



D5.4 Modules 1&2 summary report (2nd edition)

Module 1 - Ecological and Solidarity's Transitions Day

Module 2 -24 hours of innovation for the Planet

Dissemination Level: Public



Tiimiakatemia
by jamk



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Module 1: Ecological and Solidarity's Transitions Day

2nd of December 2025

Reminder of the event

Module 1, also known as the 'Ecological and Solidarity's Transitions Day', is the first event in the TEAMIT+ training programme. It is an awareness-raising day that takes place in the 4 countries (Greece, Finland, Spain and France), with the aim of raising awareness on environmental and solidarity issues among the young participants. Attendance is compulsory for the final TEAMIT+ module (the 3rd one, organised by D4E).

The flagship event takes place in France and is organised by Initiative Développement (ID), which coordinates the other delocalised events. For the second edition in 2025, the event took place on December the 2nd. Tiimiakatemia by JAMK organised the event in Finland, UPNA in Spain and CLUBE in Greece.

The event was held throughout the day, with a simulated climate negotiation in the 4 events at the same time in the morning. After a shared meal, the participants were divided into 3 groups and took part in 3 different awareness-raising workshops: one on migratory prejudice, one on climate justice and one on the circular economy.

The ambassadors and volunteers trained by ID helped to organise the event and led the afternoon's awareness-raising workshops.

The programme was staggered in the morning so that the climate negotiation simulation could take place simultaneously in the 4 countries despite the time difference between France and Spain, and Greece and Finland. The day was organised as follows:

SPAIN + FRANCE		GREECE + FINLAND (+1)	
8h-9h	Welcome	9h-10h	Welcome
9h-9h15	Introduction	10h-10h15	Introduction
9h15-12H	Climate Action Simulation	10h15-13h	Climate Action Simulation
12h-13h	Lunch Break	13h-14h	Lunch Break
13h-15h	Afternoon Workshop	14h-16h	Afternoon Workshop
15h-15h30	Conclusion	16h-16h30	Conclusion

Figure 1: program of Module 1 (2nd edition) in the 4 countries taking jetlag into account

Global feedback of Module 1

KPIS

In terms of global participants, the target was 200 in total, i.e. 50 in each country. In fact, the event counted 286 people, which is slightly higher than last year, broken down as follows: 35 in France, 55 in Greece, 137 in Spain and 57 in Finland. The discrepancy for France can be explained because the event took place during exam week, which made recruitment more difficult than last year.

In more detail, the event had to meet the following targets: 50% men and women, 20% immigrants, 60% Higher Education students, 25% Vocational Training students and 15% other profiles (job seekers, working people...).

According to figures compiled across all partners, Module 1 gathered 62% of Higher Education students, which is close to the 60% target, and 34% of VET students, exceeding the 25% target. In terms of gender, 56% of participants were women and 45% were men, broadly reflecting the 50/50 target. However, immigrants represented only 12% of participants, which is much higher than the first edition ration (4%), but still remains significantly below the 20% target.

Overall, Module 1 showed encouraging results in terms of participation, with most KPIs met or exceeded, the main area for improvement remaining is the inclusion of immigrant participants.

Satisfaction form's results

92 participants in module 1 of the 4 simultaneous events completed the satisfaction questionnaire: 12% from France, 50% from Finland, 30% from Spain and 5% from Greece.

Of the 92 participants who completed the satisfaction form, 37% were very satisfied and 43% were satisfied, giving a total of 80% satisfied respondents. Only 4% were not at all satisfied. We can therefore say that overall, the satisfaction rate for module 1 of 2025 is pretty high. 79% were very or fairly satisfied with the logistics of the event which is quite similar as last year.

46% of them preferred the morning climate simulation game, 11% the migration chairs game. Conversely, 22% liked the simulation game less and 22% the circular economy collage.

It was also mentioned that participants would have benefited from more context and clearer explanations for the Climate Simulation game in the morning session, as some found it difficult to follow, partly because the instructions were given in English.

Self-awareness forms' results

Participants in module 1 were given a self-assessment questionnaire before and after the module to compare their knowledge about sustainable development.

The questions asked were similar and enabled us to see where respondents stood in terms of their level of general knowledge, their level of knowledge of environmental legislation, their estimation of the impact of human activities on climate change and the impact of their personal behaviour. Finally, the questionnaire asked them if they were more willing to make changes for the environment after the event.

In the pre-event questionnaire, most participants rated their general knowledge between 5 and 8 out of 10, with 14.9% selecting 5, 24.6% selecting 6, 30.5% selecting 7, and 16.8% selecting 8. Only 1.3% rated their knowledge as 9 or 10.

In the post-event questionnaire, scores increased significantly: 32.3% of participants rated their knowledge at 8, 14% at 9, and 8.4% at 10. These results suggest that Module 1 had a positive impact on participants' general knowledge of climate change.

About the awareness of environmental legislation and policies, 28% of the respondents said that they improved their awareness a lot on that topic and 62% saw a little improvement. 38% improved their knowledge a lot about environment and solidarity, and 58% a little.

Participants reported that they learned the most about international impacts (44%) and global information (28%). Other areas of learning included personal life impacts (26%), consumption patterns (14%), and legislation and policies (13%).

Individual feedback was very positive regarding participant's perceived improvement in knowledge. For instance, one participant noted, "It was a good experience to participate," while another explained, "It really helped me better understand the issue, and now I feel motivated to start a project based on the ideas it inspired."

* * *

After looking at the overall feedback from module 1 and the feedback from participants, we are going to look at the feedback from the partners who organised the module or were involved in it, as well as key areas for improvement identified for future initiatives.

* * *

Partners' feedbacks of Module 1

The feedback below is mostly shared by the following partners: ID, ESTIA, UPNA, JAMK and CLUBE. Those are the partners who organised module 1 in their country or who got involved in the organisation.

Areas worth highlighting

Partners' feedback on Module 1 was overall very positive. One of the main strengths highlighted was the use of various awareness-raising tools during the afternoon, which helped make climate change topics more engaging and meaningful for participants, encouraging active participation among young people.

The ambassadors also played an important role in the success of the module, as they were actively involved and supported the smooth running of the activities and discussions. Following suggestions from last year, the "circular economy collage" was replaced with a new tool developed by ID's team, and the roleplay on climate justice was also improved.

In addition, more connections were created between the four countries during the morning activity, thanks to better coordination with the partner leading the facilitation and improved time management. Overall, the atmosphere throughout the module was positive and collaborative.

Areas for improvement

Partners also identified several negative aspects of Module 1. The morning activity, "Climate Action Simulation," was a key challenge. Participants found it difficult to follow and engage with, partly due to the online format and a less accessible explanation of the game, which limited its appeal. Some country-specific difficulties were also noted. In Spain, the number of participants exceeded what organizers could effectively manage, and several arrived late, which complicated the organisation and flow of the event. On the other hand, in France, recruitment was more difficult, as the event at ESTIA was scheduled just before exam periods, meaning many students were unavailable.

Recommendations for replicability

Regarding possible improvements for this event, partners suggested that the content of the learning tools could be more directly linked to climate change. As mentioned earlier, one of the main difficulties was understanding the morning game, due to the absence of in-person facilitators. An important improvement would be to ensure that at least one facilitator is present on-site in each country. It was also mentioned that volunteers could benefit from better preparation before facilitating the tools, possibly through additional online training sessions. Adapting or replacing the first game with a format better suited to in-person facilitation was also raised as a possible option.

Main Improvements Introduced in the Second Edition

Regarding Module 1, the recruitment process started earlier than the last edition in order to maximise our chances of reaching the target number of volunteers. We started the recruitment process in early October, but we still had some last-minute cancellations.

We also strengthened the connections between the four events so that participants would clearly understand they were taking part in a European project. To achieve this, we introduced a joint online opening session involving all four countries before the activities began. Participants then took part simultaneously in the climate negotiation game, followed by online debriefing sessions where each country presented and discussed its results.

The climate justice activity was adapted to make it more participatory. ID created role cards featuring different characters to encourage discussion and engagement. In addition, ID developed a new circular economy game to replace last year's Circular Economy Fresk.

From an environmental perspective, we also chose a caterer offering vegetarian meals.

Conclusion

To conclude, we can say that module 1 of 2025 was a success, in terms of participants and the opinion of TEAMIT's partners. Module 1 was a positive experience for participants, with a large majority expressing satisfaction with the event. The afternoon activities were particularly well received, and the general atmosphere was collaborative and engaging.

There were some areas for improvement identified by both participants and partners related to the morning session, which would benefit from clearer guidance and stronger in-person facilitation.



Participants during the Climate Action simulation Game



The circular economy collage

Module 2: 24 hours of Innovation for the Planet

4th and 5th of December 2025

Reminder of the event

The 24h of Innovation for the Planet is an event originally organised by ESTIA. It is a 24-hour non-stop competitive challenge in which participants develop innovative concepts and solutions (in mechanics, electronics, IT, etc.). Real-life issues, linked to at least one of the Sustainable Development Goals are proposed by external companies and organisations. These topics are revealed during the opening ceremony.

are proposed by external companies and organisations, who reveal their proposals at the start of the event. The participants then choose their favourite project, which naturally forms the teams.

After 24 hours of work, the teams present their conclusions and initiatives in a 3-minute pitch to a jury of innovation professionals. The winning team receives a prize donated by the event sponsors.

The aim is to create innovative proposals for organisations in a short space of time. The teams are made up of a variety of profiles, students from different years and other interested professionals. They are supported by coaches (professors, entrepreneurs, etc.) who guide them in their search for innovation.

On 4th and 5th December 2025, for the second edition of TEAMIT, the 24 hours took place in France in ESTIA (flagship event), in Greece in Kozani and in Finland in Jyväskylä. The introduction of the event was common and held in ESTIA. The rest of the event took place simultaneously but quite independently.

Global feedback of Module 2

KPIS

The three events were expected to gather 400 participants. However, the module brought together 363 participants (91% of the target), which represents an increase of almost 80 participants compared to last year. There were 79 participants in Greece (almost reaching the 80 participants target), 213 in France (out of the 240 participants targets), and 71 in Finland (close to the the 80 participants target).

In terms of diversity, Module 2 targeted the same goals as other modules: 20% immigrant participants, 50% women and men, 60% Higher Education students, 25% VET students, and 15% others (job seekers, active people, etc.).

The actual participation rates showed mixed results. Higher Education students represented 84% of participants, exceeding the 60% target by 24%, while VET students accounted for only 11% compared to the 25% target. Other categories represented 5% against the 15% target. Regarding gender diversity, women made up 38% of participants compared to the 50% target, while men represented 62%. On immigrant representation, the module achieved only 6% against the 20% target, a significant shortfall, with local participants comprising 94%, even if this percentage is higher than last year.

As the final edition of TEAMIT, Module 2 demonstrated the project's continued ability to mobilise a strong number of participants, consistently exceeding attendance targets across all three countries. However, recurring gaps in VET recruitment, gender balance, and immigrant representation highlight areas that future similar projects should prioritise from the outset in order to build more diverse and inclusive youth audiences.

Satisfaction form's results

40 participants answered the satisfaction form of Module 2. Among the respondents, the vast majority had participated in module 1 upstream. 70% were very much satisfied and 20% quite satisfied, for a total of 90% of satisfaction.

Their favourite parts were working in teams, meeting interesting people, and brainstorming new solutions together. Participants particularly appreciated the general ambiance and organisation of the event.

The worst parts according to the respondents were language barriers and communication issues, the duration of the awards ceremony, food availability, and lack of sleep during the event.

In terms of skills, the 3 skills that came up the most in the form were: thinking innovatively (11), working in teams (8), and solving problems (8). These results align well with the positive feedback on teamwork and collaborative problem-solving.

About the other feedback from the respondents, most of them were satisfied with the event and appreciated it as an opportunity to meet interesting people and expand their network. The main negative feedback was about language accessibility and inclusion for non-French speakers, as well as logistical aspects such as food and event duration.

Self-awareness forms' results

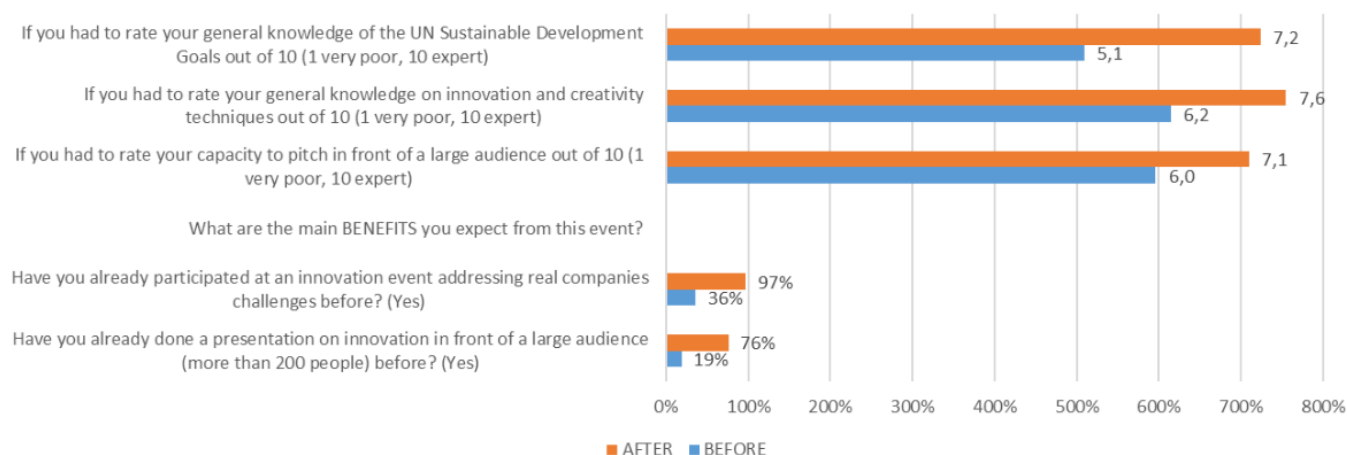
Participants in Module 2 completed a self-evaluation questionnaire before and after the module to assess their expectations, capacity to pitch in front of an audience, and knowledge of the UN Sustainable Development Goals. The questionnaires also measured changes in participants' previous experience with similar events, their anticipated learnings and benefits, as well as their baseline knowledge on innovation and creativity.

The pre-event self-evaluation forms received strong responsiveness, with 139 participants completing them (89 from France and Spain in Bidart, 30 in Finland, and 20 in Greece). The three most expected learnings were innovation, entrepreneurship, and environmental/social challenges. Regarding expected benefits, 108 participants hoped to have fun, 101 wanted to meet new companies, and 88 expected to discover new methodologies.

Post-event responses showed lower engagement (29 participants: 18 from Bidart, 5 from Finland, 6 from Greece). Nevertheless, actual outcomes aligned well with expectation: participants identified the same three key topics as their main learnings. While participants successfully had fun and expanded their networks with like-minded individuals, only 13% reported learning innovation methodologies, indicating room for improvement in this area.

The most significant impact was on increasing awareness of the UN Sustainable Development Goals. Participants' knowledge scores improved significantly from an average of 5.1/10 before the module to 7.2/10 after, demonstrating important gains across all event locations and reflecting a key achievement of Module 2. This link between the 24 hours of innovation and the strong reference to SDGs confirms the complementarity of M1 and M2.

Key impacts



Graph of the skills evaluation from the respondents

* * *

After looking at the overall and participants feedback from module 2, we are going to look at the feedback from the partners who organised the module or were involved in it, as well as the areas for improvement for the next edition.

* * *

Partners' feedback of Module 2

The feedback below is mostly shared by the following partners: UPNA, MUE, D4E, JAMK, ESTIA, ID, and CLUBE. Those are the partners who organised module 2 in their country or who got involved in the organisation.

Areas worth highlighting

Partners identified several strengths in Module 2. The challenges presented were diverse and well-aligned with project values, demonstrating high quality and relevance.

The overall organization worked smoothly, with excellent logistics, meal management, and scheduling.

Participant commitment and enthusiasm were noteworthy, with many showing genuine interest in progressing to Module 3.

The opening ceremony and team coaches' alignment meeting were particularly appreciated, as they provided clarity on roles and expectations. ESTIA's facilities proved highly suitable for hosting a 24-

hour innovation event, and catering arrangements ensured fair food distribution across participants. Participants were generally satisfied with their experience, successfully building networks and collaborating effectively in diverse teams.

Areas for improvement

Despite these successes, several challenges require attention. Technical issues significantly disrupted the event, including IT setup failures at critical moments, audio/visual problems during presentations, and poor-quality translation services.

Language barriers were problematic, with French dominating discussions and excluding non-French speakers, and real-time translation was insufficient. The three events were not well coordinated regarding structure, coaching, and prizes.

Also, participant recruitment fell short of targets, and diversity KPIs were not met, particularly for immigrant representation and VET students. The international challenge format did not work as intended, participants struggled without local context and the ability to build locally relevant professional networks.

Recommendations for replicability

To improve Module 2, partners identified several key areas of action.

Recruitment should start earlier, with a clearer selection process to bring in more diverse participants, and all practical conditions, including the deposit, need to be communicated from the very beginning so no one is caught by surprise. To increase clarity on the selection we could organize specific presentations sessions for targeted profiles, such as VETs, women or migrants.

Better coordination between the three sites is also needed. The event structure, coaching, and logistics, from meals to accommodation to transport, should be consistent everywhere, and the connection between the three events should be planned earlier rather than relying only on a shared opening. A coaching team meeting before the event would help everyone share the same messages, and testing all technical equipment in advance would prevent the kind of disruptions that affected the plenaries and pitches this time.

English should become the main language for openings, closings, presentations, and jury questions across all sites, and this needs to be made clear to participants well ahead of the event so expectations are set correctly.

Inclusion and safety also stood out as priorities. More women should be represented among speakers, a safe and dedicated sleeping space should be provided for women, and a clear protocol should be put in place to handle any incidents of abuse or violence.

Finally, local challenges should be favoured over international ones so participants can work on issues that genuinely matter to them, enough rest should be built into the 24-hour format, and ambassadors should be better integrated into future editions.

Main Improvements Introduced in the Second Edition

During the first edition, Module 2 was not so clearly seen as an European project and the links between Module 1 and 2 were weak.

To address the visibility of TEAMIT+ being a European project, the 2nd edition Module 2 also started with a simultaneous online opening session in which partners from the participating 4 countries read part of the introduction in their local languages (Basque, Finnish, French, English, Greek, Spanish). Meanwhile, the text in all languages was projected on screen in the three events run in parallel (France, Finland and Greece).

In addition, Module 1 and Module 2 were organized during the same week and Module 2 links with global challenges and the Sustainable Development Goals were strengthened. Finally, in order to improve the guidance from the 24 hours coaches to the teams, a Methodology for the coaches was drafted and shared with all coaches. This document clearly described some creativity tools and shared a good example of time management so the teams used the 24 hours they had in an efficient manner. This standard methodology reduced the difference in advice provided by the different coaches.

Conclusion

Overall, Module 2 was a positive experience for both participants and partners. The event almost met its attendance targets and generated high levels of satisfaction, with participants particularly valuing the teamwork, and networking opportunities. The module also had a meaningful impact on participants' knowledge of sustainable development issues. At the same time, partners and participants identified recurring challenges around language inclusion, inter-site coordination, and diversity that will be important to address in future similar projects.



Pictures of Module 2 at ESTIA, France

TEAMIT+: TEAMPRENEUR MULTICULTURAL IMPACT INNOVATION COOPERATIVES



About the TEAMIT+ project

TEAMIT+ aims to develop an innovative educational program applying a pedagogical methodology based on the “learning by creating” approach. The specific pedagogical methodology will be applied to vocational training students, to higher education students, as well as to young immigrants, refugees and the unemployed from different academic subjects. The aim is to enable them to become future teampreneurs who will influence society by understanding the importance of the transition to a greener economy, based on green, digital and climate resilience skills.



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