



Co-funded by
the European Union

PROFESSIONAL TRAINING COURSE
FOR PROMISING YOUTH WORKERS

2025-3-DE04-KA153-YOU-000385909

COACHING AND MENTORING ACADEMY 1.0

Building Skills and Competences.
Creating lasting Impact and Change!



5 – 12 SEPTEMBER 2026
(INCLUDING TRAVEL)

📍 VIENNA, AUSTRIA



*Grow together.
Lead change.*



AUSTRIA



GERMANY



CROATIA



GREECE



FRANCE



SLOVAKIA



SERBIA



HUNGARY



ITALY



CZECHIA

ABOUT THE PROJECT

Coaching and Mentoring Academy 1.0 responds to a quality gap in European youth work. The pandemic, economic instability and high turnover across the sector pushed many experienced youth workers out while drawing newcomers in, often without formal preparation — leaving a widening distance between the number of activities offered to young people and the quality of the support behind them. At the same time young people arrive with more to carry: disrupted schooling, exclusion, language barriers and rising mental-health needs. Too many youth workers step into coaching and mentoring roles with goodwill but no structure. This training course equips 30 youth workers from 10 European countries with practical, structured competences in coaching and mentoring, built on experiential learning and learning by doing. Participants will learn about, through and for these methods — exploring models such as the GROW framework, Kolb's experiential learning cycle, Ikigai, the Wheel of Life, the Dilts Pyramid and the 4Fs debriefing process, then designing, facilitating and testing their own mentoring sessions with structured peer feedback. Deep listening, non-violent communication, self-awareness and emotional resilience run through the whole programme, always within the boundaries of youth work rather than therapy. The expected outcomes are more confident and better-equipped youth workers, stronger partner organisations, and higher-quality guidance for young people, especially those with fewer opportunities. In the longer term the project leaves behind a transnational Community of Practice, an open PADLET library of coaching tools and templates, and follow-up initiatives in ten countries — contributing directly to the Erasmus+ objectives of lifelong learning, intercultural understanding, active citizenship, and the recognition of competences gained through practice.

OBJECTIVES

1. Build a common understanding of essential coaching and mentoring approaches in youth work and their practical applications.
2. Promote and enhance structured mentoring practices as a means of improving youth work quality and supporting young people's development.
3. Develop the facilitation and mentoring competences of youth workers to guide young people more effectively.
4. Strengthen youth workers' ability to recognize and support individual learning processes in diverse groups.
5. Explore and apply coaching and mentoring tools that can improve young people's engagement, resilience, and emotional intelligence.
6. Introduce and integrate ERASMUS+ tools for enhancing coaching, mentoring, and youth work methodologies.
7. Provide hands-on opportunities for youth workers to test and refine mentoring and coaching techniques in an intercultural learning setting.
8. Encourage reflective practice through structured self-assessment and peer learning, ensuring that workers can evaluate & improve approaches.
9. Increase the ability of workers to transfer mentoring methodologies into their local contexts, ensuring long-term impact and sustainability.
10. Create a network of workers committed to ongoing collaboration and knowledge exchange on coaching and mentoring practices in youth work.



PROVISIONAL TRAINING COURSE PROGRAM

	Arrival	DAY 1	DAY 2	DAY 3	DAY 4	DAY 5	DAY 6	Leaving
Date Time	5 Sep	6 Sep	7 Sep	8 Sep	9 Sep	10 Sep	11 Sep	12 Sep
10:00 11:30	Arrival to the venue	Welcoming and teambuilding	Understanding coaching & mentoring: key concepts and applications	Coaching & mentoring models and approaches	Coaching with metaphors and storytelling	Coaching & mentoring practice in pairs	Presentations of action plans	Departure from the venue
12:00 13:00		Training Objectives, Methodology and Process & Balaton's Analysis	The art of effective communication in coaching & mentoring	Emotional intelligence & psychological safety	Navigating challenges & conflict in mentoring	Developing action plans for mentoring integration	Transfer to local youth work and follow-ups	
15:00 16:30		Youthpass introduction & competences workshop	Goal setting & action planning	Behavioural and cognitive coaching techniques	Reflection and self- assessment in mentoring	Community of Practice & peer support networks	Learning outcomes and final journaling	
17:00 18:15		Country Realities	Overcoming barriers in coaching & mentoring relationships	Applying coaching & mentoring in youth work	Ethics, boundaries and professionalism	Open Space	Recognition, Youthpass & evaluation	
18:15 18:30		Reflection time	Reflection time	Reflection time	Reflection time	Reflection time	Closing the journey	
20:00		Intercultural Talks	Community Time	Community Time	Community Time	Community Time	Farewell Party	
		06:45-08:45 Breakfast 11:30-12:00 Break (JUST Coffee & Tea) 13:00 to 15:00 LUNCH Break 16:30-17:00 Break (JUST Coffee & Tea) 19:00 - 20:00 Dinner Time						

PARTICIPANTS

This training course is open to youth workers aged 24 to 35. We are looking for 3 participants from each of the following countries: Germany, Austria, Croatia, Czechia, France, Greece, Hungary, Italy, Serbia, and Slovakia.

You can participate if you are:

- 24 to 35 years old;
- Actively working with young people — as a youth worker, trainer, facilitator, youth leader, educator or volunteer;
- Resident in the country of the organisation sending you;
- Able to communicate in English (minimum B1 level);
- Able to fully and actively participate for the whole duration of the activity and in all sessions;
- Motivated to take part in a mutual learning process in a highly intercultural setting;
- Ready to test coaching and mentoring tools on yourself before using them with young people;
- Ready to support dissemination and visibility activities online and offline;
- Able to deliver your follow-up session within 5 weeks after participation.

By applying, you also accept that:

- A limited number of places are open to participants aged 36 to 39, reserved for official staff of the partner organisations;
- You arrange your own travel and health insurance, in addition to the cover EMOTiC holds for all participants;
- The Erasmus+ grant is a contribution towards the costs of participation and does not fully fund the activity.

FOLLOW-UP

The mobility ends on 12 September. Your part of the project starts when you get home.

Your follow-up session

Within five weeks of returning — by 17 October 2026 — every participant delivers one coaching and mentoring session with a group of at least five young people aged 15 to 23, using tools from the training. You choose the tools, the setting and the format: a mentoring circle in your organisation, a goal-setting workshop with a group you already run, a session inside an ongoing project. What matters is that the tools leave the training room and meet real young people. Afterwards you send us a short report and a few photos.

The public webinar — Monday 5 October, 18:00 CET, two hours

An open online session on coaching and mentoring in youth work, with participants of this course as speakers and facilitators. Every participant helps promote it and brings at least one person from their own circle — a colleague, a volunteer, a youth worker from another organisation. Thirty of us bringing one person each is how a course for thirty reaches sixty. The session is free and open to youth workers anywhere in Europe.

The PADLET library

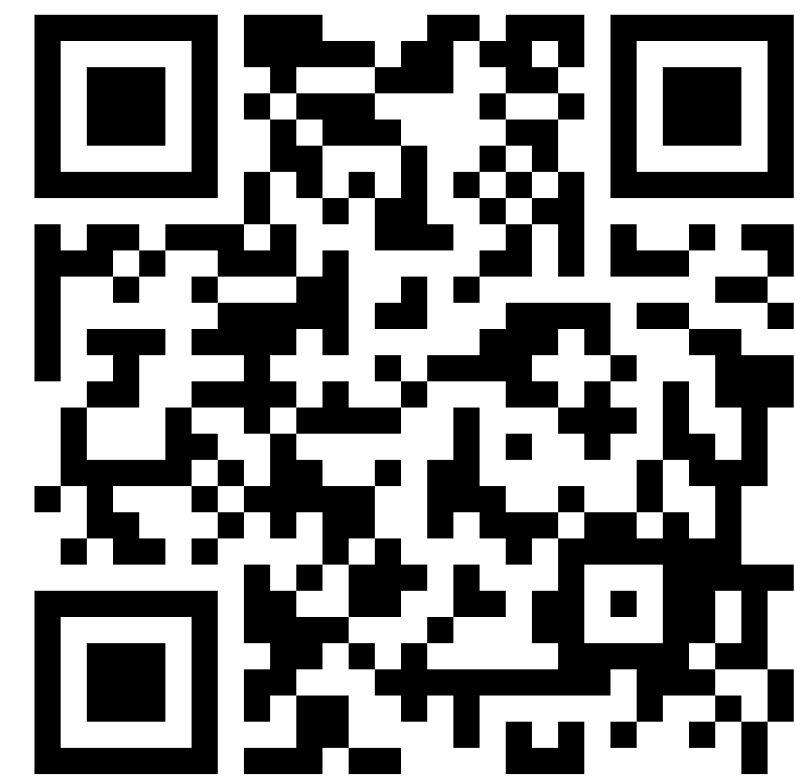
An open resource hub of coaching models, templates, worksheets and session outlines, built together during the training week and kept open long after it. It is yours to draw on, and yours to keep adding to — including for youth workers who were never in the room.

The Community of Practice

A standing group for everyone who was here. Bring back the sessions that worked and the ones that did not, ask the group when you are stuck, and keep developing the practice together. This is where the network outlives the week in Vienna.

APPLICATION

All those eligible for participation and interested in this training course should fill in the following application form by the latest **19. Aug 2026** in order to be considered for the selection.



Form link is [here](#).

Project page: <https://www.emotic.org/2026-coaching-and-mentoring>

ONCE SELECTED

Before the training course:

- Check the conditions for travelling to Vienna, Austria, and back to your country.
- Purchase and collect all travel tickets after consultation with the organising team (EMOTIC & UiB).
- Cooperate with the participants from your country and prepare together for the trip and the mobility.
- Do the preparatory and "homework" tasks in your national group.

During the training course:

- Actively participate in all workshop sessions and the planned activities.
- Take part in the dissemination of the results of the mobility (posts on Social Media, videos, blog posts, etc).
- Keep your learning diary and take part in the daily reflection time.
- Deliver all travel documents to the hosting (EMOTiC) & coordinating organisation (UiB).

After the training course:

- Disseminate the results offline and online, and send all documentation and pictures to the organisers.
- Deliver your local practice session - coaching & mentoring with at least five young people aged 15 to 23, using tools from the training.
- Promote the public webinar on 5 October and bring at least one person from your circle to it.

JOURNEY

Procedures:

1. Fill in the application form to apply
2. Wait for the selection results

Once selected

3. send us a travel route suggestion including costs,
4. wait for approval/modification of the travel plan,
5. purchase the travel tickets by yourself,
6. travel and participate in the training course,
7. send us all travel documents once back home,
8. implement the local follow-up initiative,
9. receive the refund of your travel tickets.

Participants are expected to arrive in Vienna no later than 5 September 2026 and depart no earlier than 12 September 2026.



VENUE

The mobility will be held at the Jugendgästehaus Wien Brigittenau in Vienna, Austria. Participants are required to travel independently from their arrival point (Airport/Bus station) to the venue and also depart by themselves to the airport. You will be accommodated in rooms with 2 – 4 beds, which you will be sharing with participants of the same gender; however, mixed with participants from other nationalities who are also participating in the Training Course. All meals will also be provided by us at the same venue.

Address of the Venue: Jugendgästehaus Wien Brigittenau, Adalbert-Stifter-Strasse 73, 1200 Vienna.

Please bring your own shampoo and hygiene products. We also advise you to bring 2-3 medium towels because the hostel provides only 1 per person and does not replace them daily.

Check-in starts from 14:00 on the arrival day



FINANCIAL REGULATIONS

WORKSHOP



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COSTS & TRAVEL INFORMATION

- The coordinator (UiB Germany) and the host (EMOTiC Austria) do not charge any participation fee. Neither organisation is responsible for any fees charged by your sending organisation.
- Accommodation, meals and materials during the programme are covered by the host directly.
- Participants are responsible for booking their own travel tickets to and from Vienna, either individually or with the support of their sending organisation.
- Travel costs are reimbursed by the coordinating organisation after full participation in the mobility and upon submission of all original travel documents (tickets, invoices, boarding passes, receipts), completion of the agreed follow-up tasks, submission of the EU Participant Survey, and the dissemination post on your sending organisation's social media.

! Important Notes:

- Only international travel costs are eligible for reimbursement.
- Local transport in Vienna – from the airport, bus station or train station to the venue and back, and during the week – is not reimbursed.
- Local transport from your home to your departure point is not reimbursed.
- The accommodation and the training room are in the same building.
- Participants from France, Latvia, Italy and Greece: Only flight tickets will be reimbursed.
- If traveling by bus or train, and you are unsure whether your route is eligible, please contact us in advance.
- For air travel: we recommend taking only the small personal bag and the cabin bag of 8/10kg, without check-in luggage.

💡 Financial support may be available for participants in need—please reach out to your partner organization if this applies to you.

Air travel

Greece – €275

France – €275

Italy – €275

Green Travel

Croatia – €150

Serbia – €150

Czechia – €100

Slovakia – €100

Hungary – €100

Green Travel

Austria – €0

Two Options – Germany

Plane – €275

Train/Bus – €350

PACKING LIST

- Passport/ID card;
- Any needed medicines;
- Insurance (please bring your EHIC card or the equivalent)
- Comfortable walking shoes and clothes for outdoors;
- Towels and Shampoo (***those are not provided by the hostel***);
- Sweets/Cookies from your country;
- Flags, Games, songs, dances, quizzes, and traditions to represent!.



HOW TO REACH US

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