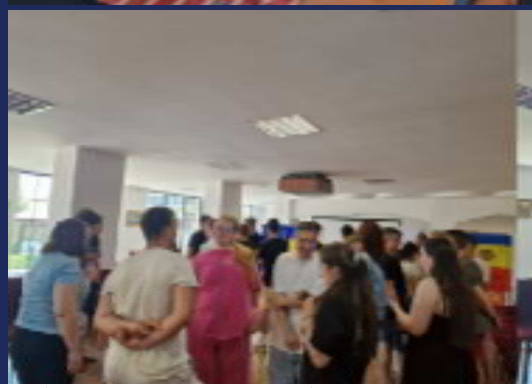










ERASMUS+ YOUTH EXCHANGE

IDEA

Inclusion,Diversity and Entrepreneurship for All

27 June to 4 July 2026 | Horezu, Romania

2025-1-RO01-KA151-YOU-000302169

Coordinator:ProDezvoltareDACIAAssociation (APDD)

Co-funded by the European Union

APDD

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Co-funded by the European Union

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Participating Countries

IDEA brought together young people and group leaders from four neighbouring countries, coordinated by Pro Dezvoltare DACIA Association (APDD) from Dragasani, Romania.

RO

Romania

11 participants,1 group leader

The host country group. Romanian participants welcomed the others in Horezu, introduced them to local traditions and prepared the Romanian intercultural evening, with traditional dishes from Oltenia.

MD

Republic of Moldova

9 participants,2 group leaders

The largest foreign group. Moldovan participants brought a lot of energy to the energizers, the debates and the intercultural evenings.

UA

Ukraine

5 participants,1 group leader

Ukrainian participants shared their culture, their language and their realities, and prepared a carefully decorated intercultural evening.

BG

Bulgaria

4participants, 1 group leader

Bulgarian participants presented their country with humour and creativity and were active in every team challenge of the week.







Introduction

Thisbooklet gathers the story,the methods and the results of IDEA (Inclusion, Diversity and Entrepreneurship for All), an Erasmus+ youth exchange that brought together young people from Romania, the Republic of Moldova, Ukraine and Bulgaria. The exchange took place in Horezu, Romania, between 27 June and 4 July 2026 and was coordinated by Pro Dezvoltare DACIA Association (APDD).

IDEA started from a simple observation: many young people, especially those with fewer opportunities, grow up believing they have little to offer. At the same time, stereotypes and quiet forms of exclusion keep many of them away from jobs, from public life and from opportunities that others take for granted. The exchange was designed to answer both problems at once, by helping young people recognise their own value and by giving them practical tools to make their communities more open.

For eight days, the group worked with non-formal education methods such as Forum Theatre, a stereotype busting hackathon, the Diversity Map, the Privilege Walk, the Hidden Talent workshop and the Passion-to-Business Canvas. Participants did not only attend sessions. They produced real tools that they took home: a Passion Portfolio, a personal business plan, a non-formal CV, an awareness campaign, an inclusion workshop kit and a Community Action Plan.

This booklet is written for young people, youth workers, group leaders and organisations who want to understand what happened in Horezu and who want to reuse the methods with their own groups. Every activity described here was tested with a real international group and can be adapted to different ages, contexts and group sizes.

Inclusion is not an attitude you declare. It is something you do, every day, in small and visible ways.



Project at a Glance

34	young people and group leaders	4	countries
8	days of activities	29	participants aged 18 to 24
5	group leaders	1	facilitator
14+	non-formal methods	2	study visits: Craiova and Hurezi





Focused on active inclusion, diversity as a resource and the entrepreneurial potential of young people, through non-formal and experiential learning.



About the Project

Programme	Erasmus+, Key Action 1, Youth Exchanges
Project title	Inclusion, Diversity and Entrepreneurship for All (IDEA)
Contract number	2025-1-RO01-KA151-YOU-000302169
Erasmus+ Youth Accreditation	2020-1-RO01-KA150-YOU-095921
Coordinating organisation	Pro Dezvoltare DACIA Association (APDD), Dragasani, Romania
Mobility dates	27 June to 4 July 2026, with travel days on 26 June and 5 July
Venue	Hotel Horezu, Horezu, Valcea County, Romania
Participating countries	Romania, Republic of Moldova, Ukraine, Bulgaria

IDEA was designed as a youth exchange based on the principle of mobility as a production workshop: the main results were created directly during the mobility, through hands on practice, teamwork and reflection. Accommodation, meals, travel and activity materials were covered by the project. No participation fees were charged.

The project proposed the validation of the non-formal and informal learning of each participant through the European Youthpass certificate. Each day of activities included around six hours of work, with breaks every 90 minutes.





Who Participated?

Theexchange broughttogether 29 young peopleaged 18 to 24 and 5 group leaders, supported by a facilitator and the coordinating team. Participants were selected by the partner organisations according to the criteria of the info pack: a passion or informal skill to explore, openness to multicultural teamwork, basic English communication skills and the willingness to document their experience and implement a community action after the mobility.

The project gave priority to young people with fewer opportunities: young people who are not in employment, education or training, young people from rural or isolated areas, young people facing economic obstacles, young people from migrant or minority backgrounds and young people who have experienced discrimination or social exclusion.

Group leaders were adults with experience in youth work or non-formal education, motivated to support participants in all stages of the project: before the departure, during the mobility and after the return home.





For many participants, IDEA was the first international experience and the first time someone asked them, in a structured way, what they are good at.



Project Objectives

Overall aim

To develop the competences of young people aged 18 to 24, including young people with fewer opportunities, in the fields of inclusion, diversity and entrepreneurship, so that they can recognise their own potential, act against exclusion and start concrete initiatives in their home communities.

Specific Objective 1

Improving the quality of services in youth activities through the consolidation of the operational capacity of a minimum of 3 partner organisations, of which one is newly integrated into the coordinating organisation's collaboration network, through active and documented participation in all stages of the IDEA project, by 31 August 2026.

Specific Objective 2

Raising awareness and fostering the active involvement of a minimum of 26 young people aged 18 to 24, of whom at least 6 with fewer opportunities, from a maximum of 5 partner organisations, in the promotion of active inclusion, diversity and their own entrepreneurial potential, through non- formal and informal activities carried out within the IDEA youth exchange in Horezu, Romania, by 31 August 2026.

Specific Objective 3

Facilitating access to information and awareness raising for a minimum of 75 young people from the communities of the partner organisations, through a minimum of 5 practical activities, predominantly digital in format, implemented directly by the participants of the IDEA youth exchange, by 31 August 2026.

Key Erasmus+ priorities

Inclusion and diversity | Participation in democratic life and civic engagement | Common values and active citizenship | Entrepreneurship and employability of young people



Implementation Stages

1. **General preparation of the project**
   01.06.2025 to 26.06.2026
2. **Selection of participants**
   01.02.2026 to 15.04.2026
3. **Participants training and mobility preparation**
   16.04.2026 to 26.06.2026
4. **Mobility in Romania**
   27.06.2026 to 04.07.2026
5. **Promotion of the project**
   01.06.2025 to 31.08.2026
6. **Dissemination of results**
   05.07.2026 to 31.08.2026

Preparation for the Mobility

Country presentation

Each national group prepared a presentation of its country, with traditions, customs, attractions and cultural specificities, in the most original format of its choice: video, reels, visual presentation, photography, music or dance.

Inclusion activity proposal

Each national group prepared a non-formal activity promoting inclusion, diversity or combating stereotypes, participatory, adapted to a multicultural group and requiring no significant material resources, then facilitated it during the mobility.

Before the departure

Participants joined the project Facebook group, received the info pack with all practical details and were introduced to the IDEA Padlet, used for daily documentation during the mobility.



Methodology

IDEA was groundedin non-formal education principles throughout. Learning happened through doing, and participants were not passive receivers of information but active co-creators of the programme's outcomes.

Non-formal education

The whole exchange was based on learning by doing. Participants worked in mixed intercultural teams, reflected on their own experience and built their own conclusions. The facilitator guided the process without giving ready made answers.

Experiential methods

Forum Theatre, the Privilege Walk and the Diversity Map allowed participants to live situations of inclusion and exclusion from the inside, not only to talk about them.

Entrepreneurial tools

The Hidden Talent inventory, the Passion-to-Business Canvas and the personal business plan turned personal skills and passions into concrete ideas.

Creative production

Posters, reels, podcast episodes and a public flashmob were used as learning methods and, at the same time, as proof of what the group achieved.

Daily reflection

Every day ended with the Learning Journal, the Letter to My Future Self, anonymous feedback, one word per participant in plenary and a post on the IDEA Padlet.

Motivation and recognition

A team leaderboard and the Peer Impact Score made contribution, support and initiative visible during the whole week.



Mobility as a Production Workshop

InIDEA,APDD applied the principle ofmobility as a production workshop. Instead ofconsuming information, participants produced tools that they use after the exchange. Every session was connected to a product, and every product was connected to a next step at home.

This approach changes the way young people see a youth exchange. The week is no longer a collection of memories, but a period of intensive work with a visible result. By the last day, every participant had a complete personal portfolio and every team had a set of materials ready to be used in their communities.

The approach is especially valuable for young people with fewer opportunities. Many of them have rich informal experience, but nothing on paper to prove it. The products of IDEA give them exactly that: written, structured and presentable proof of what they can do.

Personal portfolio

- Passion Portfolio
- Passion-to-Business Canvas
- Personal business plan
- Non-formal CV
- Awareness campaign
- Community Action Plan
- Dissemination Guide in 5 steps
- Youthpass certificate

Team products

- Anti-Bias Workshop Kit
- IDEA Voices podcast episodes
- Campaign posters and reels
- Flashmob video
- Diversity Map of the group





Inclusion, Diversity, Entrepreneurship

Why it matters

Inclusion

InIDEA, inclusion was understood as action, not only as attitude. Young people learned to recognise exclusion, to understand how it works, often in ways that are not intentional, and to intervene in concrete situations. Forum Theatre gave them the chance to practise this on stage before doing it in real life.

Diversity

Diversity was treated as a resource for the group and for the community. With participants from four countries and with very different life paths, the group itself became the best learning material. The Diversity Map and the intercultural evenings made this visible every day.

Entrepreneurship

Entrepreneurship was presented as a way of thinking, not only as a way of making money. Starting from what each young person already knows and loves to do, participants learned to turn an idea into a plan and a plan into a first step.

The three pillars were never treated separately. Inclusion needs initiative, diversity needs spaces where people can meet, and entrepreneurship becomes more meaningful when it solves a real problem in the community. By the end of the week, participants could see how the three connect in their own lives.





Working with Young People with Fewer Opportunities

IDEAwas opento young people aged18 to 24, withaspecial focus on young people with fewer opportunities: young people from rural areas and small towns, young people facing economic difficulties, young people with interrupted educational paths and young people affected by displacement.

For these participants, the exchange was often the first international experience and the first time someone asked them in a structured way what they are good at. The methods were chosen to make this possible: the Hidden Talent workshop starts from informal experience, not from diplomas, and the non-formal CV gives value to skills learned at home, with friends or in volunteering.

Group leaders played a key role. They prepared participants before departure, supported them during the week and stayed in contact after the return. Activities were adapted when needed: shorter rounds, work in pairs who share a language, and the right to pass in any exercise that felt too personal.

What worked

- Start from what young people already know, not from what they lack.
- Use pairs and small groups before plenary sharing.
- Give every participant a visible product they can take home.
- Make recognition part of the programme, not an extra.
- Keep the right to pass in every personal exercise.





The Venue: Horezu

Themobilitytook placeat Hotel Horezu, a three star hotel in Horezu, Valcea County, 45 km from Ramnicu Valcea. Participants were accommodated in twin rooms and had full board at the hotel restaurant. The conference room, with its large windows, became the home of the group for eight days.

Horezu is one of the most important traditional folk art centres in Romania, known as an ethnographic centre and as an old centre of popular ceramics. Just outside the town stands Hurezi Monastery, founded by Prince Constantin Brancoveanu at the end of the 17th century and listed as a UNESCO World Heritage site.

The venue was chosen to combine a calm, green environment, suitable for intensive work, with direct access to a living cultural heritage that became part of the learning process.







Day 1 | 27 June 2026

Getting to know each other



The first day was about trust. Before any work on inclusion or entrepreneurship, the group needed to feel safe, to know each other beyond nationality and to understand how the week would work.

Welcome and official opening

Theopening session presentedthe IDEA project, the logic of the mobility as a production workshop, the Erasmus+ programme and the Youthpass certificate. Each participant introduced themselves and the mixed intercultural base teams were formed, fixed for the whole exchange.

Ice-breakers, Thematic Bingo and Sociometric Map

Energizers activated thegroup. In theThematic Bingo,participants looked for the colleague each statement fits, and in the Sociometric Map they positioned themselves in the room according to statements about identity and experience. The diversity of the group became visible in real time.

Connecting Hands, Name Game, group building and community rules

Participants looked for colleagueswith similar answersaboutmusic, seasons or holidays and turned the common elements into team posters. The teams chose their names, and the whole group agreed out loud on the rules for living and working together.

Secret friends and portfolio tools

Eachparticipantcreated a personal envelope with their name, country and passions, displayed on the secret friends board. Participants received the Learning Journal, the Letter to My Future Self and the Passion Portfolio, and made their first post on the IDEA Padlet.

Produced: base teams, group contract, secret friends board, first Padlet posts



Day 1: Getting to know each other

27 June 2026















Day 2 | 28 June 2026

Active inclusion and stereotypes



The second day opened the inclusion pillar. Participants moved from talking about exclusion to experiencing it on stage and analysing how stereotypes work in their own communities.

Forum Theatre

The facilitatorintroduced the technique developed by Augusto Boal and the roles of the Joker, the actors and the spect actors. Teams played short scenes about exclusion, based on situation cards available in English, Romanian, Ukrainian and Bulgarian. Each scene was stopped at the moment of crisis and anyone could step in to try a different solution.

Stereotype busting hackathon, session 1

Mixedteamsidentifiedstereotypesactive intheir own communities and analysed how they appear and why they last, using four flipchart frameworks: Stereotype Person, Stereotype City, Stereotype Tree and Stereotype Iceberg.

Stereotype busting hackathon, session 2

Each team developedaconcretesolution anda campaign message against the stereotype analysed, presented it in plenary and received feedback. A participatory vote updated the team leaderboard. This was the first component of each team's Anti-Bias Workshop Kit.

Energizers and cooperation games

Short cooperation games suchas thestepping stones challenge, where the whole team had to cross the room using only a few sheets of paper, kept the energy high and showed how much a group depends on every member.

Produced: Forum Theatre scenes, stereotype flipcharts, anti-stereotype campaign outlines



Day 2: Active inclusion and stereotypes

28 June 2026















Day 3 | 29 June 2026

Diversity, identity and expression



The third day turned to diversity and identity. Participants looked at who they are beyond labels and at the unequal starting points that exist even inside a group of friends.

Diversity Map and Personal Symbol

Eachparticipant created a Personal Symbol, a drawing that represents their identity without using nationality or profession. The symbols were placed on the floor together with photos of the participants' home places, forming a large collective Diversity Map. A facilitated debate followed on what diversity means in the group and in the community.

Privilege Walk

Each participant received a fictional character and stepped forward or back in response to statements about social, family and educational context. At the end, the distance between participants made inequality visible. The reflection focused on awareness without guilt and on inclusion as action.

Trust games and the Human Knot

The Human Knotandothertrust gamesclosed the morning. Holding hands in a tangled circle, the group had to find a way out together without letting go.

Creative production

Mixed groups chose a format, a short video, a podcast draft or a digital poster, on the theme Who am I and what do I bring to the group. These were the first products for the personal portfolios.

Produced: Personal Symbols, Diversity Map of the group, first creative products



Day 3: Diversity, identity and expression

29 June 2026














Day 4 | 30 June 2026

Entrepreneurship: from passion to idea



The fourth day opened the entrepreneurship pillar with a simple idea: everyone has something to offer, and the starting point of any initiative is what you already know and love to do.

Hidden Talent workshop

Inpairs, participants interviewed each other to discover a hidden talent and presented their partner's talent in plenary. Then each person filled in a personal inventory with three columns: informal skills, passions and invisible abilities. The inventory became the first page of the Passion Portfolio.

Passion-to-Business Canvas

Thefacilitator presented a method for turning informal skills and personal interests into business or service ideas. Teams worked around printed Business Model Canvas templates and each participant filled in the first sections: skills, basic idea and target group.

Hike to Hurezi Monastery

Anoutdoor walkto HureziMonastery, a UNESCO World Heritage site, gave the group time for individual reflection on personal passions and direction, and for informal conversations between countries.

Horezu ceramics

The group visited a traditional ceramics workshop in Horezu, famous for its pottery. Participants watched the craftsman at work and some of them tried the potter's wheel, a living example of a passion turned into a craft and a business.

Produced: Hidden Talent inventories, first Passion-to-Business Canvases



Day 4: Entrepreneurship: from passion to idea

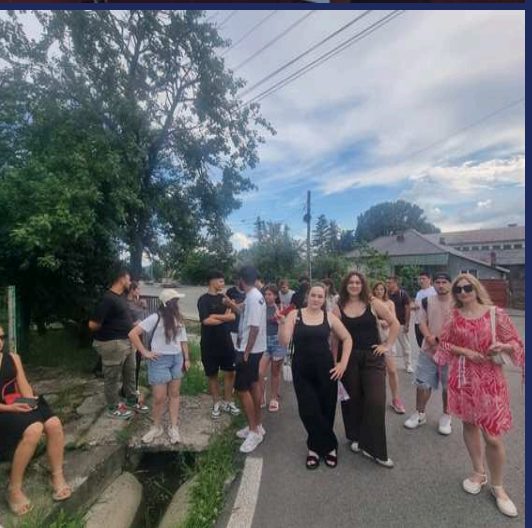
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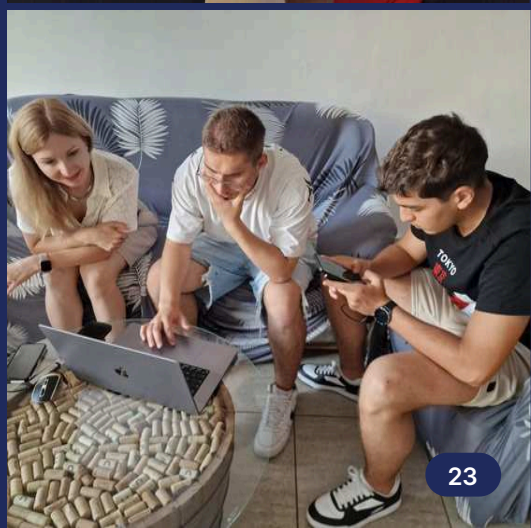












Day 5 | 1 July 2026

Business plan and community action



The fifth day connected entrepreneurship with employability and community action. Participants turned their canvas into a plan and their plan into a message for their community.

Tomorrow's labour market and adapted job interview

Apresentationonlabour markettrends introduced freelancing, the digital economy and the skills portfolio. Each participant wrote a non-formal CV and went through a short job interview simulation using the STAR method, with feedback from colleagues.

Personal business plan

Eachparticipant developed a personal business plan from the canvas: problem, proposed solution, target group, resources needed and next steps, with individual coaching from the facilitator.

Peer Impact Score

ThePeer Impact Score was introduced as a way for participants to recognise each other's contribution: support, initiative and help became visible, not only results.

Awareness campaign and Dissemination Guide

Startingfrom thebusinessplan, each participant answered one question: how do I communicate this in my community? Everyone chose a format, defined the audience and completed the Dissemination Guide in 5 steps.

Produced: non-formal CVs, personal business plans, campaign outlines



Day 5: Business plan and community action

1July2026












Day 6 | 2 July 2026

Outdoor activity to Craiova



The sixth day took the project out of the training room and into a city, where participants looked at culture, access and public space through the themes of the week.

Urban orientation and photo hunt

Wearingthe project t-shirts,mixedteams moved through the centre of Craiova with a list of challenges, documenting cultural discoveries through themed photos and deciding together what to go for with limited time.

Treasure Hunt at the Craiova Art Museum

Teamssearched for details inthemuseumgalleries and the Constantin Brancusi rooms, answering reflection questions linked to identity, migration, exclusion and expression.

Flashmob in public space

Thechoreographyrehearsed during the week was performed in the centre of Craiova. It was the moment the project became public and the group interacted directly with the local community.

Group photo in Craiova

Thedayendedwithagroup photo in the centre of Craiova, after a short summer rain, with the flags of all four countr ies.

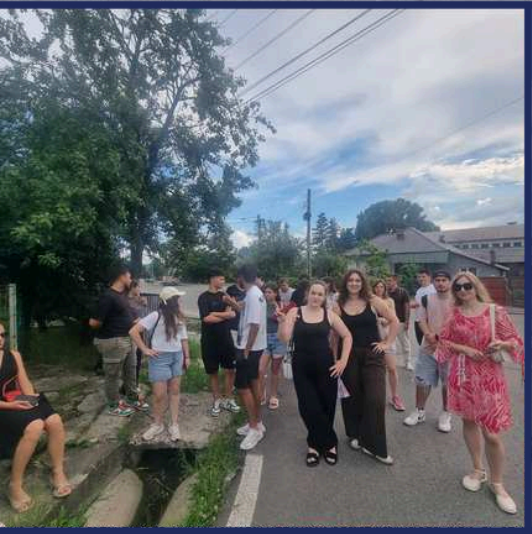
Produced: photo hunt collections, Treasure Hunt sheets, flashmob video



Day 6: Outdoor activity to Craiova

2July2026












Day 7 | 3 July 2026

From learning to action



The seventh day connected all three pillars and prepared the return home. Every product was finalised with one question in mind: how will I use this in my community?

Portfolio presentations

Each participantpresentedtheir portfolio in a few minutes: what I built, what is missing, what I take home. The Peer Impact Score was finalised.

Visual Jam

Eachteam produced the poster of its campaign and a reel or story for social media, working on laptops and phones in small groups.

IDEA Voices podcast

Participantsrecordedpodcast episodes with personal stories from the exchange, about what they learned and what changed for them.

Community Action Plan and Inclusion Workshop Guide

Each participant finalised theCommunityActionPlan withpeer review. Mixed teams wrote the facilitation guide for an inclusion workshop, completing their Anti-Bias Workshop Kit.

Produced: campaign posters and reels, podcast episodes, Community Action Plans, Anti-Bias Workshop Kits



Day 7: From learning to action

3July2026













Day 8 | 4 July 2026

Closing, Youthpass and evaluation



The last day closed the circle opened on Day 1. Participants looked back at who they were when they arrived and forward at what they will do next.

Final evaluation and Closing Circles

Participantsreceived the Letter to MyFuture Self written on the first day. In the Closing Circles, each person said one word about what they take home, and thumbs up, middle or down gave a quick picture of the week.

Youthpass ceremony

Each participant completed the Youthpass in their own words and received the certificate together with the IDEA certificate of participation and a small souvenir. The group celebrated with all the flags on the steps of Hotel Horezu.

Impact Report and awards

Eachteampresenteditsfinalproducts and the teams were awarded based on the final leaderboard.

Secret friends reveal

Theweekendedwiththe reveal of the secret friends, one of the most emotional moments of the exchange.

Produced: Youthpass certificates, complete personal portfolios, final leaderboard



Day 8: Closing, Youthpass and evaluation

4July2026

























Intercultural Evenings

Every evening of IDEA belongedto the participants. The intercultural evenings gave each country the stage to present itself through food, music, dance, traditional clothes and stories, and they quickly became one of the moments the group waited for every day.

Each national group prepared its presentation before the mobility, in the format of its choice. Participants cooked together, set up tables with traditional decorations, wore embroidered shirts and shared homemade cakes. The Romanian evening ended with a full table of traditional dishes from Oltenia, such as sarmale, mici and carnati olteniesti.

Beyond the food and the music, these evenings were a lesson in diversity without a flipchart. Participants discovered how much their cultures have in common, where they differ and how proud each group is of its traditions. Many of the friendships of the week started around these tables.











Local Heritage

Horezu ceramics and Hurezi Monastery

Horezu is one of the most important centres of traditional pottery in Romania, and the craft of Horezu ceramics is part of UNESCO's Intangible Cultural Heritage. The town is also home to Hurezi Monastery, a UNESCO World Heritage site and one of the finest examples of Brancovenesc architecture.

The group visited a traditional ceramics workshop, where the craftsman explained how the clay is prepared, how the plates are decorated with the famous rooster, tree of life and spiral motifs, and how a family business keeps a centuries old tradition alive. Several participants tried the potter's wheel for the first time.

The visit connected naturally with the entrepreneurship pillar. Participants saw in practice what they had discussed in the Passion-to-Business Canvas: a skill passed from generation to generation, turned into a product, a brand and a source of income for a whole community.







Evenings and Heritage

interculturalnights,ceramicsworkshop, Hurezi Monastery















The Passion Portfolio

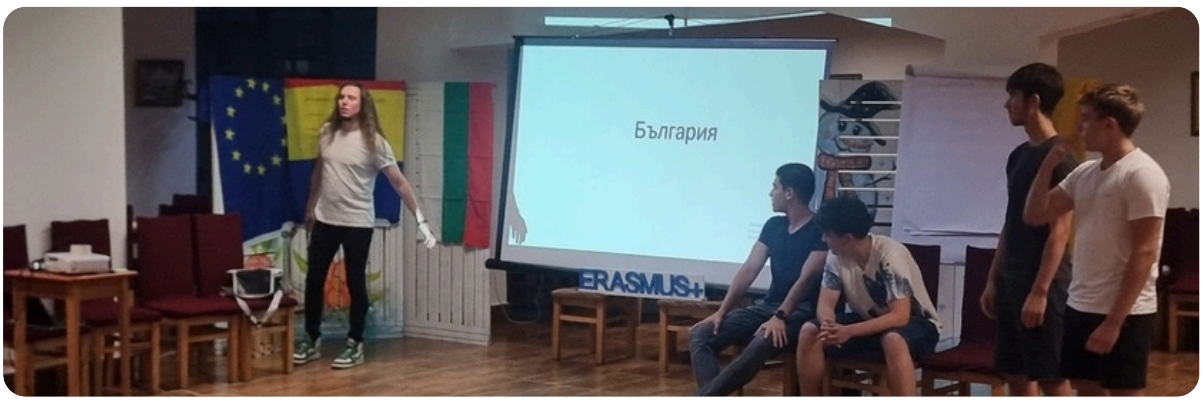
The Passion Portfoliowas the central personal product of IDEA. Each participant started it on the first day and built it mainly from Day 4 onwards, adding a new section after almost every session.

The portfolio started from the Hidden Talent inventory: informal skills, passions and invisible abilities, together with the talent discovered by a colleague in the pair interview. It continued with the Personal Symbol from the Diversity Map, the Passion-to-Business Canvas, the non-formal CV, the feedback from the job interview simulation and the personal business plan.

The portfolio turns informal experience into written, recognised competences. For young people with fewer opportunities, this is often the first document that describes what they can do without depending on diplomas.

Talent from the partner	the talent discovered by a colleague in the pair interview
Personal inventory	informal skills, passions and invisible abilities
Personal Symbol	the visual symbol of identity from the Diversity Map
Passion-to-Business Canvas	skills, idea, target group, value, resources
Non-formal CV	competences described with concrete examples
Interview feedback	observations from the STAR interview simulation
Business plan	problem, solution, target group, resources, next steps





Tools Produced by Participants

Anti-Bias Workshop Kit

Produced by each team, the kit contains the stereotype analysis flipchart, the campaign outline, the digital poster and a short facilitation guide. With it, participants can run a two and a half hour inclusion workshop with young people in their home communities.

IDEA Voices podcast

Podcast episodes recorded by participants, with personal stories about inclusion, diversity and entrepreneurship. The episodes are published on the APDD YouTube channel with a common descr iption.

Awareness campaigns

Each participant defined a campaign for their community, and each team produced a poster and a reel or story ready to be published on social media.

Community Action Plan

A personal plan answering five questions: what I will do, how, when, with whom and with what resources, reviewed by peers before the end of the exchange.

Dissemination Guide in 5 steps

A short guide that helps each participant choose one product, one channel, one audience and one clear message, and document the action.







Good Practices Highlights

Forum Theatre in four languages

Situation cards were translated into English, Romanian, Ukrainian and Bulgarian, so every national group could prepare its scene in its own language and present it to the others. Language stopped being a barrier to taking part.

Partner presents partner

IntheHiddenTalent workshop, each participant presented the talent of their partner, not their own. The exercise forced active listening and gave participants an external validation that is much stronger than self assessment.

Products from every session

Every session ended with a product for the portfolio. Participants always knew why they were doing an activity and what they would take home from it.

Secret friends

Asimple envelope board kept the group connected all week. Small anonymous gestures created a climate of care that was felt in every session.

Local heritage as a learning space

Theceramics workshopand Hurezi Monastery became part of the learning process, not tourist breaks. Local tradition was used to talk about identity and entrepreneurship.

Visible recognition

Theteamleaderboardand the Peer Impact Score made contribution visible. Quiet participants who helped others received the same recognition as those who spoke the most.



Participant Voices

What they learned

At the end of each day and in the Closing Circles, participants shared in a few words what they were taking home. These are some of the answers heard most often during the week.

"I realised I have more skills than I thought. I just never wrote them down.

"The Privilege Walk was the hardest moment for me, but also the one I learned the most from.

"Icame for the trip and I left with a business plan. I did not expect that.

"Forum Theatre showed me that one person can change a whole situation.

"Working with people from four countries taught me more about my own country than school did.

"Now I know how to present myself in aninterview without being scared.





Co-funded by the European Union

Impact on Participants

Self awareness and confidence

Participants discovered skillsand abilities they did not see as valuable. The talent named by a partner and the written inventory gave many of them a new way of describing themselves.

Understanding of inclusion

ThroughForumTheatreandthePrivilege Walk, participants experienced exclusion from the inside and learned to intervene instead of watching.

Openness to diversity

Livingand workingfor eight days with young people from four countries, participants replaced stereotypes with real names, faces and stories.

Entrepreneurial thinking

Thecanvas and thebusinessplan reduced the fear of entrepreneurship and showed that an initiative can start from what you already know.

Employability

The non-formalCV and the interview simulation gave participants concrete tools for their first job applications.

Digital and communication skills

Posters, reels andpodcastepisodesdeveloped digital creativity and the ability to speak in public, often in a foreign language.





Impact on Organisations and Communities

Participating organisations

The organisationsfrom the fourcountries gained trained young people ready to run activities, a set of tested methods and materials, and a stronger international network for future projects.

Pro Dezvoltare DACIA Association

APDDconsolidatedits experience in coordinating youth exchanges with partners from neighbouring countries and enriched its library of reusable resources.

Home communities

Through theCommunity Action Plans, the awareness campaigns and the Anti-Bias Workshop Kits, the results of IDEA continue in the participants' home towns and villages.

Horezu

Thelocalcommunity met an international group of young people in its streets, workshops and public spaces, and local heritage was presented to young people from four countries.







Results and Final Products

1. **Personal portfolios**
Eachparticipant leftwith a complete portfolio: Passion Portfolio, canvas, business plan, non-formal CV, awareness campaign and Community Action Plan.

2. **Anti-Bias Workshop Kits**
Eachteamproducedareusable facilitation package for an inclusion workshop.

3. **IDEA Voices**
Podcastepisodes with personal stories, published with a common description on the APDD channel.

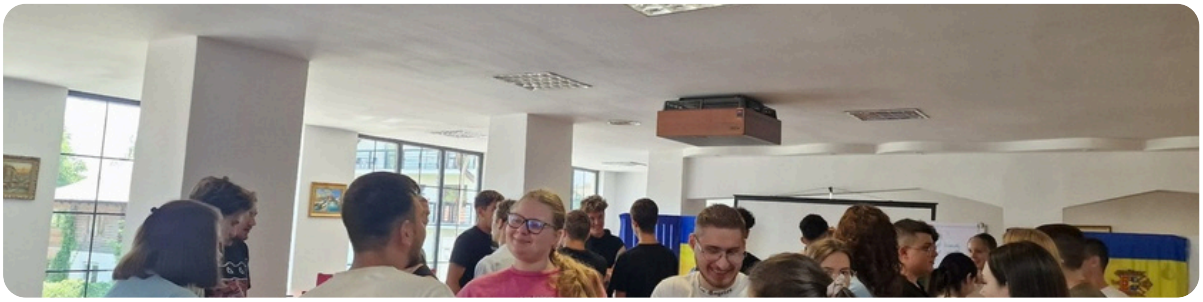
4. **Campaign materials**
Posters,reelsandstoriesready for social media.

5. **Flashmob video**
Thepublicflashmobin Craiova, recorded and shared online.

6. **Youthpass**
Youthpass certificates for all participants and group leaders, describing the learning outcomes of each participant in their own words.

7. **Project resources**
Templatesandguides used during the week: Hidden Talent sheet, canvas, stereotype flipchart frameworks, Forum Theatre cards, Testimonial Guide and the After IDEA post-project guide.





Lessons Learned

Start with trust, not with content

The first day dedicated entirely to group building made every difficult discussion of the following days possible.

Experience before theory

Participants understood exclusion much better after the Privilege Walk than after any presentation.

Language must not decide who speaks

Materials in four languages and work in pairs who share a language allowed everyone to take part.

A product gives meaning

When participants know what they will produce, motivation stays high until the last day.

Leave space for culture

The intercultural evenings and local heritage visits were as important for learning as the formal sessions.

Plan the return from the start

Community Action Plans work best when they are built step by step during the week, not on the last afternoon.







Recommendations for Other Organisations

1. **Use the group as learning material**
Agroup ofyoung peoplefromseveralcountries is already a lesson in diversity. Build activities that make this visible.

2. **Combine pillars**
Inclusion, diversityand entrepreneurship work better together. Show young people how an idea can solve a real problem in their community.

3. **Start from informal skills**
ToolsliketheHiddenTalentinventory are especially valuable for young people with fewer oppor tunities.

4. **Translate key materials**
Situationcards,worksheetsand instructions in the participants' languages remove a major barrier.

5. **Make recognition structural**
Leaderboards, peerrecognitionand public presentations motivate participants and value different types of contribution.

6. **Connect with local heritage**
Localcraftsandplacescanbecome powerful learning spaces about identity and entrepreneurship.

7. **Prepare dissemination during the mobility**
Asimple5stepguideturnsgoodintentionsintoactions at home.





Dissemination and Visibility

Dissemination was builtinto IDEA from thevery beginning. During the mobility, every participant documented the activities daily on the IDEA Padlet, which remains publicly accessible after the project as a live portfolio of the participants' transformations, the tools produced and the community actions implemented.

The IDEA Daily Vlog, a mini documentary created by participants during the mobility, is published on APDD's channels and shared by participants on their personal channels. Through the IDEA Caravan, participants publish Reels, TikToks and IDEA Voices podcast episodes on their own channels, using a common project hashtag. The Dream Wall Exhibition presents the participants' business plans and Story Cards in a public digital exhibition on Padlet.

After the return, participants implement a minimum of 5 local follow-up and multiplication activities in their home communities, predominantly digital, reaching at least 75 young people, using the tools produced during the mobility and the Dissemination Guide in 5 steps.

IDEA Padlet | IDEA Daily Vlog | IDEA Caravan | Dream Wall Exhibition

IDEA Voices podcast | APDD YouTube and social media

Local press in Valcea County | 5+ local follow-up activities







Conclusions

IDEAshowed that inclusion, diversity and entrepreneurship are not abstract topics for young people. When they are lived on stage, on the floor of a training room, at a potter's wheel or around an intercultural table, they become personal and concrete.

For eight days, 29 young people and 5 group leaders from Romania, the Republic of Moldova, Ukraine and Bulgaria worked, played and created together. They discovered skills they did not know they had, faced stereotypes they had taken for normal and built plans they can start tomorrow.

The exchange confirmed the value of the mobility as a production workshop approach. Participants did not leave Horezu with memories only, but with portfolios, campaigns, podcasts, workshop kits and action plans that continue the project in their communities.

Most of all, IDEA created a group of young people who know each other by name across four countries. That network, built on trust and shared experience, is perhaps the most lasting result of the project.

What started in Horezu does not end there. Every post, workshop or conversation the participants start at home is part of IDEA.





Simplified Programme

Arrivalon 26June2026 and departure on 5 July2026. Each day included around six hours of activities, three in the morning and three in the afternoon, with breaks every 90 minutes.

Day 1, 27.06	Welcome and opening, ice-breakers, Thematic Bingo, Sociometric Map, group building, community rules, secret friends, portfolio tools
Day 2, 28.06	Forum Theatre, stereotype busting hackathon (two sessions), cooperation games
Day 3, 29.06	Diversity Map and Personal Symbol, Privilege Walk, Human Knot, creative production
Day 4, 30.06	Hidden Talent workshop, Passion-to-Business Canvas, hike to Hurezi Monastery, Horezu ceramics workshop
Day 5, 01.07	Labour market and job interview, non-formal CV, business plan, Peer Impact Score, awareness campaign
Day 6, 02.07	Outdoor activity to Craiova: photo hunt, Treasure Hunt at the Art Museum, flashmob
Day 7, 03.07	Portfolio presentations, Visual Jam, IDEA Voices podcast, Community Action Plan, Anti-Bias Workshop Kit
Day 8, 04.07	Final evaluation, Closing Circles, Youthpass ceremony, Impact Report, secret friends reveal
Every evening	Reflection of the day, IDEA Padlet, intercultural evenings





Testimonials

AI **Artur Ilinițchi**
Republic of Moldova
Before Horezu I thought inclusion was just a word from projects. In Forum Theatre I stepped into a scene where a guy was left out of a group and I had no idea what to say. The second time I tried, it worked a little. Now I notice these moments at home too.

KG **Krasimir Ganchev**
Bulgaria
I made my first CV here. Not with diplomas, with what I can do. I did not know you can write a CV like that. I will use it when I apply for a job and I already showed it to two friends who have the same problem as me.

DY **Damyan Yorgov**
Bulgaria
I was nervous before our country presentation, but people asked so many questions after. It felt good to talk about Bulgaria to people who really wanted to know.

CT **Cătălina-Larisa Trașcă**
Romania
I wrote my Personal Symbol in five minutes and then I looked at it for the rest of the session. Seeing all the symbols together on the floor with the photos was beautiful. Everyone had something different and it all fit together.

CC **Cristian Chirica**
RepublicofMoldova | Group leader
As a group leader I saw my participants change in eight days. Some of them did not speak at all on the first day, and on the last day they presented their portfolio in English in front of everyone. That is the result I am most proud of.

MT **Medeea-Nicoleta Toader**
Romania
I thought I had nothing special to write in my inventory. In the Hidden Talent workshop my partner said I am the person who makes everyone feel calm. I never saw that as a skill until now.

CD **Cristina Damaschin**
Romania
The Privilege Walk was the hardest moment of the week for me. My character stayed at the back almost the whole time. I understood how it feels when everyone moves forward and you cannot. I will remember that every time I judge someone too fast.

IS **Ivanna Strateichuk**
Ukraine
I came with a small group from Ukraine and I was a bit afraid of the language. But in the end we talked with everyone. Our intercultural evening was very special for us, we wanted to show our culture with love and people really felt it.

MH **Maryna Hladkova**
Ukraine | Groupleader
For our participants, this exchange meant more than learning. It meant being seen and heard. The methods were simple and clear, and I will use the Forum Theatre cards and the Hidden Talent sheet with young people back home.

Testimonials continued

MF **Maria-Mirabela Filipoiu**
Romania
I did not expect to like the business part, I always thought business is not for me. But the canvas started from what I like to do and suddenly it made sense. I have an idea now and I want to try it this autumn.

AS **Alexandrina Suhodol**
Republic of Moldova
The thing I liked most was that every activity had a result. We did not just talk, we made posters, reels, plans. When I went home I had a whole folder of things I made myself.

AB **Andreea-Mihaela Balasa**
Romania
The secret friends were the best surprise. Every morning I found something small in my envelope and I tried to guess who it was. It made the whole group feel closer. I still keep the notes.

VB **Valeria Bejenari**
Republic of Moldova
This exchange showed me how fast people can connect. I learned that you can make friends from four countries in one week if everyone is open. Horezu will always be special for me.

DC **Daniel Cristea**
RepublicofMoldova | Group leader
I have been in many projects, but IDEA had a very clear logic: every day built on the day before. The young people understood why they do each activity, and that made a big difference in their motivation.

DL **Darius-Florin Lică**
Romania
The day in Craiova was my favourite. The museum treasure hunt took us into places I would never enter on my own, and the flashmob in the centre was crazy. People stopped to watch us and for a moment the project was in the whole city.

AB **Andrii Bondar**
Ukraine
I always thought you need money and connections to start a business. Here I understood you first need to know who your idea is for. Our team changed the customer three times before it made sense. I want to keep working on my plan at home.

ȘN **Ștefan-Cristian Niță**
Romania
The Human Knot looked impossible at the beginning. Nobody let go and we got out of it together. The facilitator said this is how a community works, and I think she was right.

AM **Alexandru Maxim**
Republic of Moldova
When we did the talent inventory I sat with an empty page for a long time. Then I wrote what I do outside school and the page filled up. Back home I want to do the same with my cousins and my friends. Three columns and a pen, that is all you need.

Testimonials continued

Cătălin Capmoale
Republic of Moldova
This week was full of new experiences. The potter's wheel was harder than it looks. Respect for the people who do this every day and make it a business.

Valeria Josan
Republic of Moldova
I filmed a lot during the week because I knew we needed material for our campaign. Now I have it. I want to make a short video and show it at my university, so people understand Erasmus+ is real work and real results, not only travelling.

Anastasiia Mudriak
Ukraine
I learned that stereotypes are not only in other people's heads, they are also in mine. The hackathon made us write them on the flipchart and look at them. It was uncomfortable, but it was honest.

Viktoriia Plokhotniuk
Ukraine
The podcast was my favourite part. I never recorded my voice before and I was shy. But telling my story helped me understand what this week meant for me. I sent the episode to my family.

Ion Ungureanu
Republic of Moldova
In the canvas I connected things I like to do into an idea for a small service. I do not know yet if it will work, but now I know the first three steps.

Iacob Turea
Republic of Moldova
I liked the creative part a lot. Our team poster about stereotypes was simple, one sentence and one image, and people understood it in five seconds. That is what I learned about campaigns.

Miroslava Barbos
Republic of Moldova
The intercultural evenings were magic. Embroidered shirts, candles, homemade cakes, Romanian sarmale. I realised how much we have in common and how proud everyone is of their home.

Dumitru-Aurelian Gherghin
Romania
The job interview simulation helped me a lot. I always get nervous in interviews. Using the STAR method I could tell a clear story about something I did, and the feedback from the others was really useful.

Testimonials continued

NI **Nicoleta-Natalia Ivănuș**
Romania
I did not sleep much this week, there was always something happening, from the morning energizers to the intercultural evenings. I am happy I was part of it.

PD **Petar Dimitrov**
Bulgaria | Groupleader
Five countries, five opinions, that was every team every day. It was not always easy, but the young people learned to decide together. I want to use the Anti-Bias Workshop Kit at the youth centre in my town.

WE **Walter Eugen Ivănuș**
Romania
I liked the stepping stones game, where the whole team had to cross the room on a few sheets of paper. If one person falls, everyone starts again. It sounds like a game, but it is exactly how teams work.

AI **Andrei Ionuț Grigorie**
Romania
I made my first business plan here. It is not perfect, but it is mine and it has real next steps. The coaching from the facilitator helped me see what was missing.

IA **Ionel Arapalea**
Romania | Groupleader
As a group leader in the IDEA project, I enjoyed seeing participants turn ideas into entrepreneurial initiatives through creativity and collaboration.

YS **Yanislav Stefanov**
Bulgaria
I am more of a quiet person. In the Diversity Map I drew something simple about myself. Nobody judged, everyone just listened. That made it easy to speak.

DD **Dzhaner Dzhevat**
Bulgaria
The energizers were my favourite part of every morning. But what I take home is the conversations. I talked with people I would never meet in my normal life.

IM **Ihor Moskva**
Ukraine
The canvas was harder than I expected, because we all wanted to start from the product, not from the customer. That changed how I think about ideas. I will share the canvas with friends who always talk about starting something but never do.

IDEA

Inclusion, Diversityand Entrepreneurship for All

Erasmus+ Youth Exchange | 2025-1-RO01-KA151-YOU-000302169

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