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Projekt: FIT - Foundation for Inclusive Teams

Lider: Wałbrzyskie Stowarzyszenie Młodzieży

Partners: Aktive Kosmos (ES), VšĮ Veik kurk atskleisk (LT),
Associazione Culturale Bubburiga (IT), Atelierul European de Arta (RO)

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Info Pack

Training Course: FIT - Foundation for Inclusive Teams

POLAND, Wałbrzych
12-19.12 2025

Join the group of unique people who will take up the journey through team and group dynamics and strive to become a well-equipped team lider/member and facilitator!



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About the project

The project "FIT - Foundation for Inclusive Teams" is a **training course** which is financed by the **European Commission** through **Erasmus+** programme. The main goal of this training course is to enhance the knowledge, skills, tactics and approaches of youth workers, regarding team and group work. It is for youth workers to gain a comprehensive understanding of group dynamics, covering group development stages, conflict management all to enable participants to proactively prevent discrimination within their teams and establish an inclusive learning and working environment.

Our objectives unfold as follows:

- Help participants gain a comprehensive understanding of group dynamics, covering group development stages, conflict resolution, communication, and motivation.;
- Enable participants to proactively prevent discrimination within their teams and establish an inclusive learning and working environment.
- Motivate participants to lead and implement non-formal methods tailored to the team's specific stage of development and requirements.
- Provide hands on practical tools and activities to animate different team processes that we will be learning and testing within youth groups while in Poland.

Learn from experienced trainers and test non-formal educational methods related to team dynamics. Get feedback after trying out your methods with youth – all this during the training course!

About the activity

The training course itself will take place in Hotel Maria, Poland from 12 to 19 of December 2025(6 days of training, the 12th and 19th are travel days) .

25 participants from 5 countries: **Poland, Lithuania, Italy, Spain and Romania** will learn and share experience on group and team dynamics with the accent of diverse and inclusive teams.



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Place and time

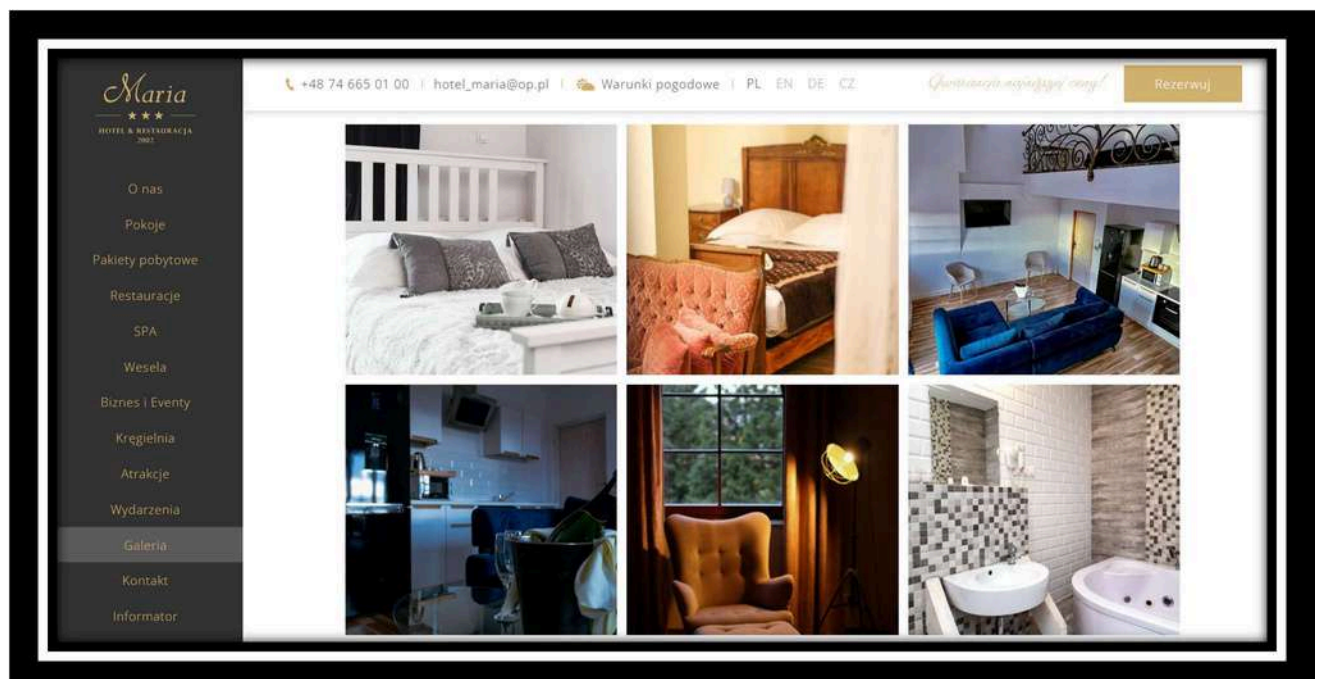
Place

the training course will take place in Wałbrzych, Poland in Hotel Maria
(<https://www.hotelmaria.sirbud.pl/>) (flights closest to **Wrocław**, trains best to **Wałbrzych**)



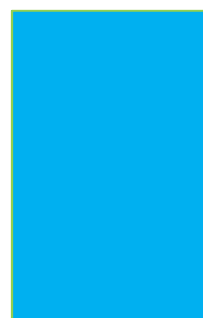
Google maps:

<https://map.s.app.goo.gl/rUD5AWWQjpTFK1VA9>



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Wałbrzych is a green city with interesting history, beautiful nature, diverse places to explore and still hidden potential. It lies in the Wałbrzych Mountains, part of the Middle Sudety Range, which can be found in Lower Silesia in south-western Poland. Right next to it is Szczawno-Zdroj – a resort that has the characteristics of a foot hills spa with a mild climate which is mildly stimulating and moderated by the dense forested areas that surround the city. Wałbrzych is known as the "City of Palaces and Mines." It was once a major center for coal mining and industry, which gives it a unique, rugged character. It is also home to one of Europe's largest and most impressive castles, Książ Castle (Zamek Książ).

Your Base: Hotel Maria is well-situated, offering comfort after your training sessions. You'll find good local dining options and easy access to local transport and sites.

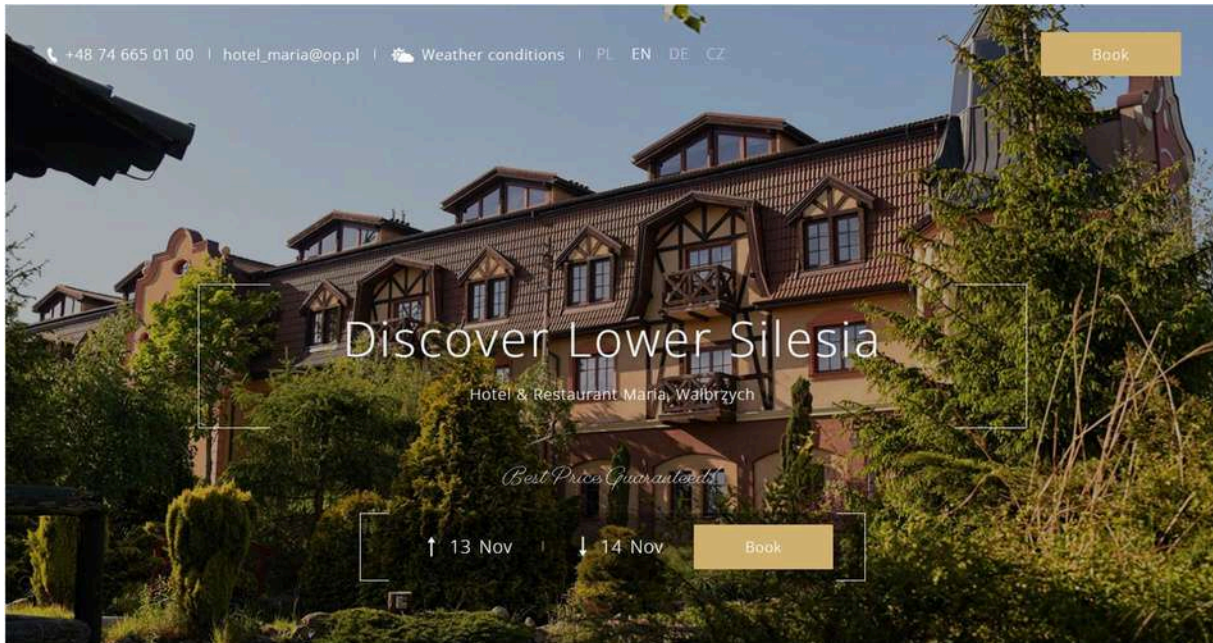


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Accommodation:

Participants will be staying at Hotel Maria (<https://www.hotelmaria.sirbud.pl/>) in rooms with bathrooms, TV, WiFi, etc. The hotel is a complex of additional attractions like bowling centre and a swimming pool. So if You intend to use it please take some swimming equipment.



All with close nature, friendly diet options, close to a health resort, all with beautiful people!



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Learn, evolve and test how to promote inclusive team facilitation practices and implement new methods in your work and projects!

Participants

We will host 5 people from each of the 5 countries: **Poland, Lithuania, Italy, Spain and Romania = 25 learning participants**

Participant's profile:

Youth workers, youth leaders, volunteers, facilitators, trainers, that have little or medium experience or who want to improve their team management skills in work with young people. We invite everyone, for whom practical aspects of group dynamics and inclusion are of interest – if you have doubts if this activity is for you, you can always ask.

Age: 18+

Working language of the activity: English

Diversity is being invited to the party; inclusion is being asked to dance. If you want the best performance, you can't just fill the room—you must make sure every voice is heard and valued.

Travel

Participants should arrive to Walbrzych **on the 12th of December** before 18:00 (6:00 PM), because we start with a dinner at 19:00 (7 PM) and later with first session at 20:00 (8 PM). You can arrive a few days before the TC and also stay longer but you have to cover the costs of your own accommodation for the extra days.



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One way

The training course will take place in Wałbrzych - about 70 km away from the nearest airport (Wrocław). The best way to reach Wałbrzych:

1. You should arrive on the **12th of December** to **Wrocław Airport (WRO) in Poland** (<http://airport.wroclaw.pl/en/>)
2. From there take a **bus** to the **main railway station** (Wrocław Główny) 40 minutes (how to get there: <http://airport.wroclaw.pl/en/passager/getting-here/by-bus/>).
3. Take a **train** to **Wałbrzych Miasto** which takes about 1 hour (23,90 zł/per person)
Check the schedule here: <http://rozkład-pkp.pl/en> type from: Wrocław Główny, to: Wałbrzych Miasto. You can also get off at Wałbrzych Szczawienko, or Wałbrzych Centrum.

Details on how to reach the Hotel we will share to the participants once we know your exact time of arrival, but it is 10-15 minutes from the train stations

Alternative:

If you don't have the possibility to fly to Wrocław (WRO) than probably you will have to fly to Warsaw. There are 2 airports in Warsaw: the big airport: Chopin airport or Okęcie (WAW) <https://www.lotnisko-chopina.pl/en/index.html> and small one: Warsaw Modlin (WMI) <http://en.modlinairport.pl/>.

From each of these You will have to travel to Wrocław (either by plane, train <http://rozkład-pkp.pl/en> or bus <https://www.flixbus.pl/>). From Wrocław you take a train to Wałbrzych as explained above (pt 3). If any other airport in Poland is better for You then it also fine – we will help you to reach the training venue :).

We will be in contact with the participants to assist in the travel.



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What to bring

We kindly ask you to bring:

- Map, posters, photos, postcards about your country/region/town to be displayed during the International Evening
- European sanitary card (confirming that you are insured)
- Some gastronomic specialties (food and/or drinks) for the International Evening
- Clear information (in English) about the main activities of your organization or projects
- Warm clothes, resistant boots, jacket – it may be cool already in December
- Comfortable clothes for the sessions

Wałbrzych and Szczawno-Zdrój are nice cities to visit and hang around, a lot of nature and greens. There are also beautiful castles, gardens, hike trails – you can read about all that in the web. We will be also very happy to provide you with some propositions for getting to know the place and culture better. Public transport can take you everywhere, local taxis are also ok, Uber and Bolt is also available although not yet so popular.

Basically, you can pay with the card everywhere. If you want to use cash there are exchange points that work fine. You can use one on the airport (the rate might be a bit higher) or we can show you some in Wałbrzych. Also, there are many ATMs where you can withdraw cash. In Poland it is still not possible to pay in cash with euros.



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Costs and travel reimbursement

All cost regarding accommodation, food and other materials during the training course are covered by the Erasmus+ Programme. If you like you can take some additional money for your personal expenses.

Travel costs will be reimbursed based on documents confirming the travel (boarding passes, tickets, invoices etc.). After receiving the documentation from participants, the partner organisations in each country will receive the money and transfer them directly to the participants. The reimbursement process can last 1-2 weeks after the Training course depending on how fast you provide all needed documents :).

Maximum reimbursement for 1 person for all travel:

Poland: 0,00 €
Lithuania: 275 €
Italy: 275 €
Spain: 360 €
Romania: 275 €

If the travel costs will be bigger the participants will have to cover the additional amount.

Documents

for reimbursement you must collect:

- Plane, bus, or train tickets (**with your name on it if appropriate**);
- Proof of payment: **bank statement** if you paid by bank **or receipt** if you paid by cash
- **Boarding pass - for plane**

During your stay in Poland, **you will not be** accident-insured, health-insured and personal liability-insured **by us**, so if you want please provide such a private insurance in your own country and make sure you will bring it with you.

All documents (boarding passes, receipts etc.) is best to have in electronic version (let's be eco) so there is no need to print them out. After the mobility You will be asked to send them to us via e-mail. If there is no option for electronic version, then we will ask you for scans.

All participants have to take with them their European sanitary card.



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YouthPass

Within the frame of “recognition of non-formal learning”, participants will receive a Youthpass Certificate after the course upon their request. Youthpass is an official recognized tool in order to validate non-formal learning aspects gained during the training. It is important that, before coming to the training course, participants reflect upon what competences they aim to develop by taking the initiative to participate in our training course. For further information, just follow the link: <http://www.youthpass.eu>.



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Contact us

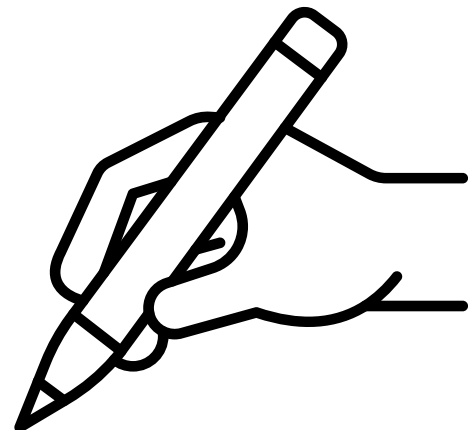
If you have any questions, feel free to contact us!



Laura Vanagaitė

Project Coordinator in Lithuania

Email to: laura@tavo-europa.eu



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Educator Pass 2025. You are welcome to join our new educational programme for 2025!

Dive into non-formal learning exploration for a 75 euro fee that will unlock your potential to join all training courses, professional study visits, events in Lithuania and abroad until the end of the year, and also supports us to find new exciting and exclusive opportunities for community members! Please do not pay any fee until you receive a confirmation letter to join the programme. If you want to join the project, please fill the application form, whether you have already participated or not.

Bear in mind that Tavo Europa keeps the right to send the most suitable and motivated participants to all of our projects.

For more projects:

Explore the world and learn together with the help of Tavo Europa.

Join the group with more opportunities:

<https://www.facebook.com/groups/186132221744993>



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