



Co-funded by the
Erasmus+ Programme
of the European Union



Impact report

Informe sobre el impacto



Table of Contents

Tabla de contenido

Introduction	3
Results of the training sessions' evaluation	3
Results of the focus groups and/or surveys	8
Sustainability.....	11



Introduction

This report presents the impact of the “All Volunteers” project, on the participating organisations, on the participating youngsters, and on the local communities involved from Spain

Results of the training sessions’ evaluation -

Name of the training session: *Workshop 1.1: Assertive communication*

Number of participants: 12 + 12

Summary of the evaluation results:

- *Transmite other people a piece of information in a correct way* – Most of the participants were able to express themselves on a correct way. Some of them might need a little help but in a supportive community they can be successful as well.
- *Help the group by communicating in a positive and effective way* – All participants were very good in that.
- *Make participants disciplined during the sports activities* – Most participants were successful but might needed some support in leading others. They were very motivated but could use a bit of more self-confidence. They might gain it during the other parts of the training.
- *Trust yourself so that others can trust you* – Most participants did well.
- *Have good relational and communicative abilities* – All participants were very good communicators. Some had been a little bit shy sometimes but it wasn’t a problem of communication skills.
- *Be very patient and to know how to listen very well the others* – Only one of the participants had problem with this part. He need to learn more patient and be able to listen to others as well. He were supported and leaded by the trainers and other group members during the workshop and with the help he was able to succeed.
- *Make up your own opinion and to be able to express it to others* – Some of the participants needed some encouragement to be brave enough to express their own opinion, especially if they disagreed with others. Asking, paying more attention and leaving more space to speak might help to all of them. There were also a few participants who did very well on this part.
- *Learn to work in group* – No participant has problem with it. They were a very good team.

Name of the training session: *Workshop 1.2: Good relationship*

Number of participants: 12 + 12

Summary of the evaluation results:

- *Learn how to work in team (collaborative work)* – Participants had the possibility to learn about it also in the previous workshop and they did very well. So they used their gained knowledge and developed further in this part. All of them did a really great job even those who struggled a bit sometimes with listening.
- *Learn to use new ways to relate to others* – It was nice to see how all the participants related to the tasks on their own way and also how they tried to understand the other’s perspective and connect to it somehow. All the participants find their own



way for relation. Some of them might need some help to understand the task correctly and follow the rules but with the support they did well.

Name of the training session: *Workshop 1.3: Be creative*

Number of participants: 12 + 12

Summary of the evaluation results:

- *Evaluation of the trainers* – It was amazing how the groups worked together in this part. It could be seen that they have learned to work as a team in the workshops before and they could use the good spirit and knowledge they had gained. There were 6 groups which from 4 could solve the task successfully but in creativity and teamwork all of them did amazing job. Evaluation of the participants by the trainers were between 8 and 10 for all.

Name of the training session: *Workshop 1.4.1: Narration and good use of the empathic voice*

Number of participants: 12 + 12

Summary of the evaluation results:

- *Have good communicational skills* – Most participants have really good communication skills. Some of them has problem with shyness which holds them back to use their skills. They need support and confirmation so that they can become brave enough.
- *Have patience and good listening* – Usually participants were good in listening and being patient, but at this activity they started to laugh about each other's voices and made a fun of the whole tie. It was hard to get them back to concentrate on the task. Laughing was a barrier that time to really listen to each other.
- *Know how to speak in public* – Laughing and making fun of the previous task had a good impact on the self-introduction part. People get more bravery to speak publicly, so participants did well even the ones who are a bit shy.
- *Know how to lead a group and to communicate with it efficaciously* – This part was not strongly presented in this workshop so participants could not be truly evaluated on this skill.
- *Be able to relate in an empathic way* – All participants are able to be emphatic even if some of them should learn to express it on a better way, but this did not come to light during this workshop. In this workshop participants related to each other more on the language of humour than the language of empathy.

Name of the training session: *Workshop 1.4.2: Public speaking and self-introduction*

Number of participants: 12 + 12

Summary of the evaluation results:

- *Self-knowledgement: How much did the person learn about him/herself?* – Participants were evaluated by the trainers between 7 and 10. Most of them did a really great job and were motivated to learn. For some participants it seemed to be a bit hard to concentrate.



- *Public speaking: How well did the person master in public speaking?* – Participants were evaluated by the trainers between 6 and 10. All people did really great job compared to themselves, but some of them struggled with using the learned techniques. However it could be understandable that if this was the first time they tried to speak publicly, it was a really short time to really acquire this skill.
- *Self-introduction: How well the person was able to present him/ herself to others?* – Participants were evaluated by the trainers between 9 and 10. All participants did a great job in that. It was hard for a few of them to speak about weaknesses and difficulties but with some help they were okay.
- *Leading skills: Would the person be able to take leading role in sport activities?* – Participants were evaluated by the trainers between 5 and 10. According to this workshop some participants might need help also later in leading tasks (because of shyness or just mental conditions), but they can develop in that as well by time and practice.
- *Self-evaluation results*
 1. *How much did I learn about myself during this workshop?* – Answers were mostly 9 or 10.
 2. *How well was I able to improve my skills in public speaking?* – Answers were from 5 up to 10. Most people evaluated themselves around 7-8.
 3. *How much was I able to present myself to others as I wanted?* – Answers were between 7 and 10.
 4. *How would I rate my performance in the „X-factor” game?* – Answers were from 3 up to 9. Most people evaluated themselves around 6-7.
 5. *How much was I satisfied with my achievements on this workshop?* – Answers were between 5 and 10. Most people evaluated themselves around 7-8.
- *Sharing round results* – According to the sharing round at the end of the workshop, participants were very enthusiastic about the task, especially the “X-factor” game and some also mentioned that they found the presentation very useful. They had become braver and more opened and were more active. They also gave their opinion publicly on a more strait and confident way as before.

Name of the training session: *Workshop 2.1: Self-discipline and organisation*

Number of participants: 12 + 12

Summary of the evaluation results:

- *General experience* – Second part of this workshop was more useful for the groups. Mainly for participants with intellectual disability it was hard to understand their roles and stick to it, so the game seemed to be a bit too complicated for this target sometime. Otherwise speaking about the results and experiences of the participants helped to work on the topic and was a good basis of talking about written and unwritten rules of different places, communities and society.
- *Be able to recognise what are the most important rules of discipline in a work place and how much important are these rules when we have to accomplish a task* – Only participants with intellectual disability had some struggle with this part, but main and basic rules could be recognized by them as well. Although they are all able to follow and keep rules, they might need more time to adapt themselves to the rules of a workplace or community.
- *Know how to create a tool which can help the youngster in maintaining his self-discipline and how to adapt a behaviour to every kind of situations* – It was very variable how participants did on this part. Some of them with outstanding leading skills did very well, some were not bad but they still need to practice and there were a few (mainly with intellectual disability) who need support with leading and using the proper tool in different circumstances.



Name of the training session: *Workshop 2.2: Motivation*

Number of participants: 12 + 12

Summary of the evaluation results:

- *Know how to encourage and motivate sport participants* – Most participants could be really motivational. Best practices used by the participants were: positive encouraging, self-enthusiasm, counting the done and left to be done exercises.

Name of the training session: *Workshop 2.3-4 and 3.1: Leading sport activities & Knowledge of sports*

Number of participants: 12 + 12

Summary of the evaluation results:

- *General experiences* – Trainers had merged 2 parts of the training because of the needs and the specialities of the volunteering of the participants. Participants in Hungary did their volunteering mostly in NGOs, who were interested in organizing or supporting the organization of inclusive sport activities. Our volunteers organized some inclusive sport events with school students or members of their host organization with the help and mentoring of Never Give Up Foundation (especially who needed some help during the whole process). So participants did not really need the information of rules of sport clubs, but they needed more time to choose a sport they would like to lead and learn about its rules and explanations. So the first part of the workshop the participants learned about the rules of their chosen sport and then they had to explain and lead it to their fellows with the guidance of the trainers.
- *Know how to explain games and rules*
 1. *Self-evaluation* – Participants evaluated themselves between 3 and 7. Most of them were around 5-6.
 2. *Evaluation of the others* – The evaluation of the fellows were usually a bit higher compared to how participants evaluated themselves. Points were between 5 and 9, mostly around 7-8.
 3. *Evaluation of the leaders* – Participants were evaluated between 5 and 10. Four participants got 10 points, and six 5 points. The rest were around 6 and 8. Participants with 10 points were really professional but most of the others did also a great job even if they did not have too much experience in leading sport activities. Group members with 5 points were really motivated and did their best, but they might need a mentor to do their volunteering.
- *Know how to recognize the difficulties of athletes to give good advice*
 1. *Self-evaluation* – Participants evaluated themselves between 3 and 7. Most of them were around 5-6.
 2. *Evaluation of the others* – Other's evaluation was between 4 and 10, points were usually 6-7.
 3. *Evaluation of the leaders* – Points were between 4 and 10. Three participants were evaluated for the maximum and eight of them for 4 points. Others stayed between, most of them got 6-7 points. Most participants had a struggle with memorizing all the needed rules and explaining them clear enough to others, counting with the different intellectual abilities of the participants. But with help and practice they can be good in that as well.
- *Know how to recognize and correct mistakes and wrong movements during training*
 1. *Self-evaluation* – Participants evaluated themselves between 3 and 7. Most of them were around 5-6.
 2. *Evaluation of the others* – Points were between 5 and 9, mostly around 6-7.



3. *Evaluation of the leaders* – Evaluation stayed between 3 and 10. Two participants got 3 points, other six participants four points. They might need a mentor during leading sport activities. Three participants, who got 10 points did very well, but also those four, who were evaluated for 9. Some of the rest had 6, 7 or 8 points, they only need some practice to succeed also on this part.

Name of the training session: *Workshop 4.1: First aid*

Number of participants: 24

Summary of the evaluation results:

- *General experiences* – This workshop had been changed a bit by the trainers according to the needs of participants in Hungary. Most Hungarian participants would not be able to provide first aid service due to their physical or mental conditions, so it made more sense for them to learn about what to do in an emergency situation, what are the first steps need to be done and how they can help. For this part we asked a professional to help us, and he did not want to take photos on the event. He made a presentation about the basics of first aid including the correct words and sentences to use, who and how to call, what to say, how to ask for help, what to tell to the injured person, etc. After he also held some practical presentation of the tasks. Participants also had the possibility to try out themselves in the tasks.
- *Evaluation of the trainers* – Most of the participants could learn correctly the most important steps and tasks of asking for help in an emergency situation and they have learned the basic information. Youth with intellectual disability had learned at least the emergency number, how to recognize if there is an emergency and how to ask for help from others.

Name of the training session: *Workshop 4.2-3: Functioning and structure of sports organizations and know the management of sports entities*

Number of participants: 12 + 12

Summary of the evaluation results:

- *General experiences* – The two last workshops had been merged by the trainers, because of the needs of Hungarian participants. As they volunteered by NGOs and organized and led inclusive sport events as a whole, they needed more the skill of event organizing (step by step) skills and advertising skills on social media (like creating a Facebook event, posting the proper information there, inviting people, making good photos, etc.) So the workshop started with the rules and laws should be known, which had been collected by the trainers previously but they also left time for the participants to try to make a list of them and then they all completed the list together. In the next part the group tried to go through the organizational work of a sport event step by step, listing all the needed tasks should be done. After having all the steps listed, participants had been divided to groups where they could think about the details of one step of the list and then present the results to the group. The last part was about using social media platforms.
- *Know the basis of organizing sport events and other activity programs* – Participants with organizing skills and basic managing skill were also successful in this part. A few of them were outstandingly good and some with intellectual disability were struggling. These participants were always grouped with other participants with good organizing skills, so that they could support them.



- *Use social media platforms during the organizational process* – Some participants had a lot of information about these tasks, so they were able to help their group members to learn the steps as well. Some participants were not able to use Facebook at all, so they were only able to learn a few of the first steps and will need help in this part if they would have to use it.

Results of the focus groups and/or surveys

There were 24 participants totally in Hungary. For the training participants had been divided to two groups of 12 people. The training was done in two groups, 4 days for each group. Workshops were 32 hours in total, because some of the workshops had been changed, merged or left out. Both trainings were done on the countryside. Participants spent the 4 days together, which helped them to make friendships and learn from each other, but also to learn some rules of social life and communities.

The volunteering part was done at 6 organizations (NGOs), but some participants divided their volunteering time between more organizations and they participated in more projects. Some of them were also really motivated and enthusiastic, so they have helped in other's projects as well and were involved in more events. Participants at the same organizations or in same projects worked together and shared the tasks. Volunteering teams were put together by trainers and helpers according to the skills and abilities of the participants. All the teams were planned to be able to help and complete each other. This way the tasks could be shared in the team, some had more important role in the organization of the event, but some were more active during the sport events, depending on the strength and abilities of the person. There were 6 sport events organized by the volunteers, one event at all the hosting organizations, and 4 participants worked on each program (or sometimes more, if there were volunteers, who wanted to be involved as well). After the volunteering we asked the participants to fill a questionnaire about their experiences of the training and the volunteering. It had two parts, first about the training and second about their volunteering. Participants filled it after ending their volunteering.

Summary of the evaluation of the training:

1) How would you evaluate the training as a whole?

Participants could evaluate from 1 (worst) to 10 (best). 20% of the participants evaluated the training for 5 points, 13% gave 6 points, 38% thought that it was a 7 point training, but 25% evaluated it for 8 points and 1 person gave 9 points. Average point was 6,8.

2) Which was/were your favorite part/s of the training (max. 3)?

Participants all mentioned their 3 favourite parts:

- I. 92% 1.4.2 Public Speaking & Self-Introduction
- II. 79% 1.2 Good Relationship
- III. 75% 1.3 Be Creative





IV.	17%	2.3-4 Leading Sport Activities & 3.1 Knowledge of Sports
V.	13%	1.4.1 Narration
VI.	8%	2.1 Self Discipline Organization
VII.	8%	2.2 Motivation
VIII.	4%	1.1 Assertive Communication
IX.	4%	4.2-3 Functioning and Structure of Sport Organizations & Management of Sport
X.	0%	4.1 First Aid

3) Please comment, why you liked these parts the most:

Some answers:

"Learning about the steps of organizing an event were very useful for me. This was a knowledge I will be able to use also later!" [Workshop 4.2-3]

"I've learned a lot about myself on this training!" [Workshop 1.2]

"I enjoyed so much to work with the others together!" [Workshop 1.3]

"It was so funny!" [Workshop 1.4.1 & Workshop 2.2]

"It was exciting to find better and better ways to protect the egg and build some real "machine" and solve the task successfully!" [Workshop 1.3]

"I've never heard before the assertive communicational strategy and I love to learn new things!" [Workshop 1.1]

"I just loved to challenge myself!" [Workshop 1.4.2]

"Using a camera was a super idea. It was so interesting to be on the big screen and to hold the camera while others were speaking and give my opinion. It's crazy that I actually became an "X-factor"! Wow!" [Workshop 1.4.2]

"I loved to play sports and always wanted to be a coach! Now my dream had been fulfilled!" [Workshop 2.3-4 & 3.1]

"I'm a very helpful person and I love to help. I liked to be a helper and be there for everyone!" [Workshop 2.1]

4) How would you evaluate the work of the trainers?

Participants could evaluate from 1 (worst) to 10 (best). 58% of the participants evaluated the trainers for 10 points, 29% gave 9 points, 8% thought that the work of the trainers was worth 8 point and 1 person gave 6 points. Average point was 9,4.

5) What do you think about the further details of the training?

Participants could evaluate every point from 1 (worst) to 10 (best).

Location and place: 13% of the participants evaluated the location of the training for 5 points, 46% gave 9 points and 17% thought that the materials were worth 10 points. Average point was 6,9.

Board: 71% of the participants evaluated the board of the training for 10 points, 21% gave 9 points and 1-1 person thought that there was an 8 and a 7 point board provided during the training. Average point was 9,5.

Materials: 38% of the participants evaluated the materials of the training for 8 points, 1 person gave 6 points and 63% thought that it was a 7 point place, but 21% evaluated it for 8 points. Average point was 8,8.

Time management: 8% of the participants evaluated the time management of the training for 4 points, 21% person gave 6 points and 29% thought that time management was worth 7 point, but 33% evaluated it for 8 points and 2 persons (4%) gave the maximum. Average point was 7,1.

Knowledge & efficiency of the trainers: 67% of the participants evaluated the knowledge and the efficiency of the trainers for 10 points, 29% gave 9 points and 1 person thought that it was worth 8 points. Average point was 9,6.

6) Are there anything you would do differently or do you have any recommendations or comments regarding the training and/or the trainers? Please describe them here!





Some answers:

“Training was good and I liked that the workshops were variable and interesting. I also really appreciate the hard work of the trainers because they really tried to pay attention to everyone and they did a great job even with such a colourful group as we were. Besides I think the place of the training was a bit too small and also the time was too short for so many workshops and programs. I think it would be better to the training for 5 days.”

“Thanks for this wonderful experience. I enjoyed every moment and made new friends.”

“To be honest, I was a bit stressed before if I would be able to make the training and also the volunteering. Thank you a lot that you made me to believe that I'm able to do anything, I just need supportive people around me.”

“Happy to be there. I'm proud of myself and want to attend to more events like this.”

“Please give more free time next time to have some rest as well. Otherwise well done!”

“Place was very small for this training, but the trainers gave their best to make it possible. Actually... at the end it was less annoying than I expected.”

“Loved all the people who were there. I especially liked that we were a mixed group with differently abled persons. It made everything much more interesting, enjoyable and fun.”

Summary of the evaluation of the volunteering:

1) How would you evaluate your volunteering period as a whole?

Participants could evaluate from 1 (worst) to 10 (best).

21% of the participants evaluated their volunteering time for the maximum, 29% gave 9 points, 33% thought that their time was worth 8 points, but 13% evaluated it for 6 points and 1 person gave 4 points. Average point was 8,3.

2) How much prepared did you feel yourself at the beginning of the volunteering?

Participants could evaluate from 1 (worst) to 10 (best).

8% of the participants evaluated their preparedness for 10 points, 17% gave 9 points, 21% thought that their preparedness was worth 8 points, but 13% evaluated it for 7 points, 29% gave themselves 6 points, another 8% 5 points and 1 person evaluated herself only for 3 points. Average point was 7,1.

3) How much were you satisfied with the task(s) you got?

Participants could evaluate from 1 (worst) to 10 (best).

50% of the participants evaluated their volunteering tasks for 10 points, 33% gave 9 points, 8% thought that their tasks were worth 6 points and 1-1 person evaluated it for 5 and 4 points. Average point was 8,9.

4) How much were you satisfied with the help you got during your volunteering?

Participants could evaluate from 1 (worst) to 10 (best).

50% of the participants evaluated the support they got for 10 points, 46% gave 9 points. 1 person evaluated it for 7 points. Average point was 9,4.

5) How much were you satisfied with yourself during your volunteering?

Participants could evaluate from 1 (worst) to 10 (best).

8% evaluated their volunteering work for 3 points and 21% for 5 points. 29% gave 6 points and another 21% thought that their work was worth 7 points, but 8% evaluated it for 8 points. Only one person gave himself 9 points and also 1 person's evaluation was only 2 points. Average point was 5,6.



6) Would you be motivated to continue volunteering?

Participants could choose their answer from the following 4 options. Results are mentioned below as well:

88% – Yes, definitely!

4% – Yes, but I want to do different tasks!

8% – Yes, but I would love to do it somewhere else!

0% – No, I do not want to volunteer anymore!

7) If you have any comments or recommendations regarding the volunteering part, please mention it now!

Some answers:

"I just loved to be a volunteer so much! Finally I was able to do something fruitful and useful in my free time and also made a lot of new friends! I'm already involved in some new projects and I hope it will mean a long cooperation!"

"Thanks for this experience and especially thanks for my mentor! I have never organized anything before, so it was a totally new field for me but with the guidance I did quite a good job... I think!"

"As it wasn't my first experience as a volunteer I would say, it wasn't my best place and tasks, but it wasn't bad. I naturally won't stop volunteering in the future, but probably I'll stay on other fields, not sport. Anyway, thank for the possibility, I learned from it!"

"It was awesome to play with the students. I won the running competition! I was the best, which was crazy good! I love to be the winner!"

I liked to be a volunteer as I'm a sport lover man but I felt that the organization was too busy to pay attention to our project, although our mentor was nice and helpful."

"I want to be a coach now!"

Sustainability

What is the percentage of youngsters who would like to continue being volunteers?

All Hungarian volunteers were open to continue volunteering. Most of them would love to continue at the organization they volunteered now and also want to do the task they had now, but some of them (2 persons) would love to go to other organizations and 1 person would be happier with different tasks. Results of the final questionnaire:

88% – Yes, definitely!

4% – Yes, but I want to do different tasks!

8% – Yes, but I would love to do it somewhere else!

0% – No, I do not want to volunteer anymore!

As a project partner, how will you ensure support to those who wish to continue?

We would like to keep contact with all our volunteers. Probably we would not be able to provide such an intensive mentorship as we did in the last few months but we are open to help and be asked anytime. There were some really efficient volunteers, who – we think – will be able to keep the group together as well.

We are also ready to help to find organizations who are accepting volunteers with disability, but they can also volunteer by us if they wish.

What did this project bring to your organisation?





MORE ACTIVE PEOPLE AROUND – Our organization works with people with disabilities for a long time but we are happy to get to know some new but really talented guys who we hope, will stay in contact with us for a long time and we will have many projects together in the future as well. We think, it's always extraordinary to find people with disabilities (who are usually considered in society as people who need help) who want to be an active member of the community and has the willingness to do something good.

STRENGTHEN CONNECTION NETWORK – Besides we strengthened our bond with other organizations which contacts might be a good basis of new cooperations and projects. Furthermore we not only strengthened our connection network in Hungary but also over the borders. We had the pleasure to work together with some amazing organizations from Spain and Italy with whom we are already planning our next projects together (actually one project is already approved).

NEW PROGRAM BEGINS TO START – Sport is quite a new field for our organization and it was hundred percent started by our workers and volunteers with disability who were a fun of sports. With the help of this project we got in contact with other organizations who are already experienced in sports or has also the desire to start something on this field and we hope that we can strengthen our sport activities. We also think that the volunteers of the project will be good helpers in this.

How many Letters of Intent did you get from Sports Organisations, stating that they wish to use the training materials in the future?

There are 5 organizations who expressed their desire on paper to use the training material.

How many Letters of Intent did you get from public authorities, stating that they will support the replication of the training sessions in the future?

There are 3 decision makers who expressed their desire on paper to start or support similar projects (based on the experiences and materials of All Volunteers).