

SUSTAINABILITY GUIDELINES WITH TRANSFERABILITY PLAN & STUDY ON THE IMPACT OF THE SIMPLE PROJECT

INTELLECTUAL OUTPUT 5

SIMPLE PROJECT: 2019-1-SE01-KA204-060418



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1. Context

This document presents the summary of the piloting phase of Intellectual Output 3 (IO3) and the 3 Learning Pathways developed under Intellectual Output 4 (IO4). Intellectual Output 5 has the objective to collect the main SIMPLE project's results, provide recommendations on how to repeat the experience in other countries, and suggest measures to ensure the project's sustainability. The Guidelines will also include short life stories as testimonials of the project's activities.

This document is accompanying Materials and Tools (IO3) and the Learning Pathways (IO4) in terms of the overall content and concept of the project, explaining the methodology and innovative psychological approach. Moreover, this output aims at setting the basis for the exploitation of the developed materials and tools by providing guidelines for the transferability and adoption of approaches, tools, and planned processes by further institutions and practitioners. Especially, concerning the future exploitation and overall project sustainability.

Context:



All European countries are involved in a massive arrival of migrants. Many of them are asylum seekers, victims of trafficking in human beings. Several attempts have been made in the last few years to implement reception policies by each Member State and at the European level. However, all policies are based on a more material approach rather than social, psychological related, focusing more on the legal condition of a person rather than on the social condition, which, indeed, is fundamental to devising good reception and integration policies.

The SIMPLE project has as an objective the (re)conquest of individual autonomy. Five Intellectual Outputs were developed by the partnership, which lead to the development of an innovative Model of Approach based on visual narrative methodology, accompanied by the guide for operators (consisting of materials and tools), and learning pathways to the socio-economic integration of migrant women that aim to maximize the level of integration in the country where their migration route took them.

To do so, a needs-analysis was done and created a mapping of the existing practices in all the partner countries, out of which the local partnerships and networks developed to create the safety net for our beneficiaries, like which other organizations and practices could help with managing emotional challenges and socio-economic integration using visual narrative methods to support them on the point of arrival.



ARTCONNECTS - EMPOWERING COMMUNITIES

Migration Blanket project - women's stories across the world was presented during the Venice Biennale International Art Exhibition: ARTconnects - Empowering Communities, Venice, Italy. **THE ART EXHIBITION IS EXPLORING THE STRUGGLES, HOPES AND DREAMS OF MIGRANT WOMEN THROUGH ART. THIS PROJECT GIVES A WAY TO EXPRESS FEELINGS WHEN IT'S JUST TOO PAINFUL TO SPEAK ABOUT WHAT I'VE BEEN THROUGH.**

ARTconnects™ workshops are aimed at empowering communities with workshops held in Birmingham,

This represented the first intellectual output (IO1) of the project, and it can be downloaded at the following link:

[European Comparative Report](#)

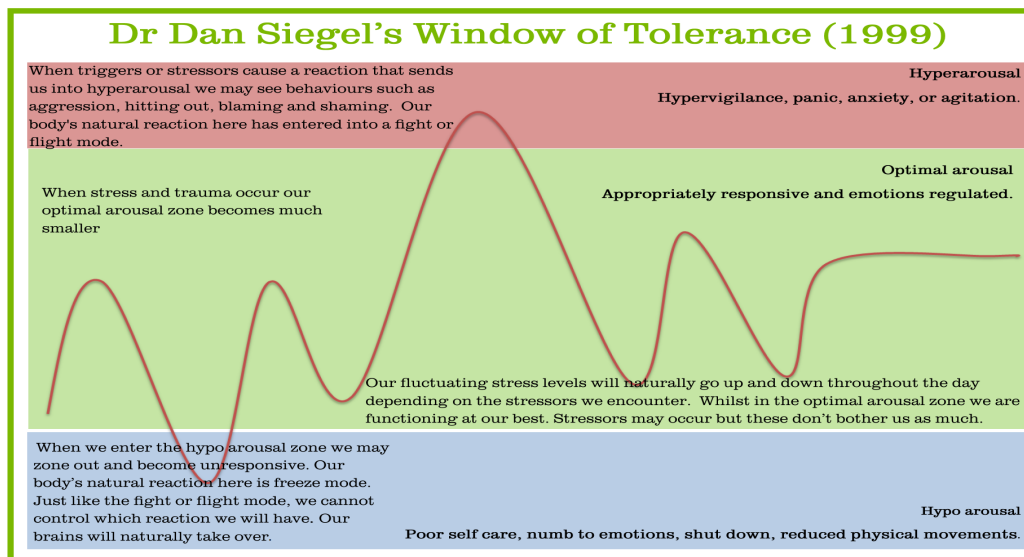
A visual narrative

The visual narrative approach, which stays at the base of our project, was tested, and adapted to migrants' needs by the local Italian partner, Approdi. Their approach was to combine “The Arrival” (A parallel between Multiculturalism and Migration) book images, written by Shaun Tan, to represent the trigger stimuli for bringing up to surface the emotional challenges provoked by the migration process, and tell their stories by choosing different pictures from the book, to release out that stress and the pain to be able to be present in the arriving society and equip for social-economic integration. When the emotional challenge is up there, we need to manage it, and we need some tools for that.



The psychological tool used to facilitate the one-on-one sessions to self-regulate when in a high emotional state, is the “Window of tolerance”. This tool was developed by Daniel J. Siegel, a clinical professor of psychiatry at the UCLA School of Medicine and executive director of the Mindsight Institute.

The window of tolerance



The window of tolerance explains why when intense emotions appear, individuals can either fight, flight, or freeze. The window of tolerance represents how much a person can handle emotionally being in a balanced state. Each one's window of tolerance is different. Some could tolerate more, some less, according to each one's own instruments of stress management, but being able to understand what is happening with a person when is

dysregulated, helps the others to connect with that person and offer the needed safe space and empathy to come back to a regulated state of mind and for that individual to understand his own patterns and challenges. When in deregulated mode, deep briefing helps, alongside physical exercises.



This is how the consortium created the second intellectual output called Methodological Framework that can be found at the following link:

[Methodological Framework](#)

Through our project the partners added even more tools to come and support overcoming the emotions built up by the migration process, using online tools of storytelling, MIRO application, and artistic expressions like painting or drawing and creating your own state of a mind map.

2. Partners' contribution

The project Consortium was built up carefully, looking at the skills, knowledge and experience each one has but also, we paid attention to the geographical distribution, considering the societies dealing with massive waves of migration, such as Italy, Germany, the UK, the Netherlands, Germany and Spain.

Antoniano Onlus (Italy) in collaboration with the local organization Approdi delivered the IO2 “**Methodological Framework** of the SIMPLE non-verbal narrative technique”.

This partner also, co-created the **Handbook for practitioners**: materials and tools “Migrants’ stories through the use of images” and organized an online-joint staff training to put in practice all proposed tools.

Another implication in the project was to run **the piloting of the IO3** in 6 months, with 12 migrant women for 10 hours each. All women involved in the project were followed in a path of stabilization and in a long path of social inclusion.

Their work followed with delivering 3 videos registrations on the practical application of the narrative method to disseminate the results. The videos were also disseminated through social channels.

Furthermore, in the project Antoniano Onlus delivered **IO4 materials and tool** and ran the 3 workshops with 15 women with a very high level of satisfaction on the part of the beneficiaries.

Finally, Antoniano Onlus organized the **Multiplier Event** to showcase all reached results with social workers, psychologists, educators, volunteers, students.

The outcomes will be used to disseminate through their own social channels and the network of stakeholders: interviews will be produced, and 3 short stories written to narrate the paths of the women involved in the project and disseminate the use of the method.

STePS (Italy) actively participated in all phases of the project development. STePS was responsible for the delivery of the first Intellectual Output, **European Report** mapping existing practices supporting emotional wellbeing of newcomers (e-book). Inside this activity, STePS researchers delivered the “research guidelines”, questionnaires, elaborated all data and prepared the summative report. STePS and in collaboration with the second Italian organization Antoniano Onlus carried out the desk and field research regarding the Italian situation.

STePS gave a significant input to the 3rd Output **Handbook for practitioners**: materials and tools “Migrants’ stories through the use of images” and supported Antoniano Onlus in organizing the online training activity.

STePS trainers developed one of the IO4 **Learning Pathways** to Socio-economic Inclusion - 3rd module “Showcase your skills to stand out - online portfolio creation”.

Moreover, STePS oversaw the **dissemination activities**. This task included: design of an initial Communication & Dissemination Strategy; management of SIMPLE FB page; purchase of the domain and management of the SIMPLE website: simple-project.eu; creation of the SIMPLE Newsletter layout & creation/publication of 2 issues of the SIMPLE newsletter; design of the brochure; creation of the logo; creation of the templates and the layouts for the deliverables. STePS were monitoring the dissemination table, used to keep track of all dissemination activities done during the project.

Translations of all deliverables in Italian.

Arbeit und Leben (Germany)

Arbeit und Leben participated in the development of the IO1 report by carrying out interviews and desk research about existing practices in Germany. These results were used in the development of the European Report created by Steps.

Arbeit und Leben **coordinated the development of the IO4** with the support of other partners. During this part of the project, three workshops to improve the socioeconomic integration chances of our participants were created, as well as a guide for trainers with a detailed description of how the produced materials can be used. This trainer's guide allows the development of the three workshops or the use of only certain parts of our method. Moreover, Arbeit und Leben created the **European Piloting Report of the IO4** with a summary of all national reports, their feedback, and challenges in the piloting of our method and materials.

Arbeit und Leben took over some of the dissemination activities by creating content in Facebook and presenting the project at national events, as well as local events in Hamburg.

All the materials have been translated to German and made available.

Changes&Chances (the Netherlands)

The main role of the organization was to bring the artistic side to the project and contribute with creative online tools such as the MIRO application, a tool to help the implementation of the visual narrative way to tell your story. C&C, also collaborated in implementing all the tools developed by the project, coordinating the creation of the IO3 - **Handbook for Practitioners - Materials and Tools**. The multiplier events were held online and shared with operators, local NGOs, and practitioners in the field of social integration of migrant women in the Netherlands.

Another input of the organization was to translate in the Dutch language all the results of the project and adapted to the national context.

Innova Consultancy (UK)

Inova Consultancy's role in the project entailed the development of the IO1 country report through the collation of desk research and interviews. Interviews were carried out with coaches and professionals working with migrants' women and refugees. The results were helpful for the delivery of the European Comparative report and for the development of the content and materials in the next phases of the project. Comments and input were provided by Inova Consultancy in the development of the IO2 methodology, and they also attended the training of trainers organised as part of the project.

Inova Consultancy carried out the piloting phases of IO3 and IO4, where they engaged many migrants and refugee women. The piloting phases were carried out online and received great feedback. This feedback was then helpful for the revision of the contents of the piloting materials in IO3 and IO4. Inova also carried out an individual coaching session as part of IO4.

Inova Consultancy had a role in the proofreading and editing of the final outputs of the

project as the English partner. Each deliverable was carefully checked and detailed comments were provided where necessary. This has helped the partnership to produce the final outputs.

Inova Consultancy was able to share the findings of the project, deliverables, and methodology further through the Multiplier Events carried out in the partner country. Participants of the events included social workers, migrant women, trainers, coaches, and other stakeholders who showed great interest in the SIMPLE project, promoting its sustainability and visibility.

Internationella Kvinnoföreningen i Malmö (Sweden)

The main role of IKF Malmö was **leading the project** and taking care of the communication between the partners, as well **the monitoring and reporting** according to plan and budget, functioning as a bridge between the partners of the consortium and the Swedish National Agency.

At the same time, taking part equally in the consortium development of the work and implementation, IKF contributed to each of the intellectual outputs coordinated by the other partners, conducting research for needs analysis gather in the **IO1 Research Report**, piloting the workshops to test the **IO2 Methodical Framework**, using the instruments developed in the **IO3 materials and tools**, followed by testing the instruments for the economic integration of migrant women developed in **IO4 learning pathways**. The conclusion of the project was summarized in the intellectual output **IO5 Sustainability guide**, the present document, putting special attention on the ways of using the SIMPLE approach to other target groups and countries, underlining the **transferability** of the method and the instruments created.

Innovation Training Centre (Spain)

ITC's role in the project entailed the development of the **IO1 country report through the collation of desk research and interviews**. Interviews were carried out with professionals in the field working with migrant women and refugees. The results were helpful for the delivery of the European Comparative report and for the development of the content and materials in the next phases of the project.

ITC provided **comments and input in the development of the IO2 methodology** and attended the **training of trainers organised by Antoniano** in May 2020, as part of the project.

ITC carried out the **piloting phases of IO3 and IO4**, where they engaged many professionals dealing with Migrant women, linking the project with 3 Spanish organisations that intensively work with migrants (Cemiry, Almeria Acoge and Fundacion CEPAIM). The piloting phases were carried out online and received great interest and feedback. This

feedback was helpful for the revision of the contents of the piloting materials in IO3 and IO4.

ITC made it to share the findings of the project, deliverables, and methodology further through 2 **Multiplier Events** carried out online in Spain. Participants of the events included professionals working with migrants, student on CPD course to support migrants and social workers, key stakeholders who showed great interest in the SIMPLE project, promoting its sustainability and visibility.

Moreover, ITC was in charge of the **evaluation and quality activities**. This task included: design of an initial Evaluation and quality strategy; Follow up of SIMPLE during all meetings and activities; specific quality and evaluation input to IOs, management and dissemination activities; specific peer review activities and collection from all partners; proofreading and edition in EN of all deliverables from the English partner; and design of the evaluation and quality tools including piloting and elaboration of mini evaluation reports after all meetings and a final evaluation report. ITC has been monitoring all the evaluation and quality activities, keeping track of all deviations and being in close contact with the promoters (management) and dissemination responsables (STEPS) during the whole project. Translations of all deliverables in Spanish.

3. Impact – outcomes

IO3- The handbook for practitioners ‘Migrant stories through the use of images’

The intention is to create tools that the ones working with foreign-born individuals, who deal with emotional challenges caused by the migration process, could use to support their beneficiaries, and put into practice the intervention according to the Methodology Framework developed by the consortium of this project.

The consortium tried to train the operator to facilitate their beneficiaries’ situations in order to successfully integrate in the arrival country.

The workshops organized by the operators were learner-centered, stimulating collaborative learning and call-for-action, so that the learners were not only reading or listening to the trainer but also doing (putting the knowledge into practice; method: learning by developing).

Aiming to use innovative visual narrative methodology, SIMPLE partners contributed to the creation of a handbook, materials and tools for practitioners facilitating “Migrants stories” through the use of images. The handbook is based on a model developed and tested in Italy whose goal is to stabilize and enhance the psychological well-being of their participants.



STORIES THROUGH THE USE OF IMAGES, USING SHUAN TAN'S GRAPHIC NOVEL "THE ARRIVAL"

Silent Books have become a powerful TOOL for illuminating the individual lives and share real-life experiences of MIGRATION.



The visual narratives in silent books can be seen as small-scale worlds that take us through the complex dynamic of reading and interpreting cultural, natural, and inner images that we see, and can be used as tools to work with diversity and inclusion. In addition, the handbook includes other tools, like the window of tolerance, which is meant to promote self-awareness, as well as expression and sharing of emotions, sensations, and thoughts.

Testing the Tools

Italy implemented the whole approach: Individual stabilization phase, narration phase with the use of images, and conclusion with the workshops facilitating socio-economic integration.

Spain implemented it with trainers in Continuing Professional Development and students (migration-related issues) interested in the methodology and the results. They involved external stakeholders from the EMME project (Enterprises Meet Migrants for Employment) to promote the project and maximize impact.

Sweden implemented it with circle leaders and foreign-born women, who are part of different study circles aiming for social and work integration.

Germany implemented the piloting with the support of INCI (InterNationale Cultur und Information für Frauen e.V.). This organization runs German language courses for women and is a safe space for many migrant women. The piloting in Germany allowed the improvement of the confidence of our participants, but also the networking among them. They had the time and space to share experiences and knowledge about the German

system and potentially interesting activities and actions. They were also informed about events taking place in INCI, in which they were very interested.

United Kingdom: Sessions were carried out online, enabling the participation of people from different parts of the UK. For the sessions, migrants and refugee women were invited to take part to be able to test these tools and provide their feedback. The evaluation received proved that the SIMPLE materials and methodology are an effective way of supporting the target groups in overcoming trauma and improving confidence.

The Netherlands organized an online session with an organization (Qpido) in Amsterdam and worked with their trainers and social workers.

PILOTING IO3 – FACTS							
Partner	Target group	Country of origin	Participant s number	Trainers number	Period	Online /Offline	Promotion
Italy Antoniano Onlus STEPS	Migrant women	Gambia, Nigeria,	12	6	6 months 12 x 10 hours	Live individual sessions	Tutors, local organizations
		Eritrea, Cote d'Ivoire					
		Etiopia, Pakistan,					
		Syria, Serbia, Peru,					
		Tunesia, Egypt, Iran, Marocco					
Germany Arbeit und Leben	Migrant women	Bolivia, Cuba, Peru	10	3	2 days 10 x 6 hours	Live in INCI e.V.	Iberonetzwerk 17 potential participants
	Spanish speaking	Ecuador, Honduras					
		Venezuela, Spain					
Sweden IKF	Migrant women	Somalia, Vietnam,	23	3	1 day 23 x 2 hours	Live outdoors	Word of mouth participants of daily circles
		Siria, Lebanon, Irak,					
		Turkey					
United Kingdom Inova	Migrant women	Brazil, Bangladesh	16	2	1 day	Online	Social media Eventbrite, word of mouth
		USA, Albania, Cuba			14 x 2 hours		
		Mexico, Palestine,			1 day		
		China, Maysia,			10 x 2 hours		

		Russia, Indonesia					
Spain ITC	Trainers working with migrants/ refugees	Spain	44	3	1 day 44 x 2 hours	Online	External stakeholders:
	Students in migration related issues						Cemiry, Almeria Acoge, Fundacion CEPAIM
The Netherlands Changes&Chances	Trainers, social workers	Netherlands	10	2	1 day 10 x 4 hours	Online	10 organizations who work with refugees and vulnerable groups

In total, 115 participated with the handbook piloting, including 61 Migrant women and 54 trainers and social workers.

IO4- Pathways to Socio-economic Inclusion

The aim of this output is to increase the impact of the SIMPLE project on the target groups by widening the dimension of support and provide an innovative training program. Furthermore, the output seeks to help female newcomers to have a smooth transition to their new host country.

Three Learning Pathways training modules have been developed in order to do so, including:

1. Development of soft skills to improving job opportunities: identification of skills and competences that women already have; identification of competences requested by the local labor market; analysis of ways on how to match skills with local needs,
2. Career guidance for an active job search
3. Preparation of personal portfolio (with the help of EU tool: Europass CV)

The pilot phase of the pathways to social-economic inclusion was carried out in six countries as follows:

Partner	Type of participants	Number of participants	Number of trainers	Online or Offline
Italy	Migrant women	15	6	Offline

Antoniano Onlus STEPS				
Germany Arbeit und Leben	Migrant women	9	2	Offline
Sweden IKF	Migrant women	6	2	Offline
UK Inova	Migrant women	18	2	Online
Spain ITC	Social actors	44	3	Online
The Netherlands Changes&Chances	Migrant people	12	4	Offline

We reached a total of 185 people and had a total of 104 participants in the workshops, 48 migrant women and 44 social workers and operators.

The tools used to reach the potential participants were social media, mailing lists, brochures, internal places channels, and contacts. Due to Covid-19, the partners could invite participants from different since it was online events.

Qualitative impact of the event:

- Improved skills for creation of CV and managing social media like LinkedIn.
- Revision and feedback on well vs poorly written CV's.
- Private Sessions with the trainers for job searching coaching.

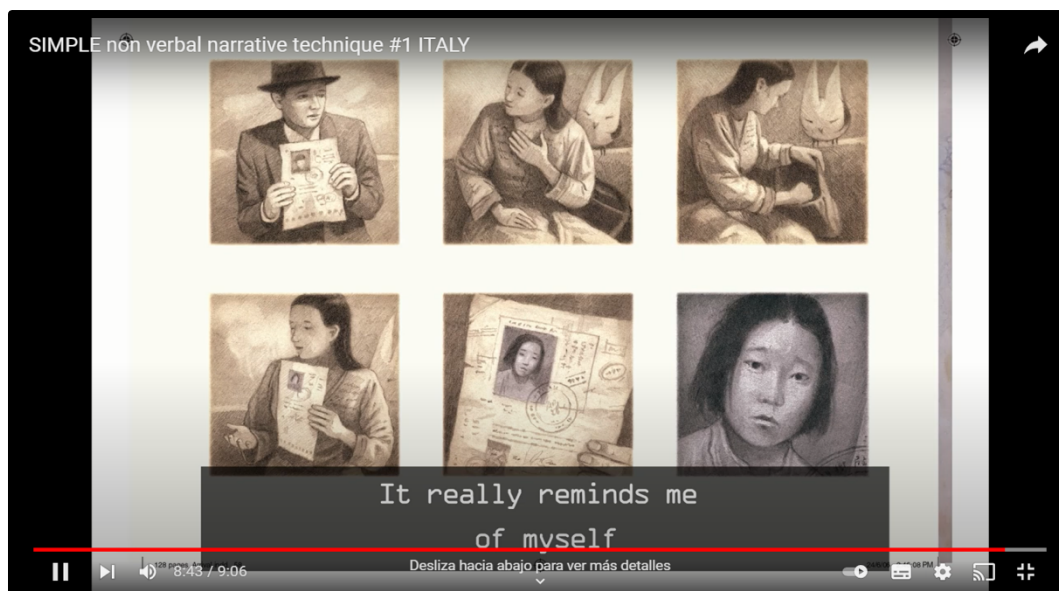
4. Impact -Testimonials

ITALY

The Italian partner Antoniano Onlus prepared a practical video presentation, showcasing the real-life application of the silent book images into the narration process with migrant women. The video explains how the method has been applied by Antoniano professionals with foreign-born women during the “narrative part” of the whole process during the piloting phase of the SIMPLE project.

Watching the video, you can hear the voice of a woman narrating her story with the use of highly evocative images from the Arrival book. This method enables the narration of past events. Presented images evoke memories, feelings, events, and all-important moments in one's life. This tool can be used by all parties interested to practice the whole approach in their daily work. The trainer should always be aware of the emotional state of the person with whom the tool is going to be implemented. In the case of Antoniano, the method was implemented by both: psychologists and social workers with a long experience in reception and inclusion of migrants and a high level of intercultural sensitivity.

Videos are available on the SIMPLE YouTube channel:



SIMPLE nonverbal narrative technique #1 ITALY – YouTube video published 29/06/21

Link: <https://www.youtube.com/watch?v=dmRFTErIk&t=481s>

SPAIN

During the workshops implemented online, the social workers and operators were able to test the tools and reflect on the usage and impact that this could have on the migrants that they work with. Here we have included a selection of the feedback received from them.

"The window of tolerance and how it is presented (Handbook, videos, online event) is quite innovative"

"The idea of telling stories via images to relief is very interesting"

"I am very interested in the SIMPLE project and in applying the model developed in my work"

GERMANY

Arbeit und Leben got in contact with some of the participants of the workshops in order to ask about their experience in retrospectives and to see what they had been able to apply to their lives in Germany. Here is some of the information and feedback we have received:

One of the participants, who had arrived in Germany shortly before the workshops, has since decided to stay in Germany with her family and tried to build a future there. She is currently looking for a job using the materials created at the workshop and individual sessions; and is applying for the recognition of her titles in Germany to be able to work in her field.

A second participant has decided to improve her language skills with an intensive German course to improve her chances at working in her desired job. She has been actively applying since our workshop and says that the workshops gave her motivation to find out what she would need to do in order to work in something she likes.

Another participant has since then changed jobs because of the inadequate working conditions in her former company and has now a full-time contract. She is satisfied with her new employment situation and was thankful that through her participation in SIMPLE she had the chance to see that she was not alone in her situation.

SWEDEN

The learning-teaching activity of the project brought together all the partners and their teams. In Sweden, all the staff members of the International Women Organisation in Malmö participated. Action that had a great impact on the team, which translated into team cohesion, increased trust, and knowledge has been gained on how to create a safe enough environment to manage emotional blockages. Also, the multiplier effect was over the day-to-day participants in the circles,

destined to facilitate the social integration of the foreign-born women/migrant women.

The SIMPLE method was used also in recruiting sessions of participants in other projects of the organization, for example, the project "Background of the Future" that is in collaboration with the Swedish National Migration Institute and has as main objective the upskilling of the migrant women in order for them to find a job or to clarify their current needs in terms of education and health. The intention was to create that safe space for these women to be able to see themselves for their own needs of personal development and management of intense emotions.

The testimonial refers to this trust-building and the creation of a safe environment, concluding with the feeling of being relieved of the hard burden created by the migration process and building up of the new identity in the arriving country.

The testimonials can be found at the following link:

[SIMPLE Testimonials](#)



UK

The piloting conducted in the United Kingdom has shown that the materials produced as part of the SIMPLE project are highly relevant for the target group and very effective. The evaluation of the event has shown that the participants found the training beneficial and were able to take away key learnings from each of the sessions. The rating of each of the sessions was 100% positive, with a majority of individuals scoring the workshop as 'excellent'. 100% of participants across all three workshops rated the session as appropriate, easy to follow and they would recommend it to others.

The testimonial received focused on the learning in the session. These can be found presented below:

It was nice being able to see examples of good and bad CVs for reference	Learning how to structure a CV in the UK	I learned about how to adapt and improve my CV for the UK market
the 4 line personal profile recreation	learning about the importance of language used	online resources, cv examples
A lot! Very good ideas and useful links to improve CVS	recreating the personal profile lines- the session was very interactive	format, structure,
Reframing skills and useful tips to think about	Good examples, easy to see how this can be applied	Clarity in the information provided.
I was able to reconnect with my achievements through a well structured session.	- To remember what I used to enjoy and be good at- Zing factor	3 areas of basic skills and more details to describe the contribution and achievement
Very well organized session.	the presentation was relevant, reminded me of my strengthes	Enjoy in connecting others
openess, clear communitation, getting everyone involved	great contents	Everyone shared their opinions and stories, it was great!
Helpful about Platform information	How to get past your personal preferences of where and what to share about yourself to potential employers.	Profile writing helpful
Learning about which social media would it be more relevant to promote yourself professionally. And getting aware of the need to improve my professional profile in social media.	Sharing experiences and seeing useful examples of good professional profiles.	The same as my previous answer: Learning about which social media would it be more relevant to promote yourself professionally. And getting aware of the need to improve my professional profile in social media.

5. The Impact+ Exercise: an impact assessment

Introduction

This chapter presents the results of the impact assessment carried out at the end of the SIMPLE project to reflect on the changes that the project has brought to the various actors involved. We think that impact assessment is useful for measuring whether the SIMPLE project was successful or not, to what extent, and in what way. At the end of the project, having conducted the impact assessment helped us to reflect on the overall SIMPLE project performance indicators, and to plan actions supporting future exploitation of results inside our organizations. Although the impact generally occurs in the long term, it is advisable at the end of the activities to measure the changes that happened thanks to the project and estimate future effects on the context.

The tool that we chose was the Impact+ Exercise. It was conducted by the whole SIMPLE partnership, to examine the effects on each organization, on the stakeholder, on the

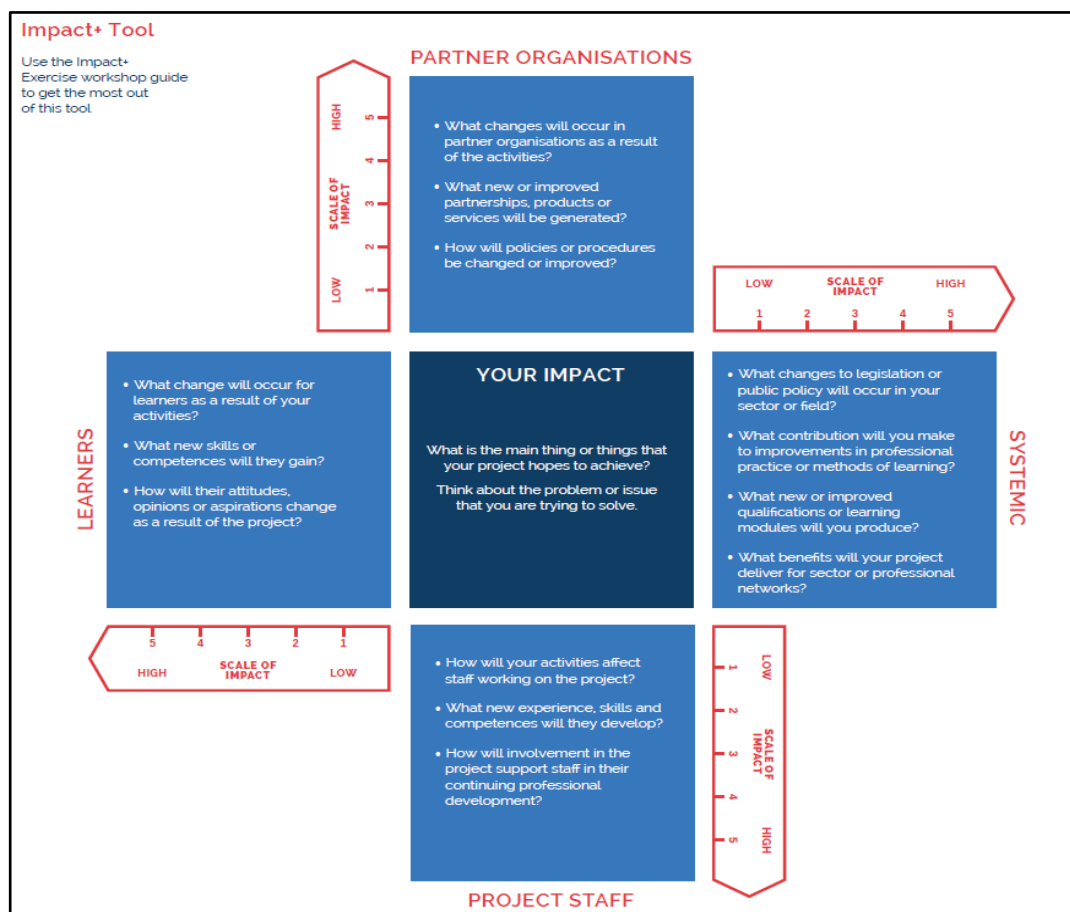
project staff, and the system. The Impact+ Exercise was carried out online during November 2021, after the final meeting held on 11th-12th October in Bologna, Italy. The activity was run by Italian partner STePS.

Methodology

The Impact+ Exercise was developed as part of a Transnational Cooperation Activity, project led by the United Kingdom Erasmus+ National Agency and CMEPIUS the Slovenian Erasmus+ Education and Training National Agency in 2016. The purpose is to help applicants and projects think about their impact and how to measure it.

The Impact+ Exercise consists of 5 boxes, as Picture 1 shows:

1. Central Box: here the question is “what did the project achieve?”. To answer accurately, the partners need to reflect on their expectations at the start of the project and ask themselves if the most important goals has been achieved by the project.
2. Four side boxes: the four external boxes represent the areas of the potential impact of the projects, at the level of
 - Partner organizations.
 - Learners, in our case the participants of the piloting phases.
 - Project staff, from the project managers to the trainers.
 - Systemic, which means the sector, subject area of the project, policy, or legislative change.



Impact + Tool Sheet

To adapt the exercise to our purposes, we decided to administer the Impact+ Exercise online to each partner, sending it by email and giving them a deadline to submit their answers. The delivery was:

1. First step: each project staff member looks at the scheme (Picture 1) and reflects individually on the central and side boxes questions.
2. Second step: group discussion in each organization. Each group prepares a summary of results and includes them in the table included in the exercise.

The results of the Impact+ Exercise are analysed and reported in the next chapters.

The main achievement of the project: central box

All partners agree that the greatest impact was on the beneficiaries of the project who tested the SIMPLE methodology, during the pilot phases of IO3 and IO4. In particular, all partners highlight that some of the tools have been particularly effective, such as the window of tolerance and the use of images to tell the story of the migrant person. Thanks to these tools, the beneficiaries have gained a deeper awareness about their feelings connected to the transition and learned how to better manage their emotions. This knowledge was confirmed by the feedback provided by the participants at the end of the activities. In general, in all the countries involved in the piloting, the project had a strong impact on the integration process of migrant women: the target groups gained more knowledge on how to adapt to the host country and the materials used helped them to create social networks. They also raised their awareness about how to apply their knowledge (what they know to do, also practical skills) in the host country by understanding that skills learned in the home country can also be used in the host country. In this sense, the SIMPLE project has achieved its main goal of promoting the social inclusion of migrant women, contributing to their socio-emotional well-being and economic fulfilment.

Furthermore, some partners point out that one of the project's biggest achievements has been to complete all the planned activities, despite the Covid-19 pandemic that broke out at the beginning of the SIMPLE project. Although the pandemic slowed down the implementation of some activities and forced us to adapt to the circumstances (involved more social operators rather than migrant women in some moments of the project implementation), the partnership managed to find all needed countermeasures and achieve all the expected objectives.

The impact on the partner organizations

The impact on partner organizations was great, as useful methodologies were learned that can be easily included into the toolkit of each partner, enriching the know-how of each organization. All tools have a very high level of transferability; can be used with extended target groups (e.g. unemployed, youth on the risk of social isolation, NEETs). Some partners, such as IKF and INOVA, point out that having personally tested the tools has helped to create a safe and non-judgmental space within the organization.



All partners state that SIMPLE has had a high impact on their understanding of the migratory process and its effects on the emotional state of newcomers, on the challenges faced by migrants, on their needs, and demands. STEPS highlighted that the project facilitated the construction of a network with local partners and stakeholders and strengthen ties with the organizations dealing with social inclusion. This result will ensure the sustainability of the project after its end, as there are many actors interested to apply the SIMPLE methodology inside their organizations.

The SIMPLE project has therefore contributed to opening organizations to new projects in the field of effective inclusion of migration. Partners who regularly work with newcomers such as AUL, also say they could use the materials and method developed during the SIMPLE project in other types of projects, supporting the transferability of the results.

Finally, the impact on the organization was also achieving greater visibility in the local area as an organization able to meet the needs of newcomers.

The impact on the stakeholders

The project had a significant impact on the direct stakeholders that the partnership worked with, confirmed by the evaluation activities (detailed description of piloting results in available in the “IO3 Piloting report” and “IO4 Piloting Report”. On this point, the partners identified two main types of stakeholders towards which the activities were directed: the social workers and the beneficiaries.

1. Social workers: through the Multiplier Events, the partners presented the method to various stakeholders, including associations of psychologists, social services operators, colleagues who work with asylum seekers, and volunteers from non-profit organizations. The participation was very important, and the partners noticed a strong interest from the participants in the Simple method by asking for more information about the implementation of the method, and how to use it within their organizations. In some countries, the social workers were able to expand their understanding of using non-verbal methodologies as they had a chance to try some hands-on activities and tools during the session. ANTONIANO believes that this method is particularly

interesting because it can also be used by all social sector practitioners and not only by psychologists, which is why many stakeholders have shown interest. Professionals who work directly with newcomers were involved in all project activities, starting from the field research, when their voices help us understand better newcomers' and operators' needs. Resulting later in the development of the holistic SIMPLE methodology.

2. **Beneficiaries:** our beneficiaries were the migrant women participating in the IO3 and IO4 piloting phases. Women reported a greater feeling of emotional well-being after the piloting intervention, confirming the need for such help and support pathways. The Italian partners report that many of the women who took part in the piloting decided to undertake a longer psychological therapy because they were able to reflect and become aware of the very heavy psychological baggage, they carry with them.

In conclusion, the impact of both the social workers and the beneficiaries was very high, confirming the great success of the project.

The impact on the sector

In this section, the request was to reflect on the project's effect on the sector or the contest. This means reflecting on the impact achieved on the territory, on local, national, and international scale, and the possible influence on the professional practices and networks, on the policies and public authorities.

Even from the beginning of the project, in the mapping phase, the partner reached many organizations and stakeholders interested in knowing more about our methodology. In Germany, AUL presented the SIMPLE project at a nationwide conference, reaching hundreds of experts and practitioners. The method was welcomed by the organization working with other kinds of vulnerable groups. For example, in Sweden, IKF shared the new method and the new tools with organizations working in the field of human trafficking and victims of domestic violence.

More generally, the various partners report that there has been a lot of interest in the tools and methodology developed by the project, and several projects and institutions have expressed their interest in implementing it as a whole or in part.

Despite COVID-19, the partners were able to continue to share the project information and news through online channels such as websites, email, newsletters, and social media. The SIMPLE website and its YouTube channel have been very useful in this regard.

Unlike other partners, C&C and STEPS have affirmed that it is difficult to measure the impact right now as it often takes years for the impact to become clear. It can be estimated only from a long-term perspective. The partners will do their best to boost the visibility of projects' results on the

local, regional, national, and international levels, promoting the results through their network and partnership. Citing a common maxim in the field of project design, “the project starts once it’s finished”.

The impact on the project staff

All the project staff, from the project managers to the trainers, really appreciated the project and the implemented method. Since most of the staff had a chance to learn the method during staff training carried out by Antoniano in collaboration with local NGO Approdi, they were able to connect with the end-users of the materials, migrant women. The project has had a strong impact on the staff involved in the project, both regarding professional and personal development. Thanks to the project, the staff mastered their skills on how to approach a newcomer, keeping in mind the complexity of migration. The project gave us new tools to better understand newcomers; helped us extend our sensibility and empathy towards migrants. The narrative phase gave the staff a highly valuable tool, facilitating expression, which supports the creation of a safe space for our interlocutor.

The collaboration with European partners has also had a huge impact on the staff as this has helped to improve cultural awareness, openness, and the ability to exhibit a “global mindset”. Through the regular sharing of good practices and working methods, the partners were able to better integrate the results within the organization and in the daily working life, within a more holistic sense framework.

In the end, some partners, like IKF and STEPS, reported having improved their managerial skills; master the planning skills due to the COVID pandemic; risk management; increase the ability to change and readiness for the application of countermeasures needed according to the new situations.

Conclusion



The SIMPLE project highlights the importance of empowerment as an individual and organized process, through which individuals can reconstruct their ability to choose, design and regain the perception of their own value, their potential, and opportunities. To achieve this, we have developed an innovative approach that has been a facilitating tool in the narration of past stories and events faced by our beneficiaries, migrant women. The SIMPLE project is focused on the psychological wellbeing and the social integration of migrants traumatized by the migratory process, with specific attention to women.

Through the impact assessment, we verified whether the initial goal was achieved, to what extent, and in what ways. As already mentioned, despite the Covid-19 pandemic, all

planning activities have been completed and we think that the project has been a success and that it has had a great impact on every actor involved, from the project manager to the piloting participant.

The Impact + Exercise was useful for making an overall impact assessment and we think it was a good follow-up method at the end of the project. The answers given by the partners highlight that there have been significant changes. The Exercise also allowed us to reflect on the potential for transferring materials and methodologies implemented in other contexts and to other types of groups and to highlight the most significant factors that characterize good practices.

6. Transferability

STEPS - Italy			
What To Transfer?	Suitable Target Groups	Suitable Trainer's Profile	Context or organization adaptable, if so which and how?
Research findings (research report, 1st deliverable)	University students/researchers interested in the social inclusion of migrants; psychologists; local network of organizations dealing with social inclusion	-----	Students studying psychology, social studies (SIMPLE is the key element of the thesis of one University student from Bologna University) Local network of organizations dealing with reception issues: the research will help to build better services for newcomers (more attention to the emotional wellbeing)
Methodology description and the Handbook with tools	Newcomers (both men and women) People with "difficult past", e.g., ex-prisoners In general: applicable to everyone who needs help to re-gain its own psychological wellbeing	1) Psychologists 2) Social workers 3) Trainers working with intercultural groups High level sensitivity and intercultural skills Long – working experience in multicultural environments Background in psychology/ social sciences	Methodology in the full version (stabilization/rehabilitation/narration/inclusion) can be applied by professional psychologists in their work with all migrants (women and men) Methodology: "narrative part with the use of images" can be implemented by all parties (social workers/workshop facilitators) who feel themselves ready to put this methodology in practice & know emotional state of their group. Here also such tool like the "window of tolerance" is very useful. The "narrative part" can be used as a tool of storytelling, which facilitates building of a relationship with a new person (instead of "tell me something about you", you can implement the activity with images (different silent book can be used). It will be used by our educators in different contexts not only with migrant women but also with unemployed or ex-prisoners as a storytelling technique.
Pathways to socioeconomic inclusion (3 workshops)	All groups who need support regarding evaluation of skills and job search (not only migrants)	Social workers, Trainers/educators and facilitators working for social inclusion	High level of transferability of this output: materials can be applied to many different stakeholders (not only migrants) but e.g., long-term unemployed; ex-prisoners; NEETs; all groups at risk of social and economic marginalization
Sustainability guidelines	Groups in need	Organizations in the field of social inclusion	This document will be shared together with all produced materials to the different organizations working in social inclusion on the local/regional and national level with the aim to invite them to application of the SIMPLE methodology into their daily work.

Arbeit und Leben - Germany			
What To Transfer?	Suitable Target Groups	Suitable Trainer's Profile	Context or organization adaptable, if so which and how?
<p>The non-verbal method with The Arrival.</p> <p>Description of the method's implementation for trainers.</p>	<p>Migrants, refugees, participants in workshops around the topic of empowerment.</p>	<p>Social worker, psychologist, or experts in intercultural work.</p>	<p>This methodology can be applied to several kinds of workshops and activities.</p> <p>It is a very interesting resource for any organization working with migrants or refugees, for instance integration centres, migrant social services offices or accommodation facilities for refugees. Moreover, it could be applied on its own, or as an introduction to group activities.</p> <p>The "window of tolerance" part of the method can be applied to any workshop or activity in which the participants need to self-evaluate and recognize their state of mind. Also, in any activities in which the coordinator or organizer should keep the potential mental "comfort zones" of the participants.</p> <p>All these materials will be available in the SIMPLE webpage.</p>
<p>The three workshops (Pathways to socioeconomic inclusion)</p>	<p>Migrants, refugees, participants in workshops around the topic of empowerment and access to the labor market</p>	<p>Social worker, experts in intercultural work and other trainers.</p>	<p>The materials for the three workshops are described in detail in a trainer's guide that would be very helpful to anyone wanting to apply them with a group of migrants.</p> <p>They would be useful in workshops related to empowerment, to social inclusion and labor market inclusion of migrants. They have been designed to be used as a whole; however, the three workshops can be applied as a whole or individually. It would be possible to take only one of the sessions and include it with other activities and methods.</p> <p>All these materials will be available in the SIMPLE webpage.</p>
<p>Sustainability guidelines</p>	<p>Social workers and trainers.</p>	<p>-</p>	<p>The sustainability guidelines will present other organisations with the possibility of implementing the method and materials developed by SIMPLE.</p> <p>These materials should continue to be used by organisations and projects who work with migrants and refugees.</p>
<p>Piloting reports</p>	<p>Social workers and trainers.</p>	<p>Social worker, experts in intercultural work and other trainers.</p>	<p>The piloting reports, national and European can be a very good tool for anyone planning to implement the methodology and materials developed by SIMPLE. In the reports, one can find the experience of the different partners in piloting the materials as well as feedback and</p>

			recommendations, which might be useful for those interested in using them.
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Inova - UK			
What To Transfer?	Suitable Target Groups	Suitable Trainer's Profile	Context or organization adaptable, if so which and how?
Research findings (research report, 1st deliverable)	Social workers, coaches, trainers, migrants and refugees, migrant organisations and associations	Social workers, psychologists, coaches, trainers and facilitators working with migrants, voluntary staff from NGOs, charities and organisations.	<p>This research can be adapted to the context of other organisations in the U.K. and beyond. It can be used as inspiration for additional training options for migrant and refugee women.</p> <p>Additionally, the methodology of this research could be implemented again with new adaptations and steps. For example, through focus groups or on a larger scale.</p>
Methodology: the non-verbal method of the Individualised Approach	Social workers, coaches, trainers, migrant organisations and associations	Social workers, psychologists, coaches, trainers and facilitators working with migrants, voluntary staff from NGOs, charities and organisations.	<p>This methodology could be applied in different organisations with additional types of activities and content. The window of tolerance exercise could be adopted by organisations, NGOs, charities etc working with migrant women and refugees, as well as men.</p> <p>Furthermore, the methodology could also be applied to other target groups which include those not in education, employment, or training (NEET) or other people who may have experienced trauma (single parents, victims of bullying).</p>
Handbook for practitioners: materials and tools and workshop outcomes	Social workers, coaches, trainers, migrants and refugees	Social workers, psychologists, coaches, trainers and facilitators working with migrants, voluntary staff from NGOs, charities and organisations.	The handbook and workshop outcomes can be shared with the wider network in order to encourage use of the materials, tools and workshop content. This can be adapted by other organisations working with the target group and also expand to using this handbook with males and other genders.
Pathways to socioeconomic inclusion training and workshop outcomes	Social workers, coaches, trainers, migrants and refugees	Social workers, psychologists, coaches, trainers and facilitators working with migrants, voluntary staff from NGOs, charities and organisations.	<p>The training content and workshop outcomes can be shared with the wider network in order to encourage use of the materials and workshop content. This can be adapted by other organisations working with the target group and also expand to using this handbook with males and other genders.</p> <p>This can also be applied to other audiences who may be struggling with employability. For example, NEETs, single parents, those</p>

			experiencing a career break, post paternity/maternity leave.
Sustainability guidelines	Social workers, coaches, trainers, migrants, and refugees	Social workers, psychologists, coaches, trainers, and facilitators working with migrants, voluntary staff from NGOs, charities and organisations.	The sustainability guidelines will share information about the project with other organisations and stakeholders and promote the adaptation of the SIMPLE content into other contexts and within other organisations.

ITC - Spain			
What To Transfer?	Suitable Target Groups	Suitable Profile	Trainer's Context or organization adaptable, if so which and how?
Handbook for practitioners: materials and tools	Migrants and refugees	Social workers, trainers and facilitators working with migrants, voluntary staff from NGOs	The handbook was already presented to staff from 2 NGOs: <ul style="list-style-type: none"> Almería acoge: https://www.almeriaacoge.org/ Red Cross Almeria: http://www.cruzroja.es/principal/web/provincial-almeria Trainers, facilitators and volunteers will use the narrative method and handbook adapting it in time and length to their sessions with migrants and refugees.
Pathways for socioeconomic inclusion	Migrants and refugees	Social workers, trainers and facilitators working with migrants, voluntary staff from NGOs	The approach presented in the pathways that is the workshops will be adapted by the Trainers, facilitators and volunteers from Almeria Agoge and Red Cross to their workshops with newcomers.

Changes & Chances – the Netherlands			
What To Transfer?	Suitable Target Groups	Suitable Trainer's Profile	Context or organization adaptable, if so which and how?
Research findings (research report, 1st deliverable)	Organizations that work with disadvantaged groups. In our projects we work with many organizations that are potentially interested in the outcomes from the project.	-----	Local network of organizations dealing with reception issues: the research will help to build better services for newcomers (more attention to the emotional wellbeing) Our big International network of change-makers, who often work in an unconventional way, is also interested in approaches like the ones used in SIMPLE
Methodology description and the handbook with tools	First of all the outcomes are valuable for all newcomers The methodology can also be used for other groups that need to regain self-esteem, such as young at risk, inmates and ex-offenders, people with learning disabilities, slightly mentally handicapped people In a very different context like a storytelling workshop not at all connected to emotional or social problems these tools can also be used.	Psychologists, pedagogists, Social workers Trainers who have an intercultural background themselves. The trainers should have the ability to communicate with their target group, in many cases this means that they should speak the language of the refugees and that they should be aware of the cultural background and the cultural differences of the learners.	Specialized professionals working with people with traumatic experiences can apply the method in different context. The separate parts of the narrative approach like the window of tolerance or the storytelling tool can be used by all. Trauma treatment however requires a very experienced and well-trained therapist. The outcomes of IO4 can be used in many trainings. A condition for a successful training is that the trainer is well aware of the importance of employability skills and the value of non-formal learning. The narrative approach can also be very useful in different context not only related to migrants or other vulnerable groups, but also in a creative context, like a group of people working together on a theatre play it can be very useful.
Pathways to socio economic inclusion (3 workshops)	This is a valuable tool for all. People need to realize the importance of lifelong learning and the value of skills and competences; this will help them to find a job and to keep the job.	Social workers, job scouts, trainers and facilitators working on social inclusion and developing employability and trainers guiding people towards work.	The materials can be used in very different settings. During the training in the Netherlands the material was highly rewarded by the participants and trainers. Who asked for more training sessions like this? In general, many more vulnerable groups can benefit from the materials.
Sustainability guidelines	Organizations and trainers working with the target group of the Project.	Professionals in the field of social inclusion.	All produced materials can be used by all organizations working on social-economic inclusion on a local, national and international level.

ANTONIANO - Italy			
What To Transfer?	Suitable Target Groups	Suitable Trainer's Profile	Context or organization adaptable, if so which and how?
The non-verbal method with The Arrival. Description of the method's implementation for trainers.	Migrants man and women, refugees and refugee's seekers, second generations, not migrants people with fragilities and trauma	Social workers, psychologists, educators	The non – verbal narrative method can be applied by psychologists and social workers for all of the steps needed (stabilization/rehabilitation/narration/inclusion) with all migrant man and women, adults and children. The method is very useful in the work of the social worker, it allows to deepen the knowledge and the relationship with the beneficiaries and gives the possibility to work better together with them. The method is simple to use, pay close attention to the stabilization and inclusion phase, contact a psychologist if necessary.
Pathways for socioeconomic inclusion (3 workshops)	Migrant's man and women, refugees and refugee's seekers, second generations, not migrants people with fragilities and trauma.	Social workers, psychologists, educators, work trainers, volunteers	The materials for the three workshops was shared with worker trainers from the SAI (Protection System for Asylum seeker and Refugees) and found very useful for the empowerment of the SAI beneficiaries. The Pathway can be used for all kind of people with fragilities. It works well with people who cannot understand the skills they have and that are not related to education in the country they live in.
Handbook for practitioners: materials and tools and workshop outcomes	Social workers, psychologists, educators, work trainers, volunteers	Social workers, psychologists, educators, work trainers, volunteers	The handbook and workshops outcomes can be used to train Social workers, psychologists, educators, work trainers, volunteers on how to use the method and facilitate the dissemination within the realities that works with migrants and not migrants' people with social and psychological fragilities.
Sustainability guidelines	Social workers, psychologists, educators, trainers, students	Social workers, psychologists, educators, trainers, students	This document and the piloting files created for each lo can be used to disseminate the project to workers who want to apply it. The data collected in the documents are useful for giving a concrete idea of the results that can be achieved but also a realistic idea of the difficulties that may be find by approaching the method and recommendations for good management of the use of it.

IKF – Sweden			
What To Transfer?	Suitable Target Groups	Suitable Trainer's Profile	Context or organization adaptable, if so which and how?
Methodology: the non-verbal method of the Individualised Approach	Migrant women, Roma women, NEET Youth.	Social workers, operators in the field of migration, Psychologists.	The method was presented to other NGOs working in similar issues such as: <ul style="list-style-type: none"> - CrossRoads, working with social integration of Roma and homeless people, - Salvation Army working in the field of human trafficking
Handbook for practitioners: materials and tools and workshop outcomes	Youth with fewer opportunities, people with disabilities.	Social workers, operators in the field of migration, Psychologists.	The handbook was presented to actors working in the field of youth and organizations dealing with people with disabilities such as: <ul style="list-style-type: none"> - Anada Marga biological farm, using the tools of yoga and meditation for community development. - Mindfulness Center, working with the social integration of migrant people
Pathways to socioeconomic inclusion training and workshop outcomes	Long Term unemployed women, Women from the rural area, Youth from placement centers.	Project Managers in Erasmus+ projects, project assistants, coordinators, and implementers.	The training was underlined as good practice to other Erasmus+ projects consortium and partner organizations that IKF has, finding the synergies with current and future projects such as: <ul style="list-style-type: none"> - FETICO Spain - EDUFONS Serbia - AMURTEL Romania
Sustainability guidelines	Social workers, coaches, trainers, migrants and refugees	Social workers, psychologists, coaches, trainers and facilitators working with migrants, voluntary staff from NGOs, charities and organisations.	The sustainability guidelines will share information about the project with other organisations and stakeholders and promote the adaptation of the SIMPLE content into other contexts and within other organisations.

7. Sustainability/ SHARING/SIMPLE copyright

- Copyright issue - which license we have chosen for the SIMPLE project

With the aim of disseminating and protecting the final outputs of the SIMPLE project, the entire partnership has decided to choose the following license from the ones available at <http://creativecommons.org/license/?lang=en>:

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ANNEX I. IMPACT+ REFLECTIONS PER ORGANIZATION

IKF – SWEDEN	
What did the project achieve?	In Sweden the project achieved a great impact on migrant women emotional management as the most appreciated tools were the window of tolerance and the use of the images to tell their journey story. They also increased their knowledge about how to use social media using the social media spy instrument and deepened their understanding on how to build up an attractive CV to boost their employability.
On the organisation	The impact on the organization was big, as most of the staff got the training and it was a bonding moment of offering a safe space to be vulnerable and feel understood. As a result, because the SIMPLE methodology was tested on our colleagues, they are using the instruments in their own projects and apply it as well in the day-by-day circles with our migrant women.
On stakeholders	The impact on the stakeholders was big as well, as one of our board members wrote an academic paper about the method and is planning to present to the public institutions to find internalise the instruments developed by the consortium, to the health services and programs for older people. The next steps will be to test the method in the health system in other 3 municipalities from Skåne county for 12 months. After a period of 6 months to gather the results of the testing and phase and presented as a successful pilot to be adopted at national level and to be financed from governmental funds.
On project staff	The project staff from the project manager till the trainers, got impacted by increasing their tools of managing their own emotions, increasing their knowledge using the media spy instrument and connecting much better with the migrant women they work with in this project and others.
On the sector	Even from the beginning of the project, in the mapping phase, we reached a big number of organizations at national level that got interested in knowing more about our methodology. The method was very well welcomed by the organization working with other types of vulnerable groups in Sweden, such as Roma people. Also, the knowledge was shared with organizations working in the field of human trafficking and victims of domestic violence.

ANTONIANO ONLUS – ITALY	
What did the project achieve?	In Italy, the project achieved a great impact on women who have experienced the method of the Simple project. The paths started with migrant women in IO3 and IO4 are currently being carried out by the work team. The women we met were able to talk about their emotions and they get to know themselves better and gained a greater awareness of their background by using the narrative method of images They also increased their tools to build a life in the host country by understanding that skills learned in the home country can also be used in the host country. The feedback that we received from migrant women was so positive and they asked us to organize other experiences like the IO4 ones.
On the organisation	Within our organization, Antoniano Onlus, the method has been appreciated and used with several migrant women. Antoniano's staffs were trained on how to use the method on beneficiaries and the experience was successful: it was possible to investigate women's needs beyond the one expressed, and it was possible to work on their background in order to help them build their future. The relationship with the operators who have experimented the method has become deeper; the women demonstrate more confidence and the ability to express themselves emotionally on a higher level.
On stakeholders	Antoniano presented the method to various stakeholders through the multiplier event, including associations of psychologists, social services operators, colleagues who work with asylum seekers and volunteers from non-profit organizations. The participation was very important, and we noticed a strong interest from the participants who showed a great interest in the Simple Method by asking for more information about the implementation of the method, how to use it and also a copy of the book of images "I Approdo". This method is interesting because it can also be used by practitioners and not only by psychologists, which is why many stakeholders have shown interest.
On project staff	The project staff really appreciated the method. They had a chance to learn it during the IO1 training and to work with Approdi Association. The staff then participated in some IO3 and IO4 sessions,

	<p>increasing their knowledge of the application of the method.</p> <p>Many migrant women who have experimented the method are in charge of the operators of Antoniano Onlus, who have seen the positive effects on the relationship and the awareness of their emotions on women.</p>
On the sector	<p>As previously mentioned, following the diffusion of the methodology we were contacted by people accustomed to applying the method on their beneficiaries. The impact was therefore very high also in this case.</p> <p>The realities who showed the highest interest were those that have asylum seekers as beneficiaries and the psychologists' associations, but we intend to continue developing the method as we have obtained very positive feedback on the usefulness and validity of the method.</p>

CHANGES & CHANCES – NETHERLAND

What did the project achieve?	<p>The tools that were developed are valuable for the target group and trainers. The method and the handbook are very well composed and have been shared with a large group of stakeholders. It can also be seen as an achievement that the project reached its targets despite the Covid epidemic, and the participants were able to adapt to working online and continue working on it.</p> <p>The project also achieved outcomes that are of interest for a larger group of organizations on a national as well as on an international level.</p>
On the organisation	<p>The project has given us new tools that we will be using for the trainings' we organize ourselves for different groups.</p> <p>It is also material that we will share with others.</p> <p>A storytelling project for vulnerable groups like refugees, homeless people, inmates, and drug addicts that will take place in Rotterdam in 2022 in which Ed Santman, coordinator of C&C, will participate has just been funded. We will use the storytelling tool there.</p> <p>The tools developed under IO4 are very useful for developing employability skills. This is important in the field where we operate, and we will use them more often.</p> <p>Our network has been extended with a few strong stakeholders.</p>
On stakeholders	<p>The project had a significant impact on the stakeholders that we worked with. The management organization where we piloted IO4 was impressed by the positive responses that they received and we were asked to present the outcomes to others within the organization,</p> <p>The trainers that we worked with, and to whom we presented a train the trainer workshop, also liked the materials and they intend to use it in their future trainings'.</p> <p>We work a lot with organizations that work with inmates for them the materials will also be useful.</p>
On project staff	<p>The impact on the project staff has been significant. Since we were doing the piloting ourselves together with two external trainer/translators, we were able to really connect with the end-users of the materials, the migrants. It was a great experience not only developing materials for them but also with them. The four sessions that we worked on the IO4 materials were so inspiring for all who were present, the trainee's asked if it was possible to organize extra sessions to explore the tools further.</p> <p>We were able to further develop and fine tune materials that we worked on in previous projects like the game Social Media Spy.</p>
On the sector	<p>This is hard to say and not easy to measure at this moment.</p> <p>Often it takes years before the impact becomes clear. It is a bit like plants. If you want them in your garden, you have to plant the seed at as many places as possible, give it water and in the end the seeds will start to grow.</p>

INOVA – UK

What did the project achieve?	<p>In the United Kingdom, the project achieved great impacts on the target groups of the project. Inova Consultancy engaged migrant women in the piloting phases of IO3 and IO4. The women who attended felt they were able to improve their confidence and build new networks because of the training. They were able to reflect on their challenges and at the same time arrive at new perspectives and see new opportunities ahead. The methodology of the project was also shared with coaches and trainers working with the target group as well as intermediary organisations. This had an impact on a local and regional scale as the informal feedback received showed that organisations were interested in the SIMPLE project.</p>
On the organisation	<p>The staff at Inova Consultancy was trained in the SIMPLE methodology. Inova received training on how to carry out the exercises and tools and offer a non-judgmental and open space to the target group. This training was very beneficial for the purpose of the piloting of the SIMPLE project and also beyond. The skills Inova has learnt are transferable for future training and coaching opportunities.</p>

	<p>Furthermore, because of IO1, Inova was able to deepen their understanding of the issues migrant women face. Inova was also able to develop new contacts because of the partnership but also whilst engaging with the target groups of the project.</p>
On stakeholders	<p>The stakeholders of the project were invited to the Multiplier Event carried out by Inova Consultancy. The impact on these stakeholders was increased knowledge of the situation of migrant women and their psychological well-being. The stakeholders were able to expand their understanding on using non-verbal methodologies as they had a chance to try some hands-on activities and tools during the session. The stakeholders involved mentioned that the event was “thought provoking” and felt it was “a very important session”. This highlights the impact as a result of this project activity. Furthermore, there has been an impact on the stakeholders of the project during other stages including IO1. The final IO1 report was shared with appropriate stakeholders thus increasing the impact and sustainability of the project.</p>
On project staff	<p>The SIMPLE project had an enormous impact on project staff. Those staff members involved in IO1 were able to build a wide range of skills including interviewing techniques, organisation skills, communication skills, amongst others.</p> <p>The trainers involved in the piloting phases of IO3 and IO4 were impacted by the project as the use of a non-verbal methodology was somewhat new for Inova Consultancy staff. Particularly, the exercise used such as the Window of Tolerance has never been used by Inova trainers; therefore, this was a great learning experience.</p> <p>The collaboration with European partners has also had a huge impact on Inova staff as this has helped to improve cultural awareness, openness and the ability to exhibit a “global mindset”. The list goes on!</p>
On the sector	<p>There has been an impact on the sector on a local, regional, national and also a European scale as a result of the SIMPLE project. The stakeholders attending the multiplier event came from across the United Kingdom and were able to find out more about the methodology of the project. They showed great interest in the tools and exercises used and the idea behind the project. Despite COVID-19, Inova was able to continue to share the project information and news through online channels such as websites, email, newsletters, and social media. Inova has a large network of intermediary organisations, migrant women, coaches, and trainers with whom the SIMPLE project was shared throughout its lifetime. The SIMPLE project was also shared on a regional scale during the “Refugee and Migrant Forum” at a local organisation which invites a range of intermediary charities working with migrants and refugees. These organisations have shown an interest in the project and offered to support the project during its stages such as in IO1 research.</p>

ARBEIT UND LEBEN – GERMANY	
What did the project achieve?	<p>In Germany, the project achieved a great impact on the participant women. By having been involved in the project and the workshops, the participants have reactivated their job search and re-evaluated their skills and their way they approach this job search. The work with the book The Arrival and the chance to talk about their experiences as migrants with their peers was highly appreciated. They re-evaluated their use of social media and their exposure in them and have change online behaviors. Furthermore, they are actively using their Europass profiles to create adapted CVs to the positions they applied too. Some of them have attended one on one sessions to further improve their application documents.</p>
On the organisation	<p>Arbeit Und Leben works regularly with migrant women and men and has projects in which the materials and method developed during the SIMPLE project could be implemented. Several colleagues from other projects within Arbeit und Leben have welcomed the materials and have been actively asking questions about how to implement them, as a whole or parts of them.</p>
On stakeholders	<p>The impact on stakeholders has been extensive in Germany. The project and its results have been presented in a nation-wide conference about migration and integration. The presentation and description of the project are available online and have reached many stakeholders and practitioners. During the conference, many stakeholders showed their interest in the project and the materials and asked several questions about it.</p>
On project staff	<p>The Project staff highly profited from their participation in SIMPLE. Both of them work in different projects within and outside of Arbeit und Leben in which the learnt experiences and method could be useful and will be implemented. Getting to know how to work with non-verbal methods and how partners in other countries carry out this work has been very interesting and has enriched their tools in the work with migrants.</p>
On the sector	<p>The impact on the sector has been wide. As already mentioned, the project has been presented on a nation-wide conference, reaching hundreds of experts and practitioners. Through the first phase (IO1) the project already reached many people in the sector, who were interviewed during our research. The Multiplier Event helped us become even more known within the state level (Hamburg as a Federal</p>

	<p>State). The project was also presented during its initial phases in different networks of social workers and practitioners (such as the Iberonetzwerk in Hamburg).</p> <p>In general, there has been much interest in the tools and methodology developed by SIMPLE, and several projects and institutions have expressed their interest in implementing as a whole or parts of it.</p>
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ITC- SPAIN	
What did the project achieve?	In Spain, the window of tolerance and the workshops orientation together with the overall approach of the SIMPLE project reached quite a lot of impact and was very interesting for professionals dealing with Migrants learning and integration. Most staff dealing with migrants focus on employability and integration and this was, for them, a very interesting and enlightening approach towards a full integration of migrants.
On the organisation	I would say quite high as we are working on other projects dealing with migration and this project complemented the learning and employment orientation of the materials we are designing and testing towards a more holistic approach.
On stakeholders	Due to COVID, we have to move from dealing and piloting with migrant women to professionals from Universities and ONGs being trained on how to help and support migrants. In this frame we involved the stakeholders in 2 events: with 44 and 79 participants, a higher impact than expected.
On project staff	Similar to the one reported about the organisation, the ITC staff meets regularly to share and discuss synergies between projects and better exploit results and in this frame, the SIMPLE results have complemented very much the learning and employment orientation of our materials towards a more holistic approach.
On the sector	In this case, we have to speak about the CPD of trainers and "want to be " staff supporting migrants which is the target in which we focused after the COVID restrictions (and the impossibility to meet face to face with migrant women). We believe the impact has been very high and we have already been contacted by some participants of the multiplier events that want to receive more information about the SIMPLE approach.

STEPS – ITALY	
What did the project achieve?	Successful implementation of ALL planned actions, meeting indicators - despite the COVID pandemic(!)
On the organisation	<p>STEPS gained:</p> <ol style="list-style-type: none"> 1) new tools and methodology which will be included into our toolkit (narrative method + 3 workshops on employability will be used with different stakeholders) 2) new network/partners 3) more visibility on the local level as an organisation actively supporting newcomers (aware of their needs)
On stakeholders	<p>We observe a very high impact of the activities on the direct stakeholders, confirmed by the evaluation.</p> <ol style="list-style-type: none"> 1) The social workers appreciated the focus of the project (not as usual on material help but on the emotional well-being). They liked our "interviews" done during research which helped to make their voices heard. The training activity has been highly appreciated by all participants. 2) women participating in the piloting was "feeling much better" after the intervention (and this is for us the best result), they confirmed the need for such help pathways and support. Many of them decided to undertake a longer psychological therapy (thanks to our piloting intervention) they could reflect and realise on a very heavy psychological luggage they carry with them.
On project staff	<p>The impact on the staff was very high and included 2 dimensions:</p> <ol style="list-style-type: none"> 1) Professional development regarding new methodology and tools. Staff members learned a lot about the topic! And will for sure apply the new knowledge into the daily work. 2) personal development: Staff members could put in practice and increase their interpersonal skills (communication in multicultural context) 3) Managerial skills: STEPS supported the lead partner IKF in the implementation of the project and timely delivery of all promised results. This gave us an opportunity to master planning, adaptability skills due to the covid pandemics; risk management; ability to change and apply countermeasures according to new situations.

On the sector	The impact on the Sector is difficult to estimate at this moment. It can be estimated from a long-term perspective. "The project starts once it is finished" - STEPS will do its best to boost the visibility of projects' results on the local/regional/national and international level (promoting the results through our network and available EU channels (like EPALE). Anyway thanks to the ME organised in Bologna which brought together many local operators will help to support the mushrooming of the model in different organisations.
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For more information about the Impact+ Exercise:

<https://www.erasmusplus.org.uk/impact-and-evaluation>

For learn more about the impact assessment:

Indire (2019), L'innovazione nei partenariati strategici Erasmus+. Secondo studio sull'impatto, Erasmus+ Agency Indire. Link:

<http://www.erasmusplus.it/pubblicazioni/istruzione-scolastica/innovazione-nei-partenariati-strategici-erasmusplus-secondo-studio-sullimpatto/>

