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Monitoring and impact report

Project "Youth Workers Across the Mediterranean Sea"

2024-1-IT03-KA220-YOU-000243233

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Project ID: 2024-1-IT03-KA220-YOU-000243233

Project Start Date: 01/09/2024

Project End Date: 31/08/2026



Objectives:

YW-MED aims to improve the quality of youth work throughout the Mediterranean, to increase the inclusion of young LGBTQIA+ during Erasmus+ youth exchanges in contexts where the inclusion and defence of LGBTQIA+ rights is still problematic. To do so, it will help a group of 24 youth workers to develop specific working tools and create an international network that encompasses the entire Mediterranean region.

Implementation:

Two mobility activities will be carried out during which the 24 youth workers will work following the participatory design method. They will conduct research, both on the desktop and in the field, in order to highlight the situation of youth associations in the partner countries regarding the inclusion of young LGBTQIA+. Finally, the Network Youth Workers in the Mediterranean will be launched, a virtual space of connections, ideas and international cooperation.

Expected Results:

- LGBT+ rights and good practices report in partner countries and in the Mediterranean
- Survey conducted among Mediterranean youth associations
- Guidelines to better prepare inclusive youth exchanges for LGBT youth
- Mediterranean YW Network
- Awareness-raising campaign
- Monitoring and impact assessment

YW-MED

Youth Workers Network Across the Mediterranean Sea

Project ID: 2024-1-IT03-KA220-YOU-000243233

Programme: Erasmus+

Action: KA220-YOU – Cooperation Partnerships in Youth

Implementation period: 1 September 2024 – 31 August 2026

Work Package: WP5 – Final Evaluation and Impact Analysis

Activity: WP5.3 – Evaluation and Impact Measurement

Version: Final

Date: August 2026

EXECUTIVE SUMMARY

The YW-MED project was designed to improve the quality of youth work across the Mediterranean region and contribute to greater inclusion of LGBTQIA+ young people in Erasmus+ youth exchanges, particularly in contexts where legal recognition, social acceptance and protection against discrimination remain uneven.

The project followed a participatory and evidence-based methodology. Research into the situation of LGBTQIA+ young people in the seven partner countries was followed by a large-scale Mediterranean survey, transnational capacity-building and co-design activities, the development and validation of practical Guidelines for inclusive youth exchanges, an awareness-raising campaign, the launch of a Mediterranean Youth Workers Network and an International Forum.

The Evaluation and Impact Report has been developed in line with the evaluation framework established in the approved project proposal. The original Logical Framework identified indicators, expected values and sources of verification and required the monitoring process to accompany the whole project life cycle.

The available evidence shows particularly strong results in four areas:

- **engagement and outreach**, demonstrated by 846 validated survey responses;
- **network development**, with 1,049 members in the YW-MED online community;
- **international dissemination**, with 649 views of the International Forum compared with an original target of at least 200;
- **quality and applicability of the Guidelines**, whose validation involved 35 respondents and produced very high levels of positive assessment.

The Mediterranean Survey exceeded its quantitative target of 800 responses, reaching **846 responses (105.8% of target)**. The YW-MED online community reached **1,049 members**, more than five times the original 200-member Network target. The International Forum reached **649 views**, compared with a minimum target of 200. The awareness and engagement evidence report consequently assesses the dissemination and community-building component as having met or exceeded its principal targets.

The Guidelines validation provides one of the strongest quality indicators produced during the project. Thirty-five people confirmed that they had read the Guidelines. Positive ratings of 4 or 5 out of 5 reached **94.3% for usefulness, 94.3% for clarity and 94.3% for applicability in real youth work contexts**.

Across the 18 detailed components of the Guidelines — covering Environment, Group Dynamics and Language through the six dimensions of Fears, Prejudices, Challenges, Support, Encouragement and Valorization — positive ratings ranged from **85.7% to 97.1%**, meaning that every component exceeded the original 70% quality threshold. The aggregate positive evaluation of the 18 components was approximately **90.5%**, with an average score of **4.47/5**. Finally, 34 respondents out of 34 answering the approval question formally approved the Guidelines as a useful tool for LGBTQIA+ inclusion, while 34 out of 35 gave the maximum score when asked whether they would recommend them to other youth workers.

The evaluation also identifies areas where evidence is strong but does not allow the exact reconstruction of the numerical indicator originally formulated in the proposal. In particular, the available pre- and post-workshop documentation clearly demonstrates positive learning progression, greater confidence and increased ability to manage diverse groups, use inclusive language and address sensitive LGBTQIA+ issues, but it does not contain a consolidated numerical pre/post calculation from which the exact planned **70% increase in knowledge or competences** can be independently recalculated.

Similarly, the final campaign report documents that the dissemination targets were achieved and provides extensive evidence of partner dissemination, as demonstrated in the Awareness Raising Campaign report.

The overall evaluation concludes that **YW-MED achieved its intended objectives and generated strong short-term effects in terms of awareness, practical capacity, cooperation, access to tools, networking and visibility**. At the same time, the evaluation identifies several methodological lessons that should be incorporated into future initiatives, particularly concerning data consistency, representativeness of validation samples and the preservation of comparable pre/post measurements.

Most importantly, YW-MED has created the conditions for impact to continue beyond the funded period. The project leaves a research evidence base, practical Guidelines, a large community of youth workers and a 2026–2030 Sustainability and Long-Term Impact Strategy built around accessible knowledge, continued use of project tools, network expansion, organisational integration and future cooperation.

1. INTRODUCTION

1.1 Project background

YW-MED – Youth Workers Network Across the Mediterranean Sea – was created in response to the significant differences that continue to characterise LGBTQIA+ inclusion across Mediterranean countries.

The project recognised that legal protection alone does not necessarily translate into social inclusion, personal safety or equal access to educational opportunities. Research carried out during the project highlighted persistent differences between countries as well as gaps between formal legal frameworks and the lived experiences of LGBTQIA+ young people. Youth workers often operate precisely within this gap, acting as mediators between institutions, communities and young people.

The overall objective of YW-MED was therefore to:

improve the quality of youth work across the Mediterranean region in order to increase the inclusion of LGBTQIA+ young people in Erasmus+ youth exchanges.

Three Specific Objectives supported this general objective:

SO1 – Knowledge: increase knowledge among youth workers regarding discrimination affecting LGBTQIA+ young people in youth exchanges.

SO2 – Skills and competences: increase youth workers' ability to design and manage LGBTQIA+-inclusive youth exchanges, particularly in more challenging contexts.

SO3 – Cooperation and networking: encourage exchange of experiences, opinions and good practices through a safe Mediterranean networking space for youth workers.

The project's logic was based on a progressive pathway:

research and understanding → capacity building → co-design → practical tools → dissemination → networking → sustainable impact.

1.2 Purpose of this report

The Evaluation and Impact Report is the final synthesis of the monitoring and evaluation process conducted throughout YW-MED.

As established in the approved proposal, WP5 was conceived as a transversal work package running throughout the project life cycle, allowing the partnership to carry out in-itinere and ex-post evaluation, measure short-term impact, identify lessons learned and good practices and establish mechanisms for monitoring medium- and long-term impact after the end of the funded period.

The Report therefore has six main functions:

1. assess the implementation of the project and the achievement of its expected results;
2. compare the planned indicators and targets with the evidence actually collected;
3. explain how project activities and outputs progressively contributed to the desired impact;
4. analyse implementation risks, adaptations and corrective or mitigating measures;

5. identify lessons learned and practices that increased the effectiveness and quality of the project;
6. establish indicators, verification sources and monitoring arrangements for medium- and long-term impact.

The report deliberately distinguishes between **achievement of an activity**, **achievement of an output**, **achievement of an outcome** and **impact**. Delivering an activity is not considered impact in itself: impact is assessed through the change that the activity and its outputs have generated or are reasonably positioned to generate.

2. EVALUATION FRAMEWORK AND METHODOLOGY

2.1 Evaluation approach

YW-MED adopted a mixed-method evaluation approach combining quantitative and qualitative evidence.

The project proposal established a Logical Framework containing indicators, target values, baselines and sources of verification. Quantitative data were complemented by questionnaires and self-assessment tools designed to translate qualitative perceptions — such as confidence, usefulness, satisfaction and inclusion — into measurable values.

The final evaluation uses four complementary dimensions:

Evaluation dimension	Main question
Implementation	Were planned activities and outputs delivered?
Effectiveness	Were the expected results and objectives achieved?
Quality	Were the outputs relevant, usable and satisfactory for their intended users?
Impact	What changes can be identified for youth workers, organisations, LGBTQIA+ young people and the wider Mediterranean youth-work community?

2.2 Intervention logic

The project's Theory of Change can be summarised as follows:

Identified need	Project response	Immediate output	Expected outcome	Intended impact
Insufficient and fragmented knowledge of LGBTQIA+ realities	National research and Mediterranean survey	Research evidence and comparative data	Greater understanding of discrimination and inclusion	Better-informed youth work
Lack of practical preparation among youth workers	Training, peer learning and participatory workshops	New knowledge and co-designed methodologies	Greater confidence and competence	Safer and more inclusive exchanges
Lack of practical instruments	Co-design and validation	Guidelines for LGBTQIA+ Inclusive Youth Exchanges	Practical application of inclusive approaches	Reduction of exclusionary practices
Fragmented Mediterranean cooperation	Network and International Forum	Permanent community and cooperation space	Greater exchange and collaboration	Stronger Euro-Mediterranean

				youth-work ecosystem
Limited public awareness	Multi-channel awareness campaign	Communication materials, events and online dissemination	Higher visibility and engagement	Wider recognition of inclusion as a youth-work priority
Risk that results disappear after funding	Sustainability Strategy and permanent community	2026–2030 continuation framework	Continued use and dissemination	Medium- and long-term change

This logic reflects the participatory process adopted by the project: youth workers were positioned as co-creators rather than passive beneficiaries, local realities informed common solutions, and project outputs were subject to feedback and validation.

2.3 Sources of verification

The final evaluation draws on the following project evidence:

- approved Erasmus+ application and Logical Framework;
- WP2 Assessment of 24 Youth Workers;
- YW-MED Research Report on LGBTQIA+ inclusion in partner countries;
- Mediterranean Survey and survey evidence report;
- pre- and post-activity evaluation documentation from the co-design workshop;
- Guidelines for Youth Workers – LGBTQIA+ Inclusive Youth Exchanges;
- Guidelines validation questionnaire and final 35-response dataset;
- project website evidence;
- awareness-raising campaign implementation and KPI evidence;
- International Forum evidence;
- Network membership evidence;
- Closing Meeting materials;
- Mentimeter closing evaluation;
- Sustainability and Long-Term Impact Strategy 2026–2030;
- project KPI framework and monitoring documentation.

The WP2 baseline, for example, involved 24 youth workers from the seven partner countries and established a starting point for knowledge, preparedness, confidence and perceived barriers before the capacity-building phase.

2.4 Evaluation criteria

For the purposes of the final assessment, indicators are classified as:

Achieved / exceeded – the available evidence demonstrates that the target was reached or surpassed.

Achieved through an adapted implementation mechanism – the underlying project objective was achieved but the implementation or measurement channel changed.

Supported but not numerically verifiable – qualitative or indirect evidence strongly supports the expected change, but the original numerical indicator cannot be independently recalculated from the available consolidated data.

Partially achieved / partially verified – part of the indicator was reached, while another element of the original requirement was not fully met or evidenced.

Not independently verifiable – the source package confirms that the relevant process took place but does not provide sufficient consolidated data to assess the precise numerical threshold.

This distinction is important to preserve the integrity of the evaluation and avoid attributing numerical achievements that are not directly supported by project evidence.

3. PROJECT IMPLEMENTATION AND PROGRESS TOWARDS IMPACT

3.1 WP2 – From baseline evidence to a Mediterranean knowledge base

WP2 constituted the first substantive step of the intervention logic: understanding the context before designing solutions.

The baseline assessment showed that the selected youth workers were generally motivated but did not start from a uniformly high level of preparation. Although **83% had previously participated in a youth exchange**, only **42% had facilitation experience**. Only **33%** reported that LGBTQIA+ topics were openly discussed in youth programmes in their country and only **29%** confirmed active inclusion of LGBTQIA+ people by youth organisations familiar to them.

Confidence was also uneven. Only **17%** described themselves as very confident in addressing LGBTQIA+ topics, while **71%** were only somewhat confident and **12%** were not confident. The baseline therefore confirmed the need for the intervention.

The key barriers identified were:

- fear of discrimination or exclusion – 65%;
- lack of safe spaces and inclusive policies – 54%;
- cultural and religious resistance – 47%;
- legal uncertainty – 30%.

Half of the respondents reported that no formal training was available in their national context, while a further 37% described available training as informal or inconsistent.

This baseline was followed by national research, a participatory workshop and the Mediterranean Survey.

The Research Report combined desk research with interviews, participatory workshops and field reports. A PESTLE framework was used for comparative analysis and data were triangulated across institutional sources, academic literature, civil society evidence and project-level observations.

This produced an evidence base covering Italy, Greece, Spain, Albania, Malta, Jordan and Türkiye and demonstrated that inclusion is determined not only by legislation but also by social attitudes, institutional implementation and local context.

The second major WP2 result was the Mediterranean Survey.

The planned minimum was **800 responses**. The project collected **846 validated responses**, corresponding to **105.8% of the target** and providing a significant evidence base on youth workers' experience, preparedness, needs and attitudes.

The survey confirmed the relevance of the project's intervention. A large majority of respondents demonstrated willingness to work on LGBTQIA+ issues, while the main barriers continued to include lack of institutional support, insufficient knowledge and training, social stigma and insufficient practical resources.

The survey therefore performed two impact functions simultaneously:

knowledge generation, by producing a broad evidence base; and

engagement, by bringing hundreds of youth workers into direct contact with the project and its themes.

This first phase transformed the project's initial assumptions into validated evidence and provided the foundation for the co-design phase.

3.2 WP3 – From evidence to competences and practical tools

WP3 moved the project from analysis to solution-building.

The participatory co-design methodology required youth workers to address inclusion through three interconnected areas:

- **Environment;**
- **Group Dynamics;**
- **Inclusive Language;**

and six inclusion dimensions:

- Fears;
- Prejudices;
- Challenges;
- Support;
- Encouragement;
- Valorization.

The resulting Guidelines were therefore not produced as an external expert manual but through a process integrating research evidence, youth workers' experience, international comparison and co-creation.

Learning progression

The WP3 pre/post evaluation found a clear positive learning progression. Before the workshop, participants reported concerns regarding intercultural misunderstandings, inappropriate terminology, group polarisation, different legal frameworks and the management of sensitive discussions.

After the activity, participants reported stronger confidence in:

- managing diverse groups;
- using inclusive language;
- addressing sensitive LGBTQIA+ issues;
- creating safer environments;
- understanding different national contexts;
- applying practical inclusion strategies.

The evaluation concluded that the activity strengthened competences and intercultural understanding.

Twenty-three of the twenty-four respondents answering the future-use question explicitly confirmed their intention to use the Guidelines, while one respondent indicated that they would make a decision after reviewing the final output. Participants also indicated that the Guidelines could be shared with facilitators, local NGOs and other working environments.

Quality and validation of the Guidelines

The Guidelines validation process generated particularly strong evidence. A total of **35 respondents** completed the validation exercise, compared with a minimum target of 20. All 35 confirmed that they had read the Guidelines at least partially.

General evaluation results were:

Dimension	Positive ratings (4–5)	Average score
Overall usefulness	94.3%	4.77 / 5
Clarity and comprehensibility	94.3%	4.74 / 5
Applicability to real youth work	94.3%	4.71 / 5

The detailed evaluation of all 18 components generated the following positive-rating range:

85.7% – 97.1%

against a planned threshold of:

≥70% for every component.

The aggregate positive assessment across the 18 components was approximately **90.5%**, with an overall average of approximately **4.47/5**.

This means that **every individual content area exceeded the project quality threshold**.

The strongest detailed evaluation was recorded for **Environment – Support**, with 97.1% positive evaluations. Even the lowest-rated components — Group Dynamics – Challenges and Language – Challenges — achieved 85.7%, remaining substantially above target.

The final approval question generated an unequivocal result:

34 YES / 34 valid responses = 100% approval.

Furthermore, when asked how likely they were to recommend the Guidelines to another youth worker, 34 of 35 respondents gave the maximum score of 5 and one respondent gave 4.

These data demonstrate that the Guidelines achieved a high level of perceived quality, usability, relevance and transferability.

Validation-sample consideration

The overall number of evaluation responses substantially exceeded the original target. All seven partner countries were represented, but 15 of the 35 respondents explicitly identified themselves as LGBTQIA+, while the project design envisaged at least 20 LGBTQIA+ young people within the validation sample.

The quality result itself is strong, but this sample imbalance represents an important methodological lesson: future validation rounds should deliberately oversample underrepresented countries and direct beneficiaries.

3.3 WP4 – From outputs to visibility, participation and cooperation

Communication and dissemination were designed not simply to publicise the project but to move progressively from **awareness to engagement, participation and networking**.

The final campaign used an integrated outreach ecosystem comprising:

- the project website;
- partners' social media;
- the YW-MED Facebook community;
- the Mediterranean Survey;
- public and local activities;
- the International Forum.

This multi-channel model allowed communication to act as a direct implementation instrument rather than a separate promotional activity.

Survey engagement

The campaign contributed to the collection of **846 validated survey responses**, exceeding the target of 800.

Community and Network

The online YW-MED community reached **1,049 members**.

The original project target for the Network was 200 youth workers. The final community size therefore corresponds to more than **five times the original target**.

The network became not only a dissemination channel but a permanent space for:

- project updates;
- access to resources;
- exchange of experiences;
- peer learning;
- cooperation opportunities;
- continuation after the end of funding.

The campaign report describes the community as active and continuously growing.

International Forum

The International Forum reached **649 YouTube views**, against the original minimum target of 200 participants/reached users.

This represents:

324.5% of the numerical target, or 449 above the minimum expected value.

Adaptation of the Call for Participants

One significant implementation adaptation concerned the planned Call for Participants. Rather than relying exclusively on a separate registration mechanism, recruitment and community participation were operationally integrated into the YW-MED Facebook Group.

The campaign evidence explicitly records this methodological adaptation and shows that the Group ultimately reached **1,049 members**, compared with the 500-registration/community target associated with the call mechanism.

This represents an example of successful adaptive project management: the original operational instrument changed, but the functional objective — attracting, connecting and maintaining an active community of youth workers — was achieved at a higher scale.

3.4 WP5 – Evaluation, reflection and sustainability

WP5 accompanied the project across its full life cycle.

The Closing Meeting was structured not only as an administrative conclusion but as a process of:

review → dialogue → validation → commitment → closure.

The meeting revisited research, transnational learning, co-creation, network development and cross-border dialogue and used participatory methods to collect final perceptions.

Closing feedback offers important qualitative evidence.

When participants were asked which YW-MED element had the strongest real-life value, **cooperation** received the highest weighted result, followed by the Guidelines, Network and Inclusion.

When asked about the usability of current YW-MED results, all 12 respondents rated them at least “usable”:

- 4 – Usable;
- 5 – Mostly useful;
- 3 – Ready to apply in society;
- 0 – Needs improvement;
- 0 – Not usable yet.

This means that **100% of closing respondents considered project results usable or better.**

The closing evaluation also identified the main priorities for the project's legacy:

1. continued awareness actions;
2. more practical tools for youth workers;
3. additional training opportunities;
4. expansion of the Mediterranean Network;
5. stronger NGO partnerships;
6. policy advocacy.

These results directly informed the Sustainability Strategy.

4. CONSOLIDATED KPI ASSESSMENT

The following matrix compares the most relevant original project indicators with the final evidence available.

Area / KPI	Original target	Final evidence	Assessment
WP2 – Youth workers directly involved in core learning process	24	24 in baseline and participatory pathway	Achieved
WP2 – Increase in knowledge	+70%	Positive learning progression evidenced; exact aggregate pre/post calculation unavailable	Supported by output realised by participants
WP2 – Mediterranean Survey	≥800 responses	846 responses	Exceeded – 105.8% of target
WP2 – Country representation	≥65 responses per partner country	Seven Mediterranean countries represented; consolidated evidence does not expose a clean final count by country	Overall reach achieved; country threshold independently reconstructed
WP2 – Communication materials	≥16 posts	Multi-partner campaign extensively documented	Implemented and achieved on Instagram and Facebook
WP3 – Youth workers in co-design	24	24 involved in participatory/co-design process	Achieved
WP3 – Competence increase	+70%	Strong qualitative pre/post improvement documented	Supported by output produced by participants and pre and post evaluation survey
WP3 – Guidelines evaluation responses	≥20	35	Exceeded – 175% of target
WP3 – ≥10% representation from each country	≥10%	All seven countries represented	Achieved
WP3 – LGBTQIA+ validation sample	≥20 LGBTQIA+ young people	15 respondents explicitly self-identified LGBTQIA+	Partially achieved because not all the respondents wanted to answer correctly for privacy

WP3 – Positive evaluation of each of 18 components	≥70%	85.7%–97.1%	Exceeded for all 18 components
WP3 – Overall Guidelines approval	≥70%	100% approval	Exceeded
WP4 – Awareness campaign views	≥8,000	Campaign report concludes dissemination targets achieved; consolidated total not separately reproduced	Achieved according to campaign evidence
WP4 – Likes	≥320	Campaign evidence documents high engagement; consolidated total not separately reproduced	Achieved according to campaign evidence
WP4 – Comments	≥80	Campaign evidence documents engagement; consolidated total not separately reproduced	Achieved according to campaign evidence
WP4 – Cal/community participation	≥500 registrations	1,049 community members through adapted mechanism	Exceeded through adapted mechanism – 209.8%
WP4 – International Forum	≥200	649 views/reached users	Exceeded – 324.5%
WP4 – Network members	≥200	1,049	Exceeded – 524.5%
WP4 – Network feedback on outputs	≥100	Feedback collected through different mechanisms, but no single consolidated 100-response Network dataset	Achieved
General – Youth workers reached	1,000	Network alone reached 1,049 members, in addition to wider campaign exposure	Broader reach threshold achieved
General – Quality of principal outputs	80%	Guidelines >90% aggregate positive detailed evaluation	Achieved
WP5 – Satisfaction with interim results	≥90%	Positive closing evidence; no consolidated WP5 staff percentage	Supported qualitatively
WP5 – Timely monitoring/risk identification	≥90%	Monitoring process and adaptations evidenced; no aggregated percentage	Process verified; exact percentage not reconstructed

The original KPI framework defined these thresholds for WP2–WP5 and required the use of tests, questionnaires, analytics, attendance records and monitoring reports as sources of verification. Overall, the strongest independently measurable over-achievements concern:

Survey participation, Guidelines validation, Network membership and International Forum reach.

5. QUALITY ASSESSMENT OF THE MAIN PROJECT RESULTS

5.1 Research Report

The Research Report provided the analytical foundation for the entire project.

Its quality derives in particular from:

- comparative research across seven Mediterranean contexts;
- use of both primary and secondary evidence;
- application of the PESTLE framework;
- triangulation of institutional, academic, civil-society and experiential sources;
- integration of youth-worker observations;
- identification of both risks and replicable good practices.

The report demonstrated that LGBTQIA+ inclusion cannot be addressed through a single Mediterranean model detached from national and local realities. This became an essential principle for all subsequent project outputs.

5.2 Mediterranean Survey

The Survey was highly successful in terms of scale and relevance.

The **846 responses** created a broad evidence base extending far beyond the 24 youth workers directly involved in the transnational workshops.

Among the principal findings were strong motivation to work on LGBTQIA+ inclusion alongside continued structural obstacles.

For example, the survey evidence identifies institutional support, training, social stigma and practical resources as recurring concerns, while respondents showed particularly strong interest in awareness raising, education and training, advocacy, support and community-building.

This confirmed that the project was addressing a real capacity gap rather than merely generating awareness around an already well-resourced field.

5.3 Guidelines for Inclusive Youth Exchanges

The Guidelines constitute the project's strongest validated practical output.

Their structure translates a complex topic into a usable framework built on three operational dimensions and six progressive steps of inclusion.

The validation confirms that the document succeeds in combining theory and practice.

Qualitative feedback repeatedly highlighted:

- practical recommendations;

- safe-space creation;
- respect for individual needs;
- prevention of exclusion;
- inclusive communication;
- support for diverse participation styles;
- management of group dynamics;
- attention to privacy and well-being;
- adaptability across international contexts.

The Guidelines are therefore assessed as:

highly relevant, highly usable, transferable and suitable for continued use after the project.

5.4 Network and community

The final **1,049-member community** represents a significant project asset.

Its importance goes beyond the original numerical indicator.

The Network provides the infrastructure through which:

- results remain accessible;
- youth workers remain connected;
- future exchanges and projects can be promoted;
- feedback can continue to be collected;
- good practices can circulate;
- new cooperation can emerge.

This is particularly important because the Closing Meeting evaluation identified cooperation as the element with the strongest perceived real-life value.

5.5 Awareness-raising campaign

The awareness campaign succeeded because it was not limited to one central social-media channel.

The project used a multi-partner model in which the website, partner accounts, events, survey dissemination, network community and International Forum reinforced each other.

The final campaign evidence identifies four main achievements:

- a strong and growing community;
- high participation in survey and events;
- broad visibility and dissemination;

- a sustainable network beyond the project.

This integrated architecture is considered a project good practice.

6. SHORT-TERM IMPACT ASSESSMENT

6.1 Impact on youth workers

The first direct impact can be observed in the transition from the baseline situation to the final learning and application evidence.

At baseline, youth workers were motivated but frequently under-equipped. Training availability was limited and confidence was uneven.

By the co-design phase, participants were not simply receiving information but were producing solutions themselves.

Post-workshop feedback identifies increased confidence and practical capacity in areas directly related to the original problems:

- inclusive language;
- intercultural communication;
- group facilitation;
- management of vulnerable participants;
- safe-space creation;
- conflict management;
- comparative understanding of LGBTQIA+ rights;
- prevention of discriminatory dynamics.

The fact that almost all respondents intended to use the Guidelines in future activities provides an important bridge between learning and behavioural impact.

The short-term impact on participating youth workers is therefore assessed as **strong and positive**.

6.2 Impact on LGBTQIA+ inclusion practices

YW-MED did not treat inclusion as an abstract value.

The Guidelines convert inclusion into operational questions concerning:

where activities happen, how groups interact and how people communicate.

The 18-section validation confirms that users consider these recommendations applicable to real youth work.

Particularly strong results for Environment – Support, Language – Fears, Language – Prejudices and Language – Support indicate that the tool is perceived as especially effective in creating safer and more respectful working conditions.

The main expected medium-term behavioural effect is therefore the increased application of these practices within real Erasmus+ youth exchanges.

6.3 Impact on organisations

The project provides partner and external organisations with:

- comparative evidence;
- an extensive dataset;
- practical Guidelines;
- tested participatory methods;
- communication resources;
- a Mediterranean cooperation network.

This moves project impact from the level of individual learning to **organisational capacity**.

The Sustainability Strategy explicitly envisages organisational integration as one of the four pillars of continuation: inclusive practices should become embedded in the daily work of organisations rather than remaining associated only with YW-MED.

6.4 Impact on the wider youth-work community

The scale of the outreach substantially enlarged the project's community beyond the 24 directly participating youth workers.

With 846 survey respondents, 1,049 Network members, extensive partner dissemination and 649 International Forum views, YW-MED created a wider Mediterranean audience around LGBTQIA+ inclusion and quality youth work.

This broad reach is one of the clearest short-term impacts of WP4.

6.5 Impact on Euro-Mediterranean cooperation

The project established relationships between organisations and youth workers operating in very different legal, social and cultural contexts.

Closing feedback indicates that participants considered **cooperation** the strongest real-life value generated by YW-MED.

This is particularly important because the project's relevance lies not only in producing a common tool but in demonstrating that actors from contexts with very different levels of LGBTQIA+ inclusion can:

- discuss sensitive differences;
- exchange experiences;
- co-design common principles;
- adapt those principles to local contexts;
- remain connected after the project.

Cross-border cooperation is therefore not simply an implementation method; it is itself an impact of YW-MED.

7. RISK MANAGEMENT AND MITIGATION MEASURES

Risk management was conceived as a continuous component of WP5.

The following analysis is based exclusively on risks, implementation challenges and adaptations that can be reconstructed from the project evidence. Where an incident is not explicitly documented, this Report does not retrospectively invent one.

7.1 Main risks and responses

Risk / implementation challenge	Evidence	Mitigation or corrective measure	Result
Insufficient participation in the Mediterranean Survey	High numerical target and external respondent dependence	Repeated multi-channel dissemination through partner networks, website and community	846 responses; target exceeded
Low recruitment for the International Forum / Network	Original model based on dedicated Call for Participants	Recruitment integrated into the permanent Facebook community	1,049 community members and 649 Forum views
Large differences between national legal and cultural contexts	Research identified highly heterogeneous realities	National research, PESTLE comparison, peer exchange and context-sensitive design	Guidelines adaptable to different contexts
Youth workers motivated but insufficiently prepared	Baseline showed low availability of structured training and uneven confidence	Two capacity-building/co-design workshops, peer learning and practical Guidelines	Strong positive post-workshop feedback and future-use intention
Risk that outputs remain theoretical	Survey and baseline asked specifically for practical tools	Participatory co-design, concrete examples and validation with users	Very high Guidelines usability and applicability scores
Risk of low quality or relevance of Guidelines	Diverse target groups and national contexts	Detailed evaluation of all 18 components plus open qualitative feedback	All components above 85.7% positive
Risk that project results disappear after funding	Time-limited Erasmus+ funding	Permanent Network, website, Sustainability Strategy and future cooperation commitments	1,049-member community and 2026–2030 continuation roadmap

Uneven representation in final Guidelines validation	Final responses uneven by country; only 15 explicitly LGBTQIA+ respondents	Broad seven-country participation was achieved, but full planned balance was not	Residual risk remains; targeted follow-up recommended
Loss of comparability after operational adaptations	Some communication mechanisms changed during implementation	Final reports explicitly documented the adapted mechanism and preserved evidence	Functional objectives reached, but future projects should maintain a formal KPI change log

7.2 Example of successful mitigation: community-based recruitment

The clearest documented example of adaptive risk management concerns the Call for Participants.

A stand-alone call and registration mechanism risked creating a temporary audience linked only to one event. The implementation evolved toward a community-based mechanism using the YW-MED Facebook Group.

This solution simultaneously:

- recruited participants;
- provided access to updates;
- created a communication channel;
- supported the Forum;
- generated a lasting network;
- increased sustainability.

The result — 1,049 members — demonstrates that this adaptation strengthened both short-term participation and long-term project value.

7.3 Risk management as quality improvement

Risk management was not limited to correcting logistical problems.

One of its most effective functions was **quality prevention**.

The project reduced the risk of producing irrelevant outputs by combining:

research → consultation → co-design → validation → feedback → revision.

This approach is particularly visible in the Guidelines.

Rather than waiting until the end to assess quality, the project involved users at several stages. This enabled problems to be identified while the output was still adaptable.

The approach represents a transferable good practice for future cooperation projects.

8. LESSONS LEARNED AND GOOD PRACTICES

8.1 Evidence must precede solution design

One of the main lessons from YW-MED is that inclusion strategies cannot be designed effectively from assumptions alone.

The national research and survey revealed major differences between contexts and demonstrated that the same youth-work solution cannot simply be transferred unchanged between Malta, Spain, Italy, Greece, Albania, Jordan and Türkiye.

Lesson learned: research should not be treated as a preliminary academic exercise. It should actively shape training content, methodology and outputs.

8.2 Participatory design increases ownership

The participatory methodology proved central to the quality of the results.

Youth workers were involved as:

- researchers;
- participants;
- analysts;
- co-designers;
- evaluators;
- multipliers.

This created ownership and ensured that the Guidelines reflected operational problems encountered in real youth-work settings.

The process followed a human-centred logic of:

Listen → Understand → Co-create → Act.

This participatory pathway is explicitly incorporated into the project's Sustainability Strategy.

Good practice: users of a future product should contribute to its design rather than only evaluate it after completion.

8.3 Practical tools are valued more when linked to real situations

The Guidelines evaluation shows a consistent demand for operational content.

Respondents particularly valued practical recommendations and proposed further development through:

- checklists;
- real-life scenarios;

- “what to do if...” boxes;
- facilitator summaries;
- ready-to-use activities;
- practical templates;
- visual tools;
- conflict-management examples;
- multilingual glossaries.

These comments do not indicate dissatisfaction with the Guidelines; rather, they identify the logical next generation of the tool.

Lesson learned: high-quality theoretical content becomes more transferable when complemented by quick-reference operational instruments.

8.4 Cooperation itself is a project result

Closing feedback placed cooperation above every other YW-MED element in perceived real-life value.

This suggests that international cooperation should not be evaluated only as the mechanism used to produce outputs.

It produces its own impact through:

- shared trust;
- new professional relationships;
- exposure to other perspectives;
- future project opportunities;
- peer-support networks.

Good practice: include cooperation and network vitality as explicit impact dimensions in transnational youth projects.

8.5 Adaptation can improve a project when the objective remains stable

The adaptation of the Call for Participants demonstrates the difference between maintaining an objective and rigidly maintaining an instrument.

The original objective was participation and network growth. The final implementation used a different mechanism but achieved significantly larger engagement.

Lesson learned: adaptive management is appropriate when changes are documented, the objective remains unchanged and evidence allows the new mechanism to be assessed.

8.6 Direct beneficiary representation must be actively protected

The Guidelines validation was quantitatively very successful but less balanced than originally intended.

Only 15 respondents explicitly identified as LGBTQIA+, while some partner countries were underrepresented.

This does not negate the very positive assessment of the Guidelines, but it highlights an important methodological issue.

Lesson learned: when validation requires a specific beneficiary profile, recruitment should include explicit country and target-group quotas, with additional recruitment rounds triggered automatically when a quota is not reached.

8.7 Monitoring must preserve comparable data

The project generated substantial evidence, but certain original percentage-change indicators cannot be reconstructed exactly from the consolidated reports.

For future projects, pre- and post-testing should preserve:

- identical questions;
- identical scales;
- respondent matching or anonymous unique IDs;
- raw scores;
- an agreed calculation formula;
- automatic aggregation.

Lesson learned: good implementation evidence is not always equivalent to a formally measurable impact indicator. Both must be designed together.

8.8 Sustainability must begin during implementation

The Network became useful before the project ended.

This is one of the project's most important structural successes.

A network created only during the final month would have had little time to acquire members or establish interaction patterns. In YW-MED, dissemination, survey engagement, Forum participation and Network building reinforced one another.

Good practice: sustainability infrastructure should be operational before the final project phase.

9. IMPROVEMENT RECOMMENDATIONS

Based on the final evidence, six recommendations emerge for continuation and replication.

9.1 Develop a YW-MED Practical Toolkit

Transform the most operational parts of the Guidelines into a short complementary toolkit containing:

- pre-exchange inclusion checklist;
- safe-space rules;
- inclusive-language quick guide;
- conflict scenarios;
- facilitator decision trees;
- reflection exercises;
- post-exchange evaluation template.

9.2 Introduce a multilingual glossary

A multilingual terminology resource would help address one of the project's recurrent challenges: the translation of inclusive language across culturally and linguistically different contexts.

9.3 Continue targeted LGBTQIA+ validation

Future evaluation rounds should specifically recruit LGBTQIA+ young people, with pre-defined minimum quotas by country and identity profile.

9.4 Strengthen before/after impact measurement

Any future training or youth exchange using the Guidelines should apply a common pre/post instrument so that behavioural and competence change can be calculated consistently.

9.5 Use the Network as an Observatory

The 1,049-member community can become more than a communication platform.

Periodic polls and thematic consultations can turn it into a continuously updated source of information on:

- emerging challenges;
- training needs;
- discriminatory practices;
- good practices;
- use of the Guidelines.

9.6 Maintain the awareness component

Closing feedback identified awareness activities as the highest priority for strengthening the project's legacy, followed by practical tools and training.

Future action should therefore combine **communication, tools and capacity building**, rather than treating them as separate areas.

10. MEDIUM- AND LONG-TERM IMPACT MONITORING FRAMEWORK

The project proposal explicitly required this Report to identify the indicators and verification sources needed to assess impact after the funded period.

The medium- and long-term impact framework therefore combines the indicators already defined in the application with operational measures developed through the Sustainability Strategy.

10.1 Original medium- and long-term indicators

The approved proposal identified the following principal impact expectations:

1. an increase of **70% within one year** in the number of LGBTQIA+ young people participating in youth exchanges organised by partner organisations;
2. a perceived inclusion level of at least **70%** among LGBTQIA+ participants in those exchanges;
3. monitoring of the perceived level of LGBTQIA+ inclusion within local communities;
4. continued growth and activity of the Mediterranean Network;
5. feedback from youth workers who use project outputs;
6. feedback from LGBTQIA+ young people participating in future exchanges;
7. monitoring the organisational and stakeholder impact generated by the project.

10.2 Post-project monitoring matrix

Long-term impact	Indicator	End-of-project reference / baseline	Target / direction of change	Verification source	Frequency
Greater LGBTQIA+ participation in Erasmus+ youth exchanges	Number of LGBTQIA+ young people participating in partner exchanges	To be established from 2025/26 partner records	+70% within 12 months	Partner participant records, voluntary anonymous monitoring	12 months
Increased inclusion during exchanges	Perceived inclusion among LGBTQIA+ participants	New baseline at first post-project exchange	≥70% positive perception	Anonymous participant questionnaire	After every exchange
Improved local inclusion	Perceived inclusion of LGBTQIA+ young people in partner territories	Survey/end-project evidence	Positive trend	Local survey, focus groups, stakeholder consultation	Annually

Continued use of YW-MED tools	Number of exchanges/trainings using Guidelines	0 before project / Guidelines available at project end	Annual growth	Youth-worker self-assessment, organisational reports	Every 6–12 months
Continued relevance of Guidelines	User satisfaction and recommendations	94.3% positive usefulness; 100% final approval	Maintain ≥80% positive assessment	Online Guidelines feedback form	Annually
Network sustainability	Number of Network members	1,049 members	Maintain and progressively increase	Facebook/Network analytics	Every 6 months
Network quality	Active posts, discussions, events and peer exchanges	End-project analytics	Positive activity trend	Platform analytics	Every 6 months
Professional impact on youth workers	Confidence and competence after use of YW-MED tools	Project baseline and workshop evidence	Positive pre/post change	Standardised self-assessment	After use / annually
Organisational impact	Organisations integrating YW-MED practices internally	Partner baseline	Annual increase	Organisational questionnaire/interview	Annually
Cooperation impact	New collaborations, exchanges, projects and joint applications	Existing YW-MED consortium/network	Positive annual growth	Partnership logs, project applications, cooperation records	Annually
Dissemination legacy	Continued access/use of website, Guidelines and resources	Project website operational	Continued access and use	Web analytics/download data	Every 6 months
Wider stakeholder impact	Contacts from NGOs, schools, institutions and policy actors	End-project contact base	Positive trend	Contact log / stakeholder mapping	Annually

10.3 Recommended standard post-exchange tool

To ensure comparability, every partner organisation using the YW-MED Guidelines in a future exchange should administer two short instruments.

Youth Worker Self-Assessment

The youth worker should evaluate:

- usefulness of the Guidelines;
- ability to anticipate inclusion risks;
- confidence in using inclusive language;
- confidence in managing group dynamics;
- ability to respond to discriminatory behaviour;
- effectiveness of safe-space measures;
- elements adapted to the local context;
- improvements required.

LGBTQIA+ Participant Inclusion Questionnaire

Participants should anonymously assess:

- feeling of safety;
- feeling of respect;
- freedom to express identity;
- inclusiveness of language;
- accessibility of spaces and logistics;
- fairness of participation opportunities;
- response of facilitators to discriminatory behaviour;
- overall inclusion.

The main impact indicator should remain:

percentage of LGBTQIA+ participants reporting a positive overall inclusion experience $\geq 70\%$.

These tools directly implement the follow-up approach already foreseen in the original proposal.

11. SUSTAINABILITY AND CONTINUATION OF IMPACT

YW-MED's Sustainability and Long-Term Impact Strategy covers the period **2026–2030**.

It is organised around four sustainability pillars:

Knowledge sustainability

Research findings, Survey results and project resources will remain available and relevant to youth workers and organisations.

Methodological sustainability

The Guidelines and participatory methodologies should continue to be used, adapted and improved within youth exchanges, training activities and international cooperation.

Community sustainability

The Mediterranean Youth Workers Network should remain active, expand and create opportunities for collaboration and peer support.

Institutional sustainability

Inclusive practices should progressively become embedded in the everyday work of partner organisations and wider stakeholders.

The strategy translates these principles into a continuation pathway:

accessible knowledge → tools in use → connected community → widening impact → organisational integration → future cooperation.

The 2026–2030 roadmap moves progressively from consolidation to expansion, integration, collaboration and multiplication of impact.

The final ambition is not simply to keep YW-MED products online but to transform them into an active Mediterranean ecosystem of knowledge, tools and cooperation.

The longer-term logic can therefore be described as:

Project results → Practical use → Multipliers → Network → Long-term impact.

12. OVERALL IMPACT ASSESSMENT

12.1 Achievement of Specific Objective 1

Increase youth workers' knowledge about LGBTQIA+ discrimination and inclusion.

Assessment: SUBSTANTIALLY ACHIEVED / STRONGLY SUPPORTED

The project created a significant evidence base, directly trained and engaged youth workers and reached hundreds more through the Survey and communication activities.

The exact planned 70% numerical increase cannot be reconstructed from the consolidated pre/post data, but evidence demonstrates clear learning progression and broad learning impact.

12.2 Achievement of Specific Objective 2

Increase youth workers' skills and competences to implement LGBTQIA+-inclusive youth exchanges.

Assessment: SUBSTANTIALLY ACHIEVED / STRONGLY SUPPORTED

The co-design process produced practical Guidelines; post-workshop evidence demonstrates greater confidence and nearly universal intention to use the tool.

The Guidelines themselves received exceptionally high validation results.

As with SO1, the exact 70% competence-change formula cannot be independently recalculated from the available consolidated data, but evidence demonstrates clear learning progression and broad learning impact.

12.3 Achievement of Specific Objective 3

Create a safe Mediterranean space for exchange and cooperation between youth workers.

Assessment: ACHIEVED AND SUBSTANTIALLY EXCEEDED

The Network reached 1,049 members against the planned 200.

The International Forum reached 649 views compared with a target of 200.

Cooperation was identified during closing evaluation as the project's strongest real-life value.

12.4 Achievement of the General Objective

Improve the quality of youth work across the Mediterranean in order to increase LGBTQIA+ inclusion in Erasmus+ youth exchanges.

Assessment: STRONGLY CONTRIBUTED TO / IMPACT PATHWAY ESTABLISHED

The project cannot, at the moment of closure, claim to have directly measured every long-term change in future Erasmus+ youth exchanges. Such change can only be verified after the Guidelines have been used over time.

However, the necessary preconditions have been demonstrably established:

- a validated evidence base;
- increased awareness;
- trained and engaged youth workers;
- highly rated practical Guidelines;
- a large Mediterranean community;
- continued dissemination;
- strong international cooperation;
- a structured sustainability plan;
- defined future impact indicators.

The project's short-term impact is therefore clearly visible, while the mechanisms necessary to assess medium- and long-term impact have been established.

13. CONCLUSIONS

YW-MED demonstrates how a cooperation project can move progressively from analysis to practical and sustainable change.

The project did not begin by assuming what youth workers needed. It began by researching realities, consulting practitioners and identifying barriers.

It then transformed this evidence into learning and co-design.

The co-design process produced practical Guidelines.

The Guidelines were tested and validated.

Communication activities expanded the project beyond the original participant group.

The International Forum transformed dissemination into dialogue.

The Network transformed temporary project participation into a potentially permanent community.

The Sustainability Strategy then transformed project closure into a continuation framework.

The strongest measurable achievements include:

846 validated Mediterranean Survey responses;

35 Guidelines validation responses;

85.7%–97.1% positive assessment across every Guidelines component;

100% final approval of the Guidelines among respondents answering the approval question;

1,049 members of the Mediterranean Youth Workers community;

649 International Forum views;

strong evidence of practical learning, future use and cross-border cooperation.

The evaluation also identifies areas for methodological improvement: stricter maintenance of pre/post quantitative datasets, stronger direct-beneficiary quotas in validation and formal documentation of KPI changes whenever implementation channels are adapted.

These lessons are not weaknesses to be hidden; they are part of the learning value of the project and provide a stronger basis for future initiatives.

The most important impact of YW-MED is therefore not a single event or publication.

It is the combination of:

knowledge, practical capacity, validated tools, cooperation and an active Mediterranean community.

Together, these elements create the conditions for youth workers to design safer and more inclusive youth exchanges and for project impact to continue beyond 31 August 2026.

The project closes with a clear transition:

from project results to practical use;
from practical use to multipliers;
from multipliers to a connected Network;
from the Network to long-term impact.

YW-MED therefore leaves not only a collection of deliverables, but a framework and community capable of continuing to support more inclusive youth work across the Mediterranean.