



**WP4.4 Friends We Share –
Refugee Identified Wellbeing
and Inclusion Good Practices
Report -
Overview and Lessons Learnt**

November 2025

**Project Title: Wellbeing Programme for Refugees
with Role Models and Mentors**

Content By
All Partners

Compiled By
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**Co-funded by
the European Union**

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Introduction “Friends We Share”

The project “Friends We Share – Wellbeing Programme for Refugees with Role Models and Mentors” was co-financed by the Erasmus+ programme in the adult education sector, lasted 2 years, and was implemented from 1 December 2023 to 30 November 2025. It aimed to address the multiple barriers faced by refugees and to improve their wellbeing through peer-to-peer support.

The project recognised that mentorships between successfully integrated refugees and new asylum seekers can foster a sense of belonging, enhance wellbeing, increase motivation, and boost self-esteem. To achieve this, the project combined the expertise of public bodies and NGOs working with refugees at different levels, implementing both direct support for refugees and capacity-building activities for professionals working with them.

Project Aim

The project sought to promote sustainable progress in providing mental health and wellbeing support to refugees by training and qualifying agents involved in their inclusion. By transforming professionals into facilitators of integration, Adult Educators and Community Social Workers were empowered to support refugees in career and educational navigation, contributing to increased confidence, hope, and optimism.

To achieve this, tailored learning tools were developed for Adult Educators and Community Social Workers, focusing on how to include mentors and role models in their interventions with new asylum seekers. These tools highlighted the core knowledge, skills, and competences that enable successfully integrated refugees to thrive and how these can be promoted in the integration process. The result was the eBook “Friends We Share Training Programme” (WP3).

The programme was tested and validated through two training sessions for Adult Educators and Community Social Workers: first at the national level in each partner country, and then internationally in Germany. In parallel, the first year of the project focused on the “Friends We Share Connection Programme” (WP2), which implemented the peer-to-peer mentorship activities directly with refugees.

Target Groups

Target groups were actively involved not only as beneficiaries but also in planning and designing project activities. Their perspectives were considered throughout the project, ensuring participation in decision-making processes.

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The project targeted the following groups:

- Adult Educators and Community Social Workers working with refugees
- New asylum seekers
- Successfully integrated refugees
- Organizations of refugees and immigrants
- Refugee Relief Organisations and NGOs working with refugees
- Policy Makers

Partnership

This partnership brought together a complementary mix of public bodies and NGOs with experience in refugee inclusion, ensuring diverse expertise and perspectives throughout the project.

The project consortium consisted of six institutions:

- [Miejska Strefa Kultury w Łodzi](#) (PL)
- [Landeshauptstadt Stuttgart](#) (DE)
- [Förderverein der LAKA - Landesverband der kommunalen Migrantenvertretungen in Baden-Württemberg e.V.](#) (DE)
- [InterAktion - Verein für ein interkulturelles Zusammenleben](#) (AT)
- [Proportional Message – Associação](#) (PT)
- [Synthesis Center for Research and Education Limited](#) (CY)

WP2 - “Friends We Share Connection Programme”

Workshops for Mentees (WP2)

Concept

In the first months of the project, partners focused on understanding the social reality and concerns of refugees settling in each partner country. Each partner identified the needs, key competencies, and attitudes of the target groups, while aiming to actively engage refugees in the research and action process. Dynamic, participatory activities were designed to foster agency, empowerment, and build confidence among participants of the reflection workshops.

The path to achieving these goals consisted of one main activity: six Reflection Workshops for newly arrived refugees and migrants, organised in the first part of 2024 in each partner country. A total of 47 people participated, coming from Ukraine, Somalia,

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Iran, Cameroon, Congo, Afghanistan, Brazil, Lebanon, Pakistan, and Ghana. Participants' ages ranged from 16 to 70, with 32 women and 15 men attending.

Aim

- Understand the needs, challenges, and interests of newly arrived refugees and migrants.
- Create a safe space where participants feel welcomed and comfortable to share their experiences.

Main Results

- Flexibility in meeting formats and locations is essential.
- Structured guidelines support meaningful mentor-mentee interactions.
- Early involvement in workshops strengthens participation and commitment.
- Facilitators must adapt discussions to participants' needs while ensuring program objectives are met.
- Findings provide a foundation for developing training programs for Adult Educators and Social Workers.

Lessons Learned

- Early engagement in participatory workshops fosters trust and confidence.
- Practical, interactive sessions and culturally sensitive support are essential for effective integration.

Workshops for Mentors (WP2)

Concept

During the summer of 2024, the consortium organised six Reflection Workshops for successfully integrated refugees who would act as future mentors. A total of 50 participants attended, originating from Afghanistan, Syria, Ukraine, Hong Kong, Kenya, Guyana, Tunisia, Gambia, Iran, Pakistan, Ecuador, and Brazil. Ages ranged from 20 to 60, and time spent in the host country varied from 2 to 40 years, with most having lived 3–10 years in the host country.

Some workshops were held online to accommodate participants' schedules and locations. While the online format was appreciated, many participants preferred in-person interactions for stronger connections and more effective communication.

Aim

- Prepare participants to take on the role of mentors for newly arrived refugees and immigrants.

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- Introduce the theory and practice of mentoring within the specific context of working with refugees.
- Strengthen key competences needed for effective mentoring, including communication skills, cultural sensitivity, the ability to assess mentees' needs, self-care, and resilience.

Empathy	Connecting emotionally and recognizing shared human experiences across cultures
Cultural Sensitivity	Respecting diverse backgrounds, values, and approaches to integration
Boundary Setting	Maintaining professional and emotional limits while providing support
Emotional Support	Offering encouragement, validation, and psychological reassurance
Resilience Building	Helping mentees develop coping strategies and adaptive capacity

Main Results

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Lessons Learned

- In-person meetings foster stronger trust and rapport, despite the convenience of online sessions.
- Personal experience with prejudice enhances mentors' empathy and commitment.
- Clear guidance on boundaries and roles is essential for effective mentoring.

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Connection Cafes - Mentoring Programme (WP2)

Concept

The “Connection Cafes” were a series of short, focused mentoring interactions between newly arrived asylum seekers and successfully integrated refugees. Partners organised six meetings per country, engaging a total of 128 participants (64 mentor-mentee pairs), mostly women. Many mentors had previously participated in project workshops and were motivated to continue supporting new arrivals.

Meetings were conducted in three formats to accommodate participants’ schedules:

- 1 Group sessions – interactive discussions encouraging peer support.
- 2 One-on-one meetings – mentor-mentee pairs met individually, often in informal settings such as cafés
- 3 Thematic seminars – mentors shared insights and guidance with all participants.

Meetings took place both in-person and online (Zoom, Skype, WhatsApp), with flexibility to adapt to participants’ availability. Partners provided transportation, refreshments, childcare support, and financial assistance when needed.

Aim

- Provide soft mentoring to support integration and foster mutual understanding.
- Facilitate knowledge exchange, networking, and personal development.
- Reinforce practical skills for both mentors and mentees in integration and social participation.

Main Results

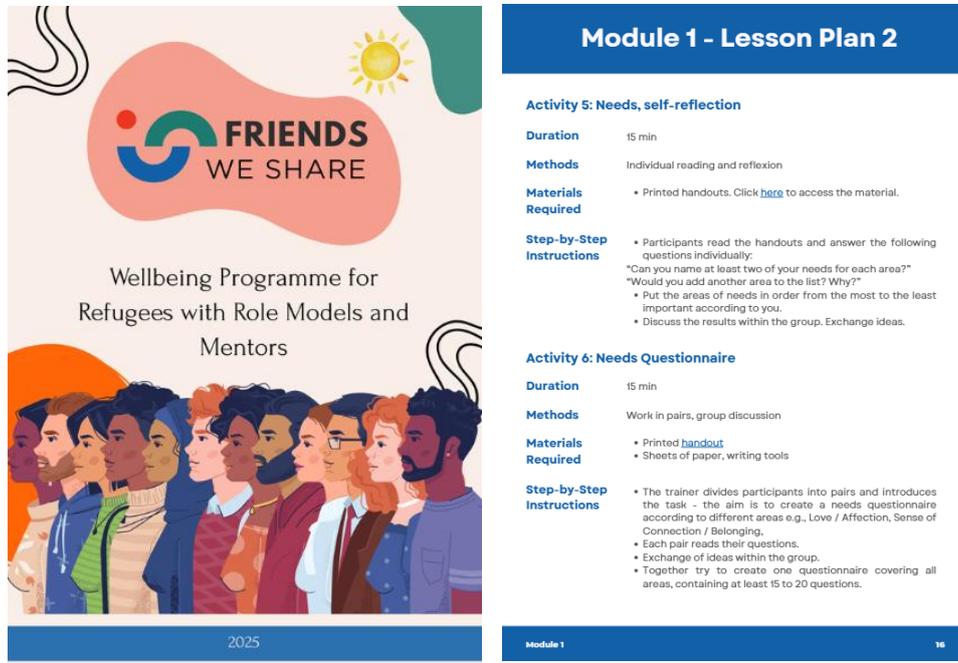
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Friends We Share eBook Training Programme (WP3)



The Friends We Share Training Programme, compiled as an eBook, is the central output of Work Package 3. The eBook brings together the lessons, activities, and resources piloted during both national and transnational trainings. Its purpose is to provide adult educators and community social workers with a comprehensive and ready-to-use methodology to promote the wellbeing, resilience, and inclusion of refugees, asylum seekers, and migrants.

For whom

The programme is designed primarily for adult educators, social workers, trainers, and other professionals working in the field of refugee and migrant support. It is also a valuable resource for volunteers and community leaders who act as mentors or role models. By presenting both theoretical and practical tools, the eBook allows a wide range of practitioners—whether experienced professionals or newcomers—to adapt the content to their own institutional and cultural context.

Basic concept and content

The eBook introduces the Friends We Share methodology, grounded in peer support, mentoring, and resilience-building. It emphasizes the importance of drawing on the lived experiences of successfully integrated refugees, transforming these into a source of

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learning and empowerment for newcomers. The training programme is structured into five modules:

- **The Friends We Share Methodology and Findings:** Introduces the conceptual framework and research results, highlighting the role of friendship and peer networks in wellbeing.
- **Mentors and Role Models:** Explores theory, case studies, and activities that demonstrate how mentoring can strengthen adaptation and inclusion.
- **Core Thriving Skills:** Equips participants with essential interpersonal and resilience skills that foster agency, communication, and cultural exchange.
- **Refugees Identified Good Practices:** Presents effective approaches for inclusion, compiled from the perspectives of refugees themselves, and turns them into actionable tools for educators and social workers.
- **Supporting and Empowering Refugees' Self-Resilience:** Focuses on strategies that help refugees build long-term adaptability, autonomy, and self-sufficiency.

Each module consists of three lesson plans, combining theoretical background with interactive exercises, case studies, and reflective activities. The modular structure allows trainers to deliver the programme as a complete package or to integrate selected modules into existing professional development activities.

Face-to-face programme

The programme was designed to be implemented as five face-to-face sessions, each lasting approximately three academic hours. Every session follows a clear sequence: an introduction outlining aims, learning outcomes, and preparation; an energizer or icebreaker to set the tone; and three comprehensive lesson plans focused on knowledge transfer, skills practice, and attitudinal reflection. The sessions are highly participatory, emphasizing small-group discussions, role play, case analysis, and peer learning.

Self-directed learning

To complement the face-to-face modules, each one is paired with about two hours of self-directed learning materials. These include curated external resources, reflective exercises, and application tasks. Participants are encouraged to deepen their understanding through further readings, videos, and case studies, documenting their reflections for later group discussion. This blended approach not only strengthens learning outcomes but also ensures accessibility across diverse contexts, including digital and hybrid environments.

Impact and significance

The eBook strengthens the sustainability of the project results by providing an open, transferable resource in English, all partner languages, and additional refugee languages such as Arabic and Ukrainian. It expands training opportunities for adult educators and

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community social workers, empowering them to act as facilitators of social inclusion and wellbeing. With its focus on mentoring, thriving skills, and resilience, the programme addresses both immediate and long-term needs in refugee support, allowing educators to respond flexibly to different group profiles.

Where can you find it?

The eBook, in all language versions, can be downloaded from the project website in the pdf format: <https://www.friendsweshare.eu/>. As well from all partner's websites.

Conclusion

The Friends We Share Training Programme eBook consolidates the project's methodological innovation into a practical handbook usable long after the project ends. It not only enhances the competences of adult educators but also encourages inclusive and empathetic practices across Europe. As an open-access resource, it contributes to the wider European agenda for building cohesive, resilient, and welcoming communities for refugees and migrants.

National Training (WP3)

As part of WP3, five national pilot trainings were organized in **Germany, Poland, Portugal, Austria, and Cyprus** between May and July 2025. Each training applied the "Friends We Share" methodology within the national context, testing its relevance, adaptability, and impact in the local language and institutional environment. LAKA Baden-Württemberg, as the WP3 leader, coordinated the piloting phase and collected results from all countries to ensure a common understanding of the outcomes.

Number of participants

Each partner organization implemented one national training with eight participants, resulting in a total of **47 participants** across five countries. Group sizes were deliberately kept small to promote intensive dialogue, individual attention, and opportunities for reflective discussion.

Organization and structure

The trainings typically took place over three days. Agendas combined short input sessions, case-based group work, reflection exercises, and extensive opportunities for peer exchange. In most countries, mornings focused on structured input and guided exercises, while afternoons were devoted to case analysis, group dialogue, and reflection. The format remained flexible to adapt to the needs of each group.

A common organizational challenge involved selecting participants. Most partners received more applications than available places, highlighting strong interest in the

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programme. Final selections aimed to achieve balanced groups in terms of institutional backgrounds and professional experience. In Germany, for example, over 20 applications were received, but only eight participants could be admitted due to space constraints.

Similarities and differences

All national pilots shared key similarities. In every country, participants engaged actively and appreciated the opportunity to reflect on their own practice within a safe and structured setting. All trainings created spaces for open discussion of sensitive topics such as emotional strain, cultural differences, and the boundaries of professional roles.

Differences mainly emerged from the participant profiles. In Germany and Austria, groups primarily consisted of highly experienced professionals from municipal services, refugee accommodation, social counselling, education, and health sectors. Here, facilitators reduced introductory content and prioritized advanced case work, peer learning, and professional boundary reflection. In Poland, Portugal, and Cyprus, groups were more mixed, including both professionals and volunteers or community workers. In these cases, the introductory materials were especially relevant, providing accessible, ready-to-use tools and resources.

National adaptations

Each partner adapted the methodology to their local language, context, and participant needs. In Germany and Austria, facilitators used complex case studies and advanced reflection tools to engage experienced practitioners. In Poland, the training was linked to MSK's existing Connection Programme and contextualized with local examples. In Portugal and Cyprus, examples were used to support participants with less formal experience in refugee support. These adaptations confirmed that the Friends We Share methodology is flexible and can be tailored to a variety of professional and cultural settings.

Evaluation results and impact

Evaluation results from all five countries were consistently positive. Participants rated the trainings highly for relevance, content quality, and facilitation. Written and verbal feedback highlighted three main achievements:

- Opportunities for open dialogue on sensitive and complex topics.
- The practical usefulness of tools such as reflection sheets, resource mapping, and boundary-setting methods.
- A sense of professional validation and motivation fostered by peer exchange.

In **Germany**, participants noted that the training helped them identify mentoring roles in their everyday work, like active listening, resilience-building, and guidance. One participant planned to introduce structured reflection exercises into team meetings,

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while another described using resource mapping tools to support newcomers in navigating local services.

In **Austria**, experienced professionals valued stepping back from daily routines to reflect together on good practices and challenges. In Portugal and Cyprus, participants noted how accessible the training was and shared plans to disseminate the tools among colleagues and networks. In Poland, the programme's connection to existing initiatives offered strong potential for direct application and wider uptake.

Challenges

Organizational challenges included managing logistical constraints, securing suitable venues, and accommodating diverse schedules within limited budgets. The main substantive challenge was matching training content to the knowledge level of participants. For experienced groups, some materials felt too basic, while in mixed groups, facilitators had to balance introductory content and deeper discussion. These experiences highlight the value of adaptable facilitation.

Competences developed

Across all countries, participants reported developing competences in:

- Recognizing and structuring mentoring roles in their work.
- Setting and maintaining professional boundaries in mentoring.
- Strengthening personal resilience and self-care.
- Addressing culturally sensitive issues, including gender dynamics in mentoring.
- Utilizing reflection and resource mapping tools in practice.
- Applying active listening and resource-oriented communication.

These competences were described as directly applicable to daily work with refugees and migrants, motivating participants to integrate them into their organizations.

Recommendations

Based on the five pilots, the following recommendations are offered to institutions planning similar trainings:

- Keep participant groups small and balanced to promote trust, dialogue, and reflection.
- Tailor content depth to participant experience; use advanced case work for experienced professionals and introductory modules for newcomers.
- Employ localized examples and case studies for relevance.
- Provide flexible toolkits adaptable to different institutions.
- Ensure sufficient time for peer exchange, which participants found highly valuable.
- Prepare facilitators to adapt flexibly to group needs and dynamics.

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Conclusion

The five national pilot trainings confirmed that the Friends We Share methodology is adaptable, relevant, and effective across diverse European contexts. The trainings fostered competences in mentoring, boundary-setting, resilience, and intercultural sensitivity. The pilots demonstrated that the programme benefits both professionals and volunteers, though content depth should be tailored accordingly. Overall, national pilots were highly successful and provide a strong foundation for scaling the methodology to other countries and contexts.

Transnational Training (WP3)

LAKA Baden-Württemberg and the **Municipality of Stuttgart** hosted the international training of the project “**Friends We Share – Wellbeing Programme for Refugees with Role Models and Mentors**” from 15 to 17 July 2025. The event brought together partner organisations from Poland, Portugal, Austria, Cyprus, and Germany. Each partner was responsible for one module, allowing the complete training programme to be tested and validated in practice.

The training was conducted over three days, combining structured inputs, case-based discussions, reflection tools, and peer learning formats. On the first day, MSK (Poland) introduced the Friends We Share methodology (Module 1), followed by SYNTHESIS (Cyprus) with Module 2 on mentors and role models. On the morning of the second day, Proportional Message (Portugal) presented Module 3 on core thriving skills. The second day continued with InterAktion (Austria) delivering Module 4 on refugees’ identified good practices, and LAKA along with the Municipality of Stuttgart facilitated Module 5 on supporting refugees’ self-resilience on the morning of the third and final day. The programme also included a Peer Exchange Café and, on the third day, a joint co-creation workshop to collect ideas for the project’s eBook and multiplier events.

Participant number and profile

A total of 21 participants attended, including facilitators. Two participants were planned from each partner institution, with some variations resulting in 13 participants and 8 facilitators from all six organisations. The participants possessed a high level of professional experience in refugee support, many with migration backgrounds themselves. This diversity fostered a dynamic and reflective learning atmosphere, in which intercultural exchange and mutual learning flourished.

Achievements and results

The training achieved its main goal of testing and validating the full training programme. It provided participants with practical and transferable tools for resilience, mentoring roles, boundary-setting, and wellbeing promotion. The programme created a safe space

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where sensitive issues such as trauma, gender dynamics, and emotional stress in support work could be openly addressed.

The training also demonstrated the adaptability of the methodology. While some content was adjusted in real time to reflect the advanced professional level of participants, this flexibility itself showed how modules can be tailored to different contexts and needs. Evaluation forms and participant feedback confirmed high satisfaction, with praise for the intercultural exchange, case-based work, and opportunity for deep professional dialogue.

Impact on participants

Participants reported that the training helped them recognize and structure mentoring elements already present in their daily work. They developed competences in maintaining professional boundaries, enhancing their resilience, and addressing culturally sensitive situations. Reflection tools and wellbeing strategies were considered directly applicable to their institutions. The training also increased motivation and provided a sense of professional validation and solidarity, reinforcing the value of peer-to-peer learning and international networking.

Challenges

From an organizational perspective, coordinating an international group and ensuring smooth delivery of modules by different partners required careful planning. Balancing structured inputs with enough time for exchange proved essential, as informal discussions often generated the most valuable insights. Substantively, the main challenge was the difference in expertise level among participants. Some prepared content was perceived as too basic, requiring facilitators to adapt flexibly and focus more strongly on case studies and exchange. These challenges underlined the importance of flexibility in delivery.

Activities took longer than expected because the group was also very interactive.

Recommendations

The experience in Stuttgart shows that future replications should:

- Tailor the depth of content to the experience level of participants, offering advanced case work for professionals and introductory modules for newcomers or volunteers.
- Include localized case studies to reflect national differences in law and practice.
- Offer optional deep-dive modules on topics such as trauma sensitivity, intercultural dynamics, and emotional boundary management.

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Conclusion

The international training in Stuttgart successfully fulfilled the objectives of WP3. It tested and validated the complete training programme, demonstrated its adaptability, and strengthened the competences of adult educators and community workers across Europe. It fostered intercultural exchange, professional solidarity, and motivation to integrate the “Friends We Share” methodology into daily work with refugees and migrants. The experience provides a strong foundation for dissemination, national adaptation, and long-term sustainability of the project’s outcomes.

Conclusion

Project Impact and Well-being

The results achieved through the project Friends We Share – Wellbeing Programme for Refugees with Role Models and Mentors have a clear and measurable potential to positively influence the development of the well-being of refugees and immigrants in the participating countries and beyond. The project demonstrated that structured peer mentoring, combined with targeted training of adult educators and social workers, can effectively enhance self-confidence, mental health, and social participation among people with migration and refugee backgrounds.

By bringing together newly arrived asylum seekers and successfully integrated refugees, the project created opportunities for sharing experiences, exchanging knowledge, and building empathy. Participants in the Connection Cafés and Reflection Workshops reported that they gained motivation, emotional support, and practical knowledge about daily life in their host countries. The direct human contact established between mentors and mentees reduced feelings of isolation and created a sense of belonging. Refugees who previously felt excluded were able to recognize their own strengths and competences, while mentors experienced a renewed sense of purpose and empowerment by supporting others.

The workshops provided spaces for open communication and trust-building, which are essential components of psychological well-being. They also addressed practical aspects of integration such as language learning, access to education, and employment. As a result, participants developed a stronger sense of control over their lives and increased their readiness to engage in their communities. These effects directly contribute to well-being understood as the balance between mental health, social connection, and personal agency.

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Professional Competences and Institutional Impact

The project also improved the competences of professionals working with refugees. More than sixty adult educators and community social workers participated in the training programme and gained tools to better support refugees in their educational and social adaptation. Through the Friends We Share Training Programme eBook, professionals can apply structured methods for mentoring, resilience-building, and empowerment in their daily work. This contributes to creating more inclusive learning environments and responsive support systems for refugees and immigrants.

The project's impact on well-being therefore operates on two complementary levels: the individual level, where participants experience increased confidence, motivation, and hope; and the institutional level, where educators and organisations become better equipped to provide psychosocial support. Together, these dimensions form a sustainable basis for improving the quality of life and social inclusion of refugees in Europe.

Innovations and Sustainability

In relation to the current situation of migration and integration in Europe, the project introduced several innovative elements. The first innovation lies in the combination of peer-to-peer mentoring and professional education. Rather than relying solely on external assistance, the project used the experiences of successfully integrated refugees as a resource for others. This horizontal model replaces hierarchical support structures with reciprocal learning, which reflects the reality of multicultural societies.

Another innovative aspect is the co-creation of learning content. The needs and perspectives of refugees were integrated into the design of the training modules, ensuring that materials are relevant and culturally sensitive. The approach recognizes refugees not as passive beneficiaries but as active contributors to knowledge production.

The third innovation is the transferable structure of the Connection Cafés. This model can be easily implemented by community centres, municipalities, or NGOs without requiring large financial resources. The developed Guideline for Connection Cafés offers a step-by-step description of how to organise mentoring meetings, making it possible for other institutions to replicate the practice.

A further innovation is the creation of the open-access multilingual eBook "Friends We Share Training Programme". It integrates theoretical foundations, lesson plans, and case studies in English and partner languages, and additionally in Arabic and Ukrainian, ensuring accessibility for both professionals and refugee participants. This digital format allows for flexible use in blended learning environments and promotes the sustainability of the project outcomes.

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Dissemination and Future Collaboration

The engagement to the use and dissemination of results is strong and embedded in the activities of all partner organisations. Each institution contributed to the validation of the methodology through national and transnational trainings and remains committed to using the materials within its networks. The partners agreed to maintain open access to the eBook and the Guideline for Connection Cafés on their institutional platforms, ensuring that other educators, social workers, and policymakers can use them freely. The materials will continue to serve as reference tools in the field of adult education and refugee integration.

Moreover, the project results are being shared through multiplier events, presentations, and online dissemination, encouraging further use by organisations working in social inclusion and adult learning. Detailed information of a cross country reporting from the multiplier events is attached in the Annex of this document. The availability of materials in several languages makes it possible to apply the Friends We Share model in diverse local contexts across Europe.

The partnership invites all interested institutions, educators, municipalities, NGOs, and policymakers to make use of the project's outputs and to adapt them to their specific environments. The consortium is open to future collaboration, exchange of experiences, and participation in initiatives related to refugee well-being, empowerment, and adult education.

For further information, access to the Friends We Share Training Programme eBook and the Guideline for Connection Cafés, and opportunities for cooperation, interested parties may check the website: <https://www.friendsweshare.eu/>

The consortium believes that the outcomes of Friends We Share will continue to inspire organisations across Europe to implement peer mentoring and resilience-building practices. Through such initiatives, local communities can become more welcoming, supportive, and inclusive, contributing to the long-term well-being and empowerment of refugees and immigrants.

**“Refugees are not a burden; they are a gift. They bring new energy,
new ideas, and a new sense of hope to their host communities”**

António Guterres (UN Secretary-General)

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ANNEX

Cross-Country Comparative Report of Multiplier Events – Friends We Share

Combined Analysis, Key Metrics & Links to Sustainability and Exploitation Strategy

The Multiplier Events organised in Portugal, Poland, Austria, Germany, and Cyprus demonstrated how the *Friends We Share* (FWS) mentoring and wellbeing approach can function effectively beyond borders, proving its relevance, adaptability, and long-term sustainability. In all, these events gathered **178 participants from various sectors**—professionals, migrants and refugees, municipal representatives, NGOs, researchers, and activists from all partner countries. Not only did these events verify the projects' intellectual outputs, but they also created further evidence in support of the Sustainability and Exploitation Strategy (WP4).

Quantitative Participation Overview

Country	Participants	Key Groups Represented
Poland	30	Social inclusion practitioners, NGO workers, local activists, administration officials, academics
Austria	30	Migrants and refugees (including Connection Café participants), newcomers interested in mentorship, community workers, City of Graz representatives, migrant-led organizations, members of the Migrant Advisory Board, national training participants, youth center management
Portugal	28	Migrants (Brazil, CPLP countries), social assistants, women participants
Germany	60	Municipal integration advisors, social workers, integration managers, volunteers, migrants with advisory roles
Cyprus	30	Migrants (African countries), community members, municipal representatives, local women, vulnerable groups

Total Participants: 178

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Participation across all countries reflected both strong turnout and rich diversity in backgrounds—an essential factor in validating the replicability of the mentoring and wellbeing model. Across countries, participation showed not only strong turnout but also diversity—crucial for validating the replicability of the mentoring and wellbeing model.

2. Cross-Country analysis of delivery of Multiplier Events

Throughout the partner countries, the Multiplier Events brought about a diverse range of qualitative data that highlights the relevance and adaptability of the Friends We Share (FWS) approach. In **all countries**, there was active interest in the essential components of the project—namely, the training process, eBook, and mentoring model. Although the level of engagement differed from nation to nation, it led to an insightful perspective regarding how well the model was accepted by different groups.

In **Portugal and Cyprus**, there was strong emotional engagement, with migrants sharing personal experiences in these countries. These interactions reaffirmed the original vision of the project, which was based on psychosocial well-being. It acknowledged that there was a need to integrate beyond the administrative aspects and factor in the human element of integration and belonging.

In **Germany**, the feedback was influenced by the involvement of institutional actors like municipal integration managers, members of the advisory council, as well as employees in the social service department. Their participation was focused on a strategic level regarding the municipal level of implementation of the FWS model and how it fits into the existing policy framework.

In the case of **Poland**, there was evidence of both strong attendance and engagement that lasted the duration of the model presentation—an indicator of real interest in the model—but there was also some doubt voiced about its applicability in today's context. In reviewing these reactions to the model presentations, several factors emerge that underscore the critical nature of context-oriented adaptation, already incorporated in the Sustainability Strategy plan.

The **Austrian** multiplier event inspired an active exchange of experience, where there was clear interest in whether follow-up programming would occur, how they might get involved, and how the approach could potentially be developed or applied with youth who have migrant or refugee status. They received information about the availability of the eBook and the website of the project and learned that there would be related information compiled when it becomes available about the program. It was clear that there was significant potential related to adoption of the FWS approach in Austria.

In terms of **methodology**, every country had its own approach tailored to the target audience. Portugal opted for experiential learning, including activities from Modules 1 and 3, while Cyprus focused on Module 3 and included an "5 Whys" exercise tailored to the audience. In the cases where the target audience was mostly from an institutional

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setting, such as in Poland and Germany, methodology centered around presentation style. These differences in methodology highlight the modular nature of the resources developed in the FWS project.

All partner countries promoted wide availability of the outcomes of the projects. Portugal and Cyprus disseminated QR codes and direct website links, while USB devices carrying the eBook and “Overview and Lessons Learnt Report” reports were disseminated in Poland, and complete digital packages in Germany through municipal administrations. All these activities align with Digital Sustainability Commitments made in the current project, stressing availability, accessibility, and long-term digital hosting.

2.1 Participant satisfaction across multiplier events in the partner countries

Satisfaction rates remained high. In Portugal, all attendees found the information useful, and 80% awarded the event the maximum score. In Cyprus, 100% satisfaction was reported, and 94% agreed to implement FWS strategies. In Germany, positive verbal feedback was obtained, and there was clear interest in institutional adoption. In Poland, attendees left with positive impressions and sustained engagement. Notably, these results demonstrate good stakeholder buy-in and readiness to further exploit the model. In the Austrian multiplier event, attendees reported high satisfaction with the event, finding the topics very practical and applicable to their everyday work with the refugee population. They found that the conference helped them deepen their understanding about how the mentoring and wellbeing approach can be applied in their support efforts.

3. Contribution to Project Sustainability

The Multiplier Events made significant contributions to all four sustainability pillars outlined in the Sustainability & Exploitation Plan.

The fact that there was much interest from social workers, teachers, municipal administrators, community workers, and NGOs in using FWS methodologies was an important strength for Capital Sustainability. Germany and Poland had strong institutional interest, and Cyprus and Portugal had grass-roots readiness in integrating this model into community structure. It shows that there was merit in commitments to integrate Connection Café, mentoring components, and modules into current services.

Financial Sustainability is enhanced by the clear demand for pursuing further implementation of programmes deriving from the Friends we Share project. Clear potential in Germany was identified regarding local financing, budget integration at the municipal level, and support in the framework of ongoing integration strategies. The level of support at all events contributes to the viability of prospective follow-up Erasmus+ and AMIF applications scheduled for 2026.

Digital Sustainability is assured due to the strong demand for eBook and online resources. Several participants wanted to continue having online resources, with some

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emphasizing having greater online visibility, suggesting that the attainment of sustainability has already begun in this area. In turn, this helps support future online hosting, posting, and online visibility.

Policy & Social Sustainability was enhanced through the involvement of municipal officials, social service practitioners, and government officials, community workers, representatives from the City of Graz, migrant-led organizations, members of the Migrant Advisory Board, especially in Austria, Germany, Poland, and Cyprus. These are key players who can exert influence in policy and allocation of resources; hence, they contributed to the integration of the mentoring model in the municipal services. In addition, the compendium will gain strength in being applied in the framework of the EU through the Integration & Inclusion Strategy 2021-2027 and other emerging initiatives related to mental health care.

4. Contribution to the Exploitation Strategy

At the level of the consortium, these events have triggered collective narratives and evidence that will feed into future joint proposals, such as “Friends We Share 2.0,” and will enhance knowledge-sharing and promotional events at European conferences. They have increased the number of stakeholders in all countries, which is critical in the process of dissemination.

Partner-country exploitation was also enhanced. Portugal developed new exploitation opportunities, while Germany and Poland experienced increased interest in staff training in line with the FWS approach, and Cyprus found ways to integrate the work into existing community programs. These are all aspects of the institutional exploitation commitments in the Sustainability & Exploitation plan. Finally, there was an interest from external stakeholders in other countries regarding how they can replicate the mentoring models in their own organization settings and how they can apply the exercises in working with communities. These questions reveal readiness to replicate or apply at other arenas, which represents the essence of the exploitation approach.

5. Conclusion

The Multiplier Events across the partner countries demonstrated that the *Friends We Share* approach was applicable, flexible, and in demand in all these different national settings. It was apparent that there was emotional engagement, institutional interest, and sustained participation with all audiences. All these aspects are very closely associated with the sustainability factors and exploitation plans identified in the Sustainability & Exploitation Plan in the project. Collectively, these events have provided the impetus for what happens in the next phase of the evolution of the project itself, laying the foundations in readiness for institutionalisation to occur.

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