



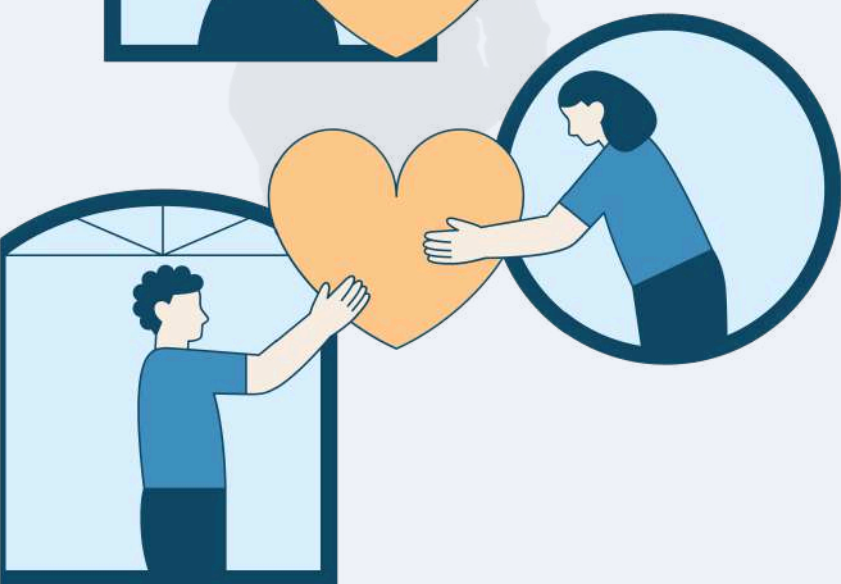
Co-funded by
the European Union



ANDCTR



Inclusion & Diversity in Youth Work



**TRAINING COURSE
BULGARIA, BANSKO
22-28 OCTOBER (+TRAVEL DAYS)**

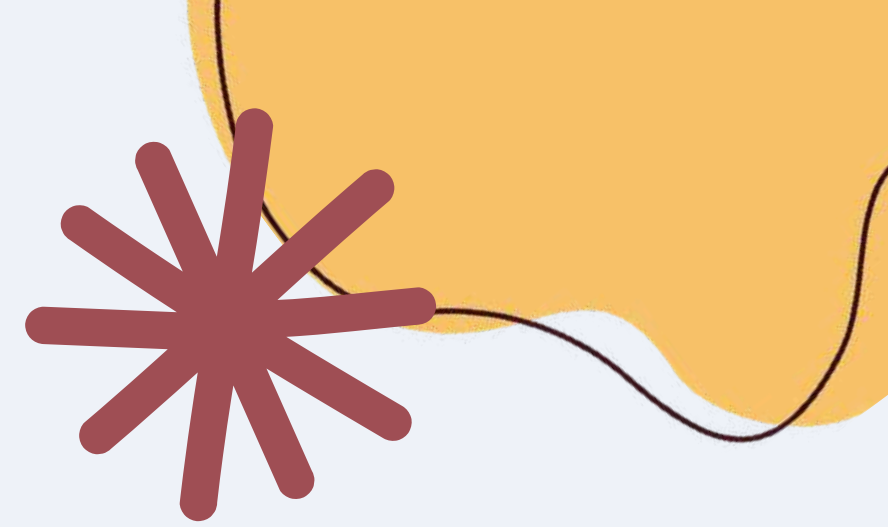
Welcome to ANDCTR

Asociatia Nationala de Dezvoltare Continua a Tineretului din Romania (ANDCTR) have been born in 2010, thanks to the initiative of 6 extremely motivated young people, willing to get involved in the life of the local community.

The goal of the association is to support the sustainable development of the civil society and of the environment, by implementing and developing socio-cultural activities, by cultivating collaboration and exchange of good practices between Romania and youth and volunteering organizations from other countries.



About the Training Course



This course explores how youth work can become genuinely inclusive – moving beyond a declarative discourse on diversity towards everyday practice.

Starting from the participants' own experience, we examine the **common pitfalls that organisations, programmes and facilitators fall into** (tokenism, surface-level or performative inclusion, assuming a space is neutral, one-size-fits-all approaches, accessibility treated as an afterthought, unconscious bias in recruitment and facilitation) and we **build concrete solutions** for designing learning and growth environments that value diversity.

Participants work hands-on with one or two **inclusion audit tools that they can apply** afterwards in their own organisations and programmes. The methodology is non-formal and experiential, based on reflection, case studies and transfer to each participant's own context.

Learning objectives

By the end of the course, participants will be able to:

Define and distinguish key concept — diversity, inclusion, equity, accessibility, and intersectionality — and relate them to youth work

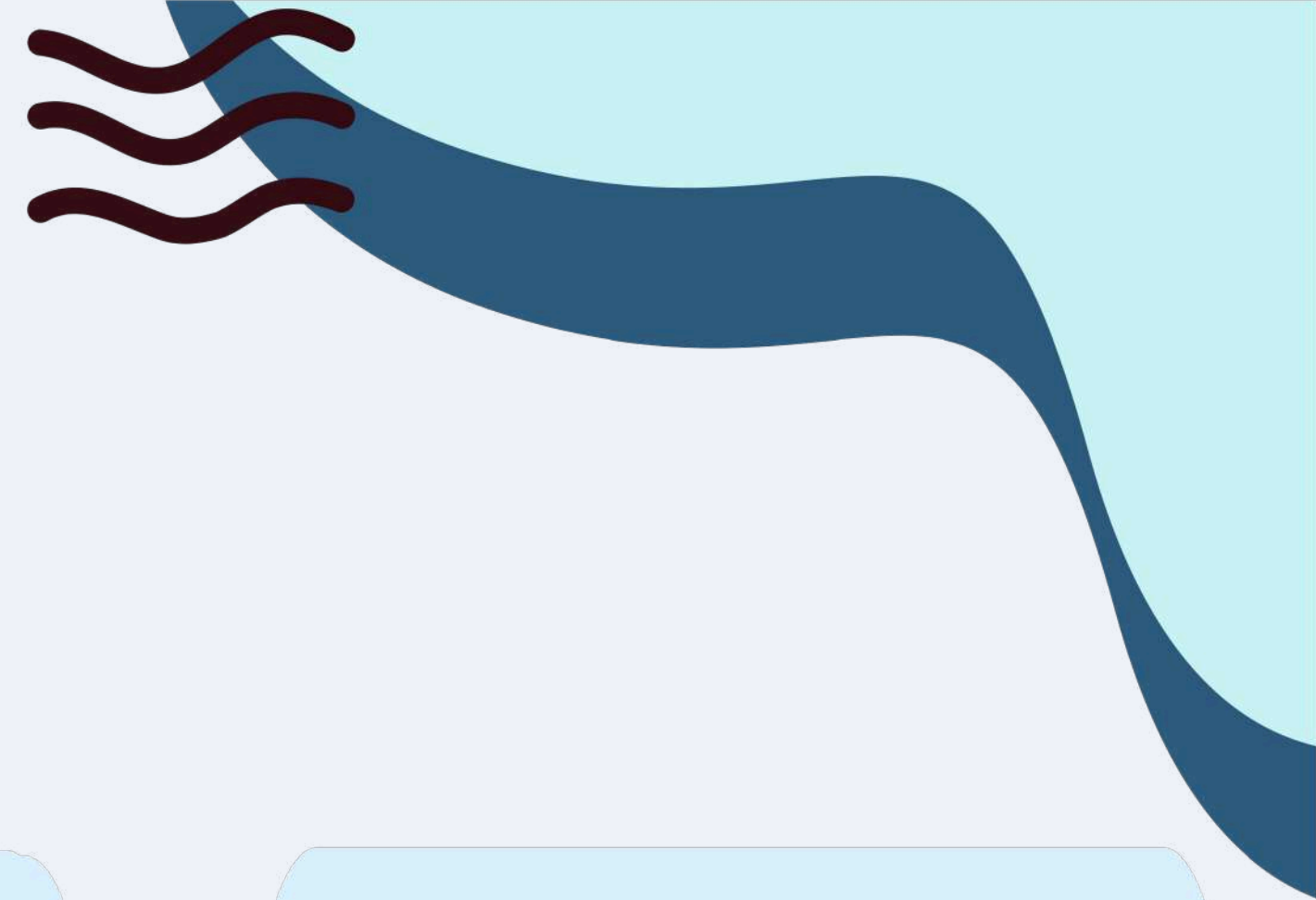
Identify structural, cultural and interpersonal barriers to inclusion at the level of the organisation, the programme and the act of facilitation

Use one or two inclusion audit tools to assess a programme or an organisation

Design inclusive and accessible activities and learning environments that turn the diversity of the group into a resource

Reflect on their own biases and privileges and on how these affect their role as facilitator or trainer

Develop a concrete action plan for more inclusive youth work practice in their own organisation



Programme / Agenda

Daily schedule: two sessions per block, with breaks.

Time	21-Oct	22-Oct	23-Oct	24-Oct	25-Oct	26-Oct	27-Oct	28-Oct	29-Oct
	Arrival Day	Day 1 – Welcome & group building	Day 2 – Foundations of inclusion & diversity	Day 3 – Identity, privilege & bias	Day 4 – Barriers & pitfalls	Day 5 – Inclusion audit tools	Day 6 – From audit to inclusive design	Day 7 – Action planning & closing	Departure Day
09.30 – 12.45	Arrival Day	Welcome & programme overview Getting to know each other	Key concepts: diversity, inclusion, equity, accessibility Intersectionality & belonging	Identity & lived experience Exploring privilege	Barriers to inclusion: structural, cultural, interpersonal Common pitfalls: tokenism, performative inclusion, exclusion by omission	Introduction to inclusion auditing Audit tool 1 – walkthrough & practice	Reading & prioritising audit findings From findings to action	Personal & organisational action plans Peer feedback	Departure Day
14.00 – 17.00	Arrival Day	Team building & creating a safe space Expectations, fears, contributions & group agreement	Why inclusion matters in youth work Mapping our own contexts	Unconscious bias in facilitation The self-aware facilitator	Free time / Intercultural exchange	Audit tool 2 – walkthrough Applying the tools to a real programme	Designing inclusive activities & learning environments Practice lab	Youthpass & competence reflection Evaluation & closing	Departure Day

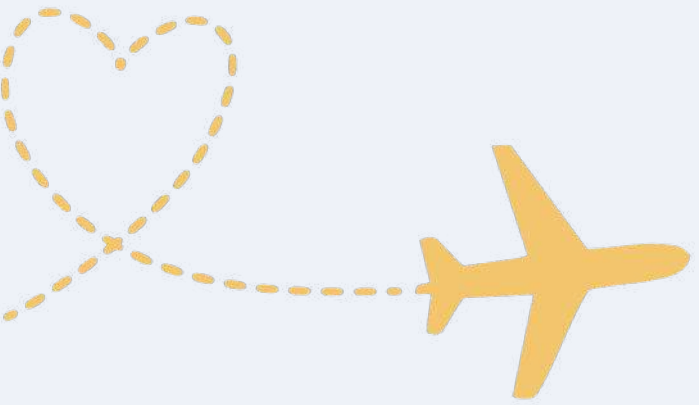
Participants' Profile

- Aged over 18 years old
- Youth worker, representing an NGO, acting in the field of the Erasmus+ or European Solidarity Corps (ESC) programmes
- Fluent in English
- Motivated to discover the topic of TC, share experiences, and contribute to the Training Course by sharing good practices
- Ready to disseminate the project results through social media, and offline activities within their work
- Able to assume all the tasks and rules of the project and to remain involved during the dissemination stage after the project ends
- Demonstrate genuine motivation and involvement during the selection process



Youth with few opportunities (unemployed, not in school, few financial possibilities, cultural / religious, gender obstacles) will have priority.

Organisational Aspects



Participants will receive the travel reimbursement based on the real costs and up to the limit budget. Detailed instruction will be sent separately.

Distance Calculator [Click Here](#)
Start is your departing city. End is arrival city – Bansko.



Financial aspects:

- No participation fee
- Travel days – 21st and 29th of October
- Reimbursement for travel will be provided in accordance with the Erasmus+ rules
- Participants are responsible to buy travel and health insurance. The cost of insurance is **not** covered by the project

Travel Distance	Green Travel	Non-Green Travel
10–99 km	€56	€28
100–499 km	€285	€211
500–1,999 km	€417	€309
2,000–2,999 km	€535	€395



Please note: Attendance at all Training Course sessions is mandatory. Participants are expected to be present and actively involved throughout the entire programme.

Accommodation

Royal Bansko Aparthotel

<https://www.royalbansko.bg/contacts/>

<https://maps.app.goo.gl/3BPpUFhjQHZ1Tub69>



- Arrival day – 21 October. Check-in – from 15:00
- Departure day – 29 October. Check-out until 11:00
- Accommodation and food are fully covered
- Accommodation is arranged in shared apartments (3-4 participants per unit)
- Meals and coffee breaks are provided on an all-inclusive basis
- During your stay, you will have access to:
- Swimming pool & Sauna
- Fitness area and Outdoor spaces
- Table tennis

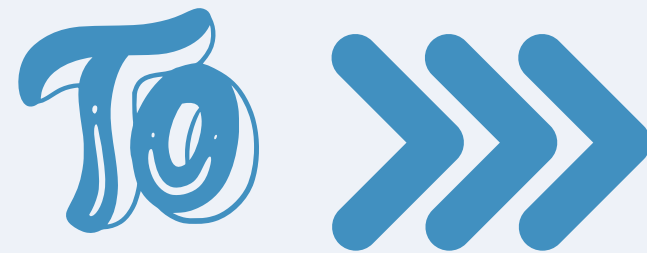
Please note that access is limited to the official working hours of the hotel facilities

To ensure a safe, comfortable, and enjoyable stay for everyone, we ask all participants to follow these rules:

- Quiet Hours From 23:00 until 07:00, please avoid loud conversations, music, or other noise in the hotel.
- Participants may go out and enjoy Bansko nightlife after 23:00, but should remain quiet upon returning to the hotel.
- Prohibited Substances & Behaviour The use of drugs (light or heavy) is strictly forbidden.
- Any damage caused by a participant will be charged to the person(s) responsible.
- Inappropriate behaviour toward others, excessive alcohol consumption, or disruptive actions, will not be tolerated and may lead to early termination of the mobility

How to get to Bansko?

From Sofia International Airport
/ Sofia Central Bus Station



Royal Bansko Aparthotel

If you use public transport to travel from Sofia Airport to Bansko, you need to take the metro from the airport to Sofia Central Bus Station. The bus journey from Sofia to Bansko takes approximately three hours and costs around €10.



Online sites to buy tickets:

<https://union-ivkoni.com/en>

<https://www.obilet.com/en>

<https://www.centralnaavtogara.bg/> (hard to use) for 16.45 bus only cash at ticket desk in the central station

A direct transfer from the airport to Bansko is available; however, places are limited and the cost is approximately €30.

<https://tickets.busbansko.com/>

On Arrival/Destination tab you need to select Bansko:
Traventuria Ski Shop 🏂 (by Gondola)

Once you arrive at the Bansko Bus Station, you have two options to reach the hotel: On foot – the hotel is within walking distance or by taxi 5-10 euro you need to have cash

SOFIA TO BANSKO			
SOFIA CENTRAL BUS STATION TO BANSKO			
DAYS	DEPART SOFIA	COMPANY	BUY ONLINE?
Every Day	08:30	Union Ivkoni	Yes (union-ivkoni.com)
Every Day	09:45	Union Ivkoni	Yes (union-ivkoni.com)
Every Day	11:25	Union Ivkoni	Yes (union-ivkoni.com)
Every Day	14:00	Popov	Yes (obilet.com)
Every Day	16:45	Sonyia Tours	Yes (centralnaavtogara.bg)



Thank You



See you soon!



Join with Tavo Europa !

Educator Pass 2026.

You are welcome to join our new educational programme for 2026!

Dive into non-formal learning exploration with an Educator pass 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>



Contact Us!

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