

# The Great Resignation

## Training Course

18th - 26th October  
Bucharest, Romania

“ Right now, people are searching for meaning and purpose. In some cases, people have the answers, but in others, they don't. I think purpose-driven leadership does work. Employees want to bring their whole selves to work.

Anthony Klotz



Co-funded by  
the European Union



EUROPEAN  
SOLIDARITY  
CORPS



Erasmus+  
Enriching lives, opening minds.

# About the project

Recent global socio-economical events have made more evident that the world needs a new trajectory, including at the labour market level. Dignity, flexibility, life-work balance are some of the features of what has been named the '**Great Resignation**', 'Great Reshuffle' or 'Big Quit'. These terms indicate a more and more widespread phenomenon according to which young employees are quitting their jobs and looking for ones that provide fulfilment, growth, diversity, time for private life and dynamism.



Besides, the Great Resignation is strictly connected with prioritising mental health. According to a survey conducted by YPulse, 24% of the respondents, aged 18-24, said they quit their job because it wasn't good for their mental health, followed by a lack of healthy **work / life balance** (20%). In the case of Romania, according to an eJobs survey, 21% of employees would quit without having already secured another job.

Moreover, **youth unemployment** keeps being high across the world. At the EU level, the rate was 13.9% in March 2022, while the rate of NEETs was 13.1% in 2021. Within the EU, **Spain** has one of the highest rates of youth unemployment (28.9%), followed by **Italy** (23.8%) and **Romania** (22%). Italy has also the highest rate of NEETs (23.1%), followed by Romania (20.3%), while Spain has 18.4%.

The trend is even more alarming in the Western Balkan region, where youth unemployment in 2021 was 33.2%, reaching 38.2% in **Bosnia and Herzegovina**, 37.1% in **Montenegro** and 36.3% in **North Macedonia**. When it comes to NEETs, the average rate was 23.7% in 2020, with one of the highest levels in BiH (30%), while in North Macedonia reaches 26.2% and in Montenegro 21%.

# Objectives

Taking into consideration these recent trends, the need to inform and empower young people in their educational and/or career path, as well as the popularity and efficiency of podcasts as a digital tool of tackling the 'great resignation' effects, the project aims to increase the active participation and the involvement of young people into society through the following **objectives**:



1

- Improving the capacity of 20 youth workers to engage with youngsters in their communities, provide information and counselling services in their daily work by developing necessary competences of using digital tools and social media platforms;

2

- Empowering 150 youngsters (18-30 yo) from 6 countries to become active members of society by providing information and guidance about lifelong learning programs and through a series of 6 podcasts during the dissemination stage;

3

- Developing an efficient network of 3 EU and 3 non-EU NGOs by creating a sharing space meant to exchange good practices, efficient tools and improve their services and internationalitation.

# Partners



**COSI, Romania**



**Amaita Intercultura, Italy**



**NVO Prima, Montenegro**



**Bravo, Bosnia and Herzegovina**



**Solidaridad Sin Fronteras, Spain**



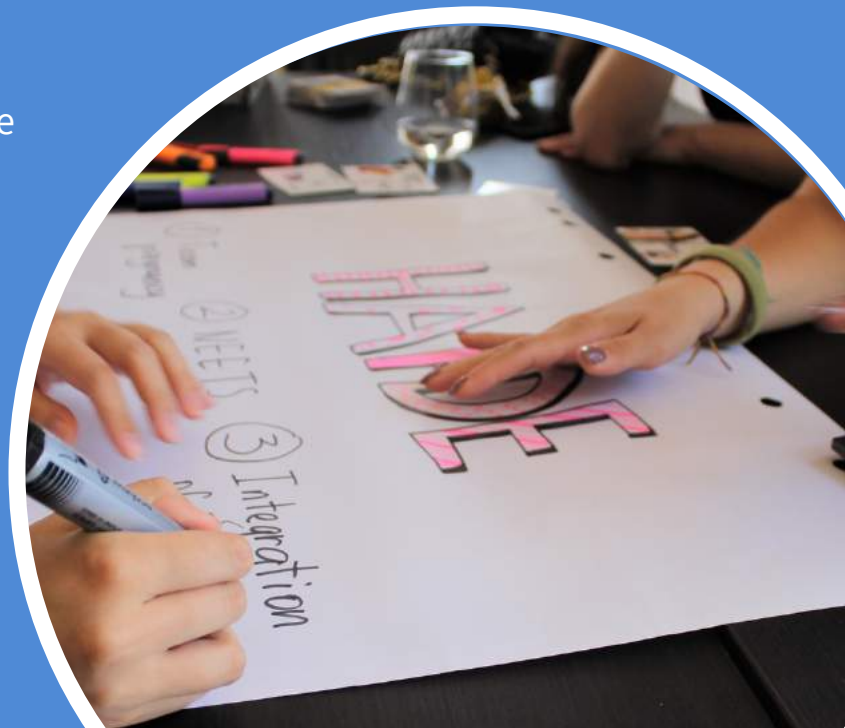
**CET Platform Macedonia, North Macedonia**



*Click on the  
partners' names*

# Profile of Participants

- **20 youth workers** from Romania, Italy, Spain, North Macedonia, Bosnia and Herzegovina, Montenegro who:
- Are **involved with local youth, especially NEETs**, and who are using non-formal educational methods in their daily activities aiming to contribute to youth employability (social workers, educators, counsellors, volunteers, trainers and other related staff);
- Are interested in improving their competencies, success and know-how of their NGOs in terms of **youth empowerment, engagement and entrepreneurship**;
- Are willing to get involved in the **local, national and European system** providing learning opportunities for other members of their NGOs and for the young people they work with;
- Are **interested and motivated** and committed to actively take part in 9 mobility days and in all the project's stages (design, planning, mobility, dissemination);
- Are **engaged in the society** and willing to expand their knowledge about inclusive entrepreneurship and youth engagement and how to empower young people, especially from disadvantaged backgrounds;
- Have basic digital skills and basic knowledge of their countries' **youth practices**;
- Are able to **communicate in English**;
- Are at least **18 years old**.



# Financial and logistics

## Travel tickets

The project is co-funded by Erasmus+ Programme. Accommodation, food, traveling, materials, visa costs are fully covered.

All tickets are booked and bought **only after the approval** of COSI's staff. Only previously approved travel expenses will be reimbursed, so please do not buy any tickets until this has been agreed with the hosting organization.

Participants are asked to keep all of the **original tickets, boarding passes, receipts/invoices** which will be collected during the training.

## Health Insurance

Health insurance IS NOT provided and reimbursed by organizers. All participants are strongly advised to issue private travel insurance.

All EU-based participants need to apply for **European Health Insurance Cards (EHIC)**.

Please let us know if you have any illnesses or use any medicine and you have a special diet or/ and have any kind of limitation.

## Reimbursement

The reimbursement process will take place after the mobility, within approx. 30 days, to the partner organisation bank account. However, we will reimburse participants after: collecting all the travel documents (tickets, boarding passes, invoices), filling the reimbursement form, filling the final Mobility Tools online evaluation, and **only if the participants were actively involved in the whole duration**.

The travel budget limit is **275 Euro** per participant from Italy, **360 Euro** per participant from Spain, **210 Euro** per participant from North Macedonia (**GREEN TRAVEL**), **320 Euro** per participant from Bosnia and Herzegovina and Monenegro (**GREEN TRAVEL**).

## Venue

The Training Course will take place in **Bucharest, Romania**, the capital and largest city, as well as its cultural, industrial, and financial center.

# Daily Schedule

## Day 1

Project opening, getting to know each other and introduction to Youthpass. Group-building activities. Safety and protection training. Daily evaluation. First intercultural evening.

## Day 2

Presentation of the topic 'What is the Great Resignation?'. Debate about the phenomenon in national teams. Gamification (societal problems and solutions). Daily evaluation. Second intercultural evening.

## Day 3

Presentation and discussion of EU programs for youth. Presentation of the ESC programme by COSI ESC volunteers. Tips and Tricks about how to create a CV. Job Interview Theatre. Daily evaluation. Third intercultural evening.

## Day 4

Guest speaker/study visit and NGOs presentation. Active Listening for youth empowerment. Daily evaluation.

## Day 5

Tips and Tricks about communication strategies. Research and debate about podcasts platforms. Podcasts preparation (2 sessions) Daily evaluation.

## Day 6

Podcast creating, recording and editing. Presentation of the results and feedback from trainers. Daily evaluation.

## Day 7

Follow-up. Dissemination. Final evaluation. 'From Diary to Certificate: Youthpass'. Youthpass ceremony and project's closing.

# Daily schedule

Date/Time	Day 1 - 18.10	Day 2 - 19.10	Day 3 - 20.10	Day 4 - 21.10	Day 5 - 22.10	Day 6 - 23.10	Day 7 - 24.10	Day 8 - 25.10	Day 9 - 26.10
	<i>Arrival</i>	<i>Introduction and group building</i>	<i>Understanding the Great Resignation</i>	<i>Increasing youth engagement chances</i>	<i>Discovering Romanian reality</i>	<i>Communication and podcast preparation</i>	<i>Learning into Practice</i>	<i>Dissemination and follow-up</i>	<i>Departure</i>
8:30-10:00	ARRIVAL	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast
10:00 - 11:30		Project Opening	What's the Great Resignation?	EU Programs for Youth	NGOs Fair	Communication Strategies - Tips and Tricks	Podcast - Official Rehearsal	Future Partnerships	DEPARTURE
11:30 - 12:00		Coffe break	Coffe break	Coffe break	Coffe break	Coffe break	Coffe break	Coffe break	
12:00 - 13:30		Youthpass Session	Great Resignation in our countries	ESC Presentation	Active Listening	Social Media and Podcast	Podcast Recording	E-Dissemination	
13:30 - 15:00		Lunch	Lunch	Lunch	Lunch	Lunch	Lunch	Lunch	
15:00 - 16:30		Group Building	Gamification	CV Creation	Guest Speaker/Study Visit	Podcast Preparation Part 1	Podcast - Editing, post-production	Youthpass completion	
16:30 - 17:00		Coffee Break	Coffee Break	Coffee Break		Coffee Break	Coffee Break	Coffee Break	
17:00 - 18:30		Satefy and Protection	Fish Bowl	Job Interview Theatre		Podcast Structure	Podcast Presentation		
18:30-19:00		Welcome evening (A)Official welcome (B) Who we are (C) Ice breaker	Individual evaluation, Reflection of the day + Youthpass	Individual evaluation, Reflection of the day + Youthpass	Individual evaluation, Reflection of the day + Youthpass	Individual evaluation, Reflection of the day + Youthpass	Individual evaluation, Reflection of the day + Youthpass	Individual evaluation, Reflection of the day + Youthpass	
	Daily evaluation meeting		Daily evaluation meeting	Daily evaluation meeting	Daily evaluation meeting	Daily evaluation meeting	Daily evaluation meeting		
19:00-20:00	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	Dinner	
21:00	Free time	Inter-cultural evening	Inter-cultural evening	Night out	Inter-cultural evening	Movie Night	Night out	YouthPass Ceremony	



*Looking forward to meeting you!*

