insertion, to break the school dropout spirale. It is often in this case better to set an easier to reach target for the youth, with a first diploma, before getting back long term in studies.

LANGUAGES SKILLS

Progress in Language Skills of Participants:

This section describes the progress observed in the language skills of participants as a result of their participation in the ALMA programme in Poland, taking into account their initial linguistic levels, social and educational backgrounds, and the learning environment provided by the mobility experience. Language development is presented as a transversal component of the programme, closely linked to daily activities, teamwork, and integration into the host environments.

English Proficiency:

English functioned as the main working and communication language throughout the programme, both during preparatory activities and during the mobility phase. At the start of the project, almost all participants were able to understand basic instructions and communicate at a functional level in English. However, their competencies were uneven and often limited to informal or passive use. Approximately 5% of participants, including individuals with cognitive difficulties and refugee backgrounds, required additional linguistic support to follow instructions and participate fully in group activities. During the programme, English was used consistently in operational contexts such as team coordination, training sessions, intercultural exchanges, and daily communication with mentors, coordinators, and international partners. This regular exposure contributed to increased confidence in spoken English, improved comprehension of instructions, and greater autonomy in professional and group settings. Participants demonstrated progress particularly in practical communication skills, including explaining tasks, expressing needs, participating in discussions, and collaborating within multicultural teams.

The learning process was informal and experiential, embedded in real-life situations rather than classroom-based instruction. This approach was particularly relevant given the participants' NEET background and limited prior exposure to structured learning environments. The programme context supported gradual improvement in functional English usage, especially in relation to workplace-related vocabulary, teamwork dynamics, and intercultural communication.

Other Languages Proficiency (French and German):

At the beginning of the project, only 30% of participants reported knowledge of French or German, which were the main local languages in the host destinations (Paris, Frankfurt (Oder), and Sarreguemines). For the majority of participants, interaction in these languages represented initially a significant challenge, particularly in everyday situations outside the working environment. All participants were able to handle at least the basic level of German and French languages by the end of the project and felt much more comfortable in the international environment.

KEY LEARNINGS AND RECOMMENDATIONS

In today's world and economy, language is the one and key skill that can enable new insertion opportunities to a youth, and one of core key added value of a EU opportunity such as ALMA. More even than courses, best improvement way, is creating tandem between EU mobility youth, and locals, engaged in parallel in the same activity. Peer to peers horizontal learning is efficient.

Throughout the mobility phase, participants were exposed to French and German through daily life activities, interaction with local staff, institutions, and community members, as well as participation in public and social initiatives. While the programme did not aim at formal language certification, participants gradually acquired basic communicative skills, particularly related to everyday interactions such as greetings, basic requests, understanding simple instructions, and navigating public spaces.

Progress in other languages varied depending on the duration of exposure, the local context, and individual learning capacities. Participants with no prior knowledge focused primarily on comprehension and basic spoken expressions, while those with previous language skills consolidated and expanded their practical usage. Language learning was supported through immersion, peer support, and informal guidance from host organizations, contributing to increased confidence and reduced language-related barriers in daily activities.

Overall Assessment:

Considering the initial profile of participants—characterized by limited continuity in education, restricted prior exposure to foreign languages, and minimal experience in international or professional contexts—the ALMA programme provided a structured and supportive environment for the development of functional language skills. At the start of the project, language competencies were often fragmented and uneven, with many participants lacking confidence in using English or other foreign languages in structured or work-related situations.

Throughout the programme, language development occurred primarily through practical use and immersion, rather than through formal instruction. Daily communication requirements, participation in group activities, interaction with mentors and host organizations, and engagement in multicultural teams created repeated opportunities for language use. This approach supported gradual improvement in comprehension, spoken interaction, and the ability to follow instructions, particularly in English as the main working language.

In the case of French and German, progress was mainly observed in basic communicative abilities relevant to everyday and social interactions. While proficiency levels remained introductory for most participants, exposure to local languages reduced initial communication barriers and increased participants' willingness to engage with the host environment. The acquisition of basic expressions and situational vocabulary contributed to greater autonomy in daily life and improved interaction with local stakeholders.

Overall, the programme supported language development as a cross-cutting competence, closely linked to social integration, teamwork, and participation in activities. Improvements were most evident in increased confidence, reduced anxiety related to language use, and greater openness to multilingual environments. Given the participants' NEET status and diverse vulnerabilities, the observed progress represents a meaningful step towards strengthening communication skills relevant for future training, employment, and mobility opportunities, in line with the framework and objectives of the ALMA programme.

INSERTION REALIZED BY THE END OF ALMA

Professional and Labour Market Insertions – Narrative Overview:

The ALMA programme in Poland supported the participants, all initially classified as NEET (Not in Education, Employment, or Training). Participants came from diverse educational, social, and regional backgrounds, and many faced personal vulnerabilities, including interrupted education, behavioral challenges, or limited prior exposure to international mobility. The programme aimed to create tailored pathways to facilitate employment, professional training, higher education, volunteering, and skills development, allowing participants to gain both professional and personal competences.

- During the programme, approximately 20% of participants accessed direct employment opportunities. These included full-time or part-time positions in sectors such as sports, retail, and service industries. Some participants were taking their first professional steps, learning to navigate workplace structures, responsibilities, and interpersonal dynamics. These experiences provided a solid foundation for further employment and long-term career planning, offering hands-on exposure to professional environments.
- A further 15% of participants engaged in professional training or traineeships. These activities combined theoretical instruction with practical experience and included professional training contracts, vocational courses, and sector-specific preparation. Participants acquired not only technical skills relevant to their fields, but also essential transferable competences, such as task management, workplace communication, and collaborative problem-solving. The programme's emphasis on experiential learning ensured that participants could immediately apply knowledge in practical settings, enhancing both skill acquisition and employability.
- Higher education and university enrollment formed a significant pathway, with around 40% of participants choosing to continue or resume academic studies. Options ranged from traditional bachelor's or master's degrees in Poland to participation in Erasmus or other international exchange programmes. Some participants combined distance or online learning with ongoing professional or mobility activities. This engagement strengthened participants' academic skills, research abilities, and career planning, while fostering independence, self-discipline, and intercultural awareness. Higher education pathways were particularly effective in supporting long-term transition from NEET status to structured career and professional development trajectories.
- In addition, roughly 10% of participants were involved in volunteering and activation projects, including ESC initiatives, local community work, and the creation of associations or cultural projects, usually the youngest ones. Volunteering activities, valuable professional pathways (especially in the case of the young ones) allowed participants to apply organizational, interpersonal, and leadership skills, while contributing meaningfully to society. These experiences also promoted civic engagement, social responsibility, and the development of networks that could later support employment or educational opportunities. Activation projects served as practical stepping stones, giving participants experience in project management, coordination, and group collaboration.

Another key element of the programme was preparatory training, language development, and soft skills acquisition, which benefited approximately 35% of participants. Courses in English, French, German, and Italian, combined with modules on professional skills, employability, and workplace orientation, provided participants with confidence and competence to engage in employment, higher education, or international mobility. Language training, in particular, facilitated cross-border work and study opportunities, improving communication skills, autonomy, and readiness to integrate into diverse professional and social environments.

Overall Assessment:

The ALMA programme successfully implemented a multi-pathway approach to professional and educational insertion. By combining employment opportunities, vocational training, higher education, volunteering, and preparatory skill development, the programme enabled participants to make tangible progress toward labour market integration. Observed improvements included enhanced professional confidence, practical workplace skills, linguistic competence, and the ability to navigate structured academic and professional environments. Importantly, the programme facilitated meaningful engagement for participants who had previously experienced educational interruptions or social marginalization, providing structured pathways to employment, further education, or active civic participation.

The integration of multiple pathways reflects a flexible and tailored model capable of accommodating diverse needs and motivations. The combination of practical experience, academic progression, and preparatory support demonstrates that a significant proportion of participants transitioned from initial inactivity to active engagement, in alignment with the objectives of the ALMA programme and broader European mobility and NEET integration policies.



EMPLOYMENT IN ALMA AND SKILLS DEVELOPED

Skills Development Through the ALMA Programme:

Participation in the ALMA programme enabled the 40 participants to develop a broad range of personal, professional, and intercultural skills. Activities across different host locations—Paris, Sarreguemines, and Frankfurt (Oder)—as well as the professional and educational pathways undertaken, contributed to a multi-dimensional skill development process. The skills acquired can be grouped into key categories, reflecting both the programme's objectives and the participants' progress.

1. Professional and Technical Skills:

- Workplace competencies: Participants gained practical experience in diverse sectors, including retail, sports, tourism, and cultural event management. They developed skills in task organization, project execution, client interaction, and administrative procedures.
- Sector-specific expertise: Vocational courses and professional training (e.g., PRAVES contracts, hairdressing, tourism, language courses for professional purposes) enhanced participants' specialized technical knowledge.
- Career preparation: Workshops and preparatory courses, including English for Work, Career and Job-Hunting, supported participants in CV writing, interview preparation, and understanding workplace dynamics.

2. Academic and Learning Skills:

- Higher education engagement: Approximately 40% of participants enrolled in university programmes, including Erasmus and online courses, enhancing their research, analytical, and academic planning skills.
- Continuous learning: Engagement in professional courses and online modules fostered self-directed learning, adaptability, and resilience in acquiring new knowledge.

3. Interpersonal and Soft Skills:

- Teamwork and collaboration: Participation in group projects, event coordination, and volunteering strengthened teamwork, communication, and conflict-resolution abilities.
- Leadership and initiative: Activities such as organizing cultural events, establishing associations, and supervising younger peers nurtured leadership, planning, and organizational skills.
- Problem-solving and adaptability: Participants developed the ability to respond flexibly to new challenges, particularly when navigating multicultural and international environments.

4. Language and Communication Skills:

- English proficiency: As the main working language, English skills improved for nearly all participants through workshops, professional activities, and mobility experiences.
- Other languages: Exposure to French, German, and Italian during missions and preparatory courses enhanced multilingual capabilities, critical for cross-border employment and study opportunities.
- Intercultural communication: Working in international teams fostered cultural awareness and the ability to communicate effectively across diverse cultural contexts.

5. Civic and Social Skills:

- Volunteering and community engagement: Participation in ESC initiatives, local associations, and cultural events strengthened participants' social responsibility, civic engagement, and project management skills.
- Empathy and inclusion: Activities with vulnerable groups, including children with disabilities and elderly individuals, promoted empathy, patience, and inclusive practices.

ALMA REPORT 2024

MISSIONS

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MISSIONS



MOBILITY IN PARIS, OLYMPIC & PARALYMPIC SUPPORT ACTIVITIES

The “New Horizons – Mobility in Paris” initiative provided a valuable professional experience in the context of the 2024 Olympic and Paralympic Games. The two-month mission, combined 20% on-site training with 80% practical engagement. Set in Paris, the program allowed participants to contribute meaningfully to a range of activities during a major international event while gaining exposure to cross-cultural and professional environments.

Participant Roles and Gains:

Participants undertook diverse roles that bridged event coordination, cultural animation, and educational support. As European Youth Projects Assistants, they played an active part in the European Carnival, facilitated networking events with the Polish Embassy, and assisted in logistical operations throughout the Olympic and Paralympic Games. In collaboration with local educators, they also contributed to school-based programs, promoting cultural exchange and community engagement. In return, participants gained hands-on experience in an international setting, developed soft and technical skills, and expanded their professional networks.

Detailed Description of Activities:

1. Europa Experience – Interactive Exhibition Participation

The participant engaged in the Europa Experience, an interactive exhibition intended to deepen understanding of European institutions, values, and processes. This activity served as a foundational introduction to EU civic principles, contributing to the participant’s intercultural awareness and knowledge of European democratic mechanisms.

2. Organisation of Sports Events in a Public Park

Throughout the mobility phase, the participant played an active role in planning and executing weekly sports events, including yoga and fitness sessions. These activities promoted physical well-being and social inclusion, encouraging community participation and reinforcing the values of teamwork and healthy living.

3. Support and Involvement in the European Carnival in Paris

The participant contributed to the preparation, organisation, and execution of the European Carnival—an event celebrating cultural diversity within the EU. Through logistical support and active engagement in the carnival, the participant gained insight into event management and multicultural cooperation.

4. Training with L'Oréal Paris – Communication Strategies and Poster Design

A key component of the mission was professional training facilitated by L'Oréal Paris, focusing on strategic communication and visual promotion. The participant acquired practical knowledge in designing promotional materials and understanding branding approaches used in large-scale event marketing.

5. Participation in Paris City Hall Activities for the Olympic Games

The participant was involved in several animation and engagement activities linked to the Olympic Games, organised by Paris City Hall. These included community outreach, public event facilitation, and thematic programming aligned with Olympic values such as solidarity, inclusion, and excellence.

6. Organisation of the 'Polish Evening' Cultural Event

To foster cultural exchange, the participant co-organised a Polish-themed evening. The event featured traditional Polish cuisine, music, and cultural elements, providing an opportunity for local and international audiences to experience Polish heritage. This activity also emphasized the importance of national identity within the European mosaic.

7. Concert of Liberties at Maison de l'Italie

The participant supported the organisation of a musical and cultural event entitled Concert of Liberties, hosted at Maison de l'Italie. This initiative highlighted themes of human rights, freedom of expression, and European unity through artistic performance.

Professional Development:

The "New Horizons – Mobility in Paris" programme strengthened participants' professional skills through active involvement in event coordination, logistics, and intercultural communication. By working in a dynamic, international setting, they developed practical competencies such as teamwork, adaptability, and problem-solving. The experience also improved their language abilities and boosted their confidence in professional environments. Overall, it provided valuable exposure to real-world responsibilities and enhanced their readiness for future employment.

MISSIONS



CIVIC SERVICE IN SARREGUEMINES

The mission was structured around four key areas of intervention, each designed to offer volunteers rich opportunities for personal and professional development, the acquisition of new competences, and an enhanced understanding of European values.

Participant Roles and Gains:

Participants took on varied roles across community-focused activities, from assisting in local shops to supporting social, cultural, and environmental initiatives. Each role encouraged active involvement, responsibility, and collaboration with local residents and institutions. These experiences allowed volunteers to make a meaningful contribution while gaining cultural awareness, civic engagement skills, and a deeper understanding of French society.

Detailed Description of Activities:

1. Activities in Local Shops:

Volunteers actively participated in daily operations within local businesses, allowing them to gain first-hand experience in the French retail and service sector. This engagement enabled participants to explore roles such as sales assistants, customer advisers, or entrepreneurs. Through direct involvement in business operations, they developed valuable professional skills such as communication, customer relations, basic commercial knowledge, and adaptability within a multicultural environment. Furthermore, this setting fostered significant language acquisition in French, enhancing both their linguistic competence and intercultural communication.

2. Social Support and Inclusion:

Volunteers contributed to strengthening social cohesion by engaging in interpersonal and community-support activities. These included visits to socially isolated elderly individuals, interactive programs in retirement homes, and academic tutoring for children in local schools. Such activities required a high level of empathy, responsibility, and interpersonal communication. Volunteers had the opportunity to develop skills in social work, intergenerational dialogue, and community engagement, which are highly relevant for careers in education, social services, and humanitarian fields.

3. Cultural and Creative Activities:

The mission provided a platform for volunteers to showcase their creative talents while contributing to the cultural enrichment of the Sarreguemines community. Participants collaborated with the Foyer Culturel de Sarreguemines, created audiovisual content for the town, and organized cultural and sporting events such as tournaments, dance, and yoga classes. This component of the mission allowed volunteers to build project management skills, gain experience in event coordination, develop creative production capabilities, and work collaboratively with cultural institutions—all of which are assets in the fields of arts, media, education, and recreation.

4. Environment and Sustainable Development:

Volunteers played an active role in promoting environmental awareness and sustainable practices. They engaged in ecological activities including community clean-up operations in parks, forests, and along the river Sarre, as well as the development of a community garden to foster local engagement. Additionally, volunteers designed and implemented environmental awareness campaigns through workshops and multilingual materials (in English, French, and Polish), enhancing their communication, educational outreach, and content creation skills. This provided hands-on experience relevant to careers in environmental education, advocacy, and sustainable development.

Professional Development:

The mission provided a strong foundation for professional growth by developing key skills such as communication, teamwork, project coordination, and language proficiency. Volunteers operated in real-world settings, gaining hands-on experience in multicultural and multilingual environments. These transferable skills significantly enhanced their employability and preparedness for future academic or professional paths.



MISSIONS



FRANKFURT-SŁUBICE COOPERATION CENTER

The Frankfurt-Słubice Cooperation Center, operating under the administration of the city of Frankfurt (Oder), focused on advancing the twin cities of Frankfurt (Oder), Germany, and Słubice, Poland, through continuous cross-border and European cooperation. Its mission was to contribute to making Frankfurt (Oder) a cosmopolitan and climate-neutral city by facilitating projects related to sustainable urban development, climate action, and cross-border integration. The center engaged various social groups—particularly youth and children—in cooperative, bilingual, and participatory initiatives.

Detailed Description of Activities:

- Participated in regular internal team meetings and strategic planning sessions.
- Assisted with the organization and implementation of cross-border workshops and conferences related to urban development, education, and sustainability.
- Drafted content for the organization's website and social media platforms to enhance digital presence and cross-border communication.
- Conducted written and oral translations in both German and Polish on diverse project-related topics.
- Performed research activities to support project development, with a focus on sustainability, citizen participation, and bilingual education.

Participant Roles and Gains:

The participant took an active role in cross-border engagement initiatives, serving as a bridge between German and Polish-speaking stakeholders. This included contributing to digital communication strategies, translating key materials, and participating in project conceptualization and implementation. In doing so, the participant gained deep insight into European cross-border cooperation frameworks and local governmental processes.

Professional Development:

The experience fostered professional skills in intercultural communication, project coordination, and content creation for multilingual audiences. Exposure to public administration and European urban development strategies contributed to an enhanced understanding of international cooperation. The mission also strengthened the participant's research and language proficiency, particularly in a professional context.



MISSIONS



PO PROSTU ASSOCIATION

Po Prostu is a Polish non-profit association dedicated to offering therapy, counseling, and educational programs that support individuals with disabilities and their families. Since its establishment in 2010, the organization has prioritized inclusivity, social skill development, and creative learning. As a Public Benefit Organization since 2014, it has promoted integration through both therapeutic services and celebratory events designed to raise awareness of various disabilities.

Detailed Description of Activities:

- Co-organized integration events and activities for children with disabilities and their families.
- Assisted in planning and executing public celebrations such as World Down Syndrome Day, Autism Awareness Day, and the International Day of Persons with Disabilities.
- Supported administrative tasks, including document handling, communication, and event logistics.
- Helped conduct or co-facilitate educational and recreational sessions for children with disabilities.

Participant Roles and Gains:

The participant played a key support role in both administrative and direct service functions. Their responsibilities included planning inclusive events, facilitating group activities, and maintaining efficient communication. Through these tasks, the participant gained empathy-driven experience working with individuals with special needs and developed organizational and collaborative competencies within a therapeutic environment.

Professional Development:

This mission offered meaningful exposure to the fields of special education and social work. The participant deepened their understanding of disability rights, inclusive pedagogy, and public health awareness campaigns. Additionally, their involvement in event planning and administrative assistance honed their time management, logistical coordination, and communication skills.



MISSIONS



THEATER IM SCHUPPEN E.V.

Theater im Schuppen e.V. is a grassroots cultural organization based in Frankfurt (Oder), Germany, known for its inclusive and participatory approach to community theatre. Since 1990, it has fostered cultural expression and artistic collaboration among diverse groups, including youth, seniors, and people with disabilities. The organization functions as a recognized youth welfare provider and collaborates closely with the local Drama School for Body and Education, integrating theatrical methods into community engagement and intercultural dialogue.

Detailed Description of Activities:

- Assisted in the preparation and follow-up for theatrical performances and community events.
- Supported daily operational activities in the theater's house and courtyard.
- Contributed to the design and maintenance of the organization's social media channels and online promotion of events.
- Provided technical support during rehearsals and performances, including set-up and audiovisual tasks.
- Helped in the artistic design of props, costumes, and personal performance contributions.
- Documented projects through photography and contributed to project review publications.
- Distributed promotional flyers and assisted in the preparation of trips, festivals, and exchange programs.
- Participated in rehearsals, workshops, and collaborative artistic projects.

Participant Roles and Gains:

The participant took on a dynamic role within the organization, combining artistic input with logistical support. They engaged directly with diverse groups in both creative and technical areas, actively contributing to the theatre's inclusive and community-focused programming. This fostered a strong sense of cultural exchange and cooperative spirit.

Professional Development:

Through active engagement with theatrical production and cultural project management, the participant acquired skills in creative planning, digital marketing, and performance support. They also developed competencies in teamwork, adaptability, and intercultural sensitivity. Exposure to the inner workings of an arts-focused NGO enhanced their ability to work in multidisciplinary and inclusive environments.



MISSIONS



INTERNATIONAL YOUTH WORK AT PEWOBE G GMBH

Pewobe g GmbH is a regional NGO based in Frankfurt (Oder) that has provided social services since 1996, including youth clubs, kindergartens, and support services for vulnerable families. Known for its strong international focus, the organization coordinates numerous youth exchanges and educational projects aimed at promoting tolerance and intercultural dialogue. Its location near the German-Polish border reinforces its commitment to cross-cultural youth engagement.

Detailed Description of Activities:

Mission 1:

- Supported ongoing project development and implementation in international and local contexts.
- Coordinated and supervised local youth volunteers.
- Engaged in public relations efforts to promote youth projects and international cooperation.
- Assisted in the conceptualization and management of independent youth-led initiatives.
- Participated in the analysis and support of local youth policy development.

Mission 2:

- Prepared and delivered prevention-focused workshops in local schools, addressing topics such as tolerance, inclusion, and youth empowerment.
- Designed age-appropriate materials and interactive learning formats for school-based outreach.

Participant Roles and Gains:

The participant served in a dual role, contributing to both international project development and school-based youth work. They acted as facilitators and role models during educational workshops and as intermediaries between project coordinators and local youth volunteers. These experiences significantly enhanced the participant's leadership and facilitation skills.

Professional Development:

This mission provided comprehensive training in youth work, civic education, and project planning. The participant learned how to address complex social topics with young audiences, develop strategic public relations materials, and coordinate multicultural teams. Their involvement in local policy discussions and community workshops further equipped them with practical tools for advocacy and youth engagement.



ALMA REPORT

2024

TRAININGS

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TRAININGS



ONBOARDING

The training programme aimed to enhance a broad set of competencies essential for successful international mobility, with a strong emphasis on language proficiency, cultural adaptability, communication, and personal development. Each component was designed not only to deliver practical knowledge but also to significantly strengthen participants' confidence, independence, and interpersonal abilities. The holistic structure of the preparation phase ensured that individuals were thoroughly equipped—both professionally and psychologically—for the demands of a mission abroad.

The key components of the training included:

Language Training (English and French):

Participants took part in weekly intensive online lessons in both English and French. These sessions were intended to improve verbal and written communication skills and to establish a strong linguistic foundation for effective engagement in international settings. Proficiency in the host country's language also supported deeper cultural integration and helped reduce potential communication barriers.

Communication and Interpersonal Skills Training:

An 8-hour online training focused on both verbal and non-verbal communication techniques was delivered. This training provided essential tools for clear expression, conflict resolution, and collaboration—skills that are critical when working within multicultural teams and environments.

Event Organisation Training:

A further 8-hour online module addressed the fundamentals of event planning and coordination. This activity was aimed at developing organisational and logistical skills applicable to a variety of professional contexts during the mobility period.

Mentoring and Career Planning:

Throughout the preparation phase, participants engaged in regular individual online mentoring sessions. These sessions offered tailored guidance to support career planning, foster self-awareness, and encourage motivation. Mentoring played a vital role in aligning personal aspirations with realistic professional pathways.

Cultural Adaptation (French Culture Course):

In June, participants attended an online cultural course focused on French society. This module introduced key elements of local traditions, social etiquette, and cultural norms, thereby reducing the risk of cultural shock and facilitating smoother integration into the host environment.

Overview of pre-departure Training Activities

Period 2024-2025 (PARIS)	Activity Description
May – June 2024	Weekly intensive online French language lessons
May – June 2024	Weekly intensive online English language lessons
May 2024	8-hour online training session on communication skills
May 2024	8-hour online training session on event organization
May – June 2024	Individual mentoring sessions focused on career development
June 2024	Online cultural adaptation course focused on French culture

Period 2025 (SARREGUEMINES)	Activity Description
May – June 2025	Weekly intensive online French language lessons
May – June 2025	Weekly intensive online English language lessons
May 2025	8-hour online training session on communication skills
May 2025	8-hour online training session on event organization
May – June 2025	Individual mentoring sessions focused on career development
June 2025	Online cultural adaptation course focused on French culture

Period 2024- 2025 (FRANKFURT ODER) In-dept Training on Special Vulnerabilities	Activity Description
September 2024 - February 2025	Visit of Frankfurt Oder for the Adaptation to European Mobility
September 2024 - February 2025	Weekly intensive online German language lessons
September 2024 - February 2025	Weekly intensive online English language lessons
December 2024	8-hour online training session on communication skills
December 2024	8-hour online training session on event organization
February 2025	Individual mentoring sessions focused on career development
September - October 2024	Online cultural adaptation course focused on French culture

DURING MISSION

Workshop on Vlog Creation and Video Support for Events

During their stay in Paris, the ALMA volunteers engaged in a weekly vlog initiative aimed at documenting their experiences and creating a meaningful record of their mission. The objective was to produce engaging content that would not only serve as a personal memory but also promote the mission to a wider audience.

To support this effort, the CSCE communication team organized a series of workshops and meetings with young people. These sessions provided participants with the technical tools and basic knowledge needed for audiovisual content creation, such as filming, editing, and storytelling techniques.

Importantly, the workshops encouraged creativity and self-expression, allowing the young participants to develop their own ideas and adapt their work to better connect with their peers. This approach ensured that the content was both authentic and relevant, while also offering valuable learning experiences in media production.

Workshop on the Creation of a City Guide to Paris

As part of their participation in the ALMA project, the young volunteers had the opportunity to contribute to the development of a city guide to Paris. This initiative was structured around a series of workshops focused on the promotion of cultural heritage and local tourism.

Through these sessions, participants were encouraged to explore and engage more deeply with the city and its cultural landscape. They played an active role in identifying and selecting points of interest—including historical landmarks, artistic sites, and culinary highlights such as restaurants and cafés—to be featured in the guide.

This hands-on approach not only allowed the young people to gain a richer understanding of Parisian culture but also positioned them as contributors to the city's touristic appeal. Ultimately, the experience served as a meaningful opportunity for cultural immersion and the active promotion of local heritage in a country different from their own.

FOLLOW UP

After the conclusion of the mobility period, a dedicated follow-up support phase was implemented to guide participants in applying the skills, experiences, and insights acquired abroad to their future career and educational paths. This phase was designed to reinforce participants' employability and self-sufficiency through targeted interventions focused on career orientation, job search skills, and professional networking.

Participants received **individual mentoring**, during which they reviewed and refined their CVs and motivational letters, practiced job interview techniques, and explored strategies for identifying suitable job opportunities. These one-on-one sessions allowed for a tailored approach, addressing each participant's specific background and aspirations.

In parallel, **online training sessions** were organised to strengthen participants' abilities to successfully present themselves to potential employers, both in written applications and during interviews.

A key component of the follow-up phase was the **promotion of professional networking**. To this end, participants were encouraged and supported in attending business events and conferences hosted by the CSCE. These occasions provided valuable opportunities to engage directly with professionals, employers, and peers, thus facilitating the creation of early-stage professional networks.

Overview of Follow-up support Activities

Period 2024 -2025 (PARIS)	Description
January 2025 - June 2025	Online training on interview techniques to improve self-presentation.
October 2024 - June 2025	Mentoring sessions for CV, cover letter, and job search support.
June 2024 - June 2025	Participation in CSCE events to build networks and explore job opportunities.

Period 2025 (SARREGUEMINES)	Description
June - September 2025	Training on interview techniques to improve self-presentation.
June - September 2025	Mentoring sessions for CV, cover letter, and job search support.
May 2025 - October 2025	Participation in CSCE events to build networks and explore job opportunities.
May 2025- October 2025	Orientation and Support for Youth Enrolment in Training Programmes and Courses

Period 2024- 2025 (FRANKFURT)	Description
June - September 2025	Training on interview techniques to improve self-presentation.
June - September 2025	Mentoring sessions for CV, cover letter, and job search support.
February 2025 - September 2025	Participation in CSCE events to build networks and explore job opportunities.
February 2025 - September 2025	Orientation and Support for Youth Enrolment in Training Programmes and Courses

ALMA REPORT 2024

EVENTS

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OPENING OF THE OLYMPIC GAMES PARIS/CONCERT



Description

During the Paris Olympics and paralympics in 2024, the collective was delighted to attend the respective events along with its Polish ALMA volunteers. The momentum that was created, the dedication, the passion and the energy were unmatched. As always, our volunteers Help us build the future that we unwaveringly strive for in Europe, with more unity, inclusion, solidarity, cross-cultural cooperation and reciprocal exchange.

Output

As an official partner of Paris 2024, the Collectif pour un Service Civique Européen and its ALMA New Horizons volunteers were actively contributing to the Olympic Games. From supporting press conferences at the Paris Media Center to welcoming the public and journalists, they were fully involved in the event alongside founder Benjamin Sibille and Italy Director Marinella Linati. Their participation highlighted the Collectif's dedication to culture, sports, peace dialogues, and showcased the priceless value of European civic engagement in supporting public initiatives.

Social Media Link: <https://www.instagram.com/p/C95A1XdsRW5/>

POLISH EVENING OLYMPIC GAMES PARIS



DESCRIPTION

The ALMA New Horizons mission concluded in Paris, marking the ending milestone of the Polish participants' two-month engagement within the framework of the Paris 2024 Olympic Games.

This mission was characterized by the involvement of volunteers in a wide range of high-impact activities. Assignments in the fields of communications, tourism, and project development were carried out, and the efforts of the participants were followed by a wider audience through various digital content produced during the mission.

Volunteers also contributed to the organization and delivery of the Olympic Games, providing support in the context of a globally significant event. Throughout the mission, strong motivation, dedication, and a high level of engagement were consistently demonstrated.

This initiative was made possible through the collaboration of several institutional and associative partners, including the City of Paris, YMCA Paris, the Olympic Games Organising Committee, Unis-Cité, the European Commission, Maison de l'Italie – CIUP, and Milano Cortina 2026. Particular recognition is extended to the partner organisation Fundacja Zobacz Mnie, whose continuous support and coordination played a pivotal role in the success of this unprecedented mission.

OUTPUT

The momentum was impeccable among participants, their contribution was celebrated and the prospects of honing their skills and partaking in a similar experience were considered.

Social Media link :

https://www.instagram.com/p/DABQkQbMA6w/?img_index=1

KARPACZ FORUM - 3RD TO 5TH SEPTEMBER 2024



DESCRIPTION

As part of the Karpacz Economic Forum, the largest gathering of leading political and economic representatives from all over Central and Eastern Europe, which focused also on European youth and the importance of community engagement, young participants in the ALMA project engaged actively in workshops and conferences. This involvement reinforced the notion that greater collaboration between countries is essential to support youth, their professional development, and the exchange of experiences and cultural heritage. Additionally, participants had the opportunity to meet with the French Ambassador to Poland, fostering valuable dialogue and the exchange of perspectives with experts and professionals from various fields.

OUTPUT

As part of the dissemination efforts for the ALMA programme, a key event was held within one of the most prominent and influential spheres in Poland and Central Europe, reaching an audience of approximately 5,000 people, including major stakeholders from various sectors. This platform not only enhanced the visibility of ALMA and its mission but also provided participants with precious opportunities to build professional networks both within Poland and internationally. One participant, in fact, chose to remain and work in Poland as a direct outcome of the connections made during the event. Additionally, the event offered a rich learning environment, enabling participants to engage with a variety of topics related to employment, professional integration, and socio-economic inclusion.

Forum official page link:

<https://www.forum-ekonomiczne.pl/en>

Social Media link:

https://www.instagram.com/p/C_f_AEEs8NW/?img_index=1
https://www.instagram.com/p/C_iWnnXMJ0W/?img_index=1
https://www.instagram.com/p/C_0E_uvstiV/?img_index=1
https://www.instagram.com/p/C_TzneMISS/?img_index=2

CONFÉRENCE DE BERLIN - 7TH AND 8TH NOVEMBER 2024, BERLIN



DESCRIPTION

During the 20th edition of the Berlin Conference, one of the largest European events taking place in the city, participants of the ALMA project had the opportunity to share their experiences of mobility, personal and professional growth, and their strong sense of belonging within European society. In conjunction with the 35th anniversary of the fall of the Berlin Wall, the event provided a platform for reflection on the values of freedom, inclusiveness, and fundamental unity, all within the context of a continually strengthening European integration process. Discussions also centered on the role of art and culture in shaping the future of Europe. The participants were able to voice their opinions, engaging in meaningful dialogues with political and civil society representatives, as well as artists, sharing their experiences and ideas for a more inclusive, pro-active and united European Union.

AGENDA

FIRST DAY

First Conversation: 20 Years of the Berlin Conference & EU Enlargement

The role of arts and culture in shaping the future of Europe.

Participants:

- Jo Leinen (former European Parliament member and former president of the European Movement International)
- Dr. Hans-Gert Pöttering (former President of the European Parliament)
- Dr. Doris Pack (former President of the Parliament's Culture and Education Committee)
- Dr. Hannes Swoboda (former President of the Progressive Alliance of Socialists and Democrats in the European Parliament)

CONFÉRENCE DE BERLIN - 7TH AND 8TH NOVEMBER 2024, BERLIN

Second Conversation: Understanding the Present

How arts and culture influence political debates and the future of Europe.

Participants:

- Lisa Batiashvili (German-Georgian violinist)
- Mariya Gabriel (former European Commissioner for Innovation, Research, Culture, Education, and Youth & former Bulgarian Foreign Minister)
- Michael Roth (German Bundestag member and Chair of the Foreign Affairs Committee)

Closing Session: Pitch, Connect and Share

A final session to kick off future conversations and interactions.

SECOND DAY

Themes for reflection in the meeting sessions:

- The EU - Invitation and Exchange or Deadly Deterrence?

Reflections on the EU's relationship with refugees, explored from the perspective of artists.

- Europe: A Decolonial Project?

Analysis of self-reflection through the eyes of others and the richness of pluriversal perspectives.

- Interconnectivity in the Cultural Field

How new forms of connectivity in the arts and culture could shape Europe's future.

- Creative Laboratories of Cultural Discovery

Festivals as cultural accelerators, fueling discovery and innovation.

- Creativity for Social Change

Exploring how creativity can influence societies and inspire systemic change from the grassroots level.

- Decentralizing European Culture: Contributions from Non-European Voices

How non-Western actors can challenge the Eurocentric view and contribute to a more inclusive and decolonized culture.

- Closing Session: Sharing and Analyzing Emerging Ideas

A session to reflect on and discuss the emerging ideas from the event.

OUTPUT

The event resulted in the dissemination of knowledge about the programme among key business and civil society representatives. Participants had the opportunity to engage in meaningful networking, with prospects for insertion opportunities. They also gained deeper insights into available opportunities and skills development, supported by targeted training in public speaking, interviewing, and project management (1/3 of the participant ended up being inserted in this field).

Social Media link

https://www.instagram.com/p/DCCdAJUsBEQ/?img_index=1

<https://www.instagram.com/p/DCES8rIR3Eg/>

https://www.instagram.com/p/DCE5RZIMkDV/?img_index=1

<https://www.instagram.com/p/DCHwCXUsmlw/>

CLÔTURE DU PROJET ALMA - 20TH NOVEMBER 2024, WARSAW



DESCRIPTION

The aim of the conference, second civil society event in the Weimar Triangle, was to encourage the creation and development of new opportunities for young people, so that they can engage in voluntary work and social commitment. Representatives of the Polish government such as Poland's Minister for Civil Society Affairs, as well as NGOs and 300 other participants were present at the event. The idea is that, through closer collaboration between governments and civil society as well as organisations in different countries, new opportunities can be created where they do not yet exist. Young people involved in the ALMA project are a strong and tangible example. By sharing their experience and ideas, they have shown that it is possible to bring about social transformation towards a future of inclusion, prosperity and union.

AGENDA

10:00-10:30 **Welcoming**

10:30-11:00 **Formuła TEDx**

Piotr Wasyluk - dragonfly perspective | Can volunteering be trendy?

11:00-12:00

Discussion panel I

Panel organised by Ważne Sprawy

How to deal with youth? On communicating with Generation Z.

Mateusz Domarski - Ważne Sprawy

Marcin Pucyk - 2012 Agency

Anna Rzeźnik - CPC Brand Consultants

Aleksandra Walczak - Orientuj się

12:00-12:40 - **coffee break - BINGO**

CLÔTURE DU PROJET ALMA - 20TH NOVEMBER 2024, WARSAW

12:40-13:25

Discussion panel II

Civic action as an opportunity for success.

Piotr Stec - Chair of Coucil NIW CRSO

Martyna Kowacka - Head of Związek Harcerstwa Polskiego

Olga Napiontek - Civis Polonus

Ewa Siemińska - Zwolnieni z Teorii

13:35 - 14:00 **Presentation Service Civique Européen**

14:00 - 14:30 **Good practice session**

14:30-15:30 **Lunch**

OUTPUT

The event focused on disseminating information about the ALMA program with NGOs and administrative bodies in Poland. Discussions were held with the Polish government representatives regarding the program's goals, particularly emphasizing opportunities for young participants. The event also facilitated networking and connections with key stakeholders, aiming to enhance pathways for social and professional integration.

Eventually 6 regions of Poland were informed about ALMA project and their opportunity to engage with it, and several followed on.

Social Media link

[HTTPS://WWW.INSTAGRAM.COM/P/DCMZDLWS3WU/?IMG INDEX=1](https://www.instagram.com/p/DCMZDLWS3WU/?img_index=1)

[HTTPS://WWW.INSTAGRAM.COM/P/DCMO5ZYMRVX/?IMG INDEX=1](https://www.instagram.com/p/DCMO5ZYMRVX/?img_index=1)

KIELCE: PUBLIC CONFERENCE



Description: The Collectif pour un Service Civique Européen (CSCE) participated in the third transnational meeting of the YESVolunteer project, hosted by the City of Kielce under the framework of the Interreg Europe programme. The initiative is co-funded by the European Union and coordinated by the Department of Seine-Saint-Denis in collaboration with key partners: ANCI Liguria, KMOP, the Region of Western Greece, the City of Svichtov, and the Riga Planning Region.

The event was inaugurated with an official address by the Mayor of Kielce, Mrs. Agata Wojda, who emphasized the critical role of European cooperation in promoting youth participation and civic engagement.

A highlight of the day was the panel discussion on youth mobility and volunteering, where CSCE's Director and Founder, Benjamin Sibille, shared insights on the transformative potential of cross-border civic engagement. The panel featured key stakeholders including:

- Bartłomiej Zapala, Deputy Mayor of Kielce
- Michał Braun, Director of the National Institute of Freedom
- Magdalena Buczynska, representative of CW Kielce
- Agnieszka Kubika, Vice Director of the Voivodeship Employment Office in Kielce

CSCE also presented the outcomes of its #ALMA – FROM1EU2EU initiative, which focuses on the inclusion and professional integration of disadvantaged youth across Europe.

Output: The transnational meeting successfully facilitated the exchange of best practices among participating regions and organizations, strengthening partnerships and enhancing strategies to promote youth volunteering, particularly in rural and underserved areas. CSCE's contribution through the presentation of the ALMA – FROM1EU2EU project highlighted tangible progress in supporting disadvantaged youth through structured mobility experiences. The panel discussion further underscored the importance of collaborative, EU-level efforts in building inclusive civic service models that support both personal development and long-term professional integration for young Europeans.

Eventually Kielce Voivodeship adopted and launched ALMA.

Social Media link : <https://www.instagram.com/p/DHEU5SqsPSG/?igsh=MXR0aHAzM3AwaWo4Zw%3D%3D>

LUST IN SARREGUEMINES 2025



Description: The fourth edition of Lust in Sarreguemines, a cross-border artistic festival, reaffirmed its commitment to supporting emerging regional talents and enhancing the local cultural landscape. The event celebrates contemporary art, youth expression, and European diversity, serving as a platform for artistic exchange between France and Germany.

This year, Italy was the guest country, with a special focus on the city of Vietri sul Mare (Campania), renowned for its ceramic craftsmanship. This international partnership brought a Mediterranean influence to the festival's programming and encouraged intercultural dialogue through creative collaboration.

Over the course of three weeks, the city of Sarreguemines hosted a wide range of activities:

- A city-wide contemporary art exhibition on the theme of saturation, transforming urban spaces into open-air galleries;
- Live concerts by local emerging artists in several bars and cultural venues across the city, showcasing a variety of musical genres;
- Guided historical tours, organized by the local tourism office, highlighting Sarreguemines' heritage and identity;
- A series of public events and cultural workshops aimed at fostering youth engagement and artistic participation.

Output: The festival attracted over 3,000 attendees, including participants from both France and Germany. The open-air exhibition was widely praised for its originality and accessibility, turning the city into a dynamic cultural hub. More than 20 young artists had the opportunity to perform live, gaining exposure and engaging with diverse audiences. The collaboration with Vietri sul Mare added international visibility to the event, notably through a public ceramic art demonstration, which drew significant interest from festivalgoers. Overall, the 2025 edition successfully strengthened cultural ties within the European space, placing youth and creativity at the heart of its mission.

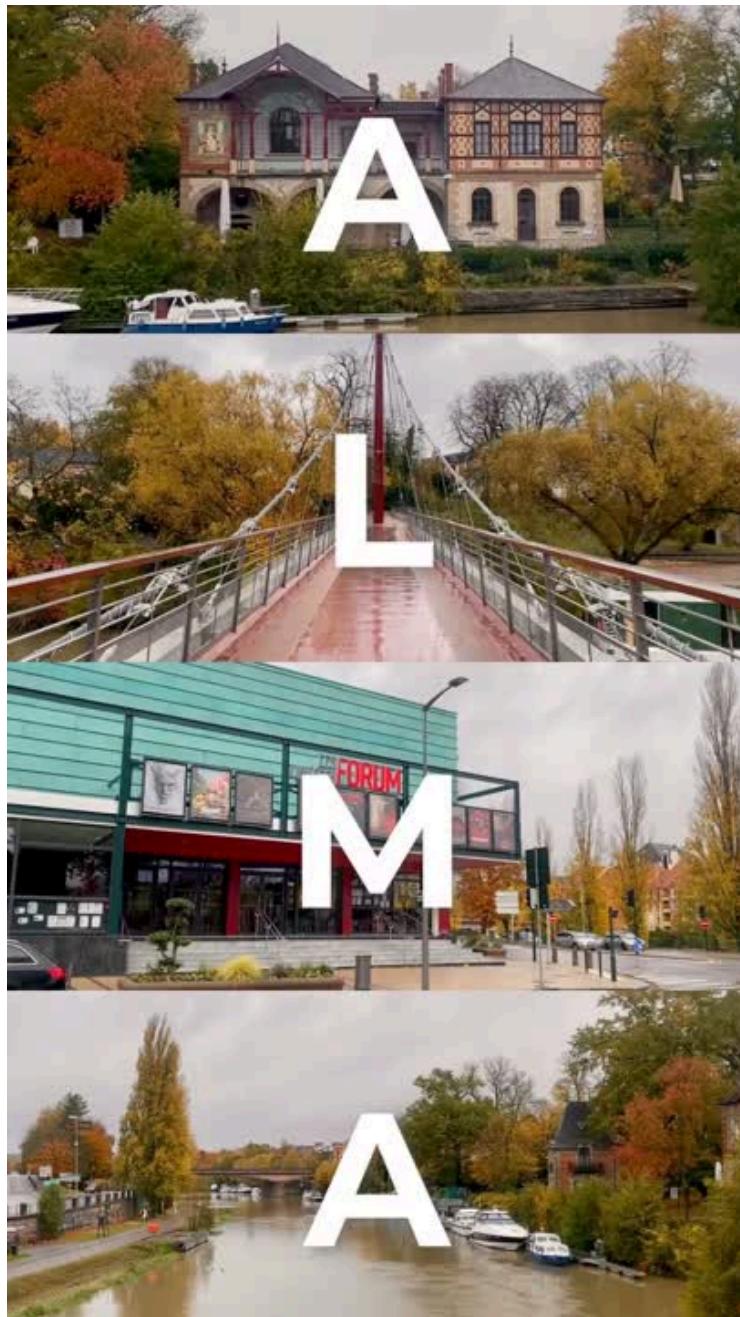
ALMA REPORT 2024

OUTCOMES

Service
Civique
Européen
Grandir ensemble



FEEDBACK FROM ALMA PARTICIPANTS



ALMA IN SARREGUEMINES

FEEDBACK FROM ALMA PARTICIPANTS



ALMA IN PARIS

FEEDBACK FROM ALMA PARTICIPANTS



Maja Stefaniuk
(Warsaw, one year after ALMA).

FEEDBACK FROM ALMA PARTICIPANTS



Olena Właszyńowicz
(Warsaw event, one year after ALMA)

MEDIA COVERAGE

Carnaval Olympique	Article	Keskofai.fr	France	https://keskonfai.fr/events/d7ad2a4c-e5bd-	25 visites par mois sur le site internet
JO DE PARIS : UN CARNAVAL	Article	Sortir à Paris	France	https://www.sortiraparis.com/loisirs/insolite/article	550 000 on facebook and 451
CARNAVAL européen et	News	haitimmediatele	France	https://www.youtube.com/watch?v=...	1,450 abonnés, 225 vues
CARNAVAL Européen et	News	UHD Walking Adventures	France	https://www.youtube.com/watch?v=r06-	57,500 abonnés, 2000 vues
Un Carnaval Olympique	Article	L'Officiel des Spectacles	France	https://www.offi.fr/tendances/a-travers-	4,775 followers sur instagram et
Carnaval Olympique	Article	Voisins Voisines Grand-Paris	France	https://voisins-voisines-grand-paris.fr/samedi-	650 followers sur facebook (pas de
Un Carnaval Olympique	Article	Forum Photo Paris	France	https://www.forumphoto-paris.fr/topic/17388-	1128 membres ; 163 followers sur
Carnaval olympique	Article	Vibes	France	https://vibes.lgbt/event/carnaval-olympique-	17,900 followers sur instagram (pas
Carnaval olympique	Article	Paris friendly	France	https://www.paris-friendly.fr/Carnaval-	19,000 followers sur facebook et
CARNAVAL OLYMPIQUE ET	Article	carnaval-paris	France	https://www.carnaval-paris.org/carnaval-	5000
Carnaval olympique	Article	JDS	France	https://www.jds.fr/paris/manifestations/carnav	80,000 followers sur facebook et
A Paris le 15 juin, un carnaval	Article	LYFtv	France	https://www.lyftvnews.com/t8749-a-paris-le-	8000
Carnaval Olympique	Article	petit futé	France	https://petitfute.twic.pics/actualite/m2-	243,000 followers sur facebook et
CARNAVAL OLYMPIQUE ET	Article	carnaval des femmes	France	https://www.carnaval-des-femmes.fr/	1500
Carnaval Olympique	Article	Culturius	France	https://culturius.com/fr/events/2359612a-	1036 followers sur facebook (pas
ALMA EcoFest Sarreguemine	News	Mosaik Cristal	France	https://www.facebook.com/share/v/17YqQT8iA	11000
EcoFest samedi 13	Article	Republicain Lorrain	France	https://www.republicain-lorrain.fr/culture-	

MEDIA COVERAGE

Sarreguemines

Première EcoFest: près de 130 kg de déchets ramassés

Ce samedi, pour la première fois, le Collectif pour un service civique européen et Lust in Sarreguemines ont organisé un Ecofest. Une journée dédiée au ramassage des déchets en bords de Sarre et en centre-ville. Près de 130 kg ont été ramassés par 17 bénévoles. Un essai qui devrait se transformer en rendez-vous annuel.

« On est surpris : Sarreguemines est une ville propreté ! » Manuela, Marie, sa fille de 10 ans Lilou et sa maman Brigitte recherchent sur le parking de la Poste des déchets, sac-poubelle et pince en main. Ces dames ont répondu à l'appel de Jérémie Piquet, responsable du Collectif pour un service civique européen. Avec Lust in Sarreguemines, dans le cadre du projet « UMRIG » soutenu par le soutien de la ville, il a organisé la première EcoFest. L'objectif : sensibiliser les citoyens aux déchets.

chets jetés dans la ville et dans la nature en les ramassant.

« Je trouve l'initiative très belle ! J'ai diffusé l'information autour de moi et plusieurs personnes ont suivi, se réjouit Manuela. C'est un geste soliditaire, ça nous fait plaisir. » Marie est venue en force avec sa fille et sa maman. « Nous sommes trois générations réunies aujourd'hui pour une bonne cause », Brigitte ajoute. « Les enfants apprennent ça à l'école, mais je sensibilise Lilou tous les jours. » La petite confirme : « Je ramasse souvent des plastiques entre la maison et l'école. Aujourd'hui, on a aussi trouvé des gobelets, des papiers, des emballages. »

Beaucoup de mégots

C'est en bords de Sarre et dans les marques de ville que la tâche est la plus lourde. « On s'attende que globalement la ville est propre. Mais nous avons trouvé des papiers, des emballages et



Pour cette première EcoFest, Manuela, Marie, sa fille Lilou et sa maman Brigitte ont répondu présentes. Photo AFS

beaucoup de canettes dans les fourrés », analyse Jérémie Piquet. Adam, jeune Polonais de 21 ans qui participe au programme d'échange avec le Collectif, connaît bien la Pologne. « On s'attende que globalement la ville est propre. Mais nous avons trouvé des papiers, des emballages et

■ A.F.S.

Sarreguemines

Comment le service civique européen fait vivre l'Europe à travers ses jeunes

Du festival au café des langues, les jeunes du service civique européen multiplient les initiatives et donnent un visage concret à l'Europe.

Lorela Prifti - 05 oct. 2025 à 11:41 - Temps de lecture : 2 min



(De gauche à droite) Jérémie Piquet, le responsable du Collectif et les deux jeunes, Justyna et Raul, venus faire leur service civique à Sarreguemines. Photo Lorela Prifti



Mosaïk Cristal 53.3 k abonnés

0 0 Partager Enregistrer



NEWS OÙ MANGER ? CULTURE LOISIRS SOIÈRES & BARS FAMILLE BO

JO DE PARIS : UN CARNAVAL OLYMPIQUE ET EUROPÉEN ORGANISÉ DANS LA CAPITALE, LE SAMEDI 15 JUIN 2024



CARNAVAL Européen et Latinos - JO Paris 2024 - PARIS, FRANCE 4K HDR -

UHD Walking Adventures 62.6 k abonnés

Rejoindre

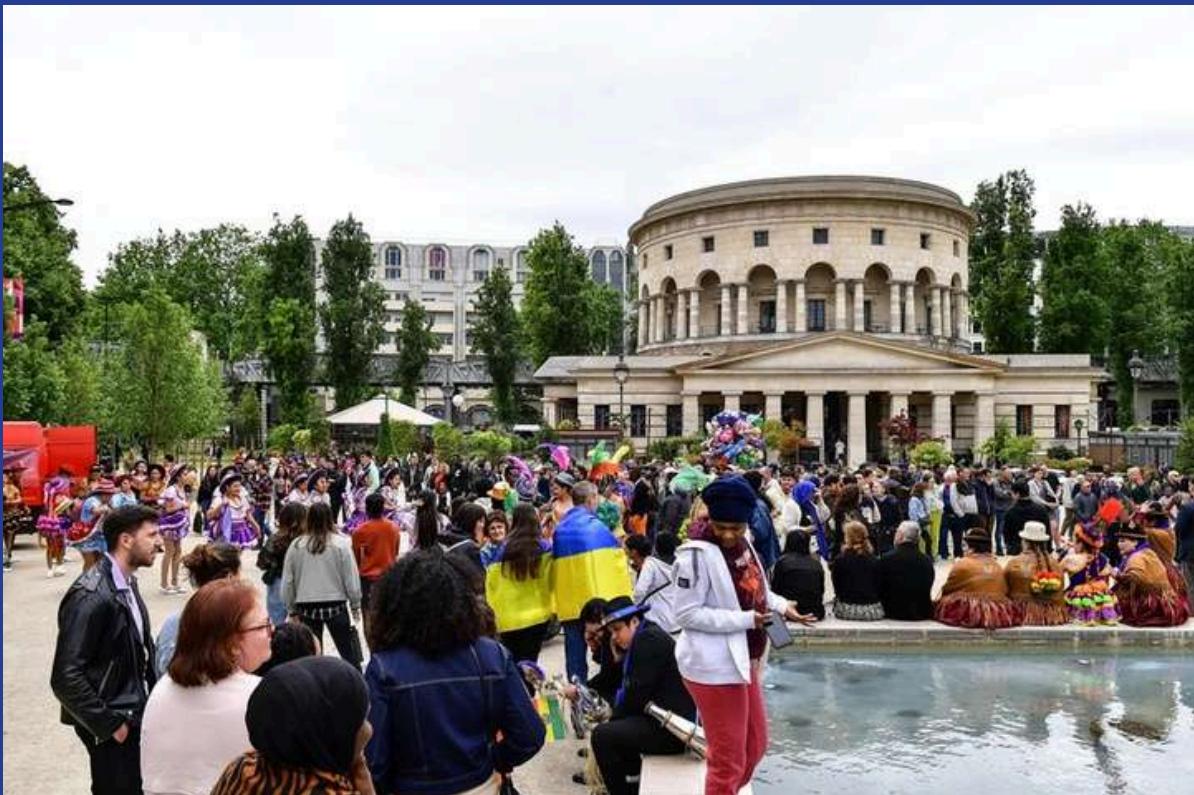
S'abonner

108

Partager

SOCIAL NETWORKS

ALMA OUTCOMES



ALMA

COMMUNICATION

OUTCOMES

Title	Views/ impressions	Link
ALMA - NEW HORIZONS, JO DADIC 2024	1562	https://www.instagram.com/p/C8J3P26sQtg/?img_index=1
ALMA - NEW HORIZONS, JO DADIC 2024	1453	https://www.instagram.com/p/C8uUZJnsOvz/
ALMA - NEW HORIZONS, JO DADIC 2024	803	https://www.instagram.com/p/C86_Q3kMKgd/?img_index=1
ALMA - NEW HORIZONS, JO DADIC 2024	446	https://www.instagram.com/p/C89OLXcMj2Q/?img_index=1
ALMA - NEW HORIZONS, JO DADIC 2024	1728	https://www.instagram.com/p/C9E20uSM58n/
ALMA - NEW HORIZONS, JO DADIC 2024	662	https://www.instagram.com/p/C9UVSKasP65/
ALMA - NEW HORIZONS, JO DADIC 2024	1011	https://www.instagram.com/p/C9fx1QQM_1r/
ALMA - NEW HORIZONS, JO DADIC 2024	927	https://www.instagram.com/p/C9ksHTNMQis/
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ALMA COMMUNICATION OUTCOMES

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ALMA

COMMUNICATION

OUTCOMES

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[CARNAVAL EUROPÉEN ET LATINOS - IO PARIS 2024 1]	298	https://www.linkedin.com/posts/le-service-civique-europ%C3%A9en_carnavalparis2024-io2024-
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[CARNAVAL EUROPÉEN ET LATINOS - IO PARIS 2024 1]	1618	https://vm.tiktok.com/ZGeE9wVjg/

ALMA

COMMUNICATION

OUTCOMES

[20ème édition de la Conférence de Berlin]	695	https://www.instagram.com/p/DByc4AoR_IR/
[20ème édition de la Conférence de Berlin]	540	https://www.facebook.com/share/p/17wmUKtmZM/
[20ème édition de la Conférence de Berlin]	194	https://www.linkedin.com/feed/update/urn:li:activity:7257729581174996992
[20ème édition de la Conférence de Berlin]	1106	https://www.instagram.com/p/DCCdAJUsBEQ/?img_index=1
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[20ème édition de la Conférence de Berlin]	282	https://www.linkedin.com/feed/update/urn:li:activity:7259987077847564289
[20ème édition de la Conférence de Berlin]	3548	https://www.instagram.com/p/DCES8rIR3Eg/
[20ème édition de la Conférence de Berlin]	49	https://www.facebook.com/share/r/1K8NSx5i5S/
[20ème édition de la Conférence de Berlin]	1872	https://vm.tiktok.com/ZGdF92PL8/
[20ème édition de la Conférence de Berlin]	162	https://www.linkedin.com/feed/update/urn:li:activity:7260244657320640512
[20ème édition de la Conférence de Berlin]	646	https://www.instagram.com/p/DCE5RZIMkDV/?img_index=1
[20ème édition de la Conférence de Berlin]	315	https://www.facebook.com/share/p/18syNkvNxk/
[20ème édition de la Conférence de Berlin]	808	https://vm.tiktok.com/ZGdF9JWdR/
[20ème édition de la Conférence de Berlin]	382	https://www.linkedin.com/feed/update/urn:li:activity:7260323205154844672
[20ème édition de la Conférence de Berlin]	742	https://www.instagram.com/p/DCHwCXUsmlw/
[20ème édition de la Conférence de Berlin]	47	https://www.facebook.com/share/r/19ffJQrzLb/
[20ème édition de la Conférence de Berlin]	52	https://www.linkedin.com/feed/update/urn:li:activity:7260729590216585216
Alma Recruiting	952	https://www.instagram.com/p/DAbNZWOMNt9/?utm_source=ig_web_copy_link&igsh=NTc4MTIwNiO2
Alma Recruiting	848	https://www.instagram.com/p/DA_HagRIdku/?utm_source=ig_web_copy_link&igsh=NTc4MTIwNiO2
Alma Recruiting	627	https://www.instagram.com/p/DCWSnxYoB9N/?utm_source=ig_web_copy_link&igsh=NTc4MTIwNiO2

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OUTCOMES

Warsaw Conference	426	https://www.instagram.com/p/DCjiTRVoBkm/?utm_source=ig_web_copy_link&igsh=NTc4MTIwNiO2YO==
Warsaw Conference	506	https://www.instagram.com/p/DCmZdLWs3wu/?utm_source=ig_web_copy_link&igsh=NTc4MTIwNiO2YO==
Warsaw Conference	439	https://www.instagram.com/p/DCmo5ZYMrVX/?utm_source=ig_web_copy_link&igsh=NTc4MTIwNiO2YO==
Warsaw Conference	498	https://www.instagram.com/p/DCyoutwsDso/?utm_source=ig_web_copy_link&igsh=NTc4MTIwNiO2YO==
Alma Recruiting - Sarreguemines	33881	https://www.instagram.com/p/DGQFT7VRbch/?utm_source=ig_web_copy_link&igsh=NTc4MTIwNiO2YO==
Alma Recruiting - Sarreguemines	10109	https://www.instagram.com/p/DJ9l6SLserX/?utm_source=ig_web_copy_link&igsh=NTc4MTIwNiO2YO==
Alma Recruiting - Sarreguemines	11112	https://www.instagram.com/p/DKeaOtbsXJq/?utm_source=ig_web_copy_link&igsh=NTc4MTIwNiO2YO==
Alma Recruiting - Sarreguemines	19454	https://www.instagram.com/p/DLHjj3PIYls/?utm_source=ig_web_copy_link&igsh=NTc4MTIwNiO2YO==
Alma Vlog - Sarreguemines	943	https://www.instagram.com/reel/DLPnPFnYbry/?utm_source=ig_web_copy_link&igsh=NTc4MTIwNiO2YO==
Alma Recruiting - Sarreguemines	1251	https://www.instagram.com/p/DLuX4aysol8/?utm_source=ig_web_copy_link&igsh=NTc4MTIwNiO2YO==
Alma Recruiting - Sarreguemines	1654	https://www.instagram.com/reel/DNp-3QYo9nf/?utm_source=ig_web_copy_link&igsh=NTc4MTIwNiO2YO==
Meeting ALMA Paris - 5 years ECS	1048	https://www.instagram.com/p/DHv3kYIMrtD/?utm_source=ig_web_copy_link&igsh=NTc4MTIwNiO2YO==
Meeting ALMA Paris - 5 years ECS	801	https://www.instagram.com/p/DHwXz-VMYXg/?utm_source=ig_web_copy_link&igsh=NTc4MTIwNiO2YO==
Meeting ALMA Paris - 5 years ECS	1082	https://www.instagram.com/p/DHyMqlwMe_s/?utm_source=ig_web_copy_link&igsh=NTc4MTIwNiO2YO==
Meeting ALMA Paris - 5 years ECS		https://www.instagram.com/p/DHyOPS0KpOh/?utm_source=ig_web_copy_link&igsh=NTc4MTIwNiO2YO==
Meeting ALMA Paris - 5 years ECS	917	https://www.instagram.com/p/DIYPoT0MGXq/?utm_source=ig_web_copy_link&igsh=NTc4MTIwNiO2YO==
Alma Sarreguemines activities	1618	https://www.instagram.com/p/DLCv2bes3Qz/?utm_source=ig_web_copy_link&igsh=NTc4MTIwNiO2YO==
Alma Sarreguemines activities	1583	https://www.instagram.com/p/DLjwTPestgC/?utm_source=ig_web_copy_link&igsh=NTc4MTIwNiO2YO==
Alma Sarreguemines activities	1741	https://www.instagram.com/p/DLzbazUM4r0/?utm_source=ig_web_copy_link&igsh=MzRIODBiNWF1ZA==
Karpacz Economic Forum 2025	1095	https://www.instagram.com/p/DOJITIJCHT7/?utm_source=ig_web_copy_link&igsh=NTc4MTIwNiO2YO==

ALMA COMMUNICATION OUTCOMES

Karpacz Economic Forum 2025	959	https://www.instagram.com/p/DOLugE6iKc-/?utm_source=ig_web_copy_link&igsh=NTc4MTIwNjQ2YQ==
Karpacz Economic Forum 2025	910	https://www.instagram.com/p/DOOODSQiGPr/?utm_source=ig_web_copy_link&igsh=NTc4MTIwNjQ2YQ==
Alma Sarreguemines activities	392	https://www.instagram.com/p/DNDGABfi8A0/?utm_source=ig_web_copy_link&igsh=MzRIODBiNWFIZA==
Alma Sarreguemines activities	281	https://www.instagram.com/p/DNSblBgiYKY/?utm_source=ig_web_copy_link&igsh=MzRIODBiNWFIZA==
Alma Sarreguemines activities	550	https://www.instagram.com/reel/DNkn14DMcnW/?utm_source=ig_web_copy_link&igsh=MzRIODBiNWFIZA==
Alma Sarreguemines activities	146	https://www.instagram.com/p/DN28DnhxMjZ/?utm_source=ig_web_copy_link&igsh=MzRIODBiNWFIZA==
Alma Sarreguemines activities	145	https://www.instagram.com/p/DOn5dTLAlud/?utm_source=ig_web_copy_link&igsh=MzRIODBiNWFIZA==
Alma Sarreguemines Vlog	1350	https://www.instagram.com/p/DOvR1jgkMg/?utm_source=ig_web_copy_link&igsh=MzRIODBiNWFIZA==
Alma EcoFest Sarreguemines	609	https://www.instagram.com/p/DN7nWaeATmm/?utm_source=ig_web_copy_link&igsh=MzRIODBiNWFIZA==
Alma EcoFest Sarreguemines	685	https://www.instagram.com/p/DOAw8tMgVid/?utm_source=ig_web_copy_link&igsh=MzRIODBiNWFIZA==
Alma EcoFest Sarreguemines	609	https://www.instagram.com/p/DOD-4Rjjbr1/?utm_source=ig_web_copy_link&igsh=MzRIODBiNWFIZA==
Alma EcoFest Sarreguemines	136	https://www.instagram.com/p/DQJaWsrgk5E/?utm_source=ig_web_copy_link&igsh=MzRIODBiNWFIZA==
Alma EcoFest Sarreguemines	214	https://www.instagram.com/p/DOQOGhIgg1w/?utm_source=ig_web_copy_link&igsh=MzRIODBiNWFIZA==
Alma EcoFest Sarreguemines	203	https://www.instagram.com/p/DOY4OLFgno9/?utm_source=ig_web_copy_link&igsh=MzRIODBiNWFIZA==
Alma EcoFest Sarreguemines	135	https://www.instagram.com/p/DOdyO2qgyFE/?utm_source=ig_web_copy_link&igsh=MzRIODBiNWFIZA==
Alma Sarreguemines Vlog	239	https://www.instagram.com/reel/DOOXq5RAgN2/?utm_source=ig_web_copy_link&igsh=MzRIODBiNWFIZA==
Alma EcoFest Sarreguemines Vlog	518	https://www.instagram.com/reel/DOq5XhtgjbG/?utm_source=ig_web_copy_link&igsh=MzRIODBiNWFIZA==

NEWSLETTERS



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<https://mailchi.mp/64e5bc07ab6e/csce-newsletter-september-18247018>

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They “showed no fear”, and eventually became an example of the potential of youth for Europe.

