YouthGreen 5.0 – Fair Transition with Green Skills and Circular Economy

PROJECT MANAGEMENT

PLAN (PMP)

Drafted: National Education Foundation (MEV)

Responsible: MEV and all partners

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Version 1	15.01.2026	First Draft	MEV- FETICO
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Introduction

The YouthGreen 5.0 Project Management Plan (PMP) is intended to ensure the smooth implementation of the project and to provide a basis for the project management processes that guide all partners. It describes the project scope and how the project will be executed in accordance with the project management schedule. The PMP is aligned with and complies with the Project Grant Agreement and the administrative and financial guidelines for Erasmus+ projects.

The PMP is organised as follows. Section 1 describes the project and its background, including its key facts, objectives, target groups and scope; the project consortium, its structure and organisation; the partners' roles and responsibilities; the project management arrangements and the Project Management Team; and the work packages, activities, and lead and supporting roles. Section 2 sets out the work plans with activity indicators, and Section 3 presents the project timetable. Section 4 describes the publicity and visibility obligations, and Section 5 covers Intellectual Property Rights (IPR), including the access and usage rights defined in the Grant Agreement. Section 6 sets out the reporting obligations, Section 7 the meeting arrangements, and Section 8 the communication and collaboration arrangements, including the shared repository and the recording of dissemination activities. Annex 1 contains the Project Dissemination Strategy.

The Quality Assurance Plan (QAP), developed by the Quality Assurance and Risk Management Committee (QARMC) and led by FETICO, is a separate but complementary tool to the PMP. It supports effective, high-quality project management and, together with the PMP, helps ensure all partners meet the required standards.

The PMP is a living document that will be maintained throughout the project lifecycle. Its components will be updated and re-baselined, where necessary, at the end of each project phase.

1. Project Description and Background

1.1 Project Key Facts

Programme	ERASMUS+ PROGRAMME
Project Title	YouthGreen 5.0 – Fair Transition with Green Skills and Circular Economy
Project Number	2025-1-TR01-KA220-YOU-000352941
Action Type	KA220-YOU - Cooperation partnerships in youth
Call	Call 2025 Round 1 KA2
Agency	Turkish National Agency
Project Coordinator	National Education Foundation (MEV)
Duration	24 months from 01.10.2025 to 30.09.2027
Website	www.youthgreen5.org
Consortium	6 organisations from 4 countries

YouthGreen 5.0 is a two-year, multi-country project that seeks to empower young people across Europe as leaders of the green transition. It will equip them with the essential skills, market knowledge and opportunities needed to build sustainable careers and actively shape progressive environmental policies at local and regional levels.

As climate change and environmental challenges accelerate, European labour markets are transitioning towards sustainability-driven industries. However, a gap remains between market demand and the availability of structured learning pathways. Many young people, particularly those from disadvantaged backgrounds, lack access to the training, career guidance and employment opportunities needed in green sectors.

Europe's shift towards environmental sustainability is essential, yet it presents significant socioeconomic challenges for young people. The European Green Deal and the Just Transition Mechanism unlock considerable potential for youth employment and innovation in key sectors. Addressing the identified gaps between needs and opportunities is therefore the core motivation for YouthGreen 5.0.

Taking these gaps into account, the project aims to bridge the needs and demands of stakeholders by empowering young people with green skills, circular-economy knowledge and entrepreneurial capacity so that they can actively contribute to a fair green transition.



The project focus areas are:

1. **Green Skills Development:** Deliver high-quality green skills training aligned with contemporary labour-market needs, focusing on practical, applied competencies.
2. **Career Pathway Creation:** Provide AI-powered digital tools for personalised career exploration and data-driven guidance in emerging green sectors.
3. **Green Entrepreneurship Promotion:** Foster green entrepreneurship through structured bootcamps, expert mentorship and access to seed-funding opportunities**.**
4. **Policy Engagement and Civic Participation:** Enable meaningful youth participation in sustainability policymaking through structured civic-participation models.
5. **Awareness and Outreach:** Build lasting, cross-sectoral networks connecting young people with educators, forward-thinking employers and policymakers.

The specific objectives of the project are to:

1. Equip young people with green skills to prepare them for future careers in the circular economy and green jobs;
2. Promote industrial symbiosis and sustainable production practices among young people;
3. Enable young people to create environmentally friendly career paths using green entrepreneurship and digital-transformation tools;
4. Support the just-transition process and encourage young people to participate in the sustainable economy; and
5. Contribute to collaboration between young people and local governments to develop solutions for creating resilient cities.

Target Groups

The project primarily focuses on young people who will shape the next generation of sustainable leadership in Europe. At the same time, it ensures that stakeholders from education, labour markets, and public administration benefit from the tools and methodologies created.

YouthGreen 5.0 actively seeks to reduce participation barriers and create accessible opportunities for groups traditionally underrepresented in sustainability initiatives.

The YouthGreen 5.0 project addresses three direct target groups:

- Young People (aged 16–30), preparing for future careers in the circular economy and green jobs.
- Young people with fewer opportunities, including youth from rural or remote areas, refugees, young people with a migrant background, and economically disadvantaged or unemployed youth.
- Youth Workers and Educators, who provide career guidance and training programmes, together with the materials needed to support young people through the green transition.

The project also addresses two indirect target groups:

- Policymakers and Municipal Representatives, including local government officials, urban planners and environmental-policy experts who listen to and implement youth-led policy recommendations.
- Green-Economy Stakeholders, including employers, industry associations, SMEs and investors in sustainability, the circular economy and renewable-energy sectors, who support the development of the future green workforce.

Indirect Beneficiaries

- Local communities benefiting from youth-led sustainability actions.
- Companies seeking workers with green skills.
- Stakeholders adopting project materials and methodologies.

The project will produce five core intellectual outputs:

- **O1. Green Skills Training Module:** Development of comprehensive training materials on the circular economy and green skills to equip young people with market-relevant green skills.
- **O2. Job Transition and Green Jobs Guide:** Creation of a comprehensive digital guide mapping career pathways and job-transition strategies for young people entering sustainability-focused industries. The Guide will complement the training module.
- **O3. AI-Powered Green Transition Simulator:** Development of an innovative, AI-driven simulation tool that enables users to explore career opportunities in sustainability and entrepreneurship through interactive, data-driven scenarios.
- **O4. Green Career Database:** Creation of a comprehensive, continuously updated database of job and internship opportunities in the green economy, connecting young people with real employment pathways.
- **O5. Green Awareness Campaign:** Creation of a Green Awareness Web Platform to raise public awareness of green careers and climate action, promote green measures, and share video materials, case studies, podcasts, and outreach content.

These outputs will be accompanied by three multiplier events during the project lifetime to raise awareness:

- **M1. Green Entrepreneurship Bootcamp (Ankara, June 2026):** Encourage youth-led green entrepreneurship.
- **M2. Sustainable City Policy Camp (North Macedonia, March 2027):** Enable youth participation in sustainability policymaking.
- **M3. Green Youth Summit (Ankara, July 2027):** Create an international platform for knowledge exchange.

The project activities and outputs will result in:

1. Increased youth employability in green and circular-economy sectors.
2. Promotion of green entrepreneurship and innovative solutions.
3. Stronger youth participation in shaping sustainable urban policies.
4. A long-term multiplier effect through databases, digital tools and awareness campaigns.

1.2 Project Consortium

The project is being implemented by a consortium of six partners from four countries:

- Türkiye (3): MEV, AYBÜ and PRO-EK
- Spain (1): FETICO
- North Macedonia (1): Think Up Digital
- Estonia (1): NGO Pro Consensio

No.	Name of Partner	Acronym	Contact person(s)	Email
1.	Milli Eğitim Vakfı (National Education Foundation)	[MEV]	Ozlem Demirel Cook Cansu Karaca Akarsu	ozlem.demirel@mev.org.tr cansu.karacaakarsu@mev.org.tr
2.	Ankara Yıldırım Beyazıt University	[AYBÜ]	Recep Yorulmaz Şahin Yeşilyurt	ryorulmaz@aybu.edu.tr shnyslyrt@gmail.com rcpyrlmz@gmail.com
3.	Proactive Education, Science and Culture International NGO	[PRO-EK]	Satı Eder Mustafa Seyrek	sati9658@gmail.com mseyrek.brt1@gmail.com pro.ek.international@gmail.com

No.	Name of Partner	Acronym	Contact person(s)	Email
4.	Confederation of Independent Trade Unions	[FETICO]	Emilia Martin Andrea Garrido Rodriguez	emiliamartin@fetico.es andreagarrido@fetico.es
5.	Think Up Digital	[THINKUP]	Sofija Tosheva Mirjana Todorovska	thinkup.ngo@gmail.com mirjanatosheva@gmail.com
6.	NGO Pro Consensio	[PROCONSENSIO]	Urmo Reitav Anton Karavajev	urmo.reitav@gmail.com anto.karavajev@gmail.com

1.3 Partners' Roles and Responsibilities

National Education Foundation (Millî Eğitim Vakfı) (MEV) – Türkiye

MEV acts as the overall project coordinator and ensures that the partnership operates effectively and coherently. With extensive educational expertise, MEV oversees internal communication, financial management, and quality assurance.

Main responsibilities:

- General coordination and project administration
- Monitoring of work packages and timelines
- Quality assurance and risk management
- Training and youth-engagement activities
- Oversight of dissemination actions
- Support for green awareness campaign

Ankara Yıldırım Beyazıt University (AYBÜ) – Türkiye

AYBÜ contributes strong academic expertise in economics, sustainability and labour-market research. It ensures the project's outputs are grounded in sound research and aligned with EU policy frameworks.

Main responsibilities:

- Research on green jobs and just transition strategies
- Labour-market and skills-gap analysis
- Structuring the Green Career Database
- Contribution to the Green Skills Training Module
- Supporting economic logic for the AI simulator
- Contributing to policy recommendations and dissemination
- Organisation of the Green Entrepreneurship Bootcamp

PRO-EK International NGO – Türkiye

PRO-EK ensures that the project remains accessible, inclusive and aligned with the needs of disadvantaged youth. It leads outreach, mentoring and engagement strategies.

Main responsibilities:

- Inclusive methodologies and training materials for disadvantaged youth
- Job Transition and Green Jobs Guide development
- Organisation of the Green Youth Summit
- Local workshops on sustainability and career development
- Youth-awareness and advocacy campaign

FETICO – Spain

FETICO offers extensive experience in labour-market transitions and workforce reskilling. It connects the project with real employment realities and ensures strong links with employers and industry.

Main responsibilities:

- Leading content development for the Green Career Database
- Mapping green jobs, internships and training opportunities
- Contributions to the Just Transition & Green Jobs Guide
- Labour market research on emerging green professions
- Connection to employers and dissemination through national and EU labour networks
- Leadership of the Quality Assurance and Risk Management Committee

Think Up Digital – North Macedonia

As the digital innovation lead, Think Up Digital designs and develops the project's technological outputs, ensuring modern, user-friendly platforms.

Main responsibilities:

- Full development of the AI-powered Green Transition Simulator
- Gamified and interactive educational components
- Technical implementation of digital tools
- UX/UI design and platform optimization
- Development of technical infrastructure for Green Career Database
- Digital platform hosting & maintenance

NGO Pro Consensio – Estonia

NGO Pro Consensio leads the entrepreneurial and circular-economy dimension of the project, as well as active citizenship and youth participation, empowering young people to develop sustainable business models.

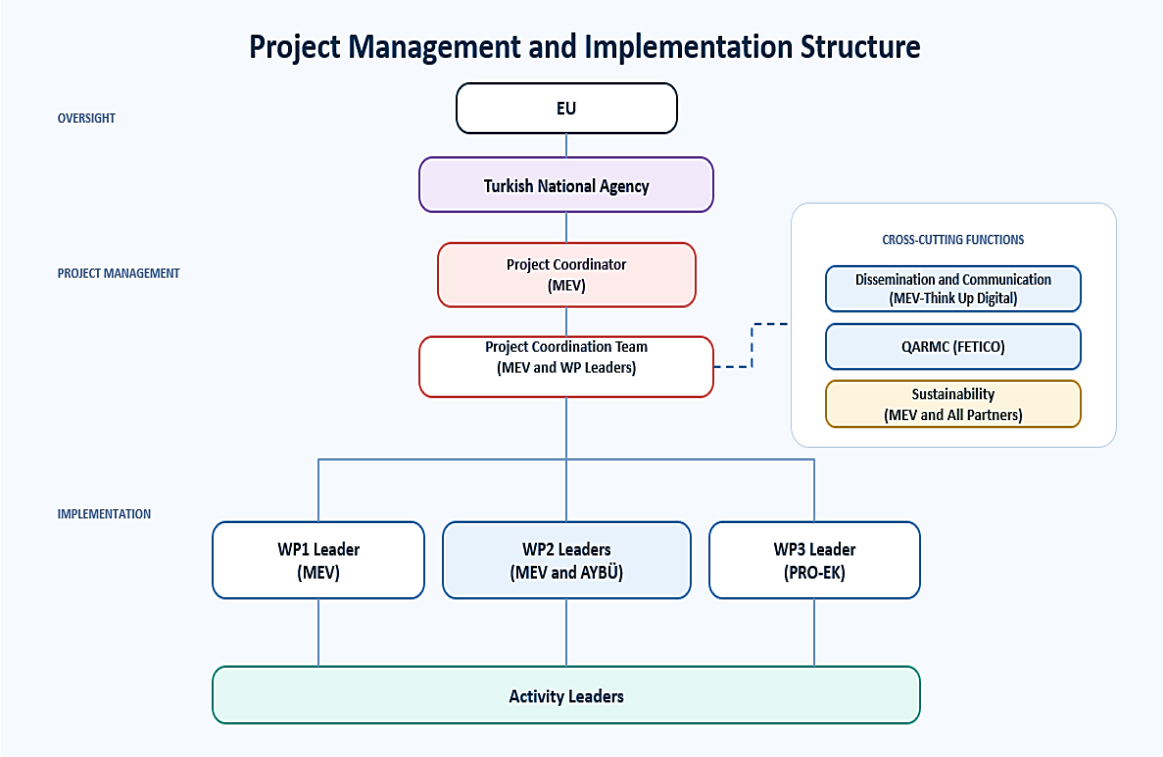
Main responsibilities:

- Leading the Green Awareness Campaign
- Supporting the entrepreneurship content of the Green Skills Training Module
- Mentoring young entrepreneurs
- Contribution to the Green Entrepreneurship Bootcamp and Sustainable City Policy Camp
- Contribution to the development of the Circular Economy Business Handbook

1.4 Project Management

The project management structure was established and discussed at the kick-off meeting and TPM1. It includes the Project Coordinator, the Project Coordination Team (WP leaders), the Quality Assurance and Risk Management Committee (QARMC), comprising two members from FETICO and the Project Coordinator, and the Dissemination and Communication Coordinator, as shown in Table 1.

Table 1. Project Management Structure



1.5 Project Management Team

Project management is an institutional responsibility that requires the efficient involvement of all services. When signing the Partnership Agreements, the partners agreed on a defined project-management procedure and committed to project implementation.

No.	Role	Organisation	Key Staff	E-mail
1.	Project Coordinator Project Point of Contact	[MEV] [MEV]	Ozlem Demirel Cook Cansu Karaca Akarsu	ozlem.demirel@mev.org.tr cansu.karacaakarsu@mev.org.tr
2.	Finance Manager Finance Officer	[MEV] [MEV]	Kemal Şahinoğlu Emel Yılmaz	k.sahinoglu@mev.org.tr emel.yilmaz@mev.org.tr
3.	Webmaster / IT Deputy	[MEV]	Umit Aksoy	umit.aksoy@mev.org.tr

No.	Role	Organisation	Key Staff	E-mail
4. 4.	Communication Manager / Graphic Designer / Camera and Audiovisual Officer	[MEV] [MEV]	Faruk Saygili Askin Ayas Eren Ulucan	faruk.saygili@mev.org.tr iletisim@mev.org.tr askin.ayas@mev.org.tr eren.ulucan@mev.org.tr
5. 5.	E-Transformation and Informatics	[MEV]	Bilal Aday	Bilal.aday@mev.org.tr
6. 6.	WP1 Leader	[MEV]	Özlem Demirel Cook Cansu Karaca Akarsu	ozlem.demirel@mev.org.tr cansu.karacaakarsu@mev.org.tr
7. 7.	Quality Assurance and Risk Management Committee (QARMC)	FETICO	Emilia Martin Andrea Garrido Rodriguez	emiliamartin@fetico.es andreagarrido@fetico.es
8. 8.	WP2 Co-Leaders	[MEV] / [AYBÜ]	Recep Yorulmaz Şahin Yeşilyurt Özlem Demirel Cook	ryorulmaz@aybu.edu.tr shnyslyrt@gmail.com rcpyrlmz@gmail.com ozlem.demirel@mev.org.tr
9.	WP3 Leader	[PRO-EK]	Satı Eder Mustafa Seyrek	sati9658@gmail.com mseyrek.brt1@gmail.com pro.ek.international@gmail.com
10.	Green Awareness Campaign Management, co-led by MEV and NGO Pro Consensio	[MEV] / [NGO Pro Consensio]	Özlem Demirel Cook Urmo Reitav Anton Karavajev	ozlem.demirel@mev.org.tr urmo.reitav@gmail.com anton.karavajev@gmail.com

1.6 Work Packages, Activities, and Lead and Supporting Roles

Table 2. Work Package Activities by the Consortium

WP1 Activities	Lead	Supporting
WP LEADER	**MEV**	
1.1 Project Coordination, Administration and Financial Monitoring	MEV	All partners
1.2 Regular Partner Meetings and Progress Monitoring	MEV and AYBÜ	FETICO (Reporting)
1.3 Quality Assurance and Risk Management	FETICO	MEV
1.4 Sustainability Planning for Long-term Impact	MEV	PRO-EK and NGO Pro Consensio
1.5 Dissemination and Communication	MEV	Think Up Digital
WP2 Activities	**Lead**	**Supporting**
WP CO-LEADERS	**MEV and AYBÜ**	
2.1 Kick-off Meeting and TPM 1 (Türkiye)	MEV	AYBÜ, FETICO, NGO Pro Consensio, PRO-EK, Think Up Digital
2.2 Green skills training module	MEV	AYBÜ (academic validation)
2.3 Job Transition and Green Jobs Guide	PRO-EK	AYBÜ (research); FETICO (labour-market alignment)
2.4 TPM2 (North Macedonia)	Think Up Digital	MEV, AYBÜ, FETICO, NGO Pro Consensio, PRO-EK
2.5 AI-Powered Green Transition Simulator	Think Up Digital	AYBÜ (data integration) PRO-EK (TR)
2.6 Green Career Database	FETICO	Think Up Digital (technical infrastructure) AYBÜ (content)
2.7 TPM3 (Spain)	FETICO	MEV, AYBÜ, Think Up Digital, NGO Pro Consensio, PRO-EK
YouthGreen Hub (Central Platform)	PRO-EK	MEV, AYBÜ, Think Up Digital, NGO Pro Consensio and PRO-EK
WP3 Activities	**Lead**	**Supporting**
WP LEADER	**PRO-EK**	
3.1 Green Entrepreneurship Bootcamp	AYBÜ	MEV, FETICO, NGO Pro Consensio, PRO-EK, Think Up Digital
3.2 TPM4 (Türkiye)	AYBÜ	MEV, FETICO, NGO Pro Consensio, PRO-EK, Think Up Digital
3.3 Sustainable City Policy Camp	MEV	AYBÜ, FETICO, Think Up Digital, PRO-EK and NGO Pro Consensio

WP1 Activities	Lead	Supporting
3.4 TPM5 (Estonia)	NGO Pro Consensio	AYBÜ, FETICO, Think Up Digital, PRO-EK, MEV
3.5 Green Awareness Campaign — Phase 1 Green Awareness Campaign — Phase 2 Green Awareness Campaign — Phase 3	MEV and NGO Pro Consensio	All partners
3.6 Green Youth Summit	PRO-EK	FETICO, NGO Pro Consensio, AYBÜ, MEV, Think Up Digital

The Project Coordinator (PC) is responsible for overall project management, including administrative, financial, technical and operational management; communication and reporting to the National Agency; and the efficient use of the project grant.

The Project Coordination Team (PCT), led by MEV, is responsible for achieving the project outcomes and overseeing overall implementation. Each partner will appoint project managers responsible for internal coordination and reporting.

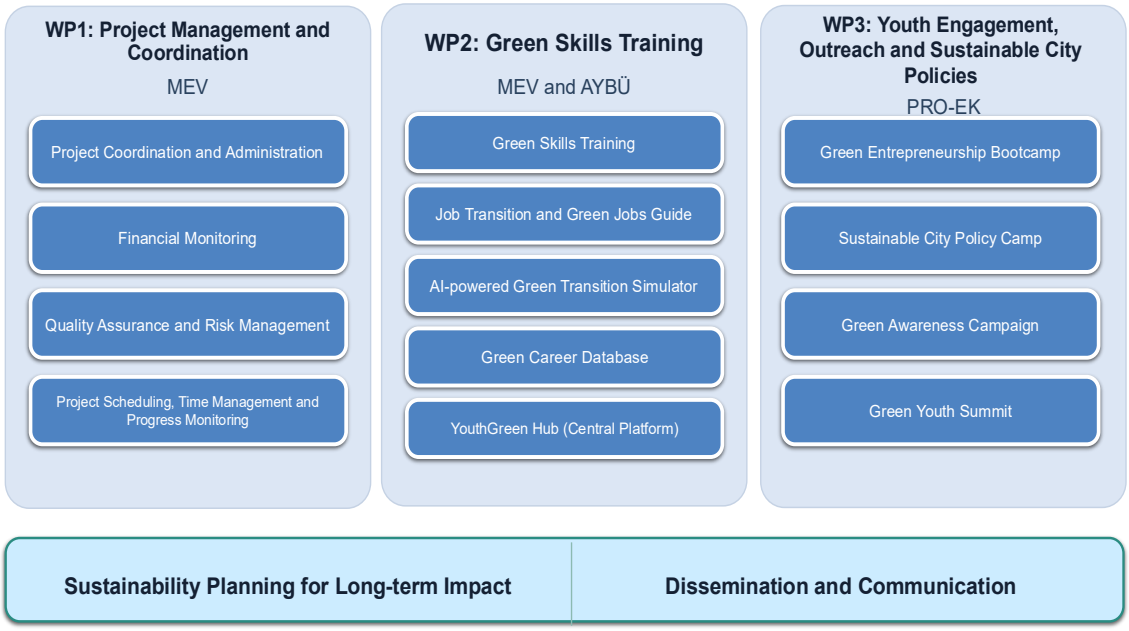
The Quality Assurance and Risk Management Committee (QARMC) consists of six members from four partners: FETICO, MEV, AYBÜ (WP2 co-leaders) and PRO-EK (WP3 leader). It is led by FETICO.
The QARMC provides direct support to the Project Coordinator in monitoring and assessing project quality, project results and risks, as well as updating the QAP.

The Dissemination and Communication Coordinator (DC) is responsible for recording all communication and dissemination initiatives relating to project activities and results, and for ensuring that the public is informed about the project concept and aware of its potential benefits.

WP Leaders (WPLs) are responsible for monitoring the overall progress of their respective work packages and activities. The WP lead organisations are presented in Table 2.

Activity Leaders (ALs) are responsible for implementing and monitoring their assigned activities, ensuring the required quality and timeliness, and supporting the active participation of other partners.

2. YouthGreen 5.0 Work Plans



The YouthGreen 5.0 Work Plan comprises three Work Packages (WPs) designed to ensure that project activities are completed in accordance with the contract signed with the National Agency. Detailed activity work plans are provided below.

2.1 Work Package 2: Green Skills Training (IO) — Revised May/June 2026

Goal: Develop a structured, comprehensive curriculum covering the circular economy, industrial symbiosis and sustainable production to equip young people with market-relevant green skills.

Objective(s)	1. Equipping young people with green skills to prepare them for future careers in the circular economy and green jobs. 2. Promoting industrial symbiosis and sustainable production practices among young people.		
Timeframe:	October 2025 - August 2026 (11 months)		
Activity Leader:	MEV	**Supporting Partner(s)**	AYBÜ
Allocated Budget:		Target: 50+ educators equipped with teaching materials	200+ young people trained (16-30 yrs old)

Implementation Activities, steps or processes to achieve the objectives	Milestones How progress will be confirmed	Start Date	End Date	Activity Quality Indicator	Lead	Supporting Partners
1. Setting up a content development team (green skills and circular economy), including a testing and evaluation expert for measuring the effectiveness of the training.	Module Writers' meeting	29 Jan 2026	10 Feb 2026	The IO has followed the timetable as presented by the IO leader.	AYBÜ	MEV
2. Agree on content, training curriculum, delivery methodology, duration, language, evaluation tools (effectiveness of the skills training) and appropriate digital training tools	Curriculum template	10 Feb 2026	20 April 2026	The IO has followed the timetable as presented by the IO leader.	AYBÜ	MEV
3. Preparation of the first draft of the written training module materials (IAW Open University textbook samples?) and pool of assessment questions	A Reference Textbook for trainees and trainers (chapter-based, guideline-compliant)	May 2026	June 2026	The materials follow the template and are delivered on time. Alignment of training materials with EU green skills frameworks	AYBÜ	MEV
4. Editing of the written training materials (Books). Editing starts with the completion of each draft chapter.	Edited written materials are available	July 2026	July 2026	The materials have been edited and delivered on time	MEV	AYBÜ

Implementation Activities, steps or processes to achieve the objectives	Milestones How progress will be confirmed	Start Date	End Date	Activity Quality Indicator	Lead	Supporting Partners
5. Initial design of the written materials (Books)	Page and graphic designs are completed for review.	July-August 2026	July-August 2026	The materials have been designed on time	MEV	AYBÜ
6. Preparation of the web-based module (WBM)		May 2026	May 2026		AYBÜ	MEV
6.1 Preparation of the Web-based interactive course module + certification structure (with completion and assessment criteria) and setting up the technical team consists of (a) E-Learning Designer - Lecture note template, weekly learning flow, interaction design. b) Media Team (Video/Visual): Video script, filming, editing; infographic and visual production. (c) Web/LMS Team	Technical teams are established	20 April 2026	2 May 2026	Technical requirements are set: Compatibility: runs on most platforms Responsive design Media formats: works Everywhere Accessibility to all, people with disabilities included. Data protection and security: Protecting learners' data	AYBÜ MEV	MEV
6.3 Visual package (infographics, diagrams, activity cards, etc.)		20 April 2026	2 May 2026	Technical requirements are met	MEV	AYBÜ
6.4. Assembling the web-based module	WBM is ready for testing	May 2026	May 2026	Technical requirements are met		
7. Preparation of the Model Test Training at the Green Entrepreneurship Bootcamp (18-24 June 2026). Selection of the training environment and participants (face-to-face with interactive exercises to be used in the actual online module training)	Selection criteria for trainers (50) and trainees were prepared.	May 2026	May 2026	Sampling is compatible with the project indicators. For instance, 5 educators among youth workers, educators, vocational training institutions, career advisors;10 participants, 16-30 yrs old (1/3 from disadvantaged groups) as similar to the bootcamp participants selection criteria.	AYBÜ-MEV	PRO-EK

Implementation Activities, steps or processes to achieve the objectives	Milestones How progress will be confirmed	Start Date	End Date	Activity Quality Indicator	Lead	Supporting Partners
10. Conduct a test model training during the green entrepreneurship bootcamp (18-24 June 2026) with a blended training methodology.	Test the online training module with selected content as a model training.	June 2026	June 2026	Sampling applied	AYBÜ	MEV
11. Assess the model training applied at the Bootcamp as a blended training methodology.	The test training has been evaluated according to the general performance indicators	July 2026	August 2026	Qualitative feedback gathered showed an increase, ranging from 15% to 25%. General Satisfaction level is at or above 75%		
12. Finalise web-based module and written training materials		August 2026	September 2026			
14. Expand and implement the web-based training with certification		1 Nov.2026	30 July 2027	Tracer survey results, trainee feedback, pre/post test results, or FGM: The number of people provided examples of how they have applied these skills at work, or to explain what difficulties they face in learning and using these skills.		

2.2 Work Package 2: Job Transition and Green Jobs Guide (IO)

Goal: Create a comprehensive digital guide mapping career pathways and job-transition strategies for young people entering sustainability-focused industries.

Objective(s)	1. Enabling young people to create environmentally friendly career paths using green entrepreneurship and digital transformation tools; 2. Supporting the just transition process to encourage young people to participate in the sustainable economy.		
Timeframe:	October 2025 - August 2026 (11 months)		
Activity Leader:	PRO-EK	**Supporting Partner(s)**	AYBÜ and FETICO
Allocated budget:		Target: Clear career roadmaps for 10+ sustainability sectors	500+ downloads in first year

Implementation Activities, steps or processes to achieve the objectives	Milestones How progress will be confirmed	Start Date	End Date	Activity Quality Indicator	Lead	Supporting Partners
1. Lead partner to organize the first online meeting with the activity partners on how to develop the outline of the guide and how resources will be allocated by division of the work among themselves.	Division of the work and resources among the partners	Feb 2026	Feb 2026	The IO has followed the timetable as presented by the IO leader.	PRO-EK	AYBÜ FETICO
2. Lead partner and supporting partners organize the second online meeting to agree on methodology (including language, format, and orchestrated works of the other IOs, i.e., training, green career database, AI simulator) components of the guide, such as - *Labor Market Analysis (Digital PDF)* - *Career Transition Strategies (Infographics and visual career maps)* - *Sector-Specific Guidance includes clear career roadmaps for 10+ sustainability sectors* - *Practical Resources (Interactive online version with clickable resources) (video testimonials)* -Guide follows the EU green skills framework.	Agreed methodology and outline/components of the guide.	Feb 2026	Feb 2026	The IO has followed the timetable as presented by the IO leader.	PRO-EK	AYBÜ FETICO
3. Peer review of the draft Guide and uploading to YouthGreen Hub.	The first draft of the guide, with its core components, is available.	August 2026	August 2026	The draft materials follow the format and are delivered on time	PRO-EK	AYBÜ FETICO

Implementation Activities, steps or processes to achieve the objectives	Milestones How progress will be confirmed	Start Date	End Date	Activity Quality Indicator	Lead	Supporting Partners
4. Testing of the guide (sampling of 50 end users use the guide	End users use the guide for the first time.	September 2026	October 2026	End users for testing were selected based on inclusion and diversity criteria.	PRO-EK	AYBÜ FETICO
5. Finalisation of the Guide and become operational	The revised guideline is available	October 2026	October 2026	Guide has been integrated with other tools and is working on the platforms. The guide is aligned with the EU green skills frameworks.	PRO-EK	AYBÜ FETICO

2.3 Work Package 2: Green Career Database (IO) — Revised July/September 2026

Goal: Create a comprehensive, continuously updated database of job and internship opportunities in the green economy, connecting young people with real employment pathways.

Objective(s)	1. Promoting a better understanding of jobs in the green sectors, aligning with the global movement toward sustainability. 2. Contribute to youth employability in green sectors, incorporating green guidance.		
Timeframe:	October 2025 - August 2026 (11 months)		
Activity Leader:	FETICO	**Supporting Partner(s)**	AYBÜ and THINK UP DIGITAL
Allocated budget:		Target: 800+ registered users 200+ job/internship opportunities	Launch webinar Promotional materials for career centres

Implementation Activities, steps or processes to achieve the objectives	Milestones How progress will be confirmed	Start Date	End Date	Activity Quality Indicator	Lead	Supporting Partners
Supporting Partners	The division of the workload according to technical requirements and the resources is identified among the partners.	February 2026	Feb 2026	Partners developed a depth of understanding/information about the database.	FETICO	AYBÜ THINKUP DIGITAL
2. The lead partner and supporting partners will organise the second online meeting to agree on the methodology (e.g., reusing existing data after checking its quality and restrictions instead of developing a new dataset), the language, the partners' tasks, the technical features, and the timeline. Components of the Database - *Job listings* - *Internship Opportunities* - *Employer Profiles* - *Search & Filter Functions* - Success stories section	Agreed methodology and outline/components of the database.	February 2026	February 2026	Partners agreed on the development methodology, the timetable and the tasks to be performed.	FETICO	AYBÜ THINKUP DIGITAL

Implementation Activities, steps or processes to achieve the objectives	Milestones How progress will be confirmed	Start Date	End Date	Activity Quality Indicator	Lead	Supporting Partners
3. Initial structure set-up: set up a technical team and work on preparing the data sets (querying interconnected data) OR re-use of reliable existing datasets, definition of metrics, use of software to meet technical features of the database management system, along with possible support of artificial intelligence (AI) and ML, and integration of the other tools/applications and hosting body of the new or co-use of the existing databases. **Technical features** User-friendly interface Email alerts for new opportunities Application tracking system Resource library (CV tips, interview prep) Maintenance and Updates Weekly database updates Quality control for listings User feedback integration Annual expansion to new sectors/regions	Content and technical specifications are outlined with support of AI or other agreed-upon tools.	March 2026	March 2026	The technical team was set up and it followed the timetable as presented by the IO leader.	FETICO	AYBÜ THINKUP DIGITAL
4. The process of collecting or obtaining the data set with a license (determines the conditions of the software which can be accessed, edited, and reused) and building/designing it according to technical specifications and quality standards.	The data set is collected or obtained.	May 2026	May 2026	Technical features met the specified quality standards.	FETICO	AYBÜ THINKUP DIGITAL
5. Edit checks processes of the content, design, database server, and technical features according to the specified quality data standards.	The technical team reviewed the data set design against quality standards, and the database structure was validated.	June 2026	June 2026	Potential data errors and inconsistencies were reduced during the database-building process.	FETICO	AYBÜ THINKUP DIGITAL
6. Testing phase: hands-on training on the prototype Green Career Database at the Bootcamp. Perform functionality and performance testing to verify that data operations work as expected in terms of speed and response time under load. Validate data	The testing took place during the Green Entrepreneurship Bootcamp in Ankara, 18-24 June 2026, with 50 participants.	June 2026	June 2026	Necessary hardware and software environments are set up for testing by Think Up Digital. Feedback indicated positive user reception of the database while identifying a need for broader coverage and better search	FETICO	AYBÜ THINKUP DIGITAL

Implementation Activities, steps or processes to achieve the objectives	Milestones How progress will be confirmed	Start Date	End Date	Activity Quality Indicator	Lead	Supporting Partners
integrity and consistency through different testing scenarios.				functions. Some participants independently suggested AI-supported skills matching.		
6. After all tests are completed, the testing team analyses the summary reports and eliminates the defects.	Defects are identified and eliminated in future database testing efforts.	June 2026	June 2026	The testing process was completed and documented in a clear format with actionable recommendations for necessary fixes.	FETICO	AYBÜ THINKUP DIGITAL
7. Re-testing: The testing team conducts a retest to ensure all issues have been successfully resolved.	The database meets its objectives, performance, and quality standards	June 2026	June 2026	Identified defects are fixed.	FETICO	AYBÜ THINKUP DIGITAL
8. The database is operational and has been launched on the central digital portal, initially without language localisation. The next steps are outlined below. **Localisation and Automated Updating Plan** 8.1. Assess the technical and financial feasibility of localising the database into the languages of the partner countries. 8.2 Select an appropriate localisation approach based on the findings and available project budget. 8.3 Assign partners' technical, linguistic and administrative responsibilities. 8.4 Assess automated updating through APIs or structured data feeds and manual entry and monitoring. 8.5 Implement automated updating where technically feasible 8.6 Apply semi-automated or partner-managed updating where full automation is not feasible.	A database with 200+ job/internship opportunities is launched at the central.	September 2026 September 2026	October 2026 October 2026	800+ registered users by mid-2027 200+ job/internship opportunities by mid-2027	FETICO	AYBÜ THINKUP DIGITAL
9. Prepare a sustainability plan for the database for post-project in line with Updating Plan	The sustainability plan is available.	January 2027	January 2027	● Long-term sustainability through partner	FETICO	AYBÜ THINKUP DIGITAL

Implementation Activities, steps or processes to achieve the objectives	Milestones How progress will be confirmed	Start Date	End Date	Activity Quality Indicator	Lead	Supporting Partners
				maintenance is ensured ● Open-access platforms ● Regular content updates quarterly.		
10. Prepare Handover Agreement (includes training the team about automated reports, monitoring, and updates) and be available for post-handover support.	Handover agreement is provided.	30 September 2027	30 September 2030	● Updates continue.	FETICO	AYBÜ THINKUP DIGITAL

2.4 Work Package 2: AI-Powered Green Transition Simulator (IO) — Revised March/April 2026

Goal: Develop an innovative, AI-driven simulation tool that enables users to explore career opportunities in sustainability and entrepreneurship through interactive, data-driven scenarios.

Objective(s)	1. To present interactive career exploration, real-world job simulations, and pathways to sustainability entrepreneurship. 2. To enable young people to make informed career decisions based on labour market trends and AI-powered recommendations.			
Timeframe:	January 2026 – December 2026			
Activity Leader:	THINK UP DIGITAL	**Supporting Partner(s)**	AYBÜ (Academic Content and Green Skills Validation) and PRO-EK (Youth Scenarios and User Testing)	
Allocated budget:		Target: 1,000+ users in	70%+ user satisfaction rate Average 30-minute engagement time	

Milestones How progress will be confirmed	Milestones How you will know you have accomplished the activity.	Start Date	Activity Quality Indicator	Activity Quality Indicator	Lead	Supporting Partners
1. The lead partner and supporting partners should organise an online meeting to develop the methodology, timeline, and phases of the work, as well as to discuss the tasks. FETICO is invited to attend part of the meeting where the database is relevant to support the work.	The division of the workload among the partners, based on technical requirements and resources, is identified.	January 2026	January 2026	Partners developed a depth of understanding about the AI tasks and their relation to the database.	THINKUP DIGITAL	AYBÜ PRO-EK

Milestones How progress will be confirmed		Milestones How you will know you have accomplished the activity.	Start Date	Activity Quality Indicator	Activity Quality Indicator	Lead	Supporting Partners
Key Functions of the AI *-Personalized Career Exploration* *-Interactive Simulations* *-Labor Market Integration* *-Gamification Elements*	**Key Functions of the Database:** *Web-based platform (mobile-responsive)* *AI/machine learning backend* *Multilingual interface* *Accessibility features (screen reader compatible)* *Data privacy compliant (GDPR)*						
2. Lead partner and supporting partners organize the second online meeting		Agreed methodology and outline/components of the AI.	March 2026	March 2026	Partners agreed on the development methodology, the timetable and the tasks to be performed.	THINKUP DIGITAL	AYBÜ PRO-EK
3. Initial structure set-up:		Content and technical specifications are outlined.	March 2026	March 2026	The technical team was set up, and it followed the timetable as presented by the IO leader.	THINKUP DIGITAL	AYBÜ PRO-EK
4. Create the portal and interface to host the Interactive Green Skills Training Module, Job Transition, Green Jobs Guide, and Green Career Database. (TBD which partner leads this activity)		Portal is available for internal access and review	May 2026	June 2026	Portal is accessible online, successfully integrates all modules, and handles navigation between modules.	THINKUP DIGITAL	AYBÜ PRO-EK
5. Prepare and share an online proposal defining the green jobs taxonomy (ESCO framework) and the job match logic.		Agreed taxonomy document and match logic specification approved by all partners	May 2026	June 2026	Taxonomy covers all green job directions featured in the simulator; match logic is documented and approved by supporting partners for academic validity	THINKUP DIGITAL	AYBÜ PRO-EK
6. TUD leads the development of the AI Chat-bot assistant (first phase of the matching engine. Integration with the green career database. Implement tagging process for the green career		The engine is functional. Users input relevant skills and experiences, and the	June 2026	End of October 2026	Simulator returns relevant job matches. Match scores are consistent, logical, and explainable based on input data.	THINKUP DIGITAL	AYBÜ PRO-EK

Milestones How progress will be confirmed	Milestones How you will know you have accomplished the activity.	Start Date	Activity Quality Indicator	Activity Quality Indicator	Lead	Supporting Partners
database to match agreed taxonomy. Implementation of the job match logic based on agreed taxonomy, connecting user skills and real-life experience inputs to produce job matches with match percentages. Supporting partners review the matching engine at phase 1. (Matching was now moved to Portal developers)	simulator produces ranked career matches with scores. (Matching was now moved to Portal developers)			(Matching was now moved to Pro-Ek developers)		
7. Integration of the simulator with the green jobs guide to add personalised career guidance. AYBÜ and PRO-EK review and provide feedback.	Job matches are enriched by career guidance based on the relevant skills and experiences.	September 2026	October 2026	Simulator provides career recommendations by referencing the green jobs guide. Users with different skills and experiences receive recommendations for different career paths.	THINKUP DIGITAL	AYBÜ PRO-EK
8. Integration of AI engine with training module. Passed modules, scores and certifications are applied in the matching logic (TBC if applicable).	Certification data is used by the matching logic and influences career match results	TBC	TBC	Module scores and certifications are applied in the matching logic. Users with different certifications are matched with different jobs.	THINKUP DIGITAL	AYBÜ PRO-EK
9. Integrate an LLM to add explainability and career guidance through discussion. Users can ask follow-up questions and receive personalised assistance and recommendations based on their profile data.	An explainability layer is added to the AI simulator. Chatbot-like feature support is available for users to use and interact with.	November 2026	January 2027	Career match outputs include a personalised explanation referencing the user's scores, skills, and experience. Guidance with next steps is provided to the user. Users can ask follow-up questions related to their career.	THINKUP DIGITAL	AYBÜ PRO-EK
10. Prepare a sustainability plan for the AI simulator covering: hosting and infrastructure costs, LLM API cost coverage. Supporting partners review and sign the plan.	The sustainability plan is available.	December 2026	Feb 2027	Sustainability plan is documented and approved by all partners; includes hosting and LLM cost coverage, maintenance, development responsibilities, and user support responsibilities. Ensure the simulator remains free and publicly accessible after project end.	THINKUP DIGITAL	AYBÜ PRO-EK

Milestones How progress will be confirmed	Milestones How you will know you have accomplished the activity.	Start Date	Activity Quality Indicator	Activity Quality Indicator	Lead	Supporting Partners
11. Prepare and sign a formal handover agreement transferring ownership and responsibilities of the AI simulator.	Handover agreement is provided.	30 September 2027	30 September 2030	Handover agreement covers ownership, rights to use, hosting responsibilities, support duration and support responsibilities	THINKUP DIGITAL	AYBÜ PRO-EK

2.5 Work Package 3: Green Entrepreneurship Bootcamp — Revised May/June 2026 (Completed)

Goal: Develop green skills and sustainable business proposals that support the creation of new eco-friendly ventures.

Objective(s)	1. Provide intensive training on green skills by empowering young people to develop sustainable business models and eco-friendly entrepreneurship models.		
Timeframe:	February 2026- June 2026		
Activity Leader:	AYBÜ	**Supporting Partner(s)**	PRO-EK, MEV, FETICO, NGO Pro Consensio, Think Up Digital
Allocated budget:		Number of participants: 50 young people (ages 16-30)	Date: 18-24 June 2026 (7 days)

Milestones How progress will be confirmed	Milestones How will you know you have accomplished the activity?	Start Date	Activity Quality Indicator	Activity Quality Indicator	Lead	Supporting Partners
1. The lead partner and supporting partners should organize an online meeting to develop the work plan methodology, timeline, and phases of the work, as well as to discuss the tasks to support AYBÜ.	The division of the tasks, resources, and procedures to follow up is identified.	February 2026	March 2026	Partners developed a depth of understanding about the mobility tasks and their relation to the boot camp.	AYBÜ	PRO-EK, MEV, FETICO, NGO Pro Consensio, Think Up Digital
A. Define selection guidelines/requirements of the target group: number of participants (+50-participant profile by national and transnational, age, educational background, motivation and skills, experience, language, gender, inclusiveness, dietary choices. B. Drafting the program and the announcement for mobility for the Bootcamp C. Define financial details for transnationals; how to arrange the booking of travel tickets and the reimbursement of travel expenses, accommodation, etc.						
2. Prepare a draft agenda and a ” fact-sheet about the Green Entrepreneurship Bootcamp.”	Work Plan is available	March 2026	March 2026	Partners agreed on the the timetable and the tasks to be performed.	AYBÜ	PRO-EK, MEV, FETICO, NGO Pro Consensio, Think Up Digital

Milestones How progress will be confirmed	Milestones How will you know you have accomplished the activity?	Start Date	Activity Quality Indicator	Activity Quality Indicator	Lead	Supporting Partners
3. Prepare Dissemination Action Plan for promotion and documentation, and assign roles to each partner. Assign a Press Media Relations Coordinator as focal point. **Target Reach:** 50 participants, 2,000+ social media impressions. ○ Recruitment campaign (social media, partner networks) ○ Live coverage during bootcamp ○ Post-event report with participant testimonials ○ 3 video interviews with participants Define and draft content of the media outreach with common messages to be delivered in all languages and all tools used.	Dissemination Action Plan is drafted.	March 2026	March 2026	Dissemination Action Plan is available.	AYBÜ	PRO-EK, MEV, FETICO, NGO Pro Consensio, Think Up Digital
4. Set up a preparation team (trainers, project staff, organisation's staff)and prepare an "Event Management Plan" by organisational needs, operational needs and individual (participants) needs: identify venue, logistics and assign logistics coordinator as focal point –. Event Management Plan **(Before-During-After)** ● **Visibility materials**: T-shirts, badges, ID, Registration table, roll-ups, spider, and other promotional materials ● **Media:** Press news ● **Technical materials/equipment:** computers, desks, presentation, head table-Speakers, microphones, software, projector-camera(s) for live coverage ● **Food and beverages** ● **Accommodation** ● **Event Venue** ● **Transportation** ● **Needs/Access needs** ● **Youth pass**	Event Management Plan is drafted.	March 2026	April 2026	Event Management Plan is available	AYBÜ	PRO-EK, MEV, FETICO, NGO Pro Consensio, Think Up Digital

Milestones How progress will be confirmed	Milestones How will you know you have accomplished the activity?	Start Date	Activity Quality Indicator	Activity Quality Indicator	Lead	Supporting Partners
5. Announcement for the Green Entrepreneurship Bootcamp and collection of the applications.		March 2026	April 2026	# of transnational applicants # of national applicants # of hits on social media	AYBÜ	PRO-EK, MEV, FETICO, NGO Pro Consensio, Think Up Digital
6. Prepare the shortlist for applicants (gender-sensitive and inclusive to different abilities and conditions) and send out acceptance letters. Letters should contain detailed information about the programme and venue, how to get there, its accessibility, and instructions for payments. Special attention should be paid to people with various access needs. 6.1 Arrange competent trainers/facilitators.	List of applicants and competent trainers/facilitators identified.	April 2026	April 2026	● # of applications ● # of selected participants reached the target (50) ● Profile of applicants ● Representation of the target group and relevant stakeholders	AYBÜ	PRO-EK, MEV, FETICO, NGO Pro Consensio, Think Up Digital
7. Work with the green skills training team to prepare the bootcamp final programme/agenda, including adapting "the green skills training module" as a blended course; define the EU's Key Competences of Entrepreneurship, learning outcomes for the participants, and a thorough and open process of evaluation tools – with an integrated follow-up approach.	Training and the bootcamp agenda, including learning outcomes, the EU's Key Competences of Entrepreneurship, are available, and evaluation tools to measure the training/activity results are defined.	April 2026	April 2026	● training approach and strategy; ● subject and content of the sessions; ● diversity of the sections ● materials and technology available; ● competencies and skills of the trainers ● access needs of participants; ● physical environment; ● multicultural atmosphere	AYBÜ	PRO-EK, MEV, FETICO, NGO Pro Consensio, Think Up Digital
8. Once the number of participants is clear, materials and relevant documents for the activities can be translated if necessary and prepared for everyone. (This material could also include a certificate of attendance and learning, e.g., "Youth pass").	All participants' materials are available	May 2026	May 2026	Certificate of attendance and/or "Youth pass" provided.	AYBÜ	PRO-EK, MEV, FETICO, NGO Pro Consensio, Think Up Digital
9. Prepare documentation and reporting tools by the trainer/s and participants:	Curriculum, session outline, evaluation forms, and media	May 2026	May 2026	Overall materials for trainers, participants, and organisation/s)	AYBÜ	PRO-EK, MEV, FETICO, NGO Pro

Milestones How progress will be confirmed	Milestones How will you know you have accomplished the activity?	Start Date	Activity Quality Indicator	Activity Quality Indicator	Lead	Supporting Partners
a. Session outline (trainer)-session outline to be filled by the trainers as a resource or best-practice material. b. Media consent form of participants for taking photos and/or videos -outsourced. c. Evaluation tools and reporting documents	consent form are available.					Consensio, Think Up Digital
10. Run the Bootcamp (DURING) - Welcome and registration -Introduction –Warm-up -Running the sessions - A video clip or podcast - Wrap-up at the end of a day and evaluation of each day - Social events - Payments - Certificates		June 2026	June 2026	• Satisfaction of 80% and above based on the feedback (verbal, written, instant, anecdotal feedback) obtained • At least 3 success stories about green entrepreneurship initiatives.	AYBÜ	PRO-EK, MEV, FETICO, NGO Pro Consensio, Think Up Digital
11. Prepare the Bootcamp report: (AFTER) When feasible, the preparatory team should meet once more to carry out a comprehensive evaluation of the event. -a written document/ online format, -a video clip or podcast, -a website, - a multimedia report, a graphic report, or another report format/s. -Collection of payment documents, invoices, vouchers, attendance sheets, etc for, for financial reporting	Evaluation Reports; Qualitative Video Interviews with Participants	June 2026	September 2026	Overall evaluation indicates expressions of exploitation/ transfer of the results are high	AYBÜ	PRO-EK, MEV, FETICO, NGO Pro Consensio, Think Up Digital
Follow-up After the training (transfer, multiplying, and follow-up) - **Send an evaluation form** to the participants and to their organisations several months after the training, asking how learning outcomes have been used since then and/or how the organisation has benefited from the training. - **Create a mailing list** where participants can easily contact each other and the trainers. - **Mentoring possibilities: I**t can be useful for		July 2026	August 2026	Increase in dissemination results and indicators.	AYBÜ	PRO-EK, MEV, FETICO, NGO Pro Consensio, Think Up Digital

Milestones How progress will be confirmed	Milestones How will you know you have accomplished the activity?	Start Date	Activity Quality Indicator	Activity Quality Indicator	Lead	Supporting Partners
participants to be offered the possibility of mentoring. In this case, the trainers could take on the role of mentors, or it could be set up as peer mentoring and support. - **Internet forums and online spaces:** Creating online spaces between participants can be useful to keep up the sense of community and motivation, even connecting them with other activities of the project as a means of multiplying activities.						

2.6 Work Package 3: Sustainable City Policy Camp

Goal: Enable youth participation in sustainability policymaking.

Objective(s)	1. Enable youth to collaborate with municipalities and policymakers on developing sustainability policies, using the AI-powered simulator for real-world policy modelling.		
Timeframe:	Preparation Period: September 2026- March 2027		
Activity Leader:	MEV	**Supporting Partner(s)**	Pro Consensio, Think Up Digital, AYBÜ, PRO-EK, FETICO,
Allocated budget:		**Target number of participants:** 40 young people +15 municipal representatives (+7 partners' representatives)	**Event Date:** 14-17 March 2027 (4 days) TBC -Waiting for FETICO's General Assembly Date in March to be confirmed

Milestones How progress will be confirmed		Milestones How you will know you have accomplished the activity.	Start Date	Activity Quality Indicator	Activity Quality Indicator	Lead	Supporting Partners
1. The lead partner and supporting partners should organise an online meeting to develop the work plan methodology, timeline, allocated number of participants by countries, and phases of the work, as well as to discuss the tasks to support MEV and Think Up Digital.		The division of the tasks, resources, and procedures to follow up is identified.	June 2026	July 2026	Partners developed a depth of understanding about the mobility tasks and their relation to the sustainable city camp.	MEV	Pro Consensio, Think Up Digital PRO-EK, AYBÜ, FETICO, NGO
A. Define selection guidelines/requirements of the target group: number of participants (40 youth+15 municipal representatives); participant profile and by national and transnational, age, educational background, motivation and skills, experience, language, gender, inclusiveness, dietary choices.	**B**. Drafting the program outline and mobility plan for the policy camp. **C**. Define financial details for transnationals; number of allocated people and number of municipal representatives; outline the allocated budget, and collect price quotations from the hotels and the centres. Plan the budget for travel tickets and the reimbursement of travel expenses, accommodation, etc.						

Milestones How progress will be confirmed	Milestones How you will know you have accomplished the activity.	Start Date	Activity Quality Indicator	Activity Quality Indicator	Lead	Supporting Partners
3. Prepare a draft agenda and fact sheet, web, and social media brochures about the Sustainable City Policy Camp.	Work Plan is available	July 2026	September 2026	Partners agreed on the timetable and the tasks to be performed.	MEV	Pro Consensio, Think Up Digital PRO-EK, AYBÜ, FETICO, NGO
4. Contact with municipal representatives in Skopje, if feasible, Ankara (TBC), or others as per budget limitations.	Municipal representatives are identified	September 2026	September 2026	Selection of diverse representatives.	MEV	Pro Consensio, Think Up Digital PRO-EK, AYBÜ, FETICO, NGO
3. Prepare a Dissemination Action Plan for promotion and documentation, and assign roles to each partner. Assign a Press Media Relations Coordinator as a focal point. **Target Reach: 40 youth participants incl.15 municipal representatives, 1500 social media impressions**. ○ Recruitment campaign (social media, partner networks) ○ Live social media coverage during the policy camp ○ Policy Recommendations document ○ Video summary of outcomes. Define and draft the content of the media outreach with common messages to be delivered in all languages and all available tools.	Dissemination Action Plan is drafted.	September 2026	October 2026	Dissemination Action Plan is available.	MEV	Pro Consensio, Think Up Digital PRO-EK, AYBÜ, FETICO, NGO
4. Set up a preparation team (facilitators, project/partners staff, organisation's staff)and prepare an "Event Management Plan" by organisational needs, operational needs, and individual (participants) needs: identify venue, logistics, and assign a logistics coordinator as a focal point. Event Management Plan **(Before-During-After)** ● **Visibility materials**: T-shirts, badges, ID, Registration table, roll-ups, spider, and other promotional materials ● **Media:** Press Bulletin (TR-EN-Esp-Eesti, македонски) ● **Technical materials/equipment:** computers, desks, presentation, head table-Speakers, microphones, software, projector-camera(s) for live coverage ● **Food and beverages** ● **Accommodation** ● **Event Venue**	The Event Management Plan is drafted.	October 2026	January 2027	The Event Management Plan is available	MEV	Pro Consensio, Think Up Digital PRO-EK, AYBÜ, FETICO, NGO

Milestones How progress will be confirmed	Milestones How you will know you have accomplished the activity.	Start Date	Activity Quality Indicator	Activity Quality Indicator	Lead	Supporting Partners
• **Transportation** • **Needs/Access needs** • **Youthpass**						
5. Announcement of the Sustainable City Policy Camp and collection of the applications.		September 2026	December 2026	# of transnational applicants # of national applicants # of hits on the social media	MEV	Pro Consensio, Think Up Digital PRO-EK, AYBÜ, FETICO, NGO
6. Make the shortlisting for applicants (gender-sensitive and inclusive to different abilities and conditions) and send out acceptance letters. Letters should contain detailed information about the programme and venue, how to get there, its accessibility, and instructions for payments. Special attention should be paid to people with various access needs. 6.1 Arrange competent facilitators to run the policy camp.	List of applicants and competent facilitators identified.	December 2026	December 2026	# of applications # of selected participants reached the target Profile of applicants Representation of the target group and relevant stakeholders	MEV	Pro Consensio, Think Up Digital PRO-EK, AYBÜ, FETICO, NGO
7. Work with experienced teams and the event management team to finalise the Programme for 4 days; define the EU's Key Drivers for Cities, such as an EU Agenda for Cities: Driving Growth and Prosperity – align with UN SDG with an integrated approach.	The Programme for Sustainable City Policy Camp for 4 days, including working topics and potential outcomes in line with the project and the EU's and UN's sustainable cities policies are defined.	December 2026	December 2026	• A 4-day event is planned with an intended approach and strategy; • subject and content of the sessions are planned; • diversity of the sections • materials and technology available; • access needs of participants are included; • The physical environment is arranged by multicultural atmosphere • Facilitators/ Researchers are available to develop a policy recommendations paper. • A media and communication event is	MEV	Pro Consensio, Think Up Digital PRO-EK, AYBÜ, FETICO, NGO

Milestones How progress will be confirmed	Milestones How you will know you have accomplished the activity.	Start Date	Activity Quality Indicator	Activity Quality Indicator	Lead	Supporting Partners
				planned.		
8. Once the number of participants is clear, material and relevant documents for the activities can be translated if necessary and prepared for everyone. (This material could also include a certificate of attendance and learning, e.g., "Youthpass").	All participants' materials are available	December 2026	January 2027	Certificate of attendance and/or "Youthpass" provided.	MEV	Pro Consensio, Think Up Digital PRO-EK, AYBÜ, FETICO, NGO
9. Travel logistics/hotel accommodation, event place, social activities, and meals planned and confirmed. Prepare a certificate of Attendance and		January 2027	February 2027		MEV	Pro Consensio, Think Up Digital PRO-EK, AYBÜ, FETICO, NGO
9. Run the Policy Camp (DURING) - Welcome and registration -Introduction –Warm-up -Running the sessions - A video clip or podcast - Wrap-up at the end of a day and evaluation of each day - Social events - Payments - Certificates		March 2027	March 2027	-Satisfaction of 80% and above based on the feedback (verbal, written, instant, anecdotal feedback) obtained -Policy recommendations document produced [which contains recommendations by youth to improve quality of life, efficiency of urban operation & services that meet the needs of present and future generations with respect to economic, social, and environmental aspects in line with EU and UNSDG goals.] -Video summary of outcomes	MEV	Pro Consensio, Think Up Digital PRO-EK, AYBÜ, FETICO, NGO
11. Prepare the Policy camp report: (AFTER) When feasible, the preparatory team should meet once more to carry out a comprehensive evaluation of the event. -a written document/ online format, -a video clip or podcast, -a website,	Policy paper Facilitators Evaluation Report	March 2027	April -June 2027	● Overall evaluation indicates expressions of exploitation/ transfer of the results are high	MEV	Pro Consensio, Think Up Digital PRO-EK, AYBÜ, FETICO, NGO

Milestones How progress will be confirmed	Milestones How you will know you have accomplished the activity.	Start Date	Activity Quality Indicator	Activity Quality Indicator	Lead	Supporting Partners
- a multimedia report, a graphic report, or another report format/s. -Collection of payment documents, invoices, vouchers, attendance sheets, etc for the financial report. -Setting up a youth network.	Participants Evaluation Report Organizer's Report					
Follow-up After the policy camp (transfer, multiplication, and follow-up) - **Send an evaluation form** to the participants and to their organisations several months after the training, asking how learning outcomes have been used since then and/or how the organisation has benefited from the training. - **Create a mailing list** where participants can easily contact each other and the trainers. - **Internet forums and online spaces:** Creating online spaces between participants can be useful to keep up the sense of community and motivation, even connecting them with other activities of the project as a means of multiplying activities.		April 2027	May-June 2027	Policy recommendations were submitted to the municipalities, published on the website, and scientific articles were produced and disseminated. Needs more time to observe policy impact.	MEV	Pro Consensio, Think Up Digital PRO-EK, AYBÜ, FETICO, NGO

2.7 Work Package 3: Green Awareness Campaign — Revised May/June 2026

Goal: Enhance public engagement through social-media outreach, digital storytelling and interactive content.

Objective(s)	1. Raise public awareness about green careers, sustainability, and youth-led environmental initiatives through digital and community outreach.		
Timeframe:	October 2025- September 2027		
Activity Leader:	MEV -NGO Pro Consensio	**Supporting Partner(s)**	All partners
Allocated budget:			

Milestones: How progress will be confirmed	Milestones How you will know you have accomplished the activity.	Start Date	Activity Quality Indicator	Dissemination Indicator (s)	Lead	Supporting Partners
Phase 1: AWARENESS development, design and dissemination	**Content areas: green skills and sustainability careers**	**October 2025**	**March 2026**	**Target: 2000 + engagements**		
1. Lead partner and MEV co-developed the Green Awareness Campaign Management Strategy to provide partners with a clear, easy-to-implement, multimedia-focused campaign strategy and communication tools to implement the campaign effectively. A. Conduct desk-top research and real interviews with young people to create a baseline to promote green skills for green careers and sustainable behaviours by sparking interest and raising awareness among young people who would like to B. Assess the results of the baseline and develop a scheme and thematic areas to pursue in the first phase C. Insert the campaign	Desk-top research Green Awareness Campaign Management Strategy Paper Video Interviews with young people Campaign website creation (YouthGreen5.org)	December 2025	February 2026	N/A Partners agreed on the timetable and the tasks to be performed	MEV	Pro Consensio and All partners

Milestones: How progress will be confirmed		Milestones How you will know you have accomplished the activity.	Start Date	Activity Quality Indicator	Dissemination Indicator (s)	Lead	Supporting Partners
participate in youth-led green initiatives.	website into the project website.						
2. Establish a dedicated campaign page on the project website (www.youthgreen5.org), supported by coordinated project social media channels and a unified campaign hashtag strategy to link the website and social media together for the campaign.		https://www.instagram.com/youthgreen5/ https://x.com/youthgreen5 https://www.facebook.com/youthgreen5 https://www.youtube.com/@youthgreen5 http://linkedin.com/company/youth-green-5-0	November 2025	February 2026	N/A	MEV	Pro Consensio and all partners
3. Preparation of an initial poll/survey for the website ("Have your voice heard") targeted at young people to ascertain their opinions on green skills, green jobs, green entrepreneurship, and environmental protection.		A survey/poll is available for the first phase, as well as the creation of a baseline, which will provide valuable insights into public awareness.	February 2025	May 2026	"Survey/poll collected responses # 100	MEV	Pro Consensio and all partners
4. Creation of content, dissemination of information through communication tools, and preparation of the Phase-1 Campaign Report.		Contents for dissemination are available for Phase-1 Phase-1 Campaign Report is available	May 2026	June 2026	- 30 social media posts per month - 6 video interviews - 5 infographics on green skills - 2 blog posts on sustainability careers	MEV	Pro Consensio and All partners

Milestones: How progress will be confirmed	Milestones How you will know you have accomplished the activity.	Start Date	Activity Quality Indicator	Dissemination Indicator (s)	Lead	Supporting Partners
5. Prepare Phase-1 Campaign Report -Collect partners' reports -Collect the results and data from the campaign website and social-media channels. -Collect initial evaluation results of the Bootcamp feedback. - Share the consolidated report with project partners and QARMC (Quality Assurance and Risk Management Committee)	Phase-1 Report is available	June 2026	July 2026	Baseline created; with a % 20 increase in awareness targeted for the 2nd phase	MEV	Pro Consensio and All partners
Phase 2: AWAKENESS AND INTEREST	**Content areas: Green entrepreneurship - Sustainability challenges and Bootcamp promotion**	**July -August 2026**	**November 2026**	**Target: 3,000+ engagements**	MEV	Pro Consensio and All partners
6. Create content and disseminate information to raise awareness and build interest and foundational understanding on • **Green entrepreneurship** • **What is green business?** • **Sustainability challenges** • **Green entrepreneurship bootcamp** **Through** -15 social media posts per month -3 podcast episodes on green entrepreneurship -Interactive sustainability challenges -4 success stories from participants -A poll for the second phase	-15 social media posts per month -3 podcast episodes on green entrepreneurship -Interactive sustainability challenges -4 success stories from participants were developed -Poll for the second phase was developed	August 2026	October 2026	# of interviews with young people in different countries. # of downloads of the campaign materials per language # of views on the Video site # of downloads of the Video site # of mentions of the campaign hashtag on social media # of media appearances -Poll-2 results	MEV	Pro Consensio and All partners
7. Prepare Phase-2 Campaign Report -Collect partners' reports	Phase-2 Report is available	November 2026	December 2026	20% increase compared to Phase 1 is captured	MEV	NGO Pro Consensio

Milestones: How progress will be confirmed	Milestones How you will know you have accomplished the activity.	Start Date	Activity Quality Indicator	Dissemination Indicator (s)	Lead	Supporting Partners
-Collect the results and data from the campaign website and social-media channels. - Share the consolidated report with project partners and QARMC (Quality Assurance and Risk Management Committee)						and All partners
Phase 3: AWARENESS -INTEREST-ENGAGEMENT	**Content Areas: Youth-led initiatives; Recommendations on sustainability issues to policymakers, sustainable/resilient cities**	**December 2026**	**September 2027**	**Target: 4,000+ engagements**	MEV	Pro Consensio and All partners
8. Create content and disseminate information to raise awareness, build interest and motivate for engagement on **Youth-led initiatives; recommendations to policymakers on sustainability issues** **Sustainable/resilient cities** **Green Youth Summit** **Through** -20 social media posts per month -2 short documentary films -10 participant success stories -Interactive webinar series (3 sessions) - A poll for the third phase	-20 social media posts per month -2 short documentary films -10 participant success stories -An interactive webinar series (3 sessions) was conducted - A poll for the third phase was developed	November 2026	August 2027	# of interviews/engagements with young people, policymakers, and green business employers in different countries. # of downloads of the campaign materials per language # of views on the Video site # of downloads of the Video site # of mentions of the campaign hashtag on social media # of media appearances -Poll-3 results	MEV	Pro Consensio and All partners
9. Prepare Phase-3 Campaign Report -Collect partners' reports quarterly -Collect the results and data from the campaign website and social-media	Phase-3 Report is available	August 2027	August 2027		MEV	Pro Consensio and All partners

Milestones: How progress will be confirmed	Milestones How you will know you have accomplished the activity.	Start Date	Activity Quality Indicator	Dissemination Indicator (s)	Lead	Supporting Partners
channels. - Share the Q reports with project partners and QARMC (Quality Assurance and Risk Management Committee)						
10. Prepare the final campaign report with a handover plan for the sustainability of this digital campaign.	The campaign interventions were illustrated using indicators that measure campaign success and its positive impact on the project. These included lessons learned and recommendations.	September 2027	September 2027	-poll results -total campaign reach (engagements) -demographic data of the engaged audience -Measurement of behaviour change metrics -Comparison between the targets and the results achieved, with the results being analysed and assessed.	MEV	Pro Consensio and All partners

2.8 Work Package 3: Green Youth Summit

Goal: Create an international platform for knowledge exchange.

Objective(s)	Host an international summit where young leaders, experts, and stakeholders discuss sustainability policies and green entrepreneurship, share best practices, and build alumni networks for continued collaboration.		
Timeframe:	July 2027 (3 days)		
Activity Leader:	PRO-EK	**Supporting Partner(s)**	FETICO, NGO Pro Consensio, AYBÜ, MEV, Think Up Digital
Allocated budget:		**Number of participants**: 100+ (young leaders, policymakers, experts, industry representatives) + 20 Speakers.	**Target reach**: 100+ direct participants, 5,000+ online viewers

Milestones How progress will be confirmed		Milestones How will you know you have accomplished the activity?	Start Date	Activity Quality Indicator	Activity Quality Indicator	Lead	Supporting Partners
1. The lead partner and supporting partners should organise online meetings to develop the work plan methodology, timeline, and phases of the work, as well as to discuss the tasks to support PRO-EK.							
A. Define selection guidelines/requirements of the target group: number of participants (100+ young leaders, policymakers, experts, industry representatives); by profile, number of participants for each representative groups such as how many young leaders, how many policy makers, experts, green industry representatives etc.**;** national and transnational, age (for young leaders), profession,	**B.** Drafting the program and the announcement for mobility for the Summit. **C.** Define financial details for transnationals; how to arrange the booking of travel tickets and the reimbursement of travel expenses, accommodation, etc.	The tasks, resources, and procedures to be followed have been divided up.	November 2026	January 2027	Partners developed a deep understanding of the mobility tasks and their relation to the Summit.	PRO-EK	FETICO, NGO Pro Consensio, AYBÜ, MEV, Think Up Digital

Milestones How progress will be confirmed	Milestones How will you know you have accomplished the activity?	Start Date	Activity Quality Indicator	Activity Quality Indicator	Lead	Supporting Partners
sectors, motivation and skills, experience, language, gender, inclusiveness.						
2. Prepare a draft agenda and a "fact sheet "about the Green Youth Summit, including **the European Commission's Education and Training 2030 Strategy**, **the European Key Competences Framework on entrepreneurship**, which highlights sustainability-based economic models and the promotion of business-friendly environments as key components of entrepreneurship education, **the European Green Deal**, and **the United Nations 2030 Agenda**, together with the **Paris Agreement on Climate Change**.	The work plan is available	February 2027	March 2027	Partners agreed on the the timetable and the tasks to be performed.	PRO-EK	FETICO, NGO Pro Consensio, AYBÜ, MEV, Think Up Digital
3. Prepare Dissemination Action Plan for promotion and documentation, and assign roles to each partner. Assign a Press Media Relations Coordinator as a focal point. **Target Reach:** ● International summit with 100+ participants ● Live streaming of key sessions ● Summit proceedings publication ● Media coverage (TV, radio, online) ● 10+ expert presentations ● Policy recommendations document ● Networking opportunities Define and draft the content of the media outreach with common messages to be delivered in all languages and all tools used.	Dissemination Action Plan is drafted.	March 2027	March 2027	Dissemination Action Plan is available.	PRO-EK	FETICO, NGO Pro Consensio, AYBÜ, MEV, Think Up Digital
4. Set up a preparation team (facilitators, project staff, organisation's staff) and prepare "Event Management Plan" by organisational needs, operational needs, and individual (participants) needs: identify venue, logistics, and assign logistics coordinator as focal point. Event Management Plan **(Before-During-After)** ● **Visibility materials**: T-shirts, badges, ID, Registration table, roll-ups, spider, and other promotional materials	The Event Management Plan is drafted.	April 2027	April 2027	The Event Management Plan is available	PRO-EK	FETICO, NGO Pro Consensio, AYBÜ, MEV, Think Up Digital

Milestones How progress will be confirmed	Milestones How will you know you have accomplished the activity?	Start Date	Activity Quality Indicator	Activity Quality Indicator	Lead	Supporting Partners
• **Media:** Press Bulletin (TR-EN-Esp-Eesti, македонски) • **Technical materials/equipment:** computers, desks, presentation, head table-speakers, microphones, software, projector-camera(s) for live coverage • **Food and beverages** • **Accommodation** • **Event Venue** • **Transportation** • **Needs/Access needs** • **Youthpass**						
5. Announcement for The Green Youth Summit and collection of the applications from young leaders.	Announcement through the project's and partners' social media and websites is available	April 2027	April 2027	# of transnational applicants # of national applicants # of hits on the social media	PRO-EK	FETICO, NGO Pro Consensio, AYBÜ, MEV, Think Up Digital
6. Prepare the shortlist for applicants -young leaders (gender-sensitive and inclusive to different abilities and conditions) and send out acceptance letters. Letters should contain detailed information about the programme and venue, how to get there, its accessibility, and instructions for payments. Special attention should be paid to people with various access needs. 6.1 Arrange and invite competent **policymakers, experts, industry representatives + summit facilitators**.	A list of applicants, competent facilitators, and 20 speakers has been identified.	May 2026	May 2026	• # of applications • # of **selected young leaders/participants** reached the target (XX) • Profile of applicants • **# of relevant stakeholders (policymakers, experts, industry representatives)** • 20 Speakers	PRO-EK	FETICO, NGO Pro Consensio, AYBÜ, MEV, Think Up Digital
7. Work with the summit team to finalise the 3-day summit programme/agenda	The summit agenda, speakers, participants, and summit outcomes are available	May 2026	May 2026	• training approach and strategy; • subject and content of the sessions; • diversity of the sections • materials and technology available; • competencies and skills of the	PRO-EK	FETICO, NGO Pro Consensio, AYBÜ, MEV, Think Up Digital

Milestones How progress will be confirmed	Milestones How will you know you have accomplished the activity?	Start Date	Activity Quality Indicator	Activity Quality Indicator	Lead	Supporting Partners
				trainers ● access needs of participants; ● physical environment; ● multicultural atmosphere		
8. Once the number of participants is clear, material and relevant documents for the activities can be translated if necessary and prepared for everyone. (This material could also include a certificate of attendance and learning, e.g., “Youthpass”).	All participants' materials are available	May 2026	May 2026	Certificate of attendance and/or “Youthpass” provided.	PRO-EK	FETICO, NGO Pro Consensio, AYBÜ, MEV, Think Up Digital
9. Prepare documentation and reporting tools for facilitators and experts, and technical platforms for the participants: a. Guidelines for each summit session will be prepared for facilitators and experts. b. The guidelines for the policy recommendations document c. Media consent form of participants for taking photos and/or videos. d. Evaluation tools and reporting/scientific paper guidelines, documents	Session outlines Session guidelines, evaluation forms, and media consent forms are available.	May 2026	May 2026	Overall materials for trainers, participants, and organisation/s)	PRO-EK	FETICO, NGO Pro Consensio, AYBÜ, MEV, Think Up Digital

Milestones How progress will be confirmed	Milestones How will you know you have accomplished the activity?	Start Date	Activity Quality Indicator	Activity Quality Indicator	Lead	Supporting Partners
10. Run the Summit (DURING) - Welcome and registration -Introduction –Warm-up -Running the sessions - A video clip or podcast - Social events - Payments - Certificates		July 2027	July 2027	• Satisfaction of 80% and above based on the feedback (verbal, written, instant, anecdotal feedback) obtained • International summit with 100+ participants • Live streaming of key sessions • Summit proceedings publication • Media coverage (TV, radio, online) • 10+ expert presentations • Policy recommendations document • Networking opportunities	PRO-EK	FETICO, NGO Pro Consensio, AYBÜ, MEV, Think Up Digital
11. Prepare the Summit report: (AFTER) When feasible, the preparatory team should meet once more to carry out a comprehensive evaluation of the event. -a written document/ online format, -a video clip or podcast, -a website, - a multimedia report, a graphic report, or another report format/s. -Collection of payment documents, invoices, vouchers, attendance sheets, etc., for financial reporting	Trainer's Evaluation Report Participants Evaluation Report Organizer's Evaluation Report	June 2027	July 2027	• Overall evaluation indicates expressions of exploitation/ transfer of the results are high • International Green Youth Summit Report • Policy Recommendations & Youth Action Guidelines	PRO-EK	FETICO, NGO Pro Consensio, AYBÜ, MEV, Think Up Digital
Follow-up After the training (transfer, multiplying, and follow-up) - **Send an evaluation form** to the participants and to their organisations several months after the training, asking how learning outcomes have been used since then and/or how the organisation has benefited from		July 2027	August/September 2027	• Alumni networks for participants • Employer partnerships continue • Youth-policymaker relationships	PRO-EK	FETICO, NGO Pro Consensio, AYBÜ, MEV, Think Up Digital

Milestones How progress will be confirmed	Milestones How will you know you have accomplished the activity?	Start Date	Activity Quality Indicator	Activity Quality Indicator	Lead	Supporting Partners
the training. - **Create an operational alumni network/forum where participants can easily contact each other and keep up the sense of community and motivation, as a means of sustainability of the project.** - Publish policy recommendations in a scientific platform, online resources, including the project website, partners' websites, and social media.				sustained • A strategy was developed to feed policy recommendations into local/regional strategies		

3. YouthGreen 5.0 Timetable

4. Publicity and Visibility Obligations

Unless otherwise agreed with the grant authority, beneficiaries must ensure that communication activities related to the action and financed by the grant (including information materials such as media relations, conferences, seminars, brochures, leaflets, posters, presentations, etc., via traditional or social media, in electronic form), dissemination activities, and any infrastructure, equipment, tools, consumables, or significant results must indicate that they have received EU support and must include the European flag (emblem) and funding statement (translated into local languages where appropriate). (Source: Grant Agreement Article 17.2)

4.1 Erasmus+ Logo

You can download the EU Flag (emblem) and funding statement at: https://ec.europa.eu/regional_policy/information-sources/logo-download-center_en

The logo to be used is shown in Figure 1.



Figure 1. Erasmus+ logo

The emblem must be clearly visible and displayed separately from other emblems. It cannot be altered by adding other visual symbols, brands or text. Apart from the emblem, no other visual identity or logo may be used alongside it to highlight EU support. When displayed alongside other logos, such as those of beneficiaries or sponsors, the emblem must be at least as distinct and visible as the other logos.

The special communication, dissemination and visibility rules, where applicable, are specified in Annex 2 of the Grant Agreement. According to Article 17.4, “beneficiaries must indicate the support they have received under the Erasmus+ programme on their websites and social media.”

Visual identity guidelines for beneficiaries and other third parties are available at: https://commission.europa.eu/funding-tenders/managing-your-project/communicating-and-raising-eu-visibility_en

For project outputs implemented under the Erasmus+ or European Solidarity Corps programmes during the 2021–2027 period, the Grant Agreement requires the use of the following logos: the EU Presidency logo, the Turkish National Agency logo and the EU logo. The logos are available at https://www.ua.gov.tr/kurumsal/logolar/

They are also available in the project drive at: https://drive.google.com/drive/folders/1BfipYzsDxCaBjAtyiO7cIokKW-Q1dUR9?usp=drive_link

Figure 2. Compulsory logos



4.2 Disclaimer

Any communication or dissemination activity related to the action must use factually accurate information.

Moreover, it must indicate the following disclaimer (translated into local languages where appropriate):

"Funded by the European Union. Views and opinions expressed are, however, those of the author(s) only and do not necessarily reflect those of the European Union or [name of the granting authority]. Neither the European Union nor the granting authority can be held responsible for them." Source: Grant Agreement, Article 17.3.

Actual use:

"Funded by the European Union. Views and opinions expressed are, however, those of the author(s) only and do not necessarily reflect those of the European Union or the Turkish National Agency. Neither the European Union nor the Turkish National Agency can be held responsible for them."

4.3 Project Logo

A specific project logo has been developed for the project identity. The logo will be included in all project promotional materials, such as factsheets, website, etc. The adopted logo is presented in Figure 3.

Figure 3. Project logo

Use only the logo available in the project document repository (Google Drive: https://drive.google.com/drive/folders/1bD8Mv76mxonh5yE2Hjw47w7xv_y8yblO?usp=drive_link). Do not copy it from any other source, and ensure that reproduction quality is maintained.

It is advised that the YouthGreen 5.0 logo (with or without the project name) appears in all YouthGreen 5.0-related documents. Any material co-funded with the project budget must make explicit reference to it and, if possible, use the YouthGreen 5.0 logo.

Figure 4. Project logo with full project name

Figure 5. Use of the project logo with compulsory logos

5. Intellectual Property Rights (IPR)

5.1 Rights of Use of the Granting Authority

Results for information, communication, publicity and dissemination purposes

The granting authority has the right to use non-sensitive information relating to the action and materials and documents received from beneficiaries (in particular publication abstracts, outputs and other materials in written or electronic form, such as images or audiovisual materials) for policy, information, communication, dissemination and promotional purposes during or after the action.

The right to use the materials, documents and information of the beneficiaries is granted in the form of a licence that is a royalty-free, non-exclusive and irrevocable licence:

a) Use for its own purposes, particularly by making the material accessible to persons working for the granting authority, another EU service, or an institution or body of an EU Member State; copying or reproducing it, in whole or in part, an unlimited number of times; and communicating it through press-information services.

b) Making the material available to the public, particularly by publishing it in printed, electronic or digital formats; publishing it online as downloadable or non-downloadable files; broadcasting it through any channel; displaying or presenting it publicly; communicating it through press-information services; or including it in widely accessible databases or indexes.

c) Editing or rewriting the material, including abridging, summarising, adding other elements such as metadata, indicators, or graphic, visual, audio or text elements; removing sections, such as from audio or video files; splitting it into parts; or including it in a compilation.

d) Translation.

e) Storage on paper, in electronic format or in another form.

f) Archiving in accordance with applicable document-management rules.

g) Authorising third parties to act on its behalf, or granting sublicences to third parties for the types of use specified in subparagraphs (b), (c), (d) and (f), where necessary for the granting authority's information, communication and promotional activities.

h) Processing, analysing, compiling and producing derivative works from the materials, documents and information received.

i) The rights of use are granted for the entire duration of the relevant industrial or intellectual property rights.

j) Where materials or documents are subject to moral rights or third-party rights (including intellectual property rights or rights over images and voices of natural persons), beneficiaries must ensure that such materials and documents comply with their obligations under this Agreement (in particular, by obtaining the necessary licences and authorisations from the relevant rights holders).

Where applicable, the granting authority shall add the following information:

"© – [year] – [name of copyright holder]. All rights reserved. Licensed to [name of granting authority] under the terms and conditions."

6. Reporting Obligations

Reporting is a contractual obligation that all partners must fulfil. Although the Project Coordinator is responsible for submitting reports and the mandatory supporting documents on time, each project partner is responsible for completing the reports and validating the information they contain.

Three forms of reporting are planned within the project:

1. **Formal reporting** by each partner and the Project Coordinator, including Periodic and Final Reports. These reports form the basis of the Periodic Report, prepared halfway through project implementation, and the Final Report, prepared at the end of the project. They provide the information needed by the EU and the National Agency to verify that the project is being implemented in accordance with the Grant Agreement.

2. **Internal reporting** within the Consortium, through which partners inform the Project Coordinator about institutional progress in project implementation. This includes the Quarterly Progress Monitoring Reports indicated in the QAP and partners' financial reports.

3. **Event Reports** on activities delivered by the partners, including training, policy camps and bootcamps. Partners must use the templates provided, and the reports will be published on the project website and social-media channels. Information should be recorded promptly as activities take place. For completed events, the required information and news should be provided within five days.

All forms of reporting will help the partners and the Quality Assurance and Risk Management Committee (QARMC) assess project progress objectively, support internal monitoring, and provide evidence for any external audit.

Verification of expenditures declared in partners' financial reports is linked to the transfer of part of the lump-sum EU contribution to partners from the coordinator.

6.1 Youthpass Certificate

For young people: The beneficiary should inform participants in the project about their right to obtain a Youthpass certificate (https://www.**youthpass**.eu/en/). The beneficiary shall support participants in the project in the evaluation of their non-formal learning experiences. The beneficiary is obliged to issue a Youthpass certificate to any participant who requests it at the end of the activity. (Source Grant Agreement, Annex-2, Art. 15)

7. Meetings

Meetings will be held regularly to coordinate and manage the project's activities. The Project Coordinator, supported by the relevant WP Leader, will prepare the meeting schedule. A preliminary schedule has been prepared, taking account of the project work plan and budget constraints, and it will be updated as the project develops.

The following meetings are planned:

- **Transnational Project Meetings (TPMs):** These face-to-face meetings will be organised by the project partners in rotation every five to six months in accordance with the project proposal. Each partner must be represented by at least one, and preferably two, representatives.
- **Monthly online meetings:** The coordinator may organise monthly online meetings to support effective, participatory project implementation.
- **Ad hoc meetings:** When specific decisions must be taken in the short term, or when a topic concerns only some of the partners, ad hoc meetings will normally be held online.

The coordinator, WP Leader or partner requesting a meeting shall prepare and circulate a written agenda at least seven calendar days before the meeting, or with as much notice as possible for ad hoc meetings. Partners may add items to the agenda up to two calendar days before the meeting.

Minutes

Minutes will be recorded for every meeting listed above, as follows:

- **TPMs:** The hosting institution will record the minutes and prepare them as a final draft. It will send the draft to the Project Coordinator within [7] calendar days of the meeting.
- **Monthly online meetings:** Unless otherwise agreed, the Project Coordinator will record the minutes.
- **Ad hoc meetings:** Unless otherwise agreed, the Project Coordinator will record a short written summary of the decisions taken and the actions agreed, which is sufficient in place of full minutes. The coordinator will circulate it to all partners within [five] working days of the meeting. Partners who did not take part will receive it for information.

The coordinator will finalise the minutes of TPMs and monthly online meetings and circulate them to all partners within [15] calendar days of the meeting, as the formal record of all decisions taken.

- **TPM and monthly online meeting minutes** shall be considered accepted if all partners confirm them, or if no partner sends a written objection or recommendation for change to the coordinator within [10] calendar days of circulation.
- **Ad hoc meeting summaries** shall be considered accepted if the partners who took part confirm them, or if no partner sends a written objection or recommendation for change within the same period.
- If an objection or recommendation is received, the coordinator will revise the document and recirculate it.

The coordinator will circulate the final version to all partners and archive a copy in the project repository (see Section 8.2).

The minutes of TPMs and monthly online meetings must include, at a minimum:

- A meeting attendance list, signed by the participants and the hosting partner for TPMs, and recorded by the coordinator for online meetings.

- The approved meeting agenda, including the date and the venue (or online platform).
- Decisions taken, including the rationale where possible.
- An action list containing a short description, the responsible person and a schedule for each action. If an action is assigned to a person who did not attend the meeting, a contact person must also be identified.
- A list of agreed upcoming events.
- Where appropriate, a list of related documents (appendices).
- For TPMs, photographs of the meeting participants, taken with their consent.

8. Communication and Collaboration

Effective communication and shared access to project documents are essential for coordinating a transnational consortium. This section sets out the channels, the shared repository, the contact arrangements and the recording of dissemination activities that all partners will use.

8.1 Communication Principles and Channels

The working language of the project is English, and all project documents will be written in UK English. Partners will use the following channels:

- **Email:** for formal communication, requests, decisions, and notifications that need a written record. The Project Coordinator will copy all partners on messages that affect the whole consortium.
- **Messaging group (WhatsApp):** for quick queries and practical updates. Decisions taken in the messaging group must be confirmed by email.
- **Video calls:** for online meetings, as set out in Section 7 (Meetings).

Partners will respond to emails and requests from the coordinator within five working days, unless a shorter deadline is specified for urgent matters. If a partner is unavailable, they will inform the coordinator and nominate a deputy.

If a partner does not respond or a deadline is missed, the coordinator will send a written reminder giving a further five working days. If the issue is not resolved, the coordinator will refer it to the QARMC, which will propose a solution in consultation with the partners concerned.

8.2 Shared Repository

All project documents will be stored in a shared repository on Google Drive, administered by the Project Coordinator. Partners will use it as the single source for templates, final documents and evidence of activities.

- **Structure:** The main folders are organised by work package (WP1, WP2, WP3), with additional folders for Management, Reporting, Meetings, Templates and Dissemination.
- **File naming and versions:** Files will be named using the format project code_work package_document title_version_date, for example, YG5_WP2_Deliverable_v02_2026-09-21. Partners will not overwrite earlier versions of approved documents. They will save changes as a new version.
- **Access:** The coordinator and WP Leaders have edit access to their relevant folders. Other partners have edit access to their own upload folders and view access elsewhere.
- **Evidence and supporting documents:** Partners will upload the evidence for each activity they deliver, including attendance lists, photographs, event reports and any other documents required by the reporting templates, within five working days of the activity, in line with Section 6 (Reporting Obligations).
- **Data protection:** Partners will handle personal data in accordance with the General Data Protection Regulation (GDPR). Special categories of personal data (such as health data or political opinions) must not be stored in shared folders. Photographs and attendance lists will be uploaded only where participants have been informed and, where required, have consented. Signed consent forms will be kept securely by the partner that collected them, and copies will be provided to the coordinator on request.

8.3 Partner Contact List

The coordinator will maintain a contact list that gives, for each partner, one main contact and one deputy, with their role, email address and telephone number. It will be stored in the repository's Management folder. Partners will inform the coordinator of any change of staff or contact details within five working days, and the coordinator will update the list and circulate the new version to all partners.

8.4 Recording Social Media and Dissemination Activities
All partners will record their project-related social media posts and other dissemination activities in the Dissemination Plan spreadsheet, stored in the Dissemination folder of the project repository (see https://docs.google.com/spreadsheets/d/1RRlVEzT8DxHVTABJBszV3vHk9oCiQt1iiIXSbjVj7cA/edit?usp=drive_link). The spreadsheet is the single record of dissemination activity. It provides evidence for the dissemination indicators and for the progress and final reports.

All posts must comply with the publicity and visibility requirements in Section 4, and must not show identifiable participants without their consent (see Section 8.2).

The Project Coordinator will review the spreadsheet [monthly] and before each progress report. The coordinator will ask partners to complete any missing entries and will use the data to report on the dissemination indicators.

Annex 1. Project Dissemination Strategy

Dissemination and Communication Strategy in Brief

Overview: The dissemination strategy ensures that project results reach target audiences at local, national, and European levels, maximizing impact and sustainability. All partners contribute to dissemination activities through digital campaigns, publications, events, and stakeholder engagement.

Target Groups of YouthGreen 5.0

Primary and Secondary Target Groups

- Young people aged 16-30 interested in green careers and entrepreneurship
- Youth workers and educators
- Vocational training institutions
- Career advisors and employment services
- Policymakers and municipal authorities
- Green industry stakeholders and employers
- NGOs and civil society organisations
- Academic and research institutions

General public interested in sustainability

Dissemination Channels of YouthGreen 5.0

Digital and Traditional Channels

- Project website with downloadable resources
- Social media platforms (FB, IG, LI, TW, YT)
- Email newsletters and mailing lists
- Online webinars and virtual events
- Digital publications and e-books
- Press releases and media coverage
- Printed brochures and promotional materials
- Conference presentations and academic publications
- Networking events and multiplier events
- Direct stakeholder engagement

Dissemination Activities: Timeline and Partner Roles

Phase 1: Project Launch and Initial Awareness (October 2025 to April 2026)

Timeline	Activity Description	Lead/ Support	Deliverables	Target
Months 1–3 (Oct-Dec 2025)	Project Website Launch	**Lead: MEV (Turkey) Support: Think Up Digital and All partners**	Fully functional multilingual website with project info, profiles, and resource library.	300+ visitors in first 3 months
Months 1–2 (Oct-Nov 2025)	Social Media Campaign Launch	**Lead:** MEV **Support:** NGO Pro Consensio (Estonia) All partners	Official accounts created on Facebook, Instagram, LinkedIn, Twitter.	500+ followers across platforms by Month 6
Months 1–2 (Oct-Nov 2025)	Press Release — Project Kick-off	**Lead:** MEV (Turkey) **Support:** All partners	Press release distributed to national/local media.	20+ media outlets
Months 3–8 (Dec 2025 - July 2026)	Green Awareness Campaign — Phase 1	**Co-Lead: MEV-NGO Pro Consensio (Estonia) Support: All partners)**	10 social posts/mo, 4 short educational videos, 5 infographics, 4 blog posts.	800+ engagements

Phase 2: Green Skills and Circular-Economy Dissemination (April/June to October/November 2026)

Timeline	Activity Description	Lead/ Support	Deliverables	Target
Months 7–13 (Apr-September 2026)	Green Skills Training Module Launch	**Lead: MEV (Turkey) Support: AYBÜ, NGO Pro Consensio**	Digital training module, 2 webinar sessions introducing it, promotional video.	300+ downloads, 100+ webinar participants
Months 7–12 (Apr-Sep 2026)	Job Transition and Green Jobs Guide	**Lead: PRO-EK (Turkey) Support: AYBÜ, FETICO**	Digital guide in 6 languages, virtual launch event, career centre delivery.	500+ downloads
Months 9–13 (July/August-November/December 2026)	Green Awareness Campaign — Phase 2	**Co-Lead: MEV-NGO Pro Consensio (Estonia) Support: All partners**	15 social posts/mo, 3 podcast episodes, interactive sustainability challenges, 4 success stories.	1000+ engagements
Month 13 (November-December 2026)	Annual Newsletter Launch	**Lead:** MEV (Turkey) **Support:** All partners	Annual newsletter designed and sent to stakeholders.	500+ subscribers

Phase 3: Digital Tools and Bootcamp Promotion (June 2026 to March 2027)

Timeline	Activity Description	Lead/ Support	Deliverables	Target
Months 13–18 (Oct 2026 - Mar 2027)	AI-Powered Green Transition Simulator Launch	**Lead: Think Up Digital (N. Macedonia)** **Support: AYBÜ, FETICO**	Platform launch event (virtual), 5 tutorial videos, 6-language user guide, campaign.	1,000+ users in first 6 months
Months 13–18 (Oct 2026 - Mar 2027)	Green Career Database Launch	**Lead: FETICO (Spain)** **Support: Think Up Digital, AYBÜ**	Database with 200+ opportunities, launch webinar, career centre promotions.	500+ registered users
Months 9–11 (June-October 2026)	Green Entrepreneurship Bootcamp Promotion	**Lead: AYBÜ (Turkey)** **Support: MEV, NGO Pro Consensio, FETICO**	Recruitment campaign, live bootcamp coverage, post-event report, 10 video interviews.	50 participants, 500+ social impressions
Months 14–23 (January 2027-September 2027)	Green Awareness Campaign — Phase 3	**Co-Lead: MEV-NGO Pro Consensio (Estonia)** **Support: All partners**	20 social posts/mo, 2 short documentary films, 10 success stories, 3 interactive webinars.	1500+ engagements

Phase 4: Policy Engagement and Summit (April to July 2027)

Timeline	Activity Description	Lead/ Support	Deliverables	Target
Months 19–22 (March -May 2027)	Sustainable City Policy Camp	**Lead:** MEV (Turkey) **Support:** Think Up Digital, PRO-EK, NGO Pro Consensio	Recruitment campaign, live coverage, policy recommendations document, video summary.	40 participants, 1000+ social impressions
Month 20 (May 2027)	TPM5 Dissemination Event	**Lead:** NGO Pro Consensio (Estonia) **Support:** All partners	Stakeholder meeting, media coverage, sustainability strategy presentation.	40+ stakeholders
Months 19–22 (Apr-Jul 2027)	Green Youth Summit - Major Event	**Lead:** PRO-EK (Turkey) **Support:** All partners	International summit, live streaming, proceedings publication, TV/radio, 10+ expert presentations.	100+ direct peers, 5,000+ online viewers
Month 22 (July 2027)	Annual Newsletter Launch	**Lead:** MEV (Turkey) **Support:** All partners	Annual newsletter designed and sent to stakeholders.	1000+ subscribers

Phase 5: Final Dissemination and Sustainability (August to October 2027)

Timeline	Activity Description	Lead/ Support	Deliverables	Target Reach
Months 23–25 (Aug-Oct 2027)	Final Impact Report Publication	**Lead:** MEV (Turkey) **Support:** All partners	Comprehensive impact report (100+ pages), executive summary in 6 languages, infographic.	500+ downloads
Months 23–25 (Aug-Oct 2027)	Academic Publications	**Lead: AYBÜ (Turkey)** **Support:** All partners	3 academic articles submitted, conference presentations at 5+ international venues.	Academic community, 1,000+ readers
Months 21–23 (Aug-September 2027)	Sustainability Strategy	**Lead:** NGO Pro Consensio, PRO-EK **Support:** All partners	Long-term maintenance plan for digital tools, continuation agreements, core integration.	Ongoing impact beyond project end
Months 23–24 (July- September 2027)	Final Project Conference and 1-Day Evaluation Meeting	**Lead:** MEV (Turkey) **Support:** All partners	1-day closing event combining the public presentation of all results and final publications rollout with a structured 1-day project evaluation segment featuring stakeholder feedback sessions and the official adoption of the sustainability plan roadmap to ensure lasting project impact.	80+ physical/hybrid participants

Overall Dissemination Target Metrics

Quantitative Targets

Quantitative Indicator	Target Threshold
Website Visitors	**10,000+** visitors
Social Media Followers	**5,000+** followers across networks
Training Module Downloads	**3,000+** unique downloads
Digital Tools Adoption (Simulator + Database)	**2,000+** active users
Direct Training Participants	**500+** classroom/online peers
Multiplier Event Participants	**300+** verified participants

Quantitative Indicator	Target Threshold
Media Mentions & Press Coverage	**50+** external features/items
Publications (Digital and Print)	**20+ finalised items**

Qualitative Targets and Impact Indicators

- **Increased Awareness:** Enhanced knowledge of sustainable practices, green skills, and future-proof careers among youth.
- **Policy Influence:** Direct integration of recommendations into municipal frameworks and local/national youth policy spaces.
- **Sustainable Partnerships:** Long-term ecosystem collaboration lasting beyond the active EU funding life cycle.
- **Educational Integration:** Inclusion of project manuals, guides, and tools into formal and non-formal vocational training structures.
- **Youth Empowerment:** Building active agency and structural capability for youth leaders in sustainability advocacy.