INTERVENTION ROADMAPS: FOR AT-RISK YOUTH INTEGRATION IN BULGARIA

2025

BEYOND

GENERATION FOR CHANGE CY

Blackwater Training & Consulting

SITUATIONAL CENTER OPEN DOORS

Co-funded by the European Union

INTRODUCTION

This intervention roadmap for Bulgaria was developed under the BEYOND project, a cross-national initiative co-funded by the European Union through the Erasmus+ programme. The project aims to strengthen the inclusion, resilience, and civic participation of migrant and refugee youth across Cyprus, Bulgaria, and Ireland. In Bulgaria, the focus was placed on Ukrainian refugee youth aged 13–30, who face a complex intersection of challenges such as displacement trauma, barriers to education and employment, and social isolation.

The roadmap draws directly from the BEYOND mini report, which explored the lived experiences of young people in each partner country. In Bulgaria, this research included a combination of desk review, four semi-structured interviews, a focus group discussion with seven participants, and 57 survey responses. These tools captured the perspectives of young refugees as well as professionals working in youth services and education. The findings revealed pressing needs in areas such as mental health and psychosocial support, language acquisition, skills development, and social connection, all of which informed the roadmap's design.

This roadmap was co-developed by the Bulgarian partner organization, Foundation "Situational Center Open Doors" (FSCOD), through a participatory and co-creative process. In collaboration with project coordinators Generation for Change CY (GFC) in Cyprus and Blackwater Training & Consulting in Ireland, FSCOD led the development of three tailored interventions. The design process involved reflection workshops, cross-country knowledge exchange, and consultations with youth and community stakeholders, ensuring that the interventions are both context-sensitive and transferable.

The three interventions proposed in this roadmap aim to address core needs identified by the research: promoting youth social integration, improving mental health and emotional resilience, and strengthening life and employability skills. They are intended to serve as actionable, adaptable models for implementation by local authorities, CSOs, youth organizations, and informal community groups supporting Ukrainian youth in Bulgaria.

Foreword & Acknowledgment

This publication was developed as one of the core outputs of the **BEYOND – Building Bridges: Empowering Youth, Nurturing Determination** project, co-funded by the European Union under the Erasmus+ program.

BEYOND is an 18-month initiative running from April 2024 to October 2025. The project aims to provide holistic and age-appropriate support to vulnerable people aged 14 to 30 living in Bulgaria, Cyprus, and Ireland. Through targeted interventions, it seeks to strengthen young people's inner resilience and empower them to navigate their challenges.

The project is a partnership between **G.F.C. Generation for Change CY** (Coordinator, Cyprus), **Blackwater Training & Consulting** (Ireland), and **Foundation "Situational Center Open Doors"** (Bulgaria). The research team from all three organizations extends its deepest gratitude to the young people in Cyprus, Bulgaria, and Ireland who generously participated in the interviews and surveys. Their courage and openness in sharing their lived experiences and challenges lie at the heart of this report.

This publication was co-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 European Education and Culture Executive Agency (EACEA). Neither the European Union nor EACEA can be held responsible for them.
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Summary of Needs Analysis

Introduction and Target Population:

The target population consists of Ukrainian refugee youth between the ages of 13 and 30 who have sought refuge in Bulgaria due to the ongoing war in Ukraine. According to the UNHCR Ukraine Situation Factbook, 89% are living in urban areas, the majority along the Black Sea coast, with the highest density in the Burgas region, followed by Varna. Next agglomeration by density is Sofia, the capital, followed by Plovdiv and Blagoevgrad regions. A significant portion of these young refugees are female, and they face unique vulnerabilities related to education, mental health, economic stability, and social integration. While temporary protection offers access to essential services such as healthcare, education, and employment, the precarious nature of this status—without clear assurances for the future—creates persistent uncertainty and anxiety among the displaced youth.

- **Educational** access remains a significant barrier for this population. Only about 15% of school-aged Ukrainian children are currently attending Bulgarian schools, and 4% of youth 16–24-year-old are NEET. The primary obstacles preventing full educational participation include language barriers, inadequate psychological support services within the school system, and an insufficient number of school placements relative to demand. These limitations not only affect academic development but also contribute to social isolation and hinder overall integration. The inability to participate in mainstream education exacerbates the sense of displacement and disconnection that many young refugees already experience.
- **Economic** insecurity is one of the most pressing challenges facing young Ukrainian refugees in Bulgaria. Approximately 70% of them are unemployed, which significantly impacts their ability to achieve financial independence. Without stable employment, these youth are unable to support themselves or their families, making them heavily dependent on humanitarian aid and welfare. Many lack the necessary language skills and job training required to secure them employment, further restricting their opportunities. In addition, the uncertainty surrounding the continuation of the Temporary Protection Directive complicates long-term planning, making it difficult for young refugees to envision a stable future in Bulgaria.

Summary of Needs Analysis

- Mental health concerns are another critical issue affecting displaced Ukrainian youth. Many of them have experienced significant trauma due to war, forced migration, and the abrupt disruption of their lives. The psychological toll manifests in one in five reporting symptoms of anxiety, depression, and symptoms associated with PTSD. While mental health services exist, access remains limited due to logistical, linguistic, and financial barriers. Stigma surrounding mental health issues also discourages many from seeking help. Furthermore, precarious living conditions —such as reliance on temporary or government-funded housing—contribute to chronic stress and instability, making it even more difficult for young refugees to rebuild a sense of normalcy.

Prioritized Needs Deriving from the Research Connected to the Intervention

Mental Health Awareness and Support

The trauma of displacement, coupled with the ongoing war and uncertainty about the future, has led to significant psychological distress among Ukrainian youth. All interviewees reported intense emotional distress as a result of their displacement. Many participants in the survey shared psychological struggles, difficulties adapting to new social norms, lack of a supportive social circle, fear due to past trauma, and lack of access to culturally competent counseling or psychological care. Focus group participants expressed being overwhelmed and having no outlet for emotions, living in fear about the future, and being bullied at school. Across the interviews, the need for mental health support emerged as a persistent concern, with the importance of having access to counselling or someone to talk to in order to process emotions and cope with challenges being paramount. Addressing mental health emerged as not only essential for individual well-being, but also for enabling young refugees to engage productively in education and employment.

Summary of Needs Analysis

Employment and Economic Empowerment Support
With an estimated 70% unemployment rate among Ukrainian refugee youth, financial instability is a major barrier to integration. Interviewees spoke of the stress of displacement being exacerbated by financial struggles as they work to rebuild their lives in Bulgaria. Financial difficulties were a recurring theme in both interviews and survey responses. Barriers to employment include language proficiency, lack of recognition of prior qualifications, and limited access to vocational training programs. There is a pressing need for targeted employment initiatives, including career orientation, job placement services, vocational training, and entrepreneurship programs, to equip young refugees with the skills and credentials necessary for the Bulgarian labor market. Additionally, mentorship programs that connect Ukrainian youth with professionals in their fields of interest could provide valuable networking opportunities and increase their chances of securing meaningful employment.

Finally, there is a critical need to promote social inclusion and community engagement. Many Ukrainian refugee youth feel disconnected from their Bulgarian peers and experience discrimination in schools and workplaces. The lack of structured community programs that facilitate intercultural exchange exacerbates these divisions. Initiatives such as mentorship programs, youth clubs, sports activities, and cultural exchange events could provide opportunities for Ukrainian and Bulgarian youth to interact in positive, supportive environments. Schools also need to implement stronger anti-bullying policies and inclusive education strategies to prevent discrimination and ensure that refugee students feel safe and valued. Without targeted initiatives to foster cross-cultural understanding and inclusion, many young refugees risk prolonged isolation, which can have long-term consequences for their mental well-being and ability to integrate successfully into Bulgarian society.

Intervention 1

Community Engagement and Social Integration Initiative

What is the intervention?

This initiative involves structured board game meetups designed to connect Ukrainian displaced youth and local youth in a welcoming social environment. These meetups provide an informal space for interaction, friendship building, and overcoming communication barriers through cooperative or lightly competitive games. Board games act as a social lubricant, encouraging teamwork and natural interaction without requiring deep conversation initially.

Sessions will occur regularly (1-2 evenings/week) in a fixed location. Games will be chosen to encourage social interaction while minimizing language barriers, prioritizing cooperative play with some competitive elements for engagement.

The goal is to gradually break down barriers, fostering mutual understanding, camaraderie, and belonging through a fun, structured, and repeated social setting. Over time, the meetups should transition from being staff-moderated to being youth-led, enhancing leadership and teamwork skills among participants.

Target implementers of the intervention:

This intervention can be implemented by a variety of organizations and institutions, such as:Non-Governmental Organizations working with refugee integration, youth development, and mental health support.

Youth Groups and Cultural Organizations that focus on cross-cultural interaction, leadership, and community building.

Schools and Universities that have Ukrainian refugee students and are looking for ways to support social inclusion.

Public Libraries and Community Centers, which often have spaces available for educational and recreational events.
Cafés and Co-Working Spaces willing to host community-driven initiatives.
Game Stores and Hobby Clubs, which may already have board games and an interested audience.

Faith-based Organizations and communities which often have youth-focused social programs and event spaces.

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Community Engagement and Social Integration Initiative

Components and activities:

The intervention will be structured as a weekly or bi-weekly event at a consistent, welcoming venue. The key components include:

- **Stable Location:** A venue that is accessible, safe, and welcoming, such as a library, youth center, NGO office, coworking, café, school, or community space.
- **Appropriate Game Selection:** Games will be carefully chosen to minimize language dependency while encouraging interaction. Suitable games include:
- **Cooperative Games:** Pandemic, Forbidden Island, Just One, The Crew
- **Lightly Competitive Games:** Ticket to Ride, Settlers of Catan, Azul
- Party & Icebreaker Games: Exploding Kittens, Virus, Flux, Werewolf/Mafia (no materials needed)
- **Refreshments:** Light snacks and soft drinks (non-alcoholic) contribute to the psychological sense of safety
- **Facilitated Sessions:** An organizer or facilitator will moderate the initial meetings to encourage interaction and guide the flow of activities.
- **Transition to Youth Leadership:** As the group becomes more comfortable, leadership will be handed over to the most engaged and responsible participants.

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Community Engagement and Social Integration Initiative

Tasks and Subtasks:

1. **Setting Up the Location**
   a. Identify a suitable space (e.g., own office, youth center, library, school, café, community center).
   b. Ensure accessibility for both Ukrainian and local youth.
2. **Acquiring Board Games**
   a. If the organization has a budget, purchase suitable games.
   b. If not, run a donation campaign asking for second-hand games
   c. Partner with bookstores, hobby shops, or libraries for game sponsorships.
   d. If the resources are very limited, and acquiring games is not possible, carry out the activity with games that require no materials (role cards can be hand-drawn), such as Mafia or Werewolf.
3. **Promoting the Game Nights**
   a. Announce the initiative through social media, community networks, and local youth organizations.
   b. If you are a local organization, partner with organizations that work with refugees to reach the displaced youth target group, and vice-versa.
4. **Facilitating the Initial Meetups**
   a. Assign a staff member or volunteer to supervise, moderate, and facilitate initial interactions.
   b. Create a participant agreement outlining expectations, rules, and responsibilities.
   c. Structure sessions to ensure all participants feel included and comfortable.
   d. Ensure the teams are mixed – avoid situation where local youth play as a group vs. displaced youth
   e. Introduce simple games first, then progressively more interactive games as the group builds trust.
5. **Establishing Youth Leadership**
   a. Identify motivated, responsible participants who can take on leadership roles.
   b. Support youth leaders in organizing future sessions, allowing the event to become self-sustaining.
6. **Sustaining and Expanding the Initiative**
   a. Maintain consistent scheduling to build trust and routine.
   b. Regularly introduce new games to keep the meetups engaging.
   c. Evaluate effectiveness through participant feedback and adjust as needed.
   d. Explore additional social activities, such as cultural exchange events or outdoor meetups.

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Community Engagement and Social Integration Initiative

Stakeholders and Partnerships:

1. **Government Agencies and Municipalities**
   a. Municipal Social Services Departments – Can help identify at-risk refugee youth and connect them to the initiative.
   b. Local Integration and Refugee Support Offices – Can promote the initiative among displaced families.
2. **Educational Institutions**
   a. Schools – Can encourage student participation, provide venues, and offer teachers as support staff.
   b. Universities and Student Clubs– Can involve university students as volunteers and mentors and offer meetup spaces.
   c. Language Schools and Cultural Centers – Can help with language-friendly resources and offer meetup spaces.
3. **NGOs and Civil Society Groups, informal groups**
   a. Refugee Support NGOs – Can facilitate outreach to displaced youth, provide additional psychosocial support, help with funding, or provide venues.
   b. Youth-Focused NGOs – Can facilitate outreach to local youth and contribute to facilitators, games, and venues.
4. **Local Communities and Municipal Partners**
   a. Community Centers and Libraries – Can provide accessible, neutral spaces for meetups and games.
   b. Cultural and Intercultural Associations – Can provide venues and support cross-cultural understanding through complementary events.
   c. Volunteer Groups and Local Activists – Can assist with organizing, fundraising, and mentoring.
5. **Private Sector and Corporate Partners**
   a. Board Game Shops and Publishers – Can donate games or offer sponsorships.
   b. Bookstores and Toy Shops – Can contribute game materials, gift vouchers, or event sponsorship.
   c. Cafés and Co-Working Spaces – Can host the game nights and promote the event to local youth.
6. **Professionals and Experts**
   a. Youth and Social Workers – Can help mediate activities, provide emotional support, and track impact.
   b. Psychologists and Counselors – Can support youth struggling with anxiety, social isolation, or trauma.
   c. Educators and Language Trainers – Can integrate informal learning opportunities within the intervention.
   d. Community Leaders and Religious Organizations – Can help engage hard-to-reach youth and provide mentorship.

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Community Engagement and Social Integration Initiative

Partnership Strategy:

Multi-sectoral collaboration in the context of this intervention is valuable, as it strengthens the broader community by promoting empathy, cooperation, and mutual understanding.

Municipal social services departments, integration offices, and refugee support agencies can provide valuable outreach by identifying displaced youth in need of social integration opportunities. Additionally, they can support the initiative by offering logistical assistance, publicizing events through their networks, and integrating game nights into broader social inclusion programs.

Educational institutions, including schools, universities, and language centers, can be organizers or key partners in recruitment and venue provision. Regardless of whether they have refugee students, schools can encourage participation by promoting the meetups within their student body and integrating the initiative into extracurricular activities. Universities, particularly student clubs and volunteering organizations, can provide participants and student facilitators. Language schools and cultural centers can contribute by offering language-friendly materials or training participants in basic communication techniques to ensure the intervention is accessible to a broader range of participants, regardless of language proficiency.

Refugee-focused NGOs can be organizers and partners that facilitate outreach to displaced youth, provide psychosocial support where needed, use their offices as a venue for the intervention, or organize campaigns to collect games. Youth-focused NGOs can also be organizers, contribute to facilitators, assist in structuring the activities, and ensure that game nights are tailored to the participant's needs.
Community centers, libraries, and cultural associations can be organizers, provide accessible venues, and integrate game nights into their programs.

The private sector, particularly board game stores, publishers, bookstores, and cafés, can support the intervention. Game shops and publishers may provide in-kind support through game donations, discounts, or sponsorships, ensuring that the selection of games remains engaging and diverse. Bookstores and toy shops can assist through promotional campaigns, event sponsorships, or by contributing other materials. Cafés and co-working spaces willing to host game nights can offer a comfortable, informal setting that attracts both local and displaced youth, helping to normalize integration in everyday community spaces. Food shops, supermarkets, cafes, etc., can provide refreshments for each event.

Professionals, including youth workers, social workers, psychologists, and educators, can ensure the intervention is socially, emotionally, and developmentally beneficial by providing moderation, support, and learning opportunities. Community leaders can help engage hard-to-reach youth and provide mentorship.

Community Engagement and Social Integration Initiative

Capacity-Building Needs:

1. **Professional Development:** To ensure the effectiveness of this intervention, professionals involved would benefit from capacity-building support to effectively foster social integration, emotional well-being, and personal development.
2. **Training Content:** Staff who facilitate board game nights and mediate interactions, will require training in intercultural communication and conflict resolution. Many Ukrainian refugee youth may experience cultural dissonance, difficulty forming peer connections, or hesitation in social situations due to past trauma or language barriers.

Youth workers strive to develop techniques to create a safe and inclusive environment, encourage organic friendships, and ensure that both displaced and local youth feel equally engaged. Additionally, they should be trained in facilitating cooperative and strategic play, ensuring that games are not only enjoyable but also build teamwork, leadership, and problem-solving skills.

Additionally, since the game nights will also serve as an avenue for language acquisition and social-emotional learning, staff should be trained in integrating language-friendly strategies within gameplay. This includes accommodating varying language proficiencies, using interactive methods to reinforce vocabulary and communication skills, and recognizing opportunities to integrate learning experiences within an informal setting. Moreover, staff should receive training on facilitating peer-to-peer mentorship, to ensure local youth support their displaced peers in a way that is empowering rather than patronizing.

Not in the last place, staff capacity-building needs include training in trauma-informed care, particularly as it relates to social integration. The staff must be able to recognize signs of social withdrawal, stress, or emotional overwhelm during sessions. They should be trained in providing discreet interventions that respect the autonomy of the participants while offering support mechanisms when needed. Additionally, staff may benefit from professional development in facilitation of psychosocial support within recreational contexts, allowing them to assist in making game nights a source of therapeutic social engagement rather than merely a recreational activity.
Facilitators must also learn how to identify and mentor youth leaders, delegate responsibilities effectively, and create structures that empower young participants to take ownership of the initiative. Similarly, the youth taking leadership roles within the intervention should receive orientation on inclusive facilitation techniques, non-verbal communication strategies, and best practices in supporting individuals with different levels of social confidence.

Community Engagement and Social Integration Initiative

Baselines & Milestones:

Baseline Data:

Pre-intervention assessments will include surveys administered to displaced youth participants at the beginning of their involvement. These surveys will focus on key indicators such as social confidence, frequency of social interactions, levels of loneliness or social isolation, perceived sense of belonging, and comfort in communicating with individuals from different cultural backgrounds. Organizer staff, ideally a psychologist, will also conduct brief, informal interviews with each participant to gain deeper insights into their initial experiences, challenges, and expectations. These conversations will provide qualitative context to complement survey data, allowing facilitators to identify specific concerns.

Observational assessments will also be employed to gather baseline data on participant behavior and engagement levels in social settings. During initial meetups, facilitators will record structured observations using predefined criteria, such as body language, willingness to participate, initiation of conversation, and interactions between displaced and local youth.

Anonymous demographic data should also be collected (age, gender, length of displacement, basic socio economic indicators, educational background) to ensure that the intervention reaches the intended target group.

**NOTE: All baseline data collection should be voluntary, conducted in compliance with ethical research standards, ensuring participant confidentiality and informed consent, through a safe and respectful approach.*

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Community Engagement and Social Integration Initiative

Performance Indicators:

Social Integration Indicators: Baseline surveys will assess the frequency and quality of participants' social interactions, including the number of local peers they interact with regularly and their level of comfort in cross-cultural settings. Mid-Intervention, surveys, and facilitator observations will measure any increase in mixed-group interactions, the emergence of friendships, and participant willingness to engage in cooperative activities with peers from different backgrounds. Post-intervention success will be indicated by a significant increase in self-reported friendships between displaced and local youth, higher comfort levels in intercultural social settings, and increased participation in social activities outside of the intervention.

Emotional Well-Being Indicators: Pre-Intervention, participants will self-report on feelings of loneliness, stress, and social anxiety using a Likert-scale questionnaire. Facilitators will also assess visible signs of social withdrawal and hesitancy to engage. Mood tracking diary pages and qualitative reflections will monitor improvements in emotional resilience, comfort in social settings, and changes in stress levels. Facilitators will also document instances of positive social interactions and emotional expression during game nights. The intervention's impact will be demonstrated through decreased self-reported feelings of isolation, increased emotional stability, and participants expressing a greater sense of belonging and connection within their peer group.

Confidence and Communication Indicators: Pre-Intervention, participants will rate their confidence in social settings, particularly in initiating and maintaining conversations with peers outside their immediate cultural group. Language barriers and anxieties around communication will also be assessed. Observational data will track improvements in participants' willingness to engage in conversations, their use of social skills during game nights, and any reduction in language-related self-consciousness. A key success indicator will be a marked increase in self-reported confidence in socializing with local youth, greater ease in communication despite language differences, and active participation in discussions and group activities.

Cross-Cultural Understanding Indicators: Pre-Intervention, participants' perceptions of the other cultural group will be assessed through survey questions on stereotypes, biases, and comfort in engaging with peers from different backgrounds. Changes in attitudes will be measured through group discussions and reflection exercises, examining whether participants report greater openness and reduced social barriers. The intervention's impact will be demonstrated by participants expressing positive attitudes toward cultural diversity, a willingness to engage in intercultural activities, and an improved understanding of the experiences of displaced youth.

Community Engagement and Social Integration Initiative

Performance Indicators:

Program Engagement and Retention Indicators : Pre-Intervention, initial participant interest and expected commitment will be measured through sign-up sheets. Attendance tracking and engagement levels during sessions will be monitored, including the number of repeat attendees and active participation. Drop-off rates and reasons for discontinuing will be analyzed to address potential barriers. A high retention rate, sustained participation beyond the initial sessions, and continued engagement in social activities outside of game nights will indicate the intervention's success. Additionally, follow-up surveys will assess whether participants continue attending mixed-group events or maintain friendships formed during the program.

Feedback Mechanisms:

Feedback Channels:

1. **Suggestion box placed at the venue** will provide a discreet and pressure-free way for participants to share their thoughts about the sessions, suggest improvements, or express concerns without fear of judgment. This is particularly important for those who may be hesitant to provide feedback directly to facilitators.
2. **Participants will be encouraged to provide in-person feedback** to organizational staff, facilitators, or youth leaders, sharing their experiences and suggestions during or after the sessions. Staff members will be trained to actively listen and document feedback.
3. **A Google Form** will be created, which will be easily accessible through a QR code displayed at the venue, which will allow participants to provide feedback at their convenience, whether immediately after a session or later at home. The form will include a mix of multiple-choice questions to assess overall satisfaction and engagement, as well as open-ended questions for more detailed input.

Adaptation Process:

Feedback requiring small-scale changes—modifying game selection, adjusting session formats, or improving facilitation techniques—will be implemented on a rolling basis to enhance participant engagement and comfort. Larger structural adjustments, such as altering session frequency, expanding the venue, or refining leadership transition processes, will be evaluated based on cumulative feedback. Participants will be informed of how their feedback has shaped the program.

Intervention 1

Community Engagement and Social Integration Initiative

Timelines:

Month 1: Planning & Preparation

1. Secure venue and establish partnerships.
2. Acquire or source board games through purchase or donations.
3. Develop outreach materials and begin participant recruitment.
4. Train facilitators and volunteers on intercultural communication and inclusive facilitation.
5. Establish feedback channels (suggestion box, QR code for Google Form, in-person feedback).

Months 2-3: Program Launch & Initial Sessions

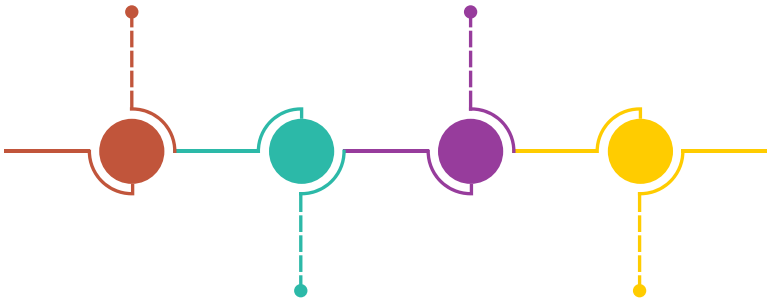
1. Conduct baseline data collection (pre-intervention surveys and observations)
2. Conduct first board game meetups with facilitator-led sessions.

Months 4–6: Ongoing Implementation & Evaluation

1. Carry out activities as described.
2. Monitor participation levels and engagement trends.
3. Conduct mid-intervention assessments (surveys, focus groups, feedback analysis).
4. Adjust game selection, facilitation strategies, or logistics as needed.

Months 6–ongoing: Transition to Youth-Led Sessions

1. Implement structural changes based on mid-point feedback.
2. Identify and mentor youth leaders for gradual leadership transition.
3. Support peer-led facilitation of game nights as needed.



Post-Intervention Evaluation & Sustainability Planning

1. After the end of intervention, conduct final surveys and focus groups to assess impact.
2. Analyze data and compare with baseline measures.
3. Develop recommendations for sustainability (securing funding, expanding locations, institutionalizing meetups).
4. Share results with partners and stakeholders to explore long-term integration.

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Community Engagement and Social Integration Initiative

Advocacy Mechanisms:

Policy Advocacy: Engagement with municipal social services and refugee integration offices will be prioritized, demonstrating how the intervention aligns with existing policies on youth development and refugee support. Reports showcasing participant outcomes will highlight the program's social impact and potential for scaling. Collaboration with educational institutions will serve as another pathway for institutional integration.

Awareness Campaigns and Promotion: The first step will be targeted outreach through community networks and partner organizations. NGOs, community centers, schools, universities, and municipal refugee support services will receive digital flyers, emails, and posters with QR codes linking to program information. These organizations will share information within their communities to maximize reach. Posters and flyers will also be placed in community centers, libraries, cafés, and youth hubs frequented by displaced and local youth.

A dedicated campaign will be launched across platforms such as Facebook, Instagram, and Telegram, featuring engaging content. The online registration form will be continuously promoted.

Press releases and partnerships with local media outlets will highlight the program's positive impact, increasing visibility and potential institutional support.

Resource Requirements and Allocation:

Financial Resources: A modest budget will be required to cover venue rental (if not provided in-kind), facilitator and support staff compensation, board games, promotional materials, and participant refreshments. If resources are limited, cost-saving measures such as venue partnerships, game donations/implementing Mafia or Werewolf, and volunteer facilitators will be explored.

Human Resources: Facilitator/Staff Member: One dedicated facilitator will oversee sessions, moderate interactions, explain game rules, and ensure inclusivity. A team member or volunteer will manage online promotion, create digital content, and engage participants through community networks. This role may be fulfilled by a dedicated staff member or shared among facilitators. One staff will be responsible for conducting surveys, processing participant feedback, and evaluating program impact. Over time, engaged participants will take on leadership roles, assisting with organization, promotion and even data collection.

Community Engagement and Social Integration Initiative

Resource Requirements and Allocation:

Material Resources:

Venue: A community center, library, café, office, or school with enough space for group activities. Partnerships with existing community spaces will be sought if no venue budget is available.

Furniture: Tables and chairs will be needed.

Board Games: If resources allow, the games described above will be acquired. If funding is unavailable, no-cost games will be implemented, as they require only paper or role cards.

Snacks & Beverages: Providing refreshments (e.g., soft drinks, tea, cookies).

Resource Allocation:

1. Prioritise areas with higher concentrations of young migrants and refugees.
2. Prioritize underserved areas.
3. Prioritize funding for training facilitators, ensuring they are appropriately equipped to moderate interactions, facilitate inclusion, foster a positive atmosphere and encourage engagement.

End of Intervention 1

About the Project

This report was produced as part of the BEYOND project, a cross-national initiative aiming to enhance the inclusion, well-being, and civic participation of migrant and refugee youth across Europe. The project is coordinated by Generation for Change CY, a migrant-led grassroots organization based in Cyprus, and is implemented in partnership with Blackwater Training & Consulting in Ireland and the Foundation Foundation "Situational Center Open Doors" (FSCOD) in Bulgaria.

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