

Assessment of the existing Support,
Advanced Learning and Training
Opportunities structures' effectiveness and
relevance to date within the overall
landscape of the Erasmus+ governance and
the existing structures supporting the
implementation of the programme (including
National Erasmus+ Offices).

Draft Final Literature Review

08 July 2022

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Annex 3. Literature review

This Annex provides a detailed overview of the outcomes of the desk research carried out under Tasks 1 and 2. Section 1.1.1 presents the baseline for this assessment (Task 1) and Section 1.2.1 includes the analysis of the data gathered through a mapping and literature review of the work, activities of the SALTOs for the period 2018-2021 (Task 2). Figures and Tables are included throughout the text outlining additional information and supporting evidence. The Annex also makes references to additional Tables and Figures included in the document attached below.



Annex 3.1_Additional
Tables and Figures for

1.1 Baseline

1.1.1 Definition of the baseline

In this section the baseline for this assessment is defined by extracting and analysing the measurable data from the previous SALTO assessment for the period 2012-2015, as provided by the European Commission. All extracted data has been kept in an excel database to facilitate the analysis of the evidence, identification of progress, achievements and changes over time.

This section provides both quantitative and qualitative data to form the baseline:

- ▶ Quantitative data on planned/realised budgets and planned/realised activities;
- ▶ Qualitative data on topics and implementation methods;
- ▶ Qualitative data on impact in facilitating the implementation of EU youth programmes.

This baseline analysis is based on the quantitative and qualitative data available for the thematic and regional SALTOs below.

Table 1 Overview of SALTOs covered by the 2012-2015 assessment

Thematic SALTOs	Host National Agency
Training and Cooperation	Germany
Inclusion	Belgium (NL)
Cultural Diversity	UK
Participation	Belgium (FR)
Information	Sweden
Regional SALTOs	Host National Agency
EuroMed	France
Eastern Europe and Caucasus	Poland
South East Europe	Slovenia

Source: Internal Assessment 2012-2015

The baseline data is directly comparable to the one continuing thematic SALTO (Training & Cooperation) and the three regional SALTOs. Following the merger of the previous thematic SALTOs (Inclusion & Diversity, Information & Participation), the baseline data can also provide a clear understanding for the research of this study. In this section, the baseline data for the restructured thematic SALTOs has not been merged, as all administrative aspects (budgeting and financial inputs) and activities were developed independently.

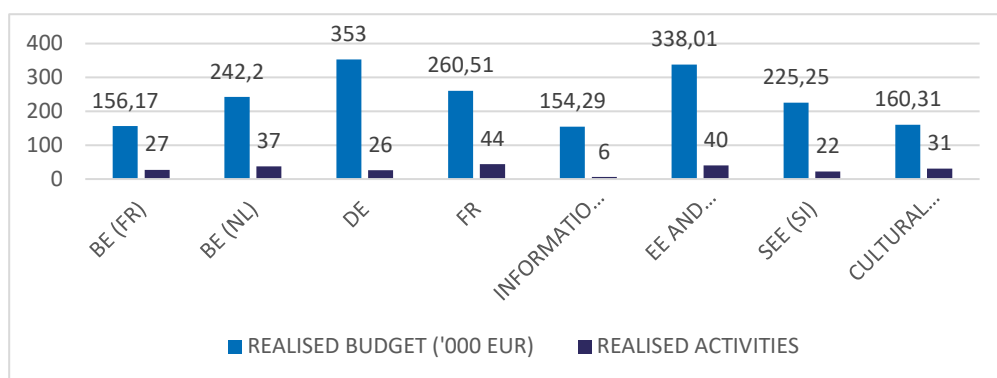
1.1.2 Budget and activities delivered

In terms of quantitative data, Table 2 (included in the document attached to this Annex) shows the planned and realised budgets and planned and realised activities for the baseline SALTOs for the period 2012-2015. The planned and realised budget data shows that the Training and Cooperation SALTO (DE) had consistently the largest budget share, with the Eastern Europe and Caucasus (PL) and EuroMed (FR) SALTOs often having a relatively higher budget allocation. The Information (SE), Cultural Diversity (UK) and Participation (BE - FR) SALTOs had the smallest budgets for planned activities over the delivery period. The budget planning data shows that for most SALTOs

the planned and realised budgets showed a stable budget implementation. However, the SALTO Information (SE) and Cultural Diversity show a discrepancy between planned and realised budgets. In the Internal Assessment 2012-2015, this is attributed to a reduction of the portfolios for these SALTOs and shortcomings in planning.

This data also shows the linkages between the realised budget and realised activities, providing an indication of the typical linkages between level of activity and the budget. Figure 1 illustrates there is some linkage between the budgets and the number of reported activities in the assessment for 2012. However, there are caveats for the baseline data. For example, there is no granular data provided on the activities in terms of content, beyond the reported methods of implementation in the *Analysis of the years 2012-2015*. While this data is shown in terms of the methods of implementation, these are often broad categories that do not give a detailed insight into the content of each activity. Therefore, a higher number of reported activities does not provide us with a strong linkage to the budget expenditure. Consequently, this results in discrepancies in that the SALTO with the highest budget – Training and Cooperation (DE) – reported a lower number of activities in 2012 than EE and Caucuses (PL), Inclusion (BE - NL), Participation (BE - FR), EuroMed (FR) and Cultural Diversity (UK).

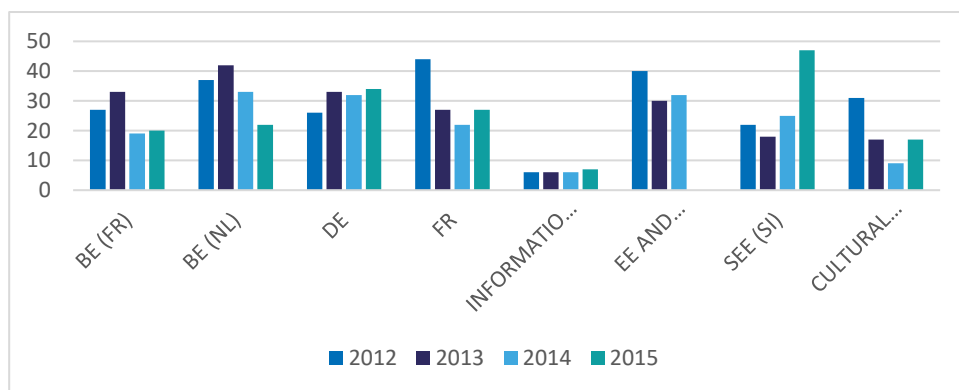
Figure 1 SALTO realised budget and realised activities 2012



Source: Internal Assessment 2012-2015

In terms of the level of activities over time, the baseline data shows that there can be large variations in years for SALTOs. Almost all SALTOs in the baseline data show some significant variation in activity, with Training and Cooperation (DE) and Information (SE) showing the most consistent levels of activity (although at very different levels).

Figure 2 Realised activities 2012-2015



Source: Internal Assessment 2012-2015

Impact

Table 3 (included in the document attached to this Annex) shows the available qualitative impact information for the baseline period 2012-2015. The impact evidence gathered in the internal assessment was highly focussed on qualitative insights, with a lack of quantitative data.

1.2 The SALTO network 2018–2021

This section presents the mapped information on the budget expenditure of the SALTOs over the study period. Section 1.2.1 presents an overview of the current portfolio for all 8 SALTOs. Section 1.2.2 presents a set of fiches and detailed analysis of the effectiveness, relevance and EU added value for all 8 SALTOs based on data gathered in the literature review.

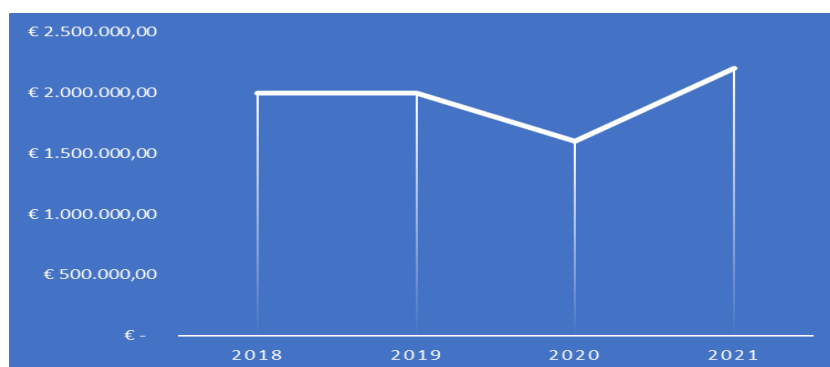
1.2.1 Overview

This section presents the collected data on the structure and activities of the SALTOs since 2018. The Research team has looked at information on the purpose, objectives, target groups and activities of the current SALTOs to produce an overview of the current portfolio.

1.2.1.1 Budgets, human resources and activities

This section presents the mapped information on the budget expenditure of the SALTOs over the study period¹. As can be seen, the budget has been quite consistent over the period, with a small drop in 2020 and then a recovery and small increase in 2021. It is important to note that for most SALTOs the level of activities has either stayed stable over the study period or the number of activities has increased, while the budget remains quite static in terms of overall allocations. In addition, these figures are very similar to the annual allocations for the baseline (bearing in mind that SALTOs have emerged and been added), so in total the budget for SALTO activities has not increased substantially (if at all, in real terms) since 2013. Finally, the overall number of SALTO Resource Centres has increased as activities continued from the baseline period (in the form of the merged SALTOs) and European Solidarity Corps Resource Centre (ESC RC) and SALTO Education & Training TCA (SALTO E&T) were added to the Resource Centres portfolio.

Figure 3 Figure: Allocated budget in Erasmus+ Annual Work Plans



Source: Erasmus+ Annual Work Plan 2018², 2019³, 2020⁴, 2021⁵

Figure 4 below shows the total expenditure of the SALTOs for the 3 years with available data (2018–2020).

¹ Please note that data on budget allocation and expenditure for 2021 is currently not available and therefore it and is not included in this Draft Final Report.

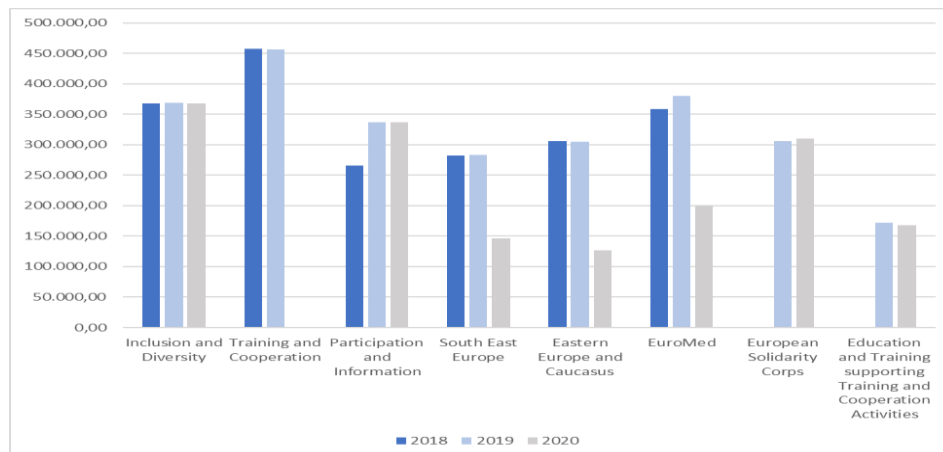
² <https://erasmus-plus.ec.europa.eu/document/2018-annual-work-programme-for-the-implementation-of-erasmus-the-union-programme-for-education-training-youth-and-sport>

³ <https://erasmus-plus.ec.europa.eu/document/2019-annual-work-programme-for-the-implementation-of-erasmus-c2018-6572>

⁴ https://ec.europa.eu/research/participants/data/ref/other_eu_prog/eplu/wp-call/eplu-awp-2020_en

⁵ <https://erasmus-plus.ec.europa.eu/document/2021-annual-work-programme-erasmus-the-union-programme-for-education-training-youth-and-sport>

Figure 4 SALTO realised budget 2018-2020

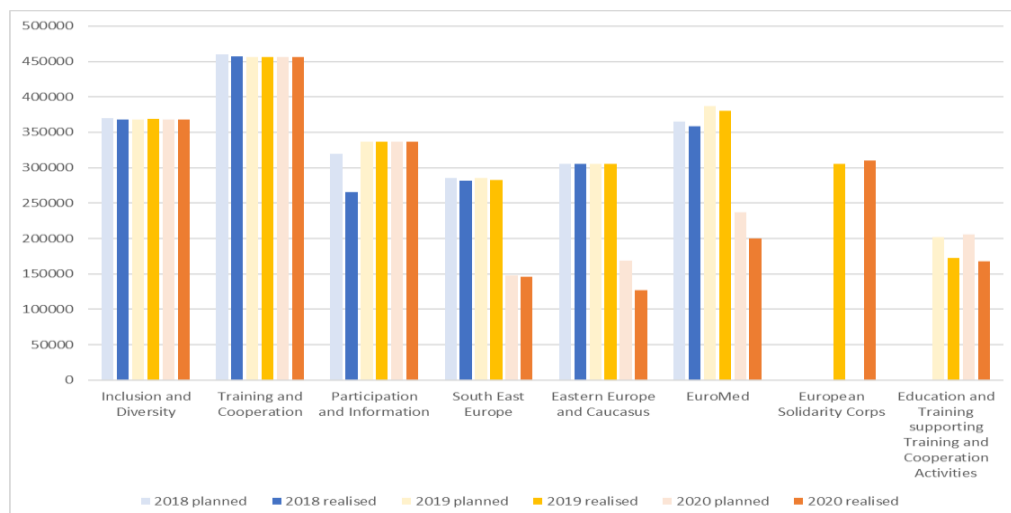


Source: Erasmus+ National Agency Annual Reports

The data indicates that there are variations in the annual budgets of SALTOS, with the thematic SALTOS having a slightly higher annual budget than the regional SALTOS, with the exception of SALTO EuroMed. For the majority of SALTOS, our analysis shows a high degree of consistency between years 2018 and 2019, with similar levels of expenditure recorded, and with 2020 indicating a significantly reduced budget for the three regional SALTOS. From an analysis of the underlying data, for the regional SALTOS the budget reduction is the most significant in the mission category. As the regional SALTOS require a level of travel coverage to the countries that they are responsible for, it might be possible to link the significant reduced expenditure to the impact of the Covid-19 pandemic, which led to mobility restrictions. This is also highlighted in a number of Erasmus+ NA Annual Reports.

In terms of the planned and realised budget allocations for 2018-2020, data shows a high degree of consistency across all three years, especially when compared to the baseline years which did show some short-falls for some SALTOS in terms of realised budgets. Figure 5 below shows the planned and realised budget for the SALTOS for the years 2018-2020, with data for the year 2021 not yet available.

Figure 5 SALTO planned and realised budgets 2018-2020



Source: Erasmus+ National Agency Annual Reports

Available data on the 2018 planned and realised budgets shows that across all SALTOS there was no significant differences, with almost all SALTOS achieving their planned budget. SALTO Participation & Information (SALTO P&I) reported the largest under-utilisation of the planned budget, with an underspend of around 50,000 EUR. The 2019 data shows a similar pattern to 2018, with very consistent matching between the planned and realised budgets across all SALTOS, and the SALTO E&T TCA registering the largest shortfall (under EUR 50,000). As for 2020, there seems to be a high level of discrepancy in the planned and realised budgets, with three SALTOS reporting relatively significant underspends. Of these, two are regional SALTOS, with the third (SALTO South East Europe – SALTO SEE) also reporting a slight underspend. As discussed above, due to the relatively high importance of the mission budget in the regional SALTOS to support visits to countries covered by the SALTOS, a significant budget shortfall might be connected to these visits being cancelled due to Covid-19 mobility restrictions in place at the time. This finding seems to be further supported by some supplementary evidence that shows there was a

significant Covid-19 impact on the activities of some SALTOs, with the SALTO EuroMed, for example, witnessing a significant drop in their volunteering strand activities in 2020, explicitly linked to the pandemic.⁶ Lastly SALTO E&T TCA also reported a budget shortfall of a similar size to 2019, suggesting the emergence of a potential pattern in terms of achieving the planned budget.

In terms of comparison with the baseline period, it is clear that there are some significant effects for the merged SALTOs. SALTO P&I has a planned budget of just under EUR 350.000 in the period 2018–2020, yet the separate SALTOs Participation and Information had a combined planned budget in the year 2015 of 492.000. This is a significant drop in terms of real and actual budgets, even when taking into account that the mergers could contribute to some increases in efficiency. Similarly, SALTO Inclusion & Diversity (SALTO I&D) has a planned budget of just over 350.000 for 2018–2020, compared to a combined budget of 460.850 for SALTO Inclusion and SALTO Cultural Diversity for the year 2015.

Human resources

The human resources available to the SALTOs tend to vary depending on the specific context of each Resource Centre. Moreover, data made available by the SALTOs themselves shows that most Resource Centres rely on part-time staff to carry out the necessary tasks and that, at times, extra support is provided by NAs (e.g. SALTO SEE indicated that HR figures include human resources shared with the hosting NA; and SALTO E&T TCA highlighted that each year their host NA finances additional staff members to support the SALTO in fulfilling its work programme). Table 2 below provides an overview of the human resources available to the SALTOs during the study period (2018–2021).

Table 2 Evolution of SALTO human resources between 2018–2021

	NUMBER OF STAFF MEMBERS ⁷			
	2018	2019	2020	2021
SALTO I&D	3,28 FTE	3,36 FTE	3,36 FTE	4,38 FTE
SALTO P&I	2 FTE	3 FTE	4 FTE	4 FTE
SALTO T&C	4.2 FTE	4 FTE	4.7 FTE	4.8 FTE
ESC RC	1.5 FTE	2.5 FTE	2.5 FTE	3 FTE
SALTO EuroMed	4 FTE	4 FTE	4 FTE	4 FTE
SALTO EECA ⁸	N/A	N/A	N/A	N/A
SALTO SEE	3 FTE	4 FTE	4 FTE	3.6 FTE
SALTO E&T TCA	6 FTE	7 FTE	7.1 FTE	7.2 FTE

Source: information provided by the SALTOs

As shown in Table 2, for most SALTOs, available human resources have remained more or less stable between 2018, or have increased by 1–1.2 full time equivalent (FTE), with the exception of the ESC RC and SALTO P&I, which saw their staff double (from 1.5 to 3 FTE, and from 2 to 4 FTE, respectively).

Activities

Based on the categories presented above, the research team has made a quantitative analysis of the types of activities reported by SALTOs in the Erasmus+ National Agency Annual Reports (which provide quantitative data on activities undertaken). It should be noted at the outset, that a limitation to this analysis is that there is no consistent reporting framework for SALTOs, meaning that the activities reported are not directly comparable between SALTOs. However, our analysis provides some insights into the main trends that can be seen in the SALTO activities. The data gathered for this section covers the period 2018–2020, as the main resources of comparable, quantified data are the Erasmus+ National Agency Annual Reports, which are not yet available for the year 2021.

⁶ Prospective Cooperation (2021), Evaluation Of The Implementation Of The European Erasmus+ And European Solidarity Corps Programmes In The Southern Mediterranean Area

⁷ The numbers in Table 2 refer to full time equivalents (FTE). This means that the actual number of staff members for each SALTO might be different, depending on whether the staff works part time or not.

⁸ Information from SALTO EECA was not received by the Research team.

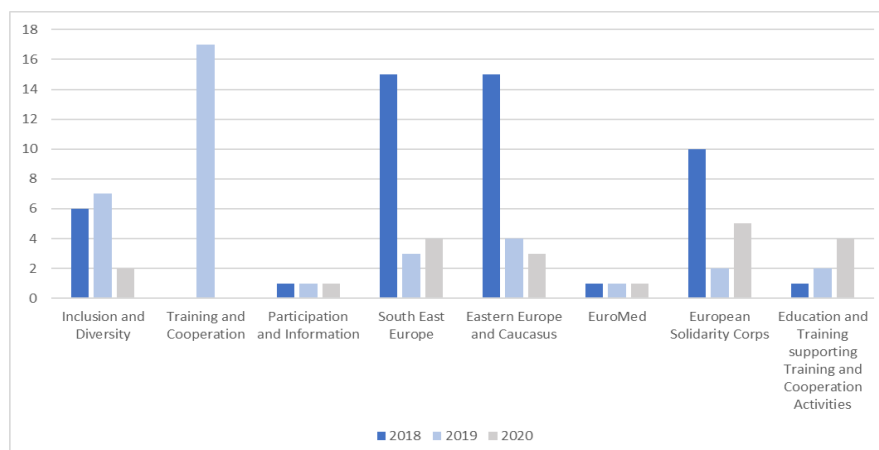
The previous internal assessment identified a typology of indicative activity types for SALTOs, that can be used to categorise the reported activities under each SALTO for the 2018-2021 period. The activity types are:

- ▶ **Training:** activities such as organising training courses for Erasmus+ and European Solidarity Corps programmes users in the youth field; organisation of contributions to Erasmus+ NA staff training;
- ▶ **Seminars and events:** activities linked to the organisation of or contribution to seminars, conferences or similar in relation to EU youth policies and to actions addressing the youth field in Erasmus+ and European Solidarity Corps;
- ▶ **Tools and publications:** creation and/or further development of pedagogical tools; creation and/or further development of technical tools; collection, publication and dissemination of good practice projects; maintenance of online and social media tools;
- ▶ **Other support activities and meetings.**

Training

Desk research shows a wide variation on the number of training activities reported to be delivered by SALTOs, both between different SALTOs and within the same SALTO for different years as seen in Figure 6 below. The most activities reported for training activities happened in 2018 for SALTO SEE and SALTO Eastern Europe and Caucasus (SALTO EECA) and 2019 for SALTO Training & Cooperation (SALTO T&C). These figures are higher than any other reported training activities across the gathered data. For the other SALTOs, there seems to be more consistency within the reported figures, with all SALTOs reporting between 1 and 10 training activities per year. The SALTO EuroMed, moreover, reported all training activities as one 'activity', hence the consistent rate of 1 for each year. However, for the year 2020, which was significantly impacted by the first lockdowns of the Covid-19 pandemic, some SALTOs (I&D, EECA) reported a reduction in training activities on the previous years, while others (SEE, E&T) reported an increase. For the ESC RC, there is a higher level of activity in 2018 in terms of training reported for the first year of activity, which could potentially be explained with the role played by this Resource Centre in the initial roll out of the programme.

Figure 6 SALTO training activities 2018-2020



Source: Erasmus+ National Agency Annual Reports

For all SALTOs, there is a wide variation among the types of training activities reported which cover seminars, capacity development, study visits, training sessions and courses, with additional variations between years depending on the specific work plan and focus areas for each SALTO.

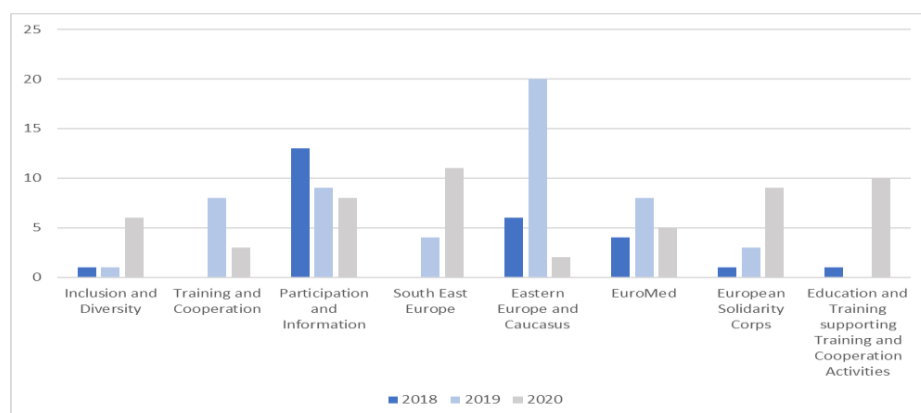
Seminars and events

Seminars and events cover a relatively large subset of outputs (as discussed above), with a wide range of activities reaching large numbers of participants (such as conferences) or being much more targeted (such as trainings for NA staff). This variation leads to a challenge in terms of reporting. Within SALTOs, there is a change between years when compared with the training activities, while there are fewer outliers in terms of numbers of activities. Consequently, SALTO P&I reports the highest average number of activities, with the regional SALTOs also prioritising this activity type. In 2020, the SALTO E&T also increased the number of seminars and events reported, as did SALTO I&D.

Desk research shows that the SALTO P&I has consistently the highest number of reported seminars and events. This could be explained with the close link between this type of activities and outputs, and the focus of this Resource Centre on achieving objectives linked to capacity building and training, conducting regular training events, and the organisation of the SALTO Awards. While directly comparable data is not available for any other SALTOs or years, the Research team received information that the total participants in events conducted

by P&I in 2021 was 842⁹. Figure 7 below shows the number of seminars and events organised by the SALTO for the years where data is available.

Figure 7 SALTO seminar and events activities 2018-2020

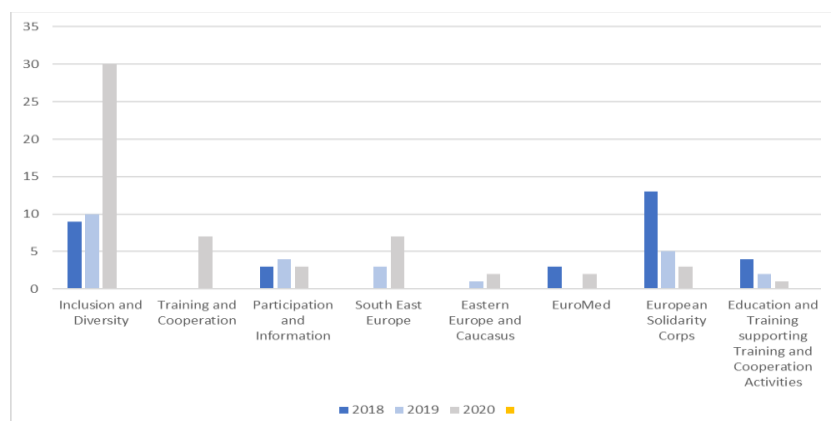


Source: Erasmus+ National Agency Annual Reports

Tools and publication activities

In terms of tools and participation activities, research data identifies SALTO I&D as the most active in reporting tools and publication activities (for example, in 2020 they reported 30 activities - a significantly higher number than all other figures analysed). However, this is probably due to a very high number of 'newsletters' (11) and 'newsflashes' (9) reported. Within this category as well, it is important to note that the development of a tool or publication can be significantly more intensive than generating a newsletter and this level of effort is not captured in this chart. Moreover, there seem to be variations in reporting of these activities between SALTOs, with the SALTO I&D and the ESC RC showing the highest level of consistent reporting for this activity type. Aside from these two SALTOs, the average annual figure reported in the Erasmus+ National Agency Annual Reports tends to be below 5 a year, including for all 3 regional SALTOs. Figure 8 below shows the number of tools and publications for the years where data is available.

Figure 8 SALTO tools and publication activities 2018-2020



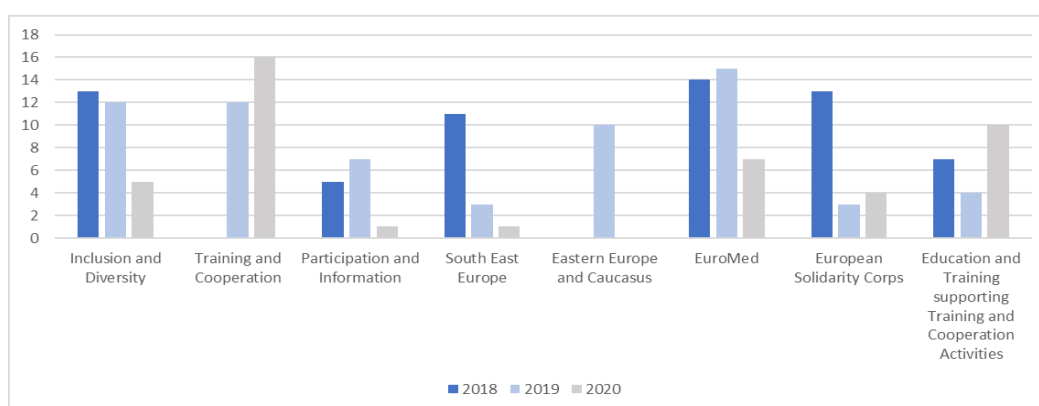
Source: Erasmus+ National Agency Annual Reports

Other support activities

Finally, in terms of other support activities, data shows that the SALTOs generally report a higher average number of activities than in the other activity types. Of the thematic SALTOs, the least active in terms of reported activities in this category is the SALTO P&I, while the SALTO EuroMed reports the highest average amount of activities among the regional Resource Centres. While there are still variations between years and SALTOs, the overall high numbers seem to indicate a certain level of consistency in the types of support that SALTOs provide.

⁹ This data was provided by e-mail by a SALTO P&I coordinator.

Figure 9 SALTO other support activities 2018-2020



Source: Erasmus+ National Agency Annual Reports

Target groups

The analysis of target groups¹⁰ shows that there is a significant degree of variation between the SALTOs in terms of target groups. In order to provide a short analysis of these target groups, the Research team has separated the SALTOs into thematic and regional groups, as well as SALTO Education and Training. In depth breakdowns of all target groups by SALTO and further analysis is presented in the SALTO Fiches below.

Thematic SALTOs

For the *thematic SALTOs*, there is a focus across all three SALTOs on youth workers and stakeholders actively engaged in the youth field. Each SALTO defines a number of specific stakeholders in this category both broad (youth workers, youth leaders) and specific (Youthpass users, Youth participation and e-participation service providers). As to be expected, each SALTO also includes a number of specific groups of stakeholders (captured under other groups) that are mainly unique to each thematic SALTO. For example, SALTO P&I does not include any European institutional staff within the target group. Finally, in terms of internal stakeholders, SALTO T&C has the most significant focus on this category, listing a number of specific target groups.

Regional SALTOs

In the *regional SALTOs*, there is a high focus across all three SALTOs on internal stakeholders. All three SALTOs target Erasmus+ and European Solidarity Corps stakeholders (volunteers, coordinators, mentors, accreditors, trainers, support staff), which aligns closely to their mandate. SALTO EuroMed also targets other SALTO Resource Centres, which is not a target group of any other SALTO. European level stakeholders are not targeted by any regional SALTO. All three regional SALTOs identify youth field stakeholders as a target group, in particular youth workers, trainers and leaders. Finally, in terms of other groups, both SALTO SEE and SALTO EuroMed target policy makers and researchers. SALTO EuroMed also has a specific target group of NGOs and actors from all sectors 'acting for employment and entrepreneurship'.

1.2.2 SALTO fiches (2018-2021)

This section presents the data and evidence gathered in the literature review activity for each individual SALTO. Each SALTO has general information presented first, followed by a detailed assessment of the efficiency, relevance and European added value of the SALTO based on available evidence. All fiches cover the years 2018-2021.

1.2.2.1 SALTO Inclusion & Diversity

Figure 10 SALTO I&D fiche

SALTO I&D

¹⁰ Detailed reference to each target group is included in the individual SALTO fiches in section 1.2.3

SALTO ASSESSMENT
ANNEX 3 – LITERATURE REVIEW

Purpose¹¹	Develop strategic and innovative action to ensure the inclusiveness of the Erasmus+ and European Solidarity Corps programmes, by methods improving the reaching out to and involvement of disadvantaged young people and fostering intercultural understanding.
Topic & focus¹²	<ul style="list-style-type: none"> ▶ Mapping out an understanding of the communication patterns and needs of these groups, a grasp of different cultural preferences and unwanted bias and of the best ways of involving support structures and networks to involve these groups; ▶ Providing continuous advice on the additional support needed to make participation to Erasmus+ and the European Solidarity Corps successful regardless of background or ability; ▶ Implementing and further developing the "Erasmus+ Inclusion and Diversity Strategy in the youth field", e.g. by reducing the risk of exclusion in different life spheres and supporting disadvantaged young through youth work and empowering them to actively participate in youth mobility projects and youth work and become active citizens; ▶ Providing guidance to and support for all NAs on state-of-the art strategies for developing or adjusting a national 'Inclusion and Diversity' Strategy.
Target groups¹³	Internal¹⁴: SALTO staff, European Commission staff, Experts and beneficiaries of Erasmus+ and European Solidarity Corps European level: Council of Europe Youth work: Youth workers, youth leaders, representatives of youth-, educational-, social-, and business sector Other groups: I&D officers, inclusion workers, social workers, professionals working on refugee issues, social enterprises, stakeholders in learning mobility Roma organisations
Activities¹⁵	2018: Steering Group Meetings, Mobility Taster, Course, Conference, Long-term training courses, Training courses, Staff Trainings, Seminar, Focus Group, Newsletter, App, Video, Cookbook, Article, Website, Facebook, Twitter 2019: Steering Group Meetings, Mobility Taster, Id Taster Tc Course, Conference, Long-term training courses, Staff Trainings, Newsletter, Young Refugees Article, 'Toolkit' - Card Game, App, Booklets, Dissemination Of Publications, Website, Facebook, Twitter 2020: Steering Group Meetings, Mobility Taster, Course, Conference, Lttc, Tc, Staff Trainings, Reports, Newsletters, Newsflashes, Articles, Videos, Toolkit, App, Booklet, Video, Web Platform 2021¹⁶: ID Steering Group Meetings, Roadmap round tables, expert group meetings, partners meetings, mobility tasters for ID; ID talks (webinars), On Track Conference, staff trainings
Participation & outreach data¹⁷	2018: 441 participants at trainings, seminars, conferences, events etc. <i>SALTO website:</i> 1,573,354 visits, 623,181 unique users, 6,492,791-page views; <i>Social media:</i> Facebook: 14,064 likes. Twitter: 884 followers; <i>Inclusion newsletter:</i> 6 issues, 24,248 subscribers 2019: 438 participants at trainings, seminars, conferences, events etc. <i>SALTO website:</i> 1,655,199 sessions, 714,840 unique users, 6,677,383-page views; <i>Social media:</i> Facebook: 15,029 likes. Twitter: 964 followers. 2020: 362 participants at events/trainings etc. <i>SALTO website:</i> 1,173,512 sessions, 625,149 users, 4,291,754 page views; <i>Social media:</i> Facebook: 15,325 likes, 16,738 followers, Instagram: 358 followers, Twitter: 1083 followers, YouTube: 105 subscribers 2021: 775 participants at trainings, seminars, conferences, events, etc. <i>SALTO website:</i> 1,113,522 visits, 3,898,988 page views, 143,618 downloads; <i>Social media:</i> FB: 15468 likes, 17487 followers, Instagram: 1207 followers, Twitter: 1346 followers, YouTube: 213 subscribers

Effectiveness of SALTO I&D

Data gathered through the literature review shows that there is evidence of effectiveness for SALTO Inclusion & Diversity. In terms of growth of activities, there has been an increase in participation for the activities in 2021, with an expected reduction in 2020 due to the pandemic¹⁸. However, the shift to mixed online and in-person formats in 2021 meant that there was a large growth in total numbers of participants for this year, indicating continued demand and interest in the activities of the SALTO from stakeholders.

There is some evidence of the effectiveness of SALTO ID in their activities supporting Erasmus+ and supporting improvement in project implementation. The final evaluation report for the Embracing Diversity (2019) training¹⁹ found that a majority of participants (84,6%) had developed a concrete idea to implement as a follow up (such as international youth exchanges and training courses, workshops for young people or youth workers at local level, internal organisational development initiatives, awareness raising campaigns, strategic partnership projects), with most participants confident that these planned actions could be realistically implemented, even if challenges were foreseen in terms of support from organisations and the sustainability of the training group network. This finding was repeated in a

¹¹ National Agency Reports 2018-2020

¹² National Agency Reports 2018-2020

¹³ National Agency Reports 2018-2020

¹⁴ The target groups have been divided into four separate categories:

Internal: Stakeholders involved in the delivery or implementation of Erasmus+ and European Solidarity Corps programmes (European Commission, Erasmus+ NAs, NEOs); European level: Stakeholders involved in implementation through EU-level institutions, policies or programmes; Youth work: Stakeholders engaged in youth participation and youth work activities; Other groups: Any other stakeholder identified as a target group. This typology is used in all SALTO fiches.

¹⁵ National Agency Reports 2018-2020

¹⁶ Annual Short Reports for the Commission provided to the research team by the SALTO

¹⁷ National Agency Reports 2018-2020 and Annual Short Reports for the Commission provided to the research team by the SALTO

¹⁸ National Agency report 2020 and annual short report 2020

¹⁹ Final evaluation report - Embracing Diversity training (2019)

Mobility Taster event supporting Erasmus+ and European Solidarity Corps, where there is clear evidence from the responses that there was a significant increase in knowledge of the programmes and confidence in further development of ideas.²⁰

In terms of activities supporting European Solidarity Corps, these are effective in supporting improvements in project implementation based on evaluation reports. A 'Mobility Taster' Evaluation²¹, with participants from the youth work target groups, mentioned they gained a large amount of knowledge of the European Solidarity Corps following the event and feel confident that they can implement a European Solidarity Corps project compared to very low confidence prior to training. Based on the evaluation and feedback assessments made available to the research team as part of the literature review, attendees reported in all cases that the SALTO I&D trainings were adequate and useful for their work in the youth field. Similarly, based on the assessed data the needs of stakeholders are met, in terms of training participation and outcomes. Respondents from the training evaluations available, found that training methodologies and structures to be useful.

Beyond training and events, the SALTO provides a wide range of media and publications to support the Erasmus+ and European Solidarity Corps programmes, which is highlighted as a good practice linked to SALTO Inclusion & Diversity in the Commission diversity strategy²². The wide range of tools and publications available for the target groups include booklets²³, practical guides²⁴, podcasts²⁵, apps²⁶ and video material²⁷. In terms of media communication and outreach, the SALTO Inclusion newsletter is reported to reach about 10.000 subscribers²⁸ and the website traffic figures available show that access and usage of the website is relatively stable, with a small reduction (although this is minimal) in the year 2021. In social media outreach, there was small but continual growth between the years 2018 to 2021. This indicates that there has been a broad effective media outreach activity from the SALTO. In terms of increasing the proportion of young people into the Erasmus+ and European Solidarity Corps programmes, there is no significant data available found in the literature review. The Erasmus+ Annual Report 2018 highlights the role that SALTO I&D has played in ensuring mobility projects have a strong inclusion dimension²⁹, although this is not further substantiated through quantitative data.

Relevance of SALTO I&D

SALTO I&D has been successful in undertaking a range of activities relevant for the target groups for the Erasmus+ and European Solidarity Corps programmes according to the research conducted for the literature review. The annual list of activities, available through NA reports, show a wide range of activities that cover all types of stakeholders, and the relevance of some of these activities is substantiated through the positive scores found in the evaluation reports provided to the research team by the SALTO. In addition, the list of publications and tools produced in the study period of 2018-2021 shows broad scope in covering a wide range of stakeholders.

In terms of relevance to the needs of young people with fewer opportunities, there is some evidence that the activities of SALTO I&D were relevant. Beyond training activities that provided awareness raising and tools, the major contribution was the development of the 'inclusion dimension' in Erasmus+ and European Solidarity Corps projects, through the support provided to the Inclusion and Diversity Strategy.

There is clear evidence of the creation of increased synergies between stakeholders. Beyond the clear collaborative opportunities offered through the trainings and events, the evaluations provided to the research team provide data on the role of I&D training and events in fostering collaboration and increasing synergies. The Participant Evaluation for a 2019 activity³⁰ found that 82% of participants (n=22) were enabled to create contacts for future co-operation at international level, with participants repeatedly highlighting the events function in introducing new stakeholders to partners. Similarly, other event evaluations find that participants found the trainings useful for potential partnerships. In Latvia³¹, 80% of respondents (n=15) found potential partners at the event, and in Vienna, 86% of respondents (n=14) found that they had found potential partners for ESC volunteering projects³².

In terms of transversal activity relevance, SALTO I&D reports several activities across 2018-2021, including Working Group meetings (with the Commission, SALTOs, TCA). In addition, SALTO I&D is active in youth work initiatives (such as NA Horizontal WG on new ID strategy, European Youth Work Academy, Youth Work conferences, EPLM Conferences, ESC STAFF TC and ETS Advisory Group meetings³³).

EU added value of SALTO I&D

²⁰ SALTO I&D, Mobility Taster Latvia 2019 Evaluation

²¹ SALTO I&D, Mobility Taster Vienna, March 2020, Summary of Evaluation from Participants

²² European Commission (2021), Implementation guidelines: Erasmus+ and European Solidarity Corps Inclusion and Diversity Strategy, DG EAC, <https://erasmus-plus.ec.europa.eu/document/implementation-guidelines-erasmus-and-european-solidarity-corps-inclusion-and-diversity-strategy>, p.20

²³ SALTO Inclusion & Diversity, 2021, Inclusion A to Z, <https://www.salto-youth.net/rc/inclusion/inclusionpublications/inclusionatoz/#:~:text=%E2%80%9CInclusion%20A%20to%20%E2%80%9D%20is,activity%20from%20beginning%20to%20end>.

²⁴ SALTO Inclusion & Diversity (2021), A practical guide to creating inclusion and diversity strategy for National Agencies, <https://www.salto-youth.net/rc/inclusion/inclusionpublications/shapinginclusion/>

²⁵ Shaping inclusion and diversity podcast (2021), available here: <https://www.salto-youth.net/rc/inclusion/inclusionpublications/shapinginclusion/>

²⁶ Quality mobility app (2020), available here: <https://www.salto-youth.net/tools/qapp/>

²⁷ Available through the SALTO Inclusion & Diversity YouTube channel: https://www.youtube.com/channel/UCs_Dm71o3_hgPnlUvoT4DWw

²⁸ <https://www.salto-youth.net/rc/inclusion/aboutinclusion/>

²⁹ European Commission (2018), Erasmus+ Annual Report 2018

³⁰ SALTO I&D, 2019, Partnership Building Activity – Inclusive Volunteering in the Social Economy, May 2019, Ankara

³¹ SALTO I&D, 2019, Mobility Taster Latvia 2019 Evaluation

³² SALTO I&D, 2020, Mobility Taster Vienna, March 2020, Summary of Evaluation from Participants

³³ Reported in NA reports and Annual Commission Short Reports 2018-2021

In terms of provision of a European level resource, this SALTO provides a wide range of resources that are not available through other platforms, in particular including toolkits, web platforms, booklets, podcasts (see full list in figure above). Alongside this, SALTO ID has a well-used website, which indicates a continued relevance to a wide range of stakeholders across Europe.

SALTO I&D has continued to deliver a wide range of outputs for their stakeholders over the study period, with the financial data available for the years 2018-2020 showing that the SALTO has consistently used the full budget. SALTO I&D has one of the highest SALTO budgets, although it is clear expenditure is well within the ranges reported by other SALTOs.

1.2.2.2 SALTO Training & Cooperation

Figure 11 SALTO T&C Fiche

SALTO T&C	
Purpose³⁴	Develop strategic and innovative action to ensure an overall quality approach to training strategies and activities in the youth field, and the recognition of non-formal and informal learning in youth work throughout Europe.
Topic & focus³⁵	<ul style="list-style-type: none"> ▶ Processes, activities and tools within the European Training Strategy in the field of youth supporting the development of quality youth work in Europe through capacity building, such as strategic quality approach to be applied in youth work activities within the programme, developing modular training systems for youth workers and trainers and supporting the capacity building of staff of NAs; ▶ Processes, activities and tools within Youthpass to support and promote the recognition of non-formal and informal learning and of youth work, such as developing, delivering and managing recognition tools and guidance on learning outcomes from non-formal activities, coordinating training activities and providing educational materials; ▶ Facilitating transnational cooperation, networking and mutual learning among NAs and different stakeholders; ▶ A consistent strategy to valorising and presenting programme achievements, experiences and lessons learnt in the above areas.
Target groups³⁶	Internal: SALTO T&C Trainer Pool, Erasmus +NAs, ESC trainers, beneficiaries and trainees European level: European/international programmes Youth work: Youth workers, youth leaders, trainers, multipliers, experienced trainers who train youth workers, lecturers / professors in youth work studies, all Youthpass users, youth field and broader education stakeholders Other groups: Experts from NGOs, institutions, national authorities
Activities³⁷	2018: Seminars and training courses, European Training Strategy training, strategic partnerships, Advisory group activities, competence model laboratory, publications (manual/guidelines, Youthpass newsletter, research report – time to show off learning App, website activities 2019: Trainings, Courses And Other Events, Handbooks, Leaflets, Website, Newsletter, Social Media, Research Report, Essay, Postcards, Bookmarks, Statistical Overview Of Youthpass 2020: Convention, Seminars, Documentation Of Conference, Analysis Of Implementation, Network Newsletter, Social Media, Leaflets, Card Game, Handbook 2021: Workshops, info sessions, meetings, small seminars, online courses, large trainings, seminars, online courses, social media, video content, photo stories, manuals, video production, articles and leaflets
Participation & outreach data³⁸	2018: Youthpass participants (trainers and youth workers: 43), ETS participants 843 (total 886) 2019: Trainers Skills Workshop Arnheim – 22 participants from NAs; Handbook One 2 One: 8000 copies printed ETS competence model linked trainings participants: 422 2020: Learning Out of the Box card game: 500 copies printed; Handbook 'Valued by you, Valued by others': 1.000 copies printed Total participants in training, seminars and events: 1.001; Total participants in other support activities: 263 2021: Youthpass Strategy: 500 copies printed; Total participants ETS activities: 614; Total participants Youthpass activities: 580

Effectiveness of SALTO T&C

The activities conducted by SALTO T&C have supported improved quality in the delivery of youth work in Erasmus+ and ESC activities, according to the literature review. In particular, SALTO T&C plays an effective role in two aspects of delivery, the **Youth Pass** and **European Training Strategy** in the Field of Youth.

³⁴ National Agency Reports 2018-2020

³⁵ National Agency Reports 2018-2020

³⁶ National Agency Reports 2018-2020

³⁷ National Agency Reports 2018-2020

³⁸ National Agency Reports 2018-2020, Annual Short Reports for the Commission provided to the research team by the SALTO, data provided directly on request by SALTO T&C

In its role as the manager of Youth Pass activities, SALTO T&C is responsible for a wide number of activities³⁹. In total, for the years covered by this study, Table 3 (included in the document attached to this Annex) shows the number of certificates issued, projects and organisations participating in Youthpass certification processes. In 2019, Youthpass was launched in the EC, with especially fast take-up in volunteering projects (over 2.000 certificates issued that year). Data shows annual growth up until 2021, as is also evident when looking at data from the years before the COVID-19 pandemic lockdowns in 2020⁴⁰. A period of consistent expansion of the programme was severely affected by the pandemic and the number of organisations that were participating. There is evidence of the effectiveness of Youthpass implementation in the 2020 RAY monitoring survey⁴¹ of Erasmus+ youth projects. This survey found that the majority of Youthpass owners⁴² who had used the Youthpass to apply for jobs, internships or further studies found it to be useful. It was a valuable tool that helped raise the quality and impact of projects through the participants' improved awareness of their newly acquired competences and ability to describe them⁴³. The study additionally found that Youthpass was widely used in Erasmus+ projects, with 87% of project leaders stating that Youthpass was integrated into the project and the methodology. Project participant responses confirmed this, with about 71% of respondents having received a certificate and 12% expecting to receive one.⁴⁴

The European Training Strategy⁴⁵ (ETS) is supported by SALTO T&C through activities and coordination activities⁴⁶. The ongoing activities have been carried out in all years covered by this research study, with some additional evidence providing insight into the effectiveness of the work of SALTO T&C. Firstly, the ETS conference conclusions from 2018 states that programmes such as E+ are crucial in the strengthening of youth work as practice and status as an occupation in Europe, and that fora and European platform (such as those provided through SALTO T&C) are crucial to establishing a community of practice in the education and training of youth work⁴⁷. The YOCOMO MOOC – an ETS online training course on competence-based development – launched in 2020 in response to Covid-19 lockdowns to enable youth workers to learn meaningfully far exceeded expectations of participation, with 880 participants from a very diverse range of countries enrolling by June 2020 to complete a total of 571 modules⁴⁸. A key outcome was 100 participants requesting a Youthpass certificate for completion.

Relevance of SALTO T&C

With regards to the relevance of SALTO T&C **training activities**, a 2019 workshop report found that participants were highly positive and had a positive response to the tools and methods presented in the course. Many participants confirmed they will take many new tools and approaches back to their work and professional activities. In terms of impact, most participants found that the tools and methods were more likely to be used than changes in approach to topics of specific trainer competence development⁴⁹.

The 2018 COMETS training course report⁵⁰ shows all participants agreed that the approach and concept was useful for supporting trainers in the development and all agreed that the ETS competence model supports this as well. As with the 2019 workshop, the participants also felt that the tools and methods were relevant to their professional work. The 2018 Bridges for Trainers evaluation⁵¹ survey respondents (n=81) finds that the majority of participants were either satisfied (28.4%) or very satisfied (59.3%) with the training. The relevance of training activities was also found by participants in the one2one training in 2019⁵², with participants finding the practical tools especially relevant and seeing them as a concrete incentive to multiply the benefits of their participation with several planning their own courses using the tools.

In addition, a data request sent to the SALTO identified the following dimensions of SALTO activities that provide evidence of high relevant over the period 2018-2021: Recognition and validation are listed as 'important programme features' in the Programme Guides and youth workers' and trainers' competences as well as NA staff development are essential for the quality information of the programmes; SALTO T&C supports the work of the Knowledge Management and Staff Training (KSMT) working group, part of the European Training Strategy, in particularly on the development of a competence framework for staff of NAs; SALTO T&C facilitates the work of the TCA/NET Working Group, coordinating the quality of TCA/NET projects, colleagues in the NA network, and implementation of the EU Youth Programme in general. The pandemic required a lot of extra support and coordination; Multilingualism is emphasised throughout the programmes as an

³⁹ Including: communicating between stakeholders in E+ and the ESC; chairing the Youthpass Advisory Group; Developing recognition instruments and related procedures with experts and practitioners; supporting the translation of the Youthpass website and certificates; monitoring the different aspects of implementation of Youthpass; development and implementation of training courses, seminars and conferences; publishing of promotional and educational materials; contributing to European processes developing recognition of youth work and of non-formal and informal learning.

⁴⁰ Youthpass (2020), Youthpass Statistical Overview 2020, <https://www.youthpass.eu/downloads/13-62-492/Youthpass%20overview%202020.pdf>

⁴¹ Böhrer, J., et al, (2020). Research Report. RAY-MON. Effect and outcomes of the Erasmus+ Youth in Action programme. Transnational Analysis.

⁴² <https://www.youthpass.eu/en/about-youthpass/statistics/>

⁴³ Böhrer, J., et al, (2020). Research Report. RAY-MON. Effect and outcomes of the Erasmus+ Youth in Action programme. Transnational Analysis, p.47

⁴⁴ Böhrer, J., et al, (2020). Research Report. RAY-MON. Effect and outcomes of the Erasmus+ Youth in Action programme. Transnational Analysis, p.47

⁴⁵ European Commission (2020), European Training Strategy in the field of Youth: Supporting the development of quality youth work in Europe through capacity building, Erasmus+

⁴⁶ Including: Supporting the Commission in the strategic development of the ETS and coordination of measures; designing and carrying out innovative ETS projects and activities; representing the ets at relevant events in the field of capacity building and quality of youth work; supporting the Commission in the preparation, implementation and follow-up of the ETS AG meetings; developing and disseminating ETS newsletters, websites and journals and actively be involved in WG supporting the ETS.

⁴⁷ SALTO T&C (2018), Conclusions of the European Training Strategy Advisory group on the outcomes of the 1st ETS Conference, 26-28 March 2018, https://www.salto-youth.net/downloads/4-17-3985/ETS_Messages_Final.pdf

⁴⁸ SALTO T&C (2020), YOCOMO – and ETS online course on competence-based development for youth workers: Final Report

⁴⁹ SALTO T&C (2019) Report: The art to reflect: About meaningful reflection in trainings, Trainers skills workshop, 2019, Amheim, Netherlands

⁵⁰ SALTO T&C (2018), COMETS 2018: Understanding and Facilitating Group Learning Processes, Training Course Vienna, Austria, May 2018, https://www.salto-youth.net/downloads/4-17-3798/Report_COMETS_2018_final.pdf

⁵¹ SALTO T&C (2018), Bridges for Trainers Evaluation

⁵² SALTO T&C (2019), One 2 One – supporting learning face-to-face: Overview Report, 27 Jan – 02 Feb 2019, Budapest, Hungary

important principle, with the translation of the Youthpass certificates and Youthpass web tool providing evidence of relevance to a wide range of stakeholders and beneficiaries.⁵³

EU added value of SALTO T&C

SALTO T&C can demonstrate clear European added value through its key role in the delivery of the European Training Strategy and the Youthpass. Both of these are European level strategies and rely on the coordination and supporting activities provided by SALTO T&C.

This also effects the budget of SALTO T&C, which has the highest budget of any Resource Centre. However, based on the literature review this appears to be justified through the wide range of activities delivered and the significant responsibilities of the SALTO in delivering European level coordination for strategies and tools.

1.2.2.3 SALTO Participation & Information

Figure 12 SALTO P&I Fiche

SALTO P&I	
Purpose⁵⁴	Develop strategic and innovative action to encourage - in accordance with the goals of the EU Youth Strategy and the Erasmus+ and European Solidarity Corps programmes - youth participation in civic and democratic life. Support the critical usage of media to support better knowledge of the emerging trends in participation of young people. Provide knowledge on young people's social and political involvement to help shape better policies and practice.
Topic & focus⁵⁵	<ul style="list-style-type: none"> ▶ Fostering the involvement of young people in democratic decision-making; ▶ Fostering youth participation in civic and social life through volunteering or taking up a role in youth organisations; ▶ Developing expertise on evolving trends in youth participation, including through digital means; ▶ Developing expertise on young people's skills that enhance and underpin their effective participation, including media literacy, sense of initiative and communication; ▶ Providing guidance to and support for all NAs on state-of-the art strategies for reaching out to a higher number of young people, increasing quality and impact of information activities as well as their inclusiveness and the sustainability and transferability of project results.
Target groups⁵⁶	Internal: Erasmus+ NAs, Youth Participation Officers, Communication and Information Officers. European level: <i>Specific group not highlighted</i> Youth work: Youth representatives and e-participation service providers, young people, youth field actors, youth workers, youth leaders Other groups: E-participation experts, software developers, users of e-participation tools, KA3 applicants, decision makers, influencers at national, regional, local and EU level
Activities⁵⁷	2018: Seminar, Coordination Meetings, Training Seminar, Steering Committee Meeting, Study Visit, Survey Analysis, Case Study, Focus Group, Think Tank, Expertise And Support, Publications, Online Campaign, Newsletter, Facebook, Instagram, SALTO awards 2019: Lectures, Staff Training, Project Lab, Meetings, Web Platform, Online Resource Hub, Survey 2020: Staff Training, Online Events, Award, Webinars, Online Developments and Preparation, Strategy Implication 2021: Staff training, online events, webinars, participation resource pool management, SALTO Awards, publications (toolkits, manuals), conference
Participation & outreach data⁵⁸	2018: 447 participants, of those 187 from WB Partner Countries, 8 from other Partner regions and 252 from Programme countries. In addition, 31 participants from WB Partner countries were supported in other activities organised by National Agencies. 2019: 175 participants at 2 webinars 2020: Total participants in activities 1.852 SALTO PI Awards: more than 12.000 views on Facebook live-stream 2021: 5554 visitors (growth compared to the previous period +2011.8%) 5263 new visitors/new users (growth compared to the previous period +2208.8%) Total number of visitors: 57.200 ; Unique visitors: 4.7044; Facebook: Followers: 25,540 (average post reach: circa 100,000); Instagram (new channel): 1,522 followers; Accounts reach (average): 59,200; Twitter: 1,529 followers (average impressions 6,739); 842 total participants in events

Effectiveness of SALTO P&I

⁵³ Data submitted by SALTO T&C in response to specific data request from the research team

⁵⁴ National Agency Reports 2018-2020

⁵⁵ National Agency Reports 2018-2020

⁵⁶ National Agency Reports 2018-2020

⁵⁷ National Agency Reports 2018-2020

⁵⁸ National Agency Reports 2018-2020, Annual Short Reports for the Commission provided to the research team by the SALTO, data provided directly on request by SALTO P&I

The summary data in the figure above indicates that SALTO P&I is effective, despite some limitations in tracking progression over time. Activities listed indicate that there is a broad range of activities being undertaken by SALTO P&I that fully address the target groups and objectives of the SALTO P&I mandate. However, it is difficult to accurately verify any trends in participation at events and trainings, as the only data available is not comparable and the reporting does not differentiate between online and in-person events.

The literature review identified evidence of the effectiveness of SALTO P&I. A survey of NAs responsible for Erasmus+ and European Solidarity Corps⁵⁹ was commissioned by SALTO P&I⁶⁰, which provides some valuable insight into the effectiveness of SALTO P&I for the years 2018 and 2019. In terms of value to NAs, the highest rated activities were the regular CIOST training and Think Tank events (discussed below), with support on communication activities and the e-participation seminar being less valued. The figure below provides a full breakdown of responses.

Beyond these specific activities, SALTO P&I was rated as effective by NAs across a wide range of support activities, as can be seen in Figure 1 (included in the document attached to this Annex). The most successful activities were 'enhancing information flow and sharing knowledge on participation', providing TCAs for NAs, and providing expertise on youth participation. The least successful activity (although this was actually rated positively overall) was in 'working strategically to coordinate participation and information across E+'. Figure 1 (included in the document attached to this Annex) clearly shows that all aspects of SALTO P&I support to NAs can be considered effective, although the knowledge sharing, expertise and training work is considered more effective than coordination activities.

The study concluded that the direction of the work was valid (as can be seen by the continuation in the activities in the subsequent years covered by this study), although there needed to be a stronger focus on the visibility and communication of SALTO P&I's work as well as coordination with SALTOs. From the NA perspective, the main expectations of SALTO P&I was to produce easy to understand information to be handed on to the public, and as a bridge between the Commission and young people and youth workers, coordinate information and communication across the NA network, and play a role in knowledge transfer between NAs⁶¹. Based on analysis of the activities data and the SALTO studies available, it is clear that in the years since this survey was commissioned (2019-2021), activities in these areas have been conducted and to some extent expanded.

In particular, the 2020 Youth Participation Strategy⁶² directly addresses some of these aims, with the ambition of the Strategy being to contribute to the achievement of the objectives of the EU Youth Strategy in fostering youth participation in democratic life as well as using the full potential of the Erasmus+ and ESC programmes⁶³. The Strategy also aims to bring together a wide range of stakeholders (SALTO P&I, NAs, SALTO network, youth information providers, youth organisations, National and Local Youth Councils, researchers and youth participation experts) in the achievement of the aims.

Finally, there is also some data available on trainings, with participants in training identifying that the topics, networking opportunities and good practices were assessed as having benefits⁶⁴.

Relevance of SALTO P&I

The literature review identified some examples of relevance in SALTO P&I. The tools, such as the Youth Participation Toolkit⁶⁵, provide a relevant and practical resource addressed to those in the Youth Work community of practice who wish to enable and foster youth participation through the EU youth programmes. The Toolkit is a modular programme, with 12 modules available as freestanding resources that can be combined and aim to enhance participation through the Erasmus+ and European Solidarity Corps programmes. These activities and publications clearly show that SALTO P&I is developing practical materials to reach the full range of target groups and meeting the expectations of stakeholders.

The 2020 launch of the Participation Resource Pool⁶⁶ provides further evidence of relevance, with the PRP promoting quality tools and resources in the fields of Youth Participation, Media and Information Literacy, and Communication. This has become a major platform, with user statistics for 2020 showing 4.550 visits from a very wide range of locations and the main age profile being those aged 25-34 (28.6%)⁶⁷.

EU added value of SALTO P&I

There is consistent evidence from multiple sources on the value of SALTO P&I as a resource for building networks and partnerships (see sections above), with one particular activity being the Think Tanks that were established in 2018 and continued annually. The Think Tanks

⁵⁹ N=32

⁶⁰ SALTO P&I (2019), 2019 survey of National Agencies for E+ and ESC: Informing the work of SALTO PI

⁶¹ SALTO P&I (2018), Erasmus+ National Agencies for Youth needs and priorities in the fields of Youth Participation and Information: Results of the Survey

⁶² SALTO P&I (2020), Youth Participation Strategy: A strategy for enhancing youth participation in democratic life through the Erasmus+ and European Solidarity Corps programmes, <https://participationpool.eu/resource-category/youth-participation/youth-participation-strategy/>

⁶³ SALTO P&I (2020), Youth Participation Strategy, p.27

⁶⁴ SALTO P&I (2018), CIOST+ 2018: Final Report, Staff Training for Communication & Participation Officers, Athens, Greece

⁶⁵ SALTO P&I (2021), Youth Participation Toolkit, <https://participationpool.eu/toolkit/>

⁶⁶ www.participationpool.eu

⁶⁷ Data provided by SALTO P&I.

have an aim of co-creating solutions to increase young people's active participation in society and decision-making, with a network of experts, policy-makers and practitioners selected to join⁶⁸.

In addition to the convening of practitioners, the platforms and toolkits developed and maintained by SALTO P&I provide clear evidence of EU added value (as these tools and platforms are clearly linked to the EU Youth Strategy and wider EU targets) with no other organisation or institution being tasked or responsible for producing such materials specifically to enhance the delivery of Erasmus+ and European Solidarity Corps activities.

1.2.2.4 SALTO South East Europe

Figure 13 SALTO SEE Fiche

SALTO SEE	
Purpose⁶⁹	Promote Erasmus+ and the European Solidarity Corps in the region with a view to reach a balanced participation of the different countries through local information, capacity-building and other support
Topic & focus⁷⁰	<ul style="list-style-type: none"> ▶ Promote and support the implementation of the Erasmus+ and European Solidarity Corps programmes in the Neighbouring Partner Countries of the Western Balkans and to support ▶ The development of youth work in the framework of fostering the overall process of the European integration of the region in the youth field. ▶ Involve organisations working with cultural minorities, especially Roma youth; ▶ Quality Labels for European Solidarity Corps, ▶ Accreditation and training cycle for volunteers ▶ Raise awareness and build capacity of youth workers in non-formal learning
Target groups⁷¹	Internal: ESC volunteers, ESC coordinators, mentors, supervisors and other ESC support staff, EuroPeers European level: <i>Specific group not highlighted</i> Youth work: Youth workers, youth leaders and other practitioners working directly with young people Other groups: Policy makers, researchers, educators, decision makers
Activities⁷²	2018 Erasmus+: Training courses; strategic partnerships, support to EuroPeers; study visits, regional events, publications and guidelines; support to E+ Contact Points. European Solidarity Corps: ESC training cycles; partner-finding and capacity building, accreditation and monitoring, booklet and tools. 2019 Erasmus+: Training courses, participation in strategic partnerships, cooperation in youth work against violent radicalisation, seminars, conferences, toolkit development, participation in meetings of NAs. European Solidarity Corps: ESC training cycles; partner-finding and capacity building, accreditation and monitoring, booklet and tools. 2020 Erasmus+: Training courses, participation in strategic partnerships, cooperation in youth work against violent radicalisation, seminars, conferences, toolkit development, participation in meetings of NAs, Eutopia launched, dissemination of information; webinar preparation, participation in WGs and ETS advisory group. European Solidarity Corps: Trainings, consultation meetings; support for Contact points; online meetings; support for new organisations; online volunteer trainings; online meetings, participation in WGs and Advisory Groups. 2021 Erasmus+: Coordination of SNAC NPC (beyond borders) and planning of launch conference; strategy development; dissemination of recommendations on digital youth work; TCA support activities; online activities and webinars; online training programme; participation in SALTO networks. European Solidarity Corps: Trainings, consultation meetings; support for Contact points; online meetings; support for new organisations; online volunteer trainings; online meetings, participation in WGs and Advisory Groups.
Participation & outreach data⁷³	2018 Number of participants in support activities organised by SALTO SEE: 140 Number of accreditations / quality labels processed: 13 2019 Number of participants in support activities organised by SALTO SEE: 108 Number of accreditations / quality labels processed: 9 2020 Number of participants in support activities organised by SALTO SEE: 41 Number of accreditations / quality labels processed: 18 2021 Number of participants in support activities organised by SALTO SEE: 537 Number of accreditations / quality labels processed: 13

Effectiveness of SALTO SEE

⁶⁸ SALTO P&I (2018): SALTO think tank on youth participation: closer to the edge of participation and activism

⁶⁹ National Agency Reports 2018-2020

⁷⁰ National Agency Reports 2018-2020

⁷¹ National Agency Reports 2018-2020

⁷² SALTO SEE Annual Reports to Commission

⁷³ National Agency Reports 2018-2020 and data provided directly on request by SALTO SEE

The data collected in the literature review shows that a wide range of activities (listed in the figure above) take place annually and address the objectives of the SALTO closely. Several activities take place over the years (i.e., training courses and content are updated and re-used). In terms of participation data, there is a relatively large variation between the years. 2018 and 2019 are both comparable in terms of figures (140 and 108 participants respectively), but there is a large drop to 41 in 2020, due to the pandemic limits on mobility. There is a very large jump in 2021, with the increase to reflect learners of the online MOOC (Europe and Young People: How citizenship works in the European context)⁷⁴, making the number significantly higher. This indicates that SALTO SEE has been effective at fulfilling its objectives and reaching the target group.

Some additional information from the literature review shows the effectiveness of SALTO SEE. An analysis undertaken by SALTO SEE⁷⁵ provides significant insight into the Erasmus+ programme effectiveness. Overall, the study finds that services provided by SALTO SEE are an important element in facilitating the accessibility of the programmes, with SALTO SEE services perceived as either helpful or very helpful, with a score of around 80% in all components from the survey respondents, with reference to activities such as participation in international activities, publications, direct support and information, and activities supporting volunteering. The reported most frequently used services are online publications, with ESC and volunteering services less used (although they target a more specific target groups). The least satisfaction was found with Contact Point services and visibility⁷⁶. Figure 2 (included in the document attached to this Annex) provides an overview of the assessment.

In addition, focus group evidence conducted also showed that the most appreciated support from participants was: information provided on the SALTO SEE web-site, trainings and other activities organized by SALTO SEE, and ongoing communication and exchange of information⁷⁷. This indicates that certain activities are valued more highly by specific stakeholder groups, with different targeted needs. In particular, the study research identified some dissatisfaction with Contact Points within countries, due to resources and capacities being too limited to fully respond to the needs for support requested by organisations/potential programme beneficiaries. Finally, the study also identifies that there has been some increase in efficiency and that the Erasmus+ programme has become more accessible over the years, in particular due to access to information and support measures⁷⁸.

Evidence gathered through training evaluations and reports also provides evidence of efficiency in SALTO SEE. The Moving Forward training report (2021) received a positive overall evaluation, and all participants reported that their expectations were met⁷⁹. A majority of participants expressed they were 'inspired' by the good practice examples and all participants assessed their readiness to get involved in future projects within Erasmus+ as satisfactory, good or excellent. In terms of involvement in the European Solidarity Corps, most participants responded satisfactory, good or excellent, but 16.2% assessed readiness as not very good. This aligns with the findings of the MOVIT (2019) study, which also found there was less confidence among stakeholders and project organisers in participating in the European Solidarity Corps programme. The (Re)discovering Europe with young people activity report, similarly found that 60% of the seminar group felt that the training provided opportunities to address the topic of Europe meaningfully with young people (n=20), and only 5% scored below a 3⁸⁰. A European Solidarity Corps focused training had all respondents finding the course answered the needs and issues of the participants⁸¹. Finally, participants in a youth exchange training all felt that they had developed competences to recognise the potential for learning in all phases of a youth exchange and had an increased understanding of the role of a youth leader. All participants (n=20) assessed that their expectations were met⁸².

Relevance of SALTO SEE

In addition to the analysis above, there is some limited evidence for relevance from the training evaluation reports submitted by to the study team by SALTO SEE. One training found that a large majority of participants found the inputs of the workshop topics and EU youth programmes relevant⁸³.

EU added value of SALTO SEE

Evidence gathered through additional sources show that the training activities provided access to a community⁸⁴ and the opportunity for networking with organisations interested in future cooperation in promoting Europe as an opportunity for young people⁸⁵.

⁷⁴ Further information on this webinar can be found here: <https://www.salto-youth.net/rc/see/activities/active-european-citizenship-and-identity/citizenship-europe/webinars/>
⁷⁵ MOVIT (2019), Implementation of the Erasmus+: Youth in Action Programme in the Programme's Partner Countries in the Western Balkans – Strategic Analysis including Recommendations in the Field of Youth

⁷⁶ MOVIT (2019), p.49

⁷⁷ MOVIT (2019), p.49

⁷⁸ MOVIT (2019), p.46

⁷⁹ SALTO SEE (2021), Moving Forward: The new European Youth Programmes and their Relevance for the Western Balkan Region: Report, Online Workshops, 2021

⁸⁰ NA MOVIT (2019), (Re)discovering Europe with young people: Report of the activity, NA MOVIT and SALTO SEE

⁸¹ SALTO SEE (2021), TOSCA training Final Report, Albania, 2021

⁸² SALTO SEE (2018), Cherry on the cake – youth exchange in the context of a long-term work with groups of young people, training course report, Slovenia

⁸³ SALTO SEE (2021), Moving Forward: The new European Youth Programmes and their Relevance for the Western Balkan Region: Report, Online Workshops, 2021

⁸⁴ SALTO SEE (2021), TOSCA training Final Report, Albania, 2021

⁸⁵ NA MOVIT (2019), (Re)discovering Europe with young people: Report of the activity, NA MOVIT and SALTO SEE

1.2.2.5 SALTO Eastern Europe and Caucasus

Figure 14 SALTO EECA Fiche

SALTO EECA	
Purpose⁸⁶	Promote Erasmus+ and the European Solidarity Corps in the region with a view to reach a balanced participation of the different countries through local information, capacity-building and other support
Topic & focus⁸⁷	<ul style="list-style-type: none"> ► Increase the quality of European Solidarity Corps activities ► Informal and promotional activities ► Raise awareness of non-formal and informal learning ► Promote cooperation with Russia and EaP countries ► Develop cooperation with state institutions and non-governmental org.
Target groups⁸⁸	<p>Internal: ESC volunteers, accreditors, coordinators, and trainers, Erasmus+ NAs, all organisations/institutions that are willing to act on ESC, ESC accredited organisations</p> <p>European level: <i>Specific group not highlighted</i></p> <p>Youth work: Youth trainers, youth workers, youth leaders, youth policy actors, young people, youth workers from governmental and non-governmental organisations</p> <p>Other groups: <i>Specific group not highlighted</i></p>
Activities⁸⁹	<p>2018: Training Sessions, Accreditations, Monitoring Visits, Seminars, National Meetings, Study Visits, Training Course</p> <p>2019: Annual Gathering, Webinar, Seminar, Study Visit, Ltcc, Tool Fair, Training Course, E-Learning Platform</p> <p>2020: Training, Event, Training Course, Alumni Network, Hop E-Learning Platform</p> <p>2021: <i>no information available</i></p>
Participation data⁹⁰	<p>2018: 21 training sessions for volunteers (8 on arrival trainings, 10 mid-term meetings and 3 annual volunteering events); 346 volunteers taking part; 55 accreditations of organisations; 60 participants selected and supported to take part in pan-European international activities</p> <p>2019: 60 participants selected and supported to take part in pan-European international activities</p> <p>2020: Info Centre Facebook and V Kontakte: 53,500 followers; SALTO EECA Facebook: 17,750 subscribers; Info Centre Newsletter: 1,300 subscribers ; Hop crash course: 21 participants ; EaP Youth Engagement Summit: >500 participants; V4-EaP Virtual Youth Event: >50 participants</p> <p>2021: <i>no information available</i></p>

Effectiveness of SALTO EECA

SALTO EECA undertakes a wide range of activities to meet the objectives and reach the target groups. To some extent, the period of 2018-2021 has been one of adaptation, with InfoCentres set up in partner countries in 2017 and a large shift to online learning in 2020 and 2021, due to the Covid-19 pandemic⁹¹. The role of Info Centres was highlighted in the Zoom 2018 Newsletter, which reported that the format for a local representative and promoter of EU youth programmes was expected by ministries, with cooperation with EU Delegations allowing the Info Centres to be more effective and providing the EU institutions with an additional tool to achieve EU youth policy aims⁹². Overall, the activities identified in the literature review can be considered effective at reaching the stakeholder groups and range of participants. In terms of participation data, there is limited comparable evidence between years as there is no set reporting criteria for each annual reporting period. The data available shows a consistent progress in the number of European Solidarity Corps volunteers reached and organisations accredited (see further detail below), with some further evidence of high participation rates at certain events (EaP Youth Engagement Summit 2020, pan-European international activities 2018 and 2019). However, it is not clear to what extent these numbers have grown (or not) over the analysis period.

There is also clear evidence of effectiveness for SALTO EECA in the literature review. The NA report 2019⁹³ finds that the Erasmus+ KA1 target was exceeded by 180%, with at least some of this growth attributed directly to SALTO EECA playing a major informational role and promoting the Youth programme in the EaP and Russian Federation. Similarly, the NA report 2020⁹⁴ highlighted the EU Eastern Partnership (EaP) Youth Engagement Summit as being the first online event on such a large scale with a focus on the EaP and EU countries in the fields of youth participation, entrepreneurship and employment.

⁸⁶ National Agency Reports 2018-2020

⁸⁷ National Agency Reports 2018-2020

⁸⁸ National Agency Reports 2018-2020

⁸⁹ SALTO SEE Annual Reports to Commission

⁹⁰ National Agency Reports 2018-2020 and data provided directly on request by SALTO SEE

⁹¹ NA Annual Report 2020

⁹² SALTO EECA (2018), ZOOM EAST 2018, Newsletter, <https://www.salto-youth.net/downloads/4-17-3843/Zoom East 2018.pdf>

⁹³ National Agency Annual Report 2019

⁹⁴ National Agency Annual Report 2020

There is also evidence of satisfaction from participants (n=190) from EaP countries, with the 2018 report on youth policy in EaP countries⁹⁵ finding that 96,8% of them expressed satisfaction with participation in Erasmus+ mobility projects and 93,1% expressed a willingness to take part in learning mobility in the future⁹⁶. Mobility activities were also found to have contributed to the professionalisation of youth work in the EaP region, in particular for youth workers gaining opportunities to compare and share practices with experienced colleagues from the EU⁹⁷. The study attributes this progress and high level of satisfaction and effectiveness at least partially to SALTO EECA and specifically the training activities that are carried out on a regular basis to 'share the knowledge, experience and good practice examples of youth workers from the region'⁹⁸. The value and high level of impact of mobility projects is reflected in the later analysis of 2021, with Figure 3 (included in the document attached to this Annex) showing clearly the high level of Youth Worker's Mobility actions being taken place as a majority in every EaP country⁹⁹.

For European Solidarity Corps activities, SALTO EECA has carried out number of accreditations of organisations across all EaP countries, although there is a relatively large regional variation with Azerbaijan and Belarus having a much lower figure and Russia, Georgia and Ukraine having much larger numbers. Figure 4 (included in the document attached to this Annex) provides full detail on the accreditation figures. While satisfaction or other qualitative assessment data on the European Solidarity Corps activities in the region was not available for this research, the figures suggest that there was a degree of effectiveness that can be linked to SALTO EECA activities.

These assessments are confirmed through the 2021 regional consultation report¹⁰⁰, which found that in most EECA countries Erasmus+ and European Solidarity Corps actions are perceived as important contributors to the increased quality of youth work and youth policy development at national level. This report also finds that: i) SALTOs EECA's contribution to youth work and youth policy is seen as positive across all EECA countries; ii) The SALTO website is the most recognised point of counts, with partnership search functions (such as OTLAS) seen as essential and important for youth workers and young people across all EECA countries. Toolboxes and online resources such as manual are seen as vital and needed in all countries of the region; iii) All EECA countries see diversity and inclusion in E+ and ESC programmes participation as vital to success, with challenges in participation amongst young people with fewer opportunities; iv) Youth organisations highlighted the need for greater availability of SALTO EECA opportunities and projects and a continued need for capacity building at all levels¹⁰¹.

Relevance of SALTO EECA

The literature review found that SALTO EECA is relevant. As discussed above, the Information Centre network for E+ Youth has become an important tool of support for the implementation of the programme in the region, with the main effects of the centres so far including press conferences, consultations and social media activities¹⁰². This level of local representation and coordination in partner countries ensures that the SALTO EECA activities remain relevant and useful to stakeholders in partner countries.

The regional consultations also provide evidence of relevance, with the intercultural learning and peaceful dialogue character of Erasmus+ projects being seen as having great value and a unique offer, with SALTO EECAs prioritisation of inclusion and active citizenship being highlighted as important and in line with local and national needs across all EECA countries¹⁰³. This is part of a concerted effort by SALTO EECA and SALTO I&D, which started a long-term cooperation in 2014 on 'Inclusion in Eastern Partnership and Russia' with the aim of creating a coherent strategy for both regions, which has been implemented on an ongoing basis since¹⁰⁴. In addition, SALTO EECA is seen as a crucial advocate of EECA youth organisations and young people, with this role being helpful to continue¹⁰⁵. In addition, it is worth mentioning the HOP e-learning platform¹⁰⁶, which offers 6 online courses, which was established in 2019. Finally, in 2020 the SALTO EECA joined with NAs, SALTO EuroMed and SALTO SEE to develop cooperation with neighbouring partner countries that focussed on supporting more and better-quality projects within the Erasmus+ and European Solidarity Corps programmes and increase the relevance and impact of their cooperation¹⁰⁷.

EU added value of SALTO EECA

The research shows clear evidence of EU added value from the work of SALTO EECA. In addition to the wide range of cooperation and coordination activities described, there is the 'Youth work in prevention of violent radicalisation' transversal activity¹⁰⁸. The regional

⁹⁵ Ministry of Foreign Affairs Republic of Poland (2018), Youth Policy in Eastern Partnership Countries: Overview of youth policy in Eastern Partnership countries and its European support mechanisms, FRSE Publications, Warsaw, [Overview of Youth Policy in EaP Countries_EN.pdf \(salto-youth.net\)](#)

⁹⁶ NB, research conducted in 2016-17.

⁹⁷ Ministry of Foreign Affairs Poland (2018), p.83

⁹⁸ Ministry of Foreign Affairs Poland (2018), p.83

⁹⁹ Ministry of Foreign Affairs Republic of Poland, (2021), Youth Policy in Eastern Partnership countries and the Russian Federation, FRSE Thematic Reports, Warsaw 2021, youth-policy-online-2.pdf (frse.org.pl)

¹⁰⁰ SALTP EECA (2021): eastern Europe and the Caucasus REGIONAL CONSULTATIONS on Erasmus+ Youth and European Solidarity Corps June - July 2021, outcomes of the 2021 regional consultations.pdf (salto-youth.net)

¹⁰¹ SALTO EECA (2021)

¹⁰² National Agency Annual Report 2018

¹⁰³ SALTO EECA (2021)

¹⁰⁴ SALTO EECA (2018), ZOOM EAST 2018

¹⁰⁵ SALTO EECA (2021)

¹⁰⁶ <http://www.HOP.salto-youth.net>

¹⁰⁷ National Agency Annual Report 2020

¹⁰⁸ Begun in 2016 as a collaboration between SALTOs EEC, SEE and EuroMed.

consultation report (2021) also provides good additional evidence of EU added-value, finding that Erasmus+ and European Solidarity Corps are seen as unique opportunities for international cooperation and exchange of experiences, and the most important features are the international cooperation and mobility, flexibility in provision of a range of support formats, and transversal character of skills and capacities developed¹⁰⁹.

1.2.2.6 SALTO EuroMed

Figure 15 SALTO EUROMED Fiche

SALTO EUROMED	
Purpose¹¹⁰	Promote Erasmus+ and the European Solidarity Corps in the region with a view to reach a balanced participation of the different countries through local information, capacity-building and other support
Topic/focus¹¹¹	<ul style="list-style-type: none"> ▶ Global strategy on EuroMed cooperation and stronger visibility ▶ Valorisation of results and cooperation between different stakeholders within the youth field ▶ Promotion of good practices ▶ Accreditation process for European Solidarity Corps
Target groups¹¹²	<p>Internal: Erasmus+ NAs, accredited SouthMed NGOs, ESC coordinators and Tutors, ESC Trainers and Accreditors, SALTO Resource Centres</p> <p>European level: <i>Specific group not highlighted</i></p> <p>Youth work: Experts in the field, youth workers</p> <p>Other groups: Policy makers, researchers, NGOs with strategic practices in training and education, academics, NGO policy makers, young leaders, actors from all sectors – NGOs, education, private sector, public sector – acting for employment and entrepreneurship</p>
Activities¹¹³	<p>2018: Trainings, International Symposium, Euromed Forum, TF, Meetings, Seminars, International Fair</p> <p>2019: Training, Seminars, Conference, Tool Fairs, Study Visit, Evaluation Meeting</p> <p>2020: Training, Seminar, Meeting, App, Tool Fair Club, Promo Tools</p> <p>2021: <i>no information available</i></p>
Participation data¹¹⁴	<p>2018: 2950 participants; 632 participants including 201 from SouthMed countries; 60 volunteers were trained in 2018</p> <p>2019: <i>no information available</i></p> <p>2020: Tool Fair Maghreb: 11 participants; Youth work against violent radicalization: contact seminar: 17 participants; Youth work against violent radicalization: training for competence development: 13 participants</p> <p>2021: <i>no information available</i></p>

Effectiveness of SALTO EuroMed

The data assessed in the table show some limited evidence of efficiency. While there were a wide number of activities undertaken that reached all target groups (as can be found in the NA Annual Reports), there is limited detail available on total participation for the years of the analysis and none that could be considered directly comparable. In this case, the main source for SALTO EuroMed is the 2021 Evaluation¹¹⁵, which provides rich proxy data for assessing effectiveness over the majority of the analysis period¹¹⁶. In terms of reaching target groups, Figure 5 (included in the document attached to this Annex) shows that SALTO EuroMed was effective in reaching the primary target groups, with youth workers, trainers/facilitators and managers (of programmes and projects supported by E+ and ESC) being the main participants in training activities for SALTO EuroMed.

In terms of this SALTO's work on Erasmus+, Figure 6 shows the participation by country in activities for 2017-2020. In total, 9 activities were held during the 2017-20 period, with 127 participants (115 being youth workers). There is a clear trend to higher levels of participation where a national Tool Fair took place (the green line), with the blue line being participation in Tool Fairs outside of the national country. This indicates that the participation in tools activities is largely driven by national hosting of events, with a very limited participation for youth workers outside of national contexts¹¹⁷.

¹⁰⁹ SALTO EECA (2021)

¹¹⁰ National Agency Reports 2018-2020

¹¹¹ National Agency Reports 2018-2020

¹¹² National Agency Reports 2018-2020

¹¹³ SALTO SEE Annual Reports to Commission

¹¹⁴ National Agency Reports 2018-2020 and data provided directly on request by SALTO SEE

¹¹⁵ Service Civique (2021), Evaluation of the implementation of the European Erasmus+ and European Solidarity Corps Programmes in the Southern Mediterranean Area, Final Report, 2021

¹¹⁶ The study period of the evaluation is 2017-2020, which captures most of the period of this research.

¹¹⁷ Service Civique Evaluation (2021), p.56

The study also attempted to link participation in thematic activities organised by SALTO EuroMed and funded Erasmus+ projects, as shown in Figure 7. This shows a linkage between financial engagement in general and organisational participation in SALTO activities. In general, only a low proportion of E+ project partners participated in SALTO activities, with the findings indicating that partnerships are established on a basis other than participation in SALTO EuroMed activities¹¹⁸.

Despite this low level of participation, the satisfaction level of organisations in partner countries is high, with the online survey of youth workers showing that 44% of respondents were very satisfied, 44% were satisfied and only 13% were partially satisfied¹¹⁹. This level of satisfaction is achieved through meeting expectations for activities, with the main expectation of youth workers being on gaining skills and the promotion and dissemination of tools and practices (75% of respondents) and the development of relations with programme country organisations capable of leading to partnerships (75%). The study found that newer and 'more professional' organisations have a higher desire to participate in SALTO EuroMed activities¹²⁰.

For European Solidarity Corps activities, the vast majority of actions were trainings, with only a limited number of activities held related to information dissemination or peer learning seminars/forums, as is shown in Figure 8 (included in the document attached to this Annex). This activities trend is affected by the accreditation period, as there were a reduced number of trainings in 2018 and 2019 due to the renewal cycle for accreditation happening in 2021, as shown in Figure 9 (included in the document attached to this Annex).

During the period covered by the evaluation, from 2017 to 2020, a total of 109 organisations received accreditation and the quality label enabling them to take part in the European Solidarity Corps programme as partners of project leader organisations in the programme countries¹²¹. The study found that for organisations created or involved in European youth programmes more recently, participation in information sessions as well as the role played by their partners in programme countries are decisive in the organisations' awareness of the SALTO EuroMed Centre and the Erasmus+ and European Solidarity Corps programmes¹²². In terms of volunteers, the online survey found that 89% of volunteers considered the experience made a positive contribution to their lives, and 33% of former volunteers are currently studying, working or volunteering abroad. Half the respondents considered that the European Solidarity Corps experience constituted a positive process of learning and personal development, with a small proportion indicating that their current situation is a direct continuation of this experience.

Overall, it is clear that SALTO EuroMed is effective in supporting organisations in delivering ESC activities, with a more mixed picture for the volunteers themselves. Many of the concerns are not fully under the control of SALTO EuroMed (such as conflict with host organisations), although there is scope for these issues to be addressed to increase effectiveness of activities.

Relevance of SALTO EuroMed

There is not much evidence available on the relevance of activities, beyond what is described in the effectiveness section above. It is clear that organisations are interested in the Erasmus+ and European Solidarity Corps, although the extent to which they align with their internal priorities and overall national priorities is not clear.

EU added value of SALTO EuroMed

Partnership building and networking with foreign organisations is continually highlighted as important by stakeholders in the evaluation study, suggesting that this element of activity is unique and highly valued demonstration of EU added value.

In addition, the cooperation activities conducted with other NAs can lead to very positive demonstrations of EU added value. For example, the MOSAIC seminar in 2019 was developed through cooperation between the French and Czech NAs, with a partnership-building activity in Jordan bringing together 23 European and 23 partner country organisations that wished to cooperate together within the framework of EU programmes. This allowed theoretical and practical information to be shared, and educational tools on skills development in the field of youth and volunteering projects to be introduced. Focus group activities showed that there was a high level of satisfaction with regard to the partnership building aspects and introducing organisations to develop partnerships which would otherwise not be achievable¹²³.

The cost analysis shows that the SALTO EuroMed consistently slightly underspends the planned budget. While the 2018 and 2019 planned and realised costs were comparable, there was a significant reduction in 2020, in terms of both planned and realised expenditure. This is attributable to the COVID-19 pandemic (as referenced in the NA report) but also shows how factors such as the lack of travel had a significant effect on the ability to conduct activities with partner countries.

¹¹⁸ Service Civique Evaluation (2021), p.60

¹¹⁹ Service Civique Evaluation (2021), p.61

¹²⁰ Service Civique Evaluation (2021), p.61

¹²¹ Service Civique Evaluation (2021), p.23

¹²² Service Civique Evaluation (2021), p.26

¹²³ Service Civique Evaluation (2021), p.34

1.2.2.7 SALTO European Solidarity Corps

Figure 16 ESC RC Fiche

EUROPEAN SOLIDARITY CORPS RESOURCE CENTRE	
Purpose¹²⁴	<ul style="list-style-type: none"> ▶ Explore different concepts of Solidarity in Europe and identify the potential with regards to the European Solidarity Corps Programme ▶ Advocacy for Solidarity and the Solidarity Corps on different ▶ Contribute to community building in Europe within the European Solidarity Corps ▶ Support the network in a systemic way to enable quality Programme implementation ▶ Create a strong identity of Solidarity Corps in synergy with Erasmus+ and other programmes
Topic/focus¹²⁵	<ul style="list-style-type: none"> ▶ Explore the potential of solidarity as a core value in European society ▶ Raise the quality of implementation of solidarity activities ▶ Prepare and equip the network of NAs to cover the full scope of the European Solidarity Corps by building on the expertise from the Erasmus+ volunteering ▶ Contribute to building a European Solidarity Corps community of organisations
Target groups¹²⁶	<p>Internal: Erasmus+ NAs staff, Coaches in the NA network, RC-staff, SALTO staff, Trainers, TEC trainers</p> <p>European level: European Commission Staff, RAY Network</p> <p>Youth work: Youth workers, youth policy makers</p> <p>Other groups: Relevant stakeholders in the field of solidarity, NGOS, companies, policy level stakeholders, beneficiaries, Representatives of organisations active in the European Solidarity Corps programme or interested to become active, Environmental organisations, social enterprises</p>
Activities¹²⁷	<p>2018: Training * 10 (Youthpass X 3, European Training Strategy X 6, Strategic Partnerships X 1); Seminars And Events * 1; Other Support Activities * 13; Other Publications * 13</p> <p>2019: Training X 2; Seminars And Events *3; Tools And Publications X 5; Other Support Activities X 3</p> <p>2020: Training * 5; Seminars And Events * 9; Tools And Publications * 3; Other Support Activities * 4.</p> <p>2021: <i>no information available</i></p>
Participation data¹²⁸	<p>2018: <i>no information available</i></p> <p>2019: <i>no information available</i></p> <p>2020: 1.361 (planned)</p> <p>2021: <i>no information available</i></p>

Effectiveness of ESC RC

The literature review identified limited evidence of efficiency. In terms of activities, it can be assessed that the activities of the ESC RC have addressed the target groups, although there is no participation data available or provided to the research team which would help to contextualise the reported activities or assess any progress, trends or development in reaching the target group. In part, this is due to this SALTO being established recently, however there is a clear lack of information

The literature review in particular, the 2021–2027 Strategy¹²⁹ identified some aspects of effectiveness of the ESC RC. A number of activities were found to be particularly effective in the pilot phase and were used as a basis for activities in the forthcoming period, including: **4thoughts for solidarity**¹³⁰; Study that was published, supported by videos and illustrations to support dissemination; **TOSCA**¹³¹; A capacity building and training support for organisations active in the European Solidarity Corps was developed and organised 5–7 times annually, and now contains online learning components; **Staff meetings** and other NA events were coordinated, including annual European

¹²⁴ National Agency Reports 2018–2020

¹²⁵ National Agency Reports 2018–2020

¹²⁶ National Agency Reports 2018–2020

¹²⁷ SALTO SEE Annual Reports to Commission

¹²⁸ National Agency Reports 2018–2020 and data provided directly on request by SALTO SEE

¹²⁹ IZ – Verein zur Förderung von Vielfalt, Dialog und Bildung (2021), 2021–2027 Strategy, [SALTO-ESC-Strategy.pdf \(salto-youth.net\)](https://www.salto-youth.net/downloads/4-17-4062/4TDS%20Study%2020200501.pdf)

¹³⁰ IZ – Verein zur Förderung von Vielfalt, Dialog und Bildung (2020): 4thoughts for solidarity.

<https://www.salto-youth.net/downloads/4-17-4062/4TDS%20Study%2020200501.pdf>

¹³¹ <https://www.salto-youth.net/rc/solidarity/training-support-community/tosca/>

Solidarity Corps staff meetings, Informal Colleague Support Meetings (ICSOMs), and an Expert Working Group on the Quality Label; **Cooperation with the SALTO network**, in particular SALTOs working on European Solidarity Corps programme, was established; **A pre-study** for the Research-based Analysis and Monitoring of the European Solidarity Corps was developed¹³².

This range of activities initially provides some insight into the effectiveness of the European Solidarity Corps in developing trainings that reach relevant trainings, supporting NAs and developing connections with external stakeholders to support improved implementation of the European Solidarity Corps programme. As such, the new strategy has developed a full suite of activities for implementation to address the target groups and arranged around a set of outcomes¹³³. The NAs report they need support from the ESC RC mainly in the task of creating a 'common narrative on understanding of solidarity in the network' and to 'support TCA/NET officers in optimising the use of NET activities), with less need for support in creating material for programme implementation or expanding the network of stakeholders, as shown in Figure 10 (included in the document attached to this Annex).

Relevance of the ESC RC

Activities and events organised by the SALTOs in 2018 and 2019 were found to have significantly contributed to the success of the participants' experience of the European Solidarity Corps, as well as to the achievement of reported non-formal learning outcomes, leading to a high satisfaction rate for young people who took part (82.5% for the on-arrival training and 78% for the mid-term evaluation) in the programme. The activities were also found to have facilitated contacts between participants, participating organisations and National Agencies/SALTOs¹³⁴.

EU added value of the ESC RC

The ESC RC continues to be the strong voice for the European Solidarity Corps in the SALTO Network and continues its cooperation with all the SALTOs to use synergies between their efforts (especially also regarding contribution to EU youth policy). Examples of cooperation with different RCs are: promoting and ensuring inclusion and diversity in the Solidarity Corps together with SALTO ID, cooperation on different competence models with SALTO T&C, development of a customer journey together with SALTO PI as well as ensuring accessibility of Partner Countries to the implementation of the European Solidarity Corps together with regional SALTOs. In 2021, the share of time and resources of horizontal activities will be around 20% due to the increased efforts for cooperation in the Network, also in the framework for the programme transition¹³⁵.

1.2.2.8 SALTO Education and Training TCA

Figure 17 SALTO E&T Fiche

SALTO E&T	
Purpose ¹³⁶	Support Erasmus+ National Agencies to improve their training and cooperation activities (TCAs)
Topic/focus ¹³⁷	<ul style="list-style-type: none"> ▶ Providing online and offline platforms and tools for promoting consultations, planning, effective realization and evaluation of training and cooperation activities; ▶ Designing trainings for increasing the capacities of NA staff regarding TCAs; ▶ Making the results of TCAs accessible for the public. ▶ Promoting quality and efficiency in TCA work by the systematic coordination, quality assurance and professional development of TCAs. The SALTO E&T collects and conducts the assessment of the NA staff training and research needs. ▶ Providing IT support by hosting the application process for the TCAs, gathering the news and relevant information about TCAs
Target groups ¹³⁸	Internal: Newcomer or less experienced TCA officers, Erasmus+ NA staff new to TCA, TCA working group members, Advisory group members, SALTO E&T TCA staff, Erasmus+ NA directors, Erasmus+ beneficiaries and potential beneficiaries European level: European Commission Staff Youth work: <i>Specific group not highlighted</i> Other groups: <i>Specific group not highlighted</i>
Activities ¹³⁹	2018: Website, Calendar And Planning Board Tool, Consultations, Working Group meetings (5) ., Advisory Group Meeting (2), TCA officers meetings (1), Guide (Starter Kit), Desk Research, Drafting A Proposal, Online Survey, Online Tool Supporting Job Shadowing/Staff Trainings

¹³² Generation and Educational Science Institute (2019): Exploring the implementation of the European Solidarity Corps during its first year. Summary. <http://www.saltoyouth.net/download/4264/01+RAY+Summary+20200608.pdf>

¹³³ Full details of goals, outcomes and activities can be found in the Strategy 20121-2027

¹³⁴ European Solidarity Corps Annual Report 2018-2019, p.25

¹³⁵ 2021 SALTO ESC Annual Work Plan

¹³⁶ National Agency Reports 2018-2020

¹³⁷ National Agency Reports 2018-2020

¹³⁸ National Agency Reports 2018-2020

¹³⁹ SALTO SEE Annual Reports to Commission

Participation data ¹⁴⁰	2019: Working Group meetings (5), Advisory Group Meeting (2), TCA officers meetings (1), IT Platform, TCA Self-Assessment Template, Event Application Form, Evaluation And Follow Up Forms, Starter Kit, Research, Trainings
	2020: "Assessment of learning outcomes of TCA participants, evaluation and impact of outcomes of TCAs" training, IT Platform, Meetings, Trainings, Report, Consultation, Expert Pool-Concept
	2021: TCA Officers' week, Strategic planning workshop, Accreditation LTA Kick Off Meeting, Accreditation LTA Second Informal Steering Board Meeting, First Informal Meeting of LTA Coordinators' Community
	2018: All you need to know about TCAs online course: 111 subscribers : Evaluation of online training: 34 participants: Going online with TCA online course: 84 participants; Advisory Group meetings: 6 NA directors (AT, BE, FI, HU, SL, UK) and SALTO E&T, Working Group meetings: 11 TCA officers (EE, Flx2, FR, IE, NO, NLx2, SEx2, UK), DG-EAC and SALTO E&T, TCA officers' meeting: 57 attendees (1 Desk Officer National Erasmus+ Agencies, 3 SALTO E&T colleagues, 15 TCA officer, 2 NA staff, 36 other stakeholders (directors, experts, programme coordinators, head of units)
	2019: 90 subscribers of online training; 40 participants in f2f training; 35 participants in blended training; Online website users: 3.278; Page views: 46.923; Advisory Group meetings: 6 NA directors (AT, BE, FI, HU, SL, UK) and SALTO E&T, Working Group meetings: 11 TCA officers (Flx2, FR, DE, IE, IT, MT, NO, NL, SE, UK), DG-EAC and SALTO E&T, TCA officers' meeting: 66 attendees (1 Desk Officer National Erasmus+ Agencies, 3 SALTO E&T colleagues, 2 NA directors, 60 TCA officer/NA representatives
	2020: Online website users: 4.431; Page views: 77.757; Advisory Group meetings: 6 NA directors (AT, BE, FI, HU, SL, UK) and SALTO E&T, Working Group meetings: 6-12 TCA officers/meeting and SALTO E&T, TCA officers' meeting: 67 attendees (1 Desk Officer National Erasmus+ Agencies, 5 SALTO E&T colleagues, 1, 60 TCA officer/NA representatives
	2021: Online website users: 23.495; page views: 284.111; Working Group meetings: 6-7 TCA officers/meetings and our SALTO colleagues, TCA officers' meeting: 71 attendees (1 Desk Officer National Erasmus+ Agencies, 3 SALTO E&T colleagues, 6 NA directors, 61 TCA officer/NA representatives

Effectiveness of SALTO E&T TCA

Figure 17 above and the additional materials provided to the research team indicate that there is a very wide range of activities being undertaken under SALTO E&T that meet the objectives of the SALTO and also reach the stakeholders. As is seen, the priority target group is mainly internal stakeholders and there are numerous modalities for this SALTO to engage and support this target group, ranging from meetings and events, online trainings and webinars, an IT platform and handbooks or guidelines¹⁴¹. Overall, this indicates that the SALTO is effective at producing material and leading activities under its remit. In terms of participation and outreach, the website data for 2019-2021 shows that, after a small expansion in 2019 to 2020, there was substantial growth in users and page views in 2021. While the cause of this is unknown from the evidence gathered, it is clear that SALTO E&T TCA is now reaching a much larger audience than previously and is engaging users through the offer on the website. Moreover, data shows a steady engagement of NAs and TCA officers in Advisory Group/Working Group meetings between 2018 and 2021.

Furthermore, SALTO E&T TCA makes concrete efforts to ensure that the outcomes of events and coordination meetings are used to further improve the quality and impact of the work of NAs: for example, in 2021 SALTO E&T TCA published a "Handbook For The Strategic Planning Of A Learning Outcome-Based TCA Event"¹⁴², based on discussions held during a 2019 Peer Learning Activity for TCA officers.

In terms of additional research, in 2019 the SALTO E&T TCA commissioned a study taking stock of Training and Cooperation Activities (TCAs)¹⁴³ that is very useful for this analysis.¹⁴⁴ According to this study, the following conclusions regarding effectiveness of TCA in education and training for NAs implementing Erasmus+ can be drawn: i) The aims of the TCAs as set by the Guide for Erasmus+ National Agencies¹⁴⁵ have been fully or partially reached; ii) agencies face challenges in exploiting TCAs on a larger scale, with administration and reporting of activities demanding and human resources fragmented and often insufficient; iii) there is a need for synchronisation of the SALTO E&T IT Platform and Commission Platforms to reduce administrative burden¹⁴⁶; iv) most NAs agree that TCAs at least partially contribute to increasing the impact of the programme at systemic level.¹⁴⁷

The 2019 Working Group consultation paper¹⁴⁸ also found scope for SALTO E&T TCA to further support NAs to raise the quality and impact of the TCAs and to evaluate and disseminate outcomes. This has been addressed, for example through the TCA Impact Handbook (2021)¹⁴⁹, which covers these themes directly. In terms of specific activities conducted by SALTO E&T, NAs reported that trainings offered

¹⁴⁰ National Agency Reports 2018-2020 and data provided directly on request by SALTO E&T

¹⁴¹ Such as 'Handbook on Enhancing the Impact of TCAs: Outcome based strategic planning of TCAs', 2021, <https://salto-et.net/public/files/site/handbook.pdf> and 'User Manual for NA staff' (2022), https://salto-et.net/public/files/site/salto_et_na_user_manual_v1.pdf

¹⁴² https://salto-et.net/public/files/site/strategy_planning_guide_nyomdai_file.pdf

¹⁴³ SALTO E&T (2019a), Taking stock of TCAs realized in the field of Education and Training between 2014-2018: Report of the research findings, https://salto-et.net/public/files/site/Taking_stock_of_TCAs_2020_web.pdf

¹⁴⁴ TCAs are defined for this study as: transnational training, support and contact seminars of potential Erasmus+ Programme participants; transnational thematic activities linked to the objectives, priority target groups and themes of the Erasmus+ programme; transnational evidence-based analysis of programme results.

¹⁴⁵ bring added value and increased quality in the overall programme implementation; contribute to increasing the impact of the Programme at systemic level

¹⁴⁶ SALTO E&T (2019a), p.48

¹⁴⁷ TCA E&T WG, 'Consultation Paper' (2019), <https://docs.google.com/document/d/1dMarFECMipUxs6t8p11UWRhGZPhLBrnHOYkD7nyHoeo/edit>

¹⁴⁸ TCA E&T WG, 'Consultation Paper' (2019)

¹⁴⁹ Handbook on Enhancing the Impact of TCAs: Outcome based strategic planning of TCAs', 2021, <https://salto-et.net/public/files/site/handbook.pdf>

by the SALTO were useful, with the working group and advisory group confirming the necessity of such trainings and the present role of the SALTO E&T TCA was found to be highly appreciated by the NAs¹⁵⁰.

As regards participants at TCAs, there is additional research available on the effectiveness of the TCA activities. Research conducted in 2020¹⁵¹ found that 36% of participants developed an application or started a project as a direct result of meeting contacts at TCAs, a reasonably high success rate and indicative of effectiveness of the programme. In addition to this outcome of applications and projects, the findings showed that participants in TCAs highly value the contacts and personal networking opportunities. However, barriers remain such as a lack of confidence in application processes, lack of support from their organisation, or a lack of experience in writing applications. Finally, the research also includes quality dimensions, with very clear indications that participants are highly satisfied with the quality of TCAs, as shown in Figure 11 (included in the document attached to this Annex).

Relevance of SALTO E&T TCA

NAs and TCA participants find the support services provided by SALTO E&T TCA to be relevant. SALTO E&T TCA routinely carries out evaluations as a follow up to events and meetings (e.g. Assessment of learning outcomes of TCA participants, evaluation and impact of outcomes of TCAs Workshop – evaluation report¹⁵²); while these seem to mostly focus on qualitative feedback, participants are on average very positive about the relevance and quality of the activities organised by this Resource Centre). In terms of the relevance of activities, NAs responded to a survey disseminated by SALTO E&T TCA, indicated that this Resource Centre should provide organisational tasks, such as evaluation forms, maintaining a dissemination platform, and offering the possibility of online selection and management of participants, alongside the provision of quality guidelines¹⁵³. To some extent, these requirements are met by SALTO E&T TCA, with online training access and management¹⁵⁴ and handbooks and guidelines¹⁵⁵. For participants, the TCA activities are also seen as relevant: Figure 12 (included in the document attached to this Annex) shows that they are rated most highly for gaining of new knowledge and preparation for writing a project application.¹⁵⁶

EU added value of SALTO E&T

In terms of EU added value, this is a clear dimension of the work of SALTO E&T. The literature review shows that the provision of guidelines and clear guidance on applications is highly valued and is an expected role of the SALTO as a transnational organisation to support NAs and other stakeholders. In this sense, no other organisation is providing this kind of output to support TCA activities. In terms of TCA activities themselves, SALTO E&T is also supporting activities that are highly valued and perceived to be effective. In addition, there is some evidence of the role that these events play in linking project partners and stimulating new projects and network development. Platforms such as the events databases and online platform hosted by SALTO E&T are also clear EU added value, as no other organisation is compiling and managing this data and information, and NAs and other stakeholders perceive a need for this.

¹⁵⁰ SALTO E&T (2019b), Recommendations regarding TCAs in the future Erasmus programme, https://salto-et.net/public/files/site/SALTO_ET_TCA_recommendations_in_the_Future_Erasmus_Programme.pdf

¹⁵¹ ŠMPF (2020), Transnational Cooperation Activities (TCA): Does Erasmus+ TCA Networking Work?, https://salto-et.net/public/files/site/does_erasmus_networking_work_2020_08_14_en.pdf

¹⁵² https://salto-et.net/public/files/site/Evaluation_Report_of_workshop_learning_outcomes_final_1.pdf

¹⁵³ SALTO E&T, Outcomes of the Limesurvey, https://salto-et.net/public/files/site/Findings_Limesurvey_Trainings.pdf

¹⁵⁴ <https://test.salto-et.net/tca/eventlist>

¹⁵⁵ Such as 'Handbook on Enhancing the Impact of TCAs: Outcome based strategic planning of TCAs', 2021, <https://salto-et.net/public/files/site/handbook.pdf> and 'User Manual for NA staff' (2022), https://salto-et.net/public/files/site/salto_et_na_user_manual_v1.pdf

¹⁵⁶ ŠMPF 2020