



Erasmus+ 2024-1-BG01-KA220-YOU-000255556



MEDITERRANEAN ACADEMY
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Impact Assessment Report

Non-Formal Education for Youth Workers · Erasmus+ Programme

45

Respondents

4

Partner Countries

4.74/5

Avg. Quality Score

8.62/10

Personal Impact

Report Date: March 2026

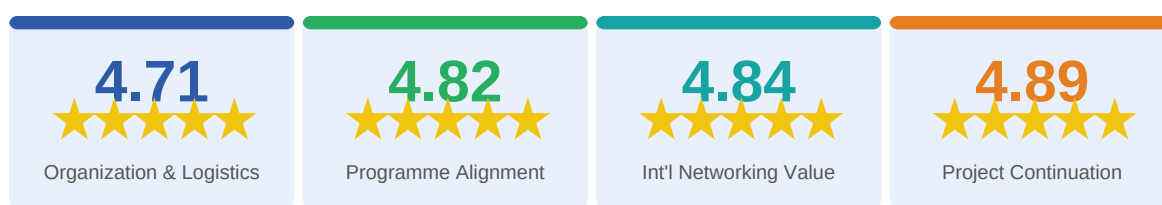
Survey Respondents: 45 participants from 4 countries

Reporting Period: September 2024 – March 2026

1. Executive Summary

This report presents the findings of the Impact Assessment Survey conducted for the **NONFORMAL Project**, an Erasmus+ co-funded initiative focused on equipping youth workers with non-formal education methodologies to enhance the functional literacy and digital competences of young people. The survey collected responses from **45 participants** representing four partner countries: Türkiye, Bulgaria, Poland, and Malta. The assessment covered training quality, facilitator effectiveness, programme alignment, personal and professional impact, and the perceived value of international networking.

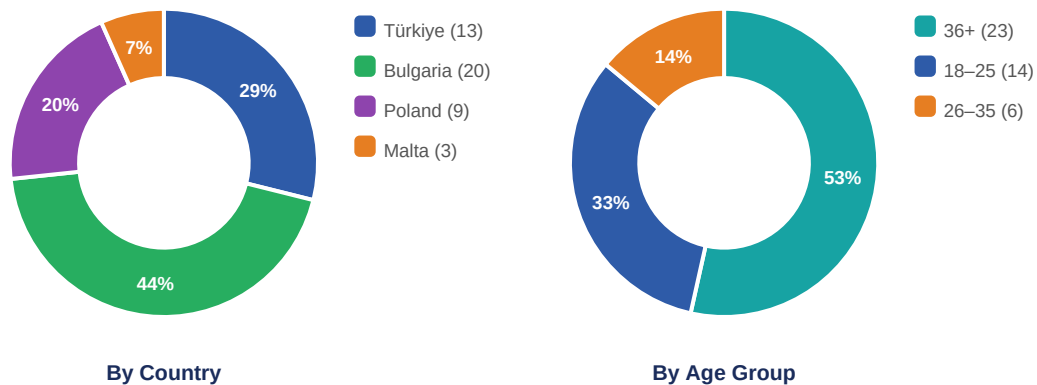
Overall, the survey results are highly positive across all dimensions. Average quality scores cluster between **4.64 and 4.89 out of 5.0**, indicating strong participant satisfaction. The overall personal impact score reached **8.62 out of 10**. Crucially, **53% of respondents** stated they would never have gained the knowledge and connections provided by this project through any other channel, and **80% believe** the outcomes will positively affect daily operations in their organisations — with zero negative responses.



Key conclusions: The NONFORMAL project demonstrates clear and measurable added value for participating youth workers. The combination of international mobility, non-formal methods, and cross-cultural exchange creates unique learning opportunities that participants could not replicate independently. All indicators point to strong programme quality, genuine skills transfer, and a compelling case for project continuation and expansion.

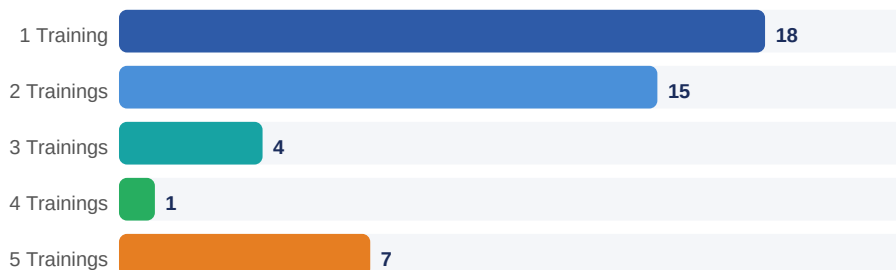
2. Participant Profile

A total of **45 participants** completed the survey, representing all four partner organisations. Bulgaria contributed the largest share of respondents (44%), reflecting the strength of engagement from that partner. The demographic profile is presented below.



Number of Trainings Attended

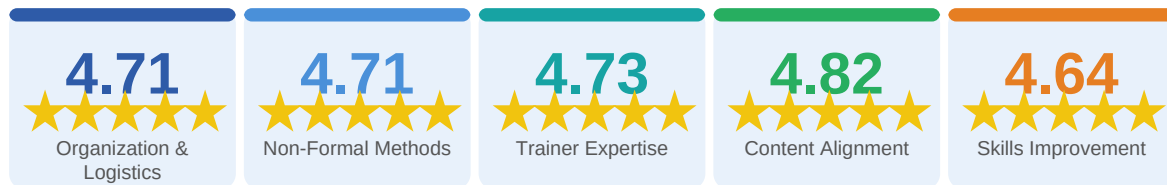
40% of participants attended a single training, while 16% participated in all five training activities — reflecting strong ongoing engagement from a committed core group.



16% of participants attended all 5 training activities — demonstrating exceptional commitment and confirming the project successfully retained a highly engaged core group.

3. Training Quality Assessment

Participants evaluated five core dimensions of training quality on a 1–5 scale. All dimensions received average scores above 4.64, reflecting consistently high satisfaction. The highest-rated aspect was programme content alignment with project objectives (4.82), while professional skills improvement scored 4.64.



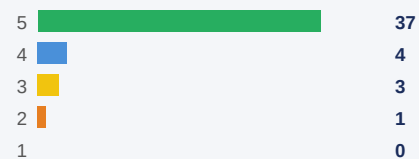
Rating Distribution per Quality Dimension

The charts below confirm that the overwhelming majority of responses are concentrated at levels 4 and 5. Levels 1 and 2 are essentially absent across all quality dimensions.

Q4 – Organization & Logistics
78% top rating · 93% rated 4 or 5



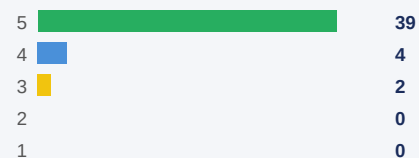
Q5 – Non-Formal Methods
82% top rating · 91% rated 4 or 5



Q6 – Trainer Expertise
80% top rating · 93% rated 4 or 5



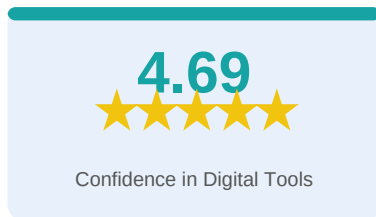
Q7 – Content Alignment
87% top rating · 96% rated 4 or 5



Q8 – Skills Improvement
80% top rating · 89% rated 4 or 5



4. Digital Competence & Professional Impact



Digital Tools Confidence (Q9)

Participants report strong confidence in applying digital tools in their local work contexts (mean **4.69/5.0**). 37 of 45 respondents awarded the maximum score, with no rating of 1. This indicates the training successfully translated digital concepts into practical, workplace-applicable skills.

Distribution: 37 scored 5; 3 scored 4; 4 scored 3; 1 scored 2. No score of 1.

International Networking Value (Q10)

Networking with international colleagues received a mean score of **4.84/5.0** — one of the two joint-highest scores in the survey. 40 of 45 respondents gave the maximum rating, with only 2 at level 3 and none below.

Level 5: 40

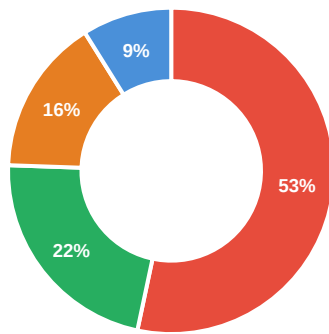
Overall Project Impact Perception (Q11)

When asked whether the project is achieving its intended impact, the mean score was **4.84/5.0**. 39 of 45 respondents gave the highest possible score, with only 1 at level 3 and none below. This represents a strong consensus on project effectiveness.

80% of respondents (36 out of 45) believe training outcomes will directly and positively affect daily operations in their organisation. Zero respondents answered 'No'.

Knowledge Acquisition Counterfactual (Q12)

Participants were asked how long it would have taken to acquire equivalent knowledge and connections without this project. The results powerfully affirm the project's unique value.

**Knowledge Acquisition Counterfactual**

- Never possible (24)
- <6 months (10)
- >1 year (7)
- 6-12 months (4)

53% would never have had this opportunity through any other channel — the single most striking finding of the entire survey.

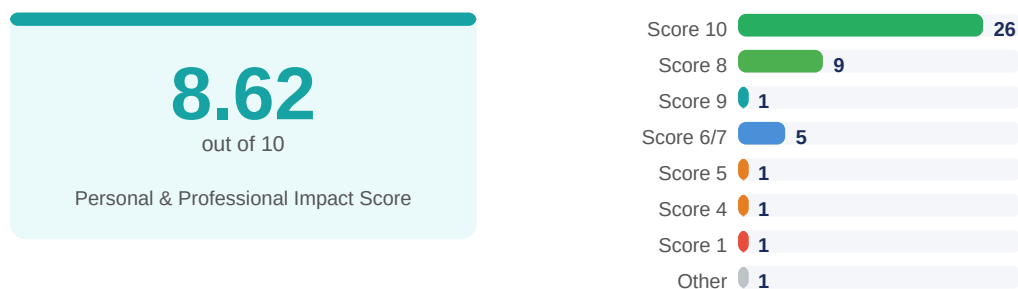
22% estimated they could have acquired equivalent knowledge within 6 months, while 16% felt it would take more than a year.

Only 9% (4 people) thought similar opportunities might have been

More than half of respondents say this project gave them access to knowledge and connections they could never have obtained otherwise.

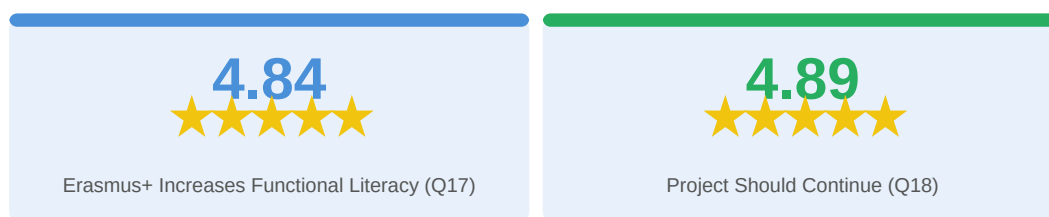
5. Personal & Professional Impact

Question 14 asked participants to rate the positive change triggered by the activity in their personal or professional life on a scale of 1 to 10. The mean score of **8.62/10** is exceptionally high and confirms that this project generates real-world transformation beyond technical skill transfer.



58% of participants awarded a score of 10/10 — the maximum possible. Only 3 respondents rated below 6, and just one gave the minimum score of 1, making it a statistical outlier in an otherwise overwhelmingly positive distribution.

Broader Beliefs About Erasmus+ and the Project (Q17 & Q18)



Q18 (project should continue) achieved the highest average score in the entire survey at **4.89/5.0**. 41 of 45 respondents gave the maximum score of 5, representing near-unanimous endorsement of continuation. This is the strongest possible mandate for future Erasmus+ funding applications.

6. Qualitative Findings

The survey included two open-ended questions gathering qualitative insights from all 45 participants. The responses reveal a rich picture of what was most valued and what could be improved in future iterations.

Q15 – Most Impactful or Memorable Aspects

Participant responses clustered around four prominent themes:

Theme	Key Responses	~Count
International Networking & Cultural Exchange	Meeting people from other cultures, lasting friendships, new perspectives on education and life	~14
Non-Formal Methods & Learning Techniques	Non-formal education methodology, classroom-applicable techniques, relationship between formal & non-formal	~10
Specific Activity Highlights	Rooftop garden in Valletta, bird feeders in Poland, school visits in Türkiye, Smilyan village, library presentations	~9
Trainer & Programme Quality	Quality of facilitation, interesting & relevant topics, active involvement and co-creation with participants	~6

Selected participant voices:

"The relationship between formal and non-formal education"

"Seeing the different cultures and how all of us apply these tools in our separate areas of work"

"Gaining skills like public speaking and learning new perspectives from participants coming from different countries"

"In Türkiye — visits to schools. In Malta — linguistic activities. In Poland — the Centre in Zakopane. In Bulgaria — meetings in the village of Smilyan."

Q16 – Suggestions for Future Activities

While the majority expressed high satisfaction and offered no critical improvements, several constructive themes emerged from those who did provide feedback:

Continuation & Scale-Up	Many respondents explicitly requested project continuation and wider reach to more youth workers and organisations.
More Interaction	Increased cross-partner interaction and group collaboration; more co-creation activities between participants.
Extended Duration	Longer training sessions; more days dedicated to youth worker training and skill development.
Flexible Programming	More flexible schedules; improved accommodation options; increased number of social activities.
Practical Application	Ensure learned skills are applied in daily professional life; more concrete themes and universal content.

More Participants	Wider outreach; include younger members; reach more organisations and youth workers globally.
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Notably, 14 out of 45 respondents had no improvements to suggest, and several described the project as unique or 'perfect'. This is itself a significant quality indicator.

7. Conclusions & Recommendations

The NONFORMAL project has demonstrated compelling and measurable impact on the professional development of youth workers across four European partner countries. The survey findings converge on a clear narrative: the project delivers high-quality, relevant, and transformative learning experiences that participants value enormously and could not easily replicate through other means.

Key Strengths Identified

Training Quality	All five quality dimensions scored between 4.64 and 4.82/5.0 with essentially no negative ratings. Facilitators were consistently praised for expertise and engagement.
Content Relevance	Programme content scored the highest quality rating (4.82), confirming strong alignment between training design and objectives around functional literacy and digitalisation.
Unique Access	53% of participants would never have had equivalent learning opportunities without this project, confirming its irreplaceable role in professional development.
International Networking	International networking scored 4.84/5.0 — joint highest in the survey. Cross-cultural exchange and lasting connections emerged as defining project features.
Organisational Impact	100% of respondents believe training outcomes will have a positive (80%) or partial (20%) impact on their organisations. Zero negative responses.
Personal Transformation	An average impact score of 8.62/10, with 58% awarding maximum points, indicates the project creates genuine life and career transformation — not merely incremental skill gain.
Continuation Support	Q18 achieved the highest survey score (4.89/5.0), reflecting near-unanimous belief in the importance of continuing this programme.

Recommendations for Future Activities

01 Scale Up & Continue

Build on the near-unanimous call for continuation (4.89/5.0). Use this evidence in future Erasmus+ funding applications and scale outreach to new organisations.

02 Enhance Cross-Partner Interaction

Design additional structured activities that mix participants from different countries, maximising cross-cultural learning and relationship building.

03 Extend Training Duration

Consider longer training periods or additional sessions based on participant feedback requesting more time for depth and practice.

04 Flexible & Diverse Programming

Introduce more adaptive scheduling, expand social activities, and improve accommodation options where feasible.

05 Ensure Applied Follow-Up

Create mechanisms for participants to apply and report on digital tools and non-formal methods after returning to their home organisations.

06 Broader Outreach

Actively distribute project materials to a wider network; target younger participants and more organisations beyond current partners.

The NONFORMAL project stands as a strong example of Erasmus+ programming at its most impactful: delivering professional development that participants describe as life-changing, irreplaceable, and deeply aligned with the European values of cooperation, inclusion, and lifelong learning.



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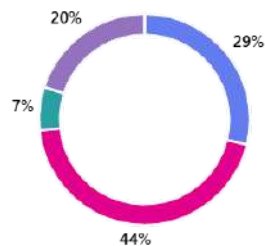
Времетраене

26 дни



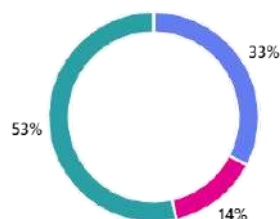
1. Sending Organization / Country

● Türkiye	13
● Bulgaria	20
● Malta	3
● Poland	9



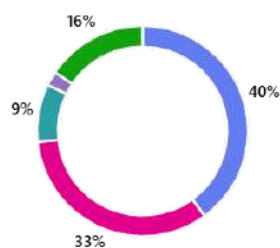
2. Age Group

● 18-25	14
● 26-35	6
● 36+	23



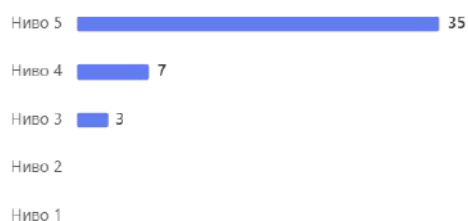
3. How many trainings did you participate in under the NONFORMAL project?

● 1	18
● 2	15
● 3	4
● 4	1
● 5	7



4. The overall organization and logistics of the activity met my expectations

4.71

Средна
оценка

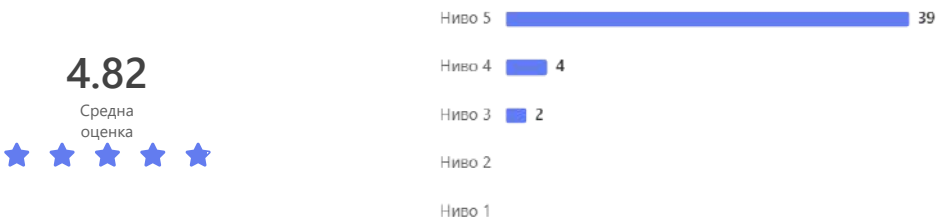
5. The non-formal education methods used during the training were effective and engaging



6. The expertise and communication skills of the trainers/facilitators were satisfactory



7. The content of the program was well-aligned with the project's objectives (functional literacy, digitalization, etc.



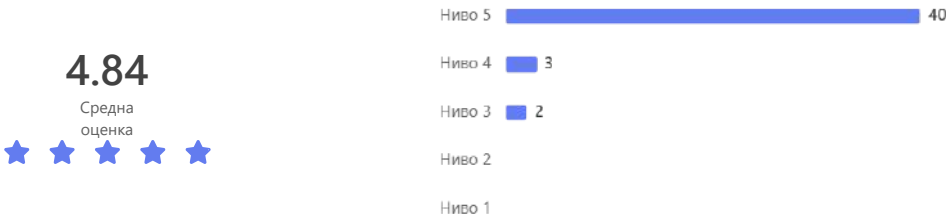
8. I feel that my professional skills and knowledge have significantly improved thanks to this activity



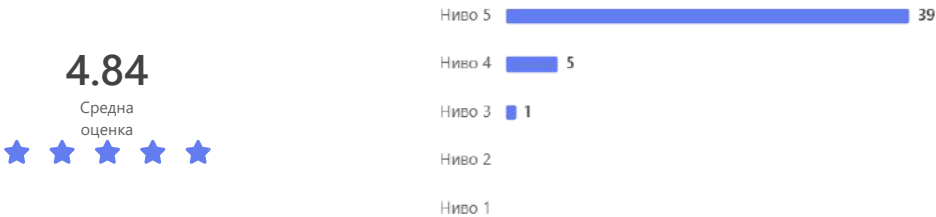
9. I feel confident in using the digital tools introduced during the session in my local work.



10. The networking opportunities with international colleagues were valuable for my professional vision.



11. Overall, I believe the project is achieving its intended impact



12. If this project/activity had not taken place, how long would it have taken you to acquire this knowledge or these connections elsewhere?



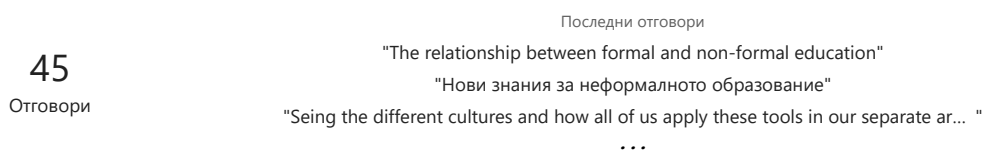
13. Do you believe the outcomes of this training will positively affect the daily operations of your organization?



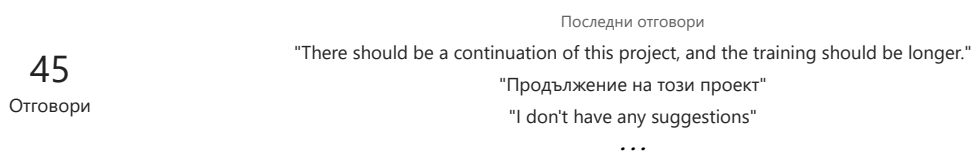
14. On a scale of 1 to 10, how much of a positive change has this activity triggered in your professional or personal life? (1: Very Low - 10: Very High)



15. What was the most impactful or memorable part of this activity for you?



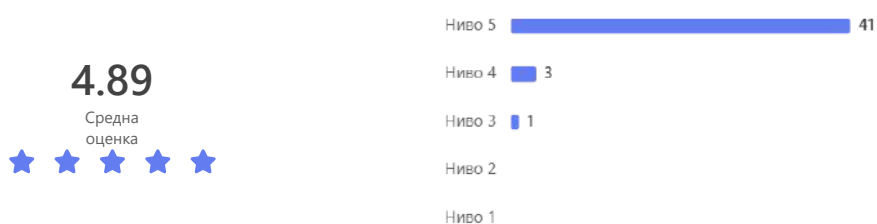
16. What improvements would you suggest for future project activities?



17. The Erasmus+ program, through its projects, provides an opportunity to increase the functional literacy of young people



18. I believe that this project makes sense and can be continued because it is important for the preparation of youth workers for working with young people with informal methods to increase their functional literacy



19. If you would like to receive information about non-formal learning opportunities and other opportunities that the European Union provides for youth development, please introduce yourself:- Name and surname- Phone- E-mail

Thank you for participating!

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Отговори

Последни отговори

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