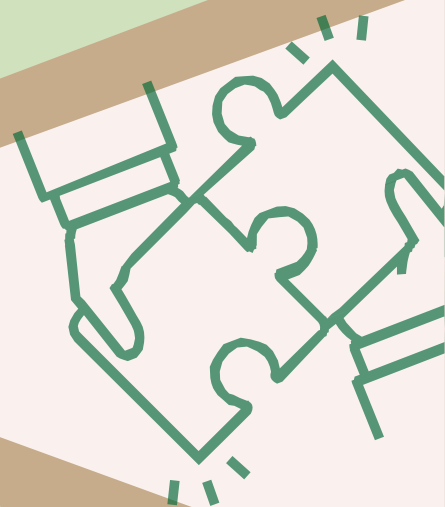




# Incubation Methodology & Action Plan



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## 1. Project description

EcopreNEETs project aims to meet the pressing issue of youth unemployment, with a focus on low- and middle-income countries. Recognising the potential of green entrepreneurship as a catalyst for inclusive growth, the project proposes a comprehensive strategy to re-engage young NEETs (Not in Education, Employment, or Training) in the labour market through investment in green activities. Building on the EU's Youth programme, the project supports the creation of stable educational opportunities that promote eco-entrepreneurial skills, linking environmental sustainability with personal development. By encouraging young NEETs, especially those living in rural areas, to actively participate in their communities and address youth unemployment through social and environmental awareness and to foster a sustainable development mindset, the project aims not only to create new opportunities for social well-being but also to catalyse a youth-led movement for concrete changes towards a healthier planet. The application of activity-based education, with a focus on eco-entrepreneurship skills, is recognised as a proven approach to empowering young people to apply fundamental business principles and start their own eco-businesses, contributing to sustainable development.

## 2. Target groups

- NEETs (18-30 years old) including those from rural areas that have limited or no access to Education and Training opportunities
- Youth/social workers
- Trainers
- HR departments, business consulting organisations, eco - businesses, businesses willing to embrace eco-practices, youth policy makers, digital agencies

### 3. WP4-Incubation Phase

During the incubator phase, our program will focus on implementing online/offline meetings to provide mentoring and coaching to young job seekers and stakeholders. Each country involved, will actively engage at least 12 young individuals and 3 stakeholders/enterprisers in networking and mentoring activities.

As part of our commitment to sustainability, we will incorporate eco-friendly networking events into our program, promoting environmental awareness and responsibility among participants.

The eco-enterprise incubator involves organizing online or offline meetings between young participants (mentorship) and established eco-enterprises or resource centres to provide practical insights and inspiration. The incubator aims to open new perspectives for young people, helping them understand how to start and develop eco-projects while connecting them with mentors and support networks for guidance.

Participants will benefit from a MOOC focused on eco-entrepreneurship and interactive learning tools, such as an educational game. Throughout the program, they will develop their projects and present them at a final event, showcasing their progress and receiving expert feedback.

Additionally, we will conduct a thorough funding search to establish a bank of funding sources, ensuring financial support for the program's initiatives and sustainability.

Community engagement will be a cornerstone of our approach, fostering collaboration and participation among stakeholders. We will actively seek feedback from the community to continuously improve and refine our program, ensuring its effectiveness and relevance.

Through these initiatives, our incubator phase aims to empower young job seekers, support the growth of future employers, promote environmental stewardship, and foster a culture of continuous improvement and community engagement.

#### 3.1 What is Incubation

Incubation is a structured set of activities, or a programme aimed at helping new businesses and individuals to grow and thrive. This process can include various forms of support, such as providing office space, mentoring, funding information and business networking.

The main purpose of the incubation process is to promote the growth and development of new businesses and individuals. By participating in these activities or programmes, businesses and individuals can overcome many of the difficulties they encounter in their early stages.

The incubation process provides entrepreneurs with the opportunity to save capital while accessing external support to accelerate the growth of their businesses. By participating in the business incubator, each entrepreneur's unique qualities are identified and tailored support and services are offered to help them reach their full potential. The primary goal of the incubator is to create profitable and sustainable business ventures.

The incubation process is flexible and can be adapted to meet the specific needs of each new business or individual. It is not a one-size-fits-all solution; instead, activities and programmes are designed to address the specific challenges and objectives of each start-up business or individual. In essence, the incubation process is an important tool for start-ups and entrepreneurs, providing the necessary support, network and resources to help them grow and succeed.

### 3.2 Benefits of Incubation

- Capital preservation: Entrepreneurs can save their capital by using the resources provided through the incubation program.
- Access to expertise: incubation programmes offer support to young entrepreneurs, putting them in easy contact with experts in the field and saving them time from searching.
- Networking opportunities: Entrepreneurs in incubation programs can connect with other startups, industry experts and potential investors, fostering valuable relationships that can lead to partnerships, collaborations and funding opportunities.
- Accelerating growth: With access to resources, expertise and networks, businesses can grow and evolve faster than they could on their own.
- Business training: Incubation programmes include training and workshops on various aspects of running a business.
- Funding opportunities: Incubation programmes help start-ups to access funding information and opportunities.

## 4. Incubation Action Plan



During the incubator phase, our project will focus on the implementation of online/offline meetings to provide guidance and mentoring to eco-entrepreneurs. Each country involved will actively engage at least 12 young people and 3 stakeholders/enterprisers in networking and mentoring activities.

As part of our commitment to sustainability, we will incorporate environmentally friendly networking events into our programme, promoting environmental awareness and responsibility and give opportunity to entrepreneurs to promote their ideas, their businesses and passion.

In addition, we will conduct a thorough search for funding to create a bank of funding sources, ensuring financial support for the initiatives and sustainability of the program.

Community engagement will be a cornerstone of our approach, promoting collaboration and participation among stakeholders. We will actively seek feedback from the community to continuously improve and refine our programme, ensuring its effectiveness and relevance.

## 4.1 Mentorship Program

### 4.1.1 What is mentoring?



Image source: <https://www.mentoringcomplete.com/why-lack-of-mentorship-in-the-workplace-is-a-bad-thing/>

Mentoring is a dynamic process in which an experienced person (the mentor) meets another person (the mentee) or a group of people (mentees) to provide support and achieve their goals through discussions and various tailor-made activities. This implies that the mentor passes on his/her knowledge, experience and advice, resulting in mutual benefits for both parties. Mentoring can take many forms, from long-term commitments focused on career development to short-term interactions aimed at personal growth and deeper personal understanding. The success of mentoring programmes depends on the creation of strong, lasting bonds between mentors and mentees, which can foster significant positive outcomes for the latter.

Setting clear and achievable goals is crucial in mentoring, as it provides direction and ensures that the relationship achieves its objectives. An understanding of what both the mentor and the mentee are seeking to achieve - whether it is career development or the acquisition of specific skills - is essential. In structured programs, goal setting helps maintain focus and purpose. For example, if a mentee wants to improve their leadership skills, the mentor can provide guidance and opportunities for development in this area. Team mentoring also provides a range of perspectives. The adaptability of mentoring allows goals to be tailored to the specific needs of each relationship, fostering a culture of continuous learning and development that aligns with the broader vision of the organization.



### 4.1.2 Responsibilities

In a mentoring relationship, both the mentor and the mentee have roles that are key to ensuring the success of the mentoring relationship. A primary responsibility for both is to maintain confidentiality and trust. This includes keeping any sensitive information shared during their meetings as private and respecting each other's boundaries. Confidentiality is essential to facilitate open communication and create a safe space where the person being mentored can openly discuss challenges and ask for guidance without fear of being judged. It also allows the mentor to provide personalised support and advice, tailored to the specific needs and goals of the mentee.

When mentors maintain confidentiality, they show their commitment to nurturing a supportive and calm environment for the mentee's growth and development. In turn, mentees show their respect for the mentor's expertise and guidance by honoring the confidentiality of their discussions. This mutual respect and commitment to confidentiality helps to build a solid foundation of trust between the mentor and mentee. This trust is integral to a collaborative and productive mentoring relationship, allowing both parties to thrive and achieve their goals.

Mentors offer encouragement, support, and expertise to mentees throughout their learning journey in the EcoPrenEETs project. The program aims to cultivate an empowering community where NEET (Not in Education, Employment, or Training) youth can flourish and achieve their full potential. This structured and dynamic relationship connects NEET youth with mentors in a vibrant partnership that focuses on career development, skill enhancement, networking, and personal growth.

### 4.1.3 Objectives of the EcoPreNEETs Mentoring Program

Mentors offer encouragement, support, and expertise to mentees throughout their learning journey in the EcoPreNEETs project. The program aims to cultivate an empowering community where NEET (Not in Education, Employment, or Training) youth can flourish and achieve their full potential. This structured and dynamic relationship connects NEETs with mentors in a vibrant partnership that focuses on career development, skill enhancement, networking, and personal growth.

- The program is designed to provide guidance and support to young NEETs enrolled in the EcoPrenEETs training.

- Mentees will explore various career paths, enhancing their digital skills, financial literacy, and ecopreneurial abilities to align with their interests and aspirations.
- Mentors will collaborate with mentees to identify skill enhancement opportunities based on the training objectives of the EcoPreNEETs project.
- Mentors will aid mentees in their personal development, fostering confidence, resilience, and a positive attitude towards continuous learning and growth.
- Mentors will maintain consistent communication with mentees, offering ongoing guidance and support throughout the program.

#### 4.1.4 Benefits for Mentees

- Tailored guidance from experts: personalised mentoring from experienced professionals who share their experience, offering valuable advice and lessons from their careers.
- Faster professional development: Mentors provide support at critical career stages, helping faster development.
- Enhanced networking: the mentoring program connects with industry professionals and useful tools. Mentors can introduce new opportunities, such as training programmes or job prospects, expanding the professional network.
- Clearer career goals: With your mentor's guidance, mentees set career goals that align with industry trends and employer needs. Mentors help set short- and long-term goals and develop customized plans to achieve them.
- Enhanced motivation and confidence: Mentors inspire and encourage the confident pursuit of goals, boosting morale and willingness to change.
- Personalised feedback: Mentors provide personalized performance reviews and feedback, helping to identify strengths and areas for improvement.

#### 4.1.5 Essential Skills for Effective Mentors



An effective mentor needs to possess a variety of skills that facilitate growth, development and positive relationships with their mentees. These skills include:

- Empathy: the mentor needs to be able to understand and share feelings, creating a supportive environment for personalised advice and realistic targeting.
- Active listening: needs to pay full attention, ask probing questions and recognise non-verbal cues to offer meaningful advice and feedback.
- Organization: Mentors need to be organized by setting clear goals and deadlines, effectively sharing relevant knowledge and experiences.
- Relationship building: mentors should promote trust and support to better understand the learners.
- Observation: It would be helpful to have strong observation skills to understand behaviours and patterns, helping to develop personalised teaching strategies.
- Creativity: they should apply creativity in goal setting and problem solving to inspire and enhance the learning experience and productivity.
- Constructive feedback: Provide reflective and motivational feedback to promote growth and skill development.
- Conflict management: will need to be equipped with effective conflict resolution skills to handle disagreements positively, maintaining a healthy mentor-learner relationship.
- Self-management: manage emotions and behaviours to ensure professionalism and credibility in the mentoring relationship.
- Communication: finally, they should communicate clearly and effectively in all aspects of mentoring, from setting goals to providing feedback and encouraging open dialogue.

#### 4.1.6 Mentorship Methodology

The mentoring programme will be carried out with a "group mentoring" or "one-to-one" approach, as we need to adapt the process according to the needs of each stakeholder or the action of each partner organisation. In this format, one mentor guides several mentees or one person, emphasizing teamwork, collaboration, and collective skill development. The process, led by one mentor (or two if it's needed), will follow a structured agenda for each meeting. Mentees are expected to come prepared with questions or discussion points, after the completion of the MOOC training, identifying areas where they need further guidance. In this process, mentors could use as a tool the interactive board game for further motivation.

The mentoring meetings aim to motivate mentees, deepen their knowledge, and help them recognize their strengths for a successful career. These sessions are not purely educational but are designed to inspire continued learning and self-discovery.

##### Meeting Structure and Frequency:

The frequency must be flexible and adaptable to various contexts and participants' needs. Groups may range from 2 to 10 NEETs, depending on their profile, motivation, and entry timing. Different incubators might offer varied structures: some may start with a MOOC followed by an educational game and expert meetings, while others might implement three initial modules, then the game, followed by interactions with eco-enterprises, and subsequently continue the MOOC. The program can vary in duration from an intensive one-week course to a more extended four-month engagement, ensuring adaptability to the public, context, territory, and experimental needs.

##### Benefits of Group Mentoring:

- Knowledge Sharing: Facilitates the exchange of ideas and experiences among participants.
- Building a Learning Culture: Encourages a continuous learning environment and collective growth.
- Juniors Learning from Seniors: Provides an opportunity for less experienced mentees to benefit from the insights of their more experienced peers.
- Clear communication and alignment on meeting frequency and expectations are crucial for a successful mentoring relationship.

## Guidelines for Mentors

- **Be Prepared:** Before each session, review the module content thoroughly to identify any areas that might need extra focus during discussions.
- **Manage Time Well:** Keep an eye on the clock to ensure all topics get enough attention and no one is left behind.
- **Lead with Engagement:** Encourage participation by creating a welcoming environment where everyone feels comfortable sharing their ideas and thoughts.
- **Be Ready for Discussions:** Anticipate key discussion points and have prompts ready to guide conversations back on track if they start to stray.
- **Offer Clear Guidance:** Help participants during activities by providing clear examples or explanations to make sure everyone understands the concepts, especially with assessment forms.
- **Stay Flexible:** Be ready to adapt to any unexpected changes, adjusting your approach based on the group's needs and dynamics.

*Usefull video: How to be a Great Mentor | Kenneth Ortiz | TEDxBethanyGlobalUniversity:*  
[https://www.youtube.com/watch?v=G3q8kEn\\_nsg](https://www.youtube.com/watch?v=G3q8kEn_nsg)

### 4.1.7 Suggestion for a 5meeting's mentorship program

- **First meeting: building foundations**

In the kick-off meeting, mentors and mentees meet to break the ice, share their personal backgrounds and forge initial connections. The emphasis is on building trust and rapport, laying the groundwork for open communication and collaboration throughout the program. Mentors present the goals and objectives of the mentoring program, emphasizing the importance of both personal and professional development. As part of their first assignment, mentors are assigned homework to reflect on their ambitions, strengths and weaknesses, setting the stage for deeper discussions and goal setting in subsequent sessions.

- **Second session: Exploring the entrepreneurial gap in the labour market**

In the second session, mentors lead mentees through a business session, covering topics such as green skills, entrepreneurship opportunities and eco-consciousness. Mentees and mentors explore the MOOC and are encouraged to express questions.

- **Third meeting: Mentoring eco-entrepreneurship ideas**

The third session and after the mentors have completed the training modules, they discuss their achievements or weaknesses. The mentors encourage the mentors to brainstorm new eco-businesses or discuss the gap in the local market.

- Session four: Cultivating eco-entrepreneurial mindsets

In the penultimate session, the mentors introduce the mentors to eco-entrepreneurship skills, with an emphasis on sustainable business practices, environmental awareness and innovation. Through interactive question and answer session, mentors deepen their understanding of the principles of eco-entrepreneurship and explore opportunities to integrate sustainability into their future endeavors.

- Fifth session: Equipping for the future

In the final session, mentors introduce mentees to a range of platforms, tools and resources necessary for career development. From networking platforms to online learning resources, mentees gain knowledge on how to use digital tools to enhance their professional development. The session culminates with an evaluation where mentors and mentees reflect on their journey as mentors, discussing achievements, challenges and opportunities for improvement. Mentors collect feedback through evaluation questionnaires, ensuring continuous improvement and upgrading of the mentoring program for future teams.

***Every mentor can use a flexible and personalized approach to mentorship, and build a tailor-made mentorship program, taking in consideration the personal strengths and skills that need to equip for effective mentor the NEETs.***

## 4.2 Funding opportunities for environmentally friendly SMEs



### 4.2.1 Green loans

Green loans, offered by banks, are specifically designed to support businesses adopting eco-friendly practices. By utilizing these loans, businesses can commit to reducing their carbon footprint, cutting energy costs, and making a positive environmental impact. The funds obtained through green loans are typically invested in renewable energy projects, energy-efficient upgrades, sustainable building initiatives, waste reduction efforts, or other environmentally focused endeavours. By securing a green loan, businesses demonstrate their commitment to sustainability and attract environmentally conscious customers, enhance their brand reputation, and distinguish themselves from competitors.

Several banks, including Barclays, HSBC, NatWest, and The Co-operative Bank, offer green loans to support environmentally conscious businesses. These loans cover a range of green projects, such as renewable energy installations, energy-efficient technologies, and sustainable infrastructure developments. By partnering with these banks, businesses can access the financial support needed to implement eco-friendly initiatives and contribute to a greener future.

### 4.2.2 Single Market Programme

The Single Market Programme (SMP) is a major EU funding initiative aimed at optimising the efficiency of the Single Market and supporting Europe's recovery from the COVID-19 crisis. With a budget of €4.2 billion covering the period 2021-2027, the SMP offers an integrated approach to strengthen single market governance.

Central to the EU for almost three decades, this programme facilitates seamless living, working



and travelling within Europe, while ensuring consumer protection and promoting a wide range of high-quality products and services at competitive prices. By promoting legal certainty, market access, financial services, investment opportunities and access to finance, the single market acts as a cornerstone for European businesses.

The SMP consolidates key activities previously funded by different programmes, providing a streamlined and adaptable funding structure to support key objectives.

For more information, visit the website: IDB: [https://commission.europa.eu/funding-tenders/find-funding/eu-funding-programmes/single-market-programme/overview\\_en](https://commission.europa.eu/funding-tenders/find-funding/eu-funding-programmes/single-market-programme/overview_en)

#### 4.2.3 Horizon Europe

Horizon Europe is the EU's primary research and innovation funding program, backed by €95.5 billion. It addresses climate change, promotes sustainable development, and enhances competitiveness. The program fosters collaboration, supports job creation, and boosts economic growth. Participation is open to entities from the EU and associated countries.

New elements include the European Innovation Council (EIC) for breakthrough innovations, missions for bold goals, mandatory open access to publications, and goal-oriented partnerships with industry.

For more information, visit the: [https://research-and-innovation.ec.europa.eu/funding/funding-opportunities/funding-programmes-and-open-calls/horizon-europe\\_en](https://research-and-innovation.ec.europa.eu/funding/funding-opportunities/funding-programmes-and-open-calls/horizon-europe_en)

#### 4.2.4 Common Agricultural Policy (CAP)

The common agricultural policy (CAP) relies on two primary funds sourced from the EU's long-term budget: the European Agricultural Guarantee Fund (EAGF) and the European Agricultural Fund for Rural Development (EAFRD).

CAP in the EU budget:

The EU's multiannual financial framework (MFF) for 2021-2027, supplemented by the Next Generation EU recovery instrument, amounts to €1.21 trillion. Within this framework, the CAP is allocated €386.6 billion, distributed between the EAGF and the EAFRD.

European Agricultural Guarantee Fund (EAGF):

This fund, constituting the "first pillar" of the CAP, receives €291.1 billion. Of this, €270 billion is earmarked for income support schemes, with the remainder allocated to bolstering agricultural



markets.

European Agricultural Fund for Rural Development (EAFRD):

As the CAP's "second pillar," the EAFRD receives a total allocation of €95.5 billion. This includes €8.1 billion from the Next Generation EU recovery instrument, specifically aimed at addressing challenges arising from the COVID-19 pandemic. Around 30% of these recovery funds were accessible in 2021, with the remaining 70% released in 2022.

For more detailed information on the management and legal bases of CAP funds:

<https://www.youtube.com/watch?v=HKPGiPtS0Ms>

#### 4.2.5 EU LIFE Programme

The EU LIFE funding program is one of the EU's flagship funding instruments for environmental and climate action projects. It supports innovative projects that contribute to the implementation, development, and updating of EU environmental and climate policies and laws. The LIFE program focuses on three main areas:

- Nature and biodiversity conservation: Projects aimed at preserving and restoring habitats, protecting endangered species, and promoting biodiversity conservation.
- Climate change mitigation: Initiatives focused on reducing greenhouse gas emissions, increasing energy efficiency, promoting renewable energy, and implementing climate change adaptation measures.
- Environmental governance and information: Actions aimed at improving environmental governance, raising awareness, and disseminating best practices and knowledge on environmental and climate issues.

The LIFE program provides co-financing for projects selected through competitive calls for proposals. It supports projects across EU member states, as well as in certain neighbouring countries and regions. The program encourages cross-border cooperation and knowledge exchange to maximize the impact of funded projects.

Useful Video: <https://www.youtube.com/watch?v=pHMyykTZfGg>

#### 4.2.6 COSME Programme

The COSME Programme is an EU funding initiative dedicated to bolstering the competitiveness and sustainability of European businesses, with a particular emphasis on small and medium-sized enterprises (SMEs). Through COSME, funding is allocated to projects that facilitate SME access

to finance, markets, networks, and entrepreneurship skills. Chambers of Commerce can harness COSME funding to organize trade missions, business matchmaking events, export promotion activities, and training programs tailored to SMEs. As organizations supporting SMEs, Chambers of Commerce are eligible to participate in COSME-funded projects either as project partners or beneficiaries, contributing to the advancement of SME competitiveness and entrepreneurship across Europe.

Useful video: <https://www.youtube.com/watch?v=fSeX2oO7hb0>

#### 4.2.7 National Funding programs

National funding programs vary greatly across countries, offering financial assistance to diverse sectors like education, healthcare, research, and entrepreneurship. To effectively evaluate these programs, interested individuals should meticulously research each country's offerings. Key considerations include understanding program objectives, eligibility criteria, funding amounts, application processes, competition levels, reporting requirements, networking opportunities, past success stories, potential risks, and legal considerations. By thoroughly assessing these factors, individuals can identify the most suitable funding programs to support their initiatives and maximize their chances of securing funding and achieving project success.

***In conclusion, the funding options described above, including green loans from banks and various EU programmes such as the Single Market Programme, Horizon Europe, the CAP, the EU's LIFE programme and COSME, provide a strong basis for new entrepreneurs or existing businesses seeking financial support for environmentally friendly and innovative initiatives.***

***However, these examples are indicative and any organisation providing support should explore and integrate additional sources of funding specific to their country context. By being adaptive and looking at national funding programs, organizations can tailor the information they provide to youth to better meet their unique needs and maximize their chances of success in securing financial support for their projects.***

### 4.3 Eco-Friendly Networking Event

To better support NEETS, it is proposed to hold eco-friendly events to connect institutions (at least 1 per partner country), businesses and other stakeholders with NEETs who are interested to be employed in the specific green business areas or to create an innovative business of their own. Eco-friendly events provide opportunities for NEETs (Not in Education, Employment, or Training) to connect with potential employers or mentors and promote sustainability and environmental consciousness. Also, the partner countries could also organize and use these events, to provide an exciting platform where young people can present their businesses and meet supporters and experts. By bringing together institutions, businesses, and other stakeholders in green industries, these events can facilitate networking, knowledge sharing, support and collaboration.



Here are some suggestions that could be incorporated into the events to make them effective:

- Workshops and seminars: Organise workshops and seminars that focus on green business areas such as renewable energy, sustainable agriculture, eco-tourism, waste management, etc. These sessions can educate NEETs about the opportunities available in these sectors and provide them with relevant skills and knowledge.
- Networking opportunities: create platforms for NEETs to interact with representatives from institutions, businesses and organisations involved in green industries. This could include networking sessions, panel discussions or informal meetings where participants can exchange ideas and contacts.
- Exhibitions and demonstrations: Organise exhibitions or demonstrations showcasing

innovative green technologies, products and services. This can inspire NEETs to explore career paths in sustainability and provide them with information on the latest developments in the field.

- Environmental education: incorporate elements of environmental education and sustainability into the event programme. This could include talks or workshops on climate change, conservation, eco-friendly lifestyles, etc. to raise awareness and deepen participants' understanding of environmental issues.

#### 4.4 Continuous Improvements Suggestions

**Feedback Mechanisms:** Establish structured feedback mechanisms to collect input from participants, mentors, employers, and other stakeholders involved in the program. This feedback can be gathered through surveys, focus group discussions, or one-on-one interviews. Analyze the feedback to identify areas for improvement and implement necessary changes accordingly.

**Evaluation and Monitoring:** Develop key performance indicators (KPIs) to measure the success of different aspects of the program, such as participant satisfaction, mentor engagement, employment outcomes, and environmental impact. Regularly monitor progress against these KPIs and adjust strategies as needed to achieve desired outcomes.

**Review of Best Practices:** Stay abreast of best practices in mentoring, eco-entrepreneurship, and sustainable business development. Conduct regular reviews of literature, case studies, and success stories from similar programs to identify innovative approaches and lessons learned that can be applied to the EcoPreNEETs project.

**Stakeholder Engagement:** Engage stakeholders in ongoing discussions and decision-making processes related to program design, implementation, and evaluation. Encourage active participation from NEETs, mentors, employers, training providers, and community members to ensure that diverse perspectives are considered and incorporated into program improvements.

**Capacity Building:** Invest in capacity building activities for mentors, trainers, and program staff to enhance their skills and knowledge in areas such as mentoring techniques, eco-entrepreneurship, environmental sustainability, and community engagement. Provide opportunities for professional development, peer learning, and knowledge exchange to continuously strengthen the capabilities of those involved in the program.

**Iterative Design Process:** Embrace an iterative design process that allows for flexibility and adaptation based on real-time feedback and evolving needs. Continuously refine program

components, curriculum materials, and delivery methods based on insights gained from ongoing monitoring and evaluation activities.

**Collaboration and Partnerships:** Foster collaboration and partnerships with relevant stakeholders, including government agencies, non-profit organizations, academic institutions, and industry associations. Leverage their expertise, resources, and networks to enhance the reach and impact of the program and identify opportunities for joint initiatives that promote continuous improvement in eco-friendly entrepreneurship support.

*Useful Video:* [https://www.youtube.com/watch?v=anA\\_TiUfmbM](https://www.youtube.com/watch?v=anA_TiUfmbM)

## 4.5 MULTIPLIER EVENT – FINAL CONFERENCE



The final conference/multiplier event is a premier gathering that will highlight and celebrate the achievements of our eco-entrepreneurship initiatives. This important event will be held by each participating organisation between January and March 2025. It is the final stage of our collaborative journey, bringing together innovators, stakeholders and supporters of the eco-entrepreneurship ecosystem

At the final conference, participants will have the opportunity to attend presentations and panels. Leading speakers and experts will discuss the latest trends in eco-entrepreneurship, sustainable innovation and environmental impact. Eco-entrepreneurs will share their experiences, highlighting the growth, challenges and successes of their projects.

Participants will be able to connect with like-minded individuals, potential investors and partners, enhancing collaboration and opening up new perspectives.

The event will present the final results and future perspectives of the Ecopreneurs Incubation programme, demonstrating the growth and impact of the participating start-ups. This final conference is an important milestone for all organisations involved, highlighting our collective commitment to sustainable change through innovative entrepreneurship. It is an opportunity to celebrate the progress we have made, reflect on what we have learned, inspire continued commitment to protecting the environment and to give a voice to the entrepreneurs that were involved in the incubation phase.





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## ANNEX I

<b>EVALUATION OF THE INCUBATION</b>	
<b>General Feedback:</b>	
How would you describe your overall experience with the incubation program?	
What were your initial expectations, and were they met by the program?	
What aspects of the program did you find most valuable or impactful?	
What aspects of the program did you find most valuable or impactful?	
<b>Workshops and Training Sessions:</b>	
How useful were the workshops and training sessions in enhancing your knowledge and skills?	
Were the topics covered in the workshops relevant to your needs and interests?	
How would you describe the quality of the workshop content?	
<b>Mentoring Program:</b>	



How effective was the mentoring component in providing you with guidance and support?	
Did you find the mentoring sessions beneficial for your personal and professional development?	
How would you describe the relationship and communication with your mentor?	
<b>Networking Events:</b>	
How beneficial were the eco-friendly networking events in expanding your professional network?	
Did these events provide valuable opportunities for interaction with potential employers or partners?	
How would you rate the organization and execution of the networking events?	
<b>Career Impact:</b>	
Did you secure any internships, job offers, or business opportunities through the program?	
How has your participation in the program influenced your career trajectory or job search strategies?	
Are there specific examples of how the program has helped you progress in your career or business endeavours?	

Communication and Support:	
How effective was the communication from the program organizers throughout the incubation phase?	
Did you receive adequate support and resources to fully participate in the program activities?	
How responsive and helpful were the program staff and facilitators in addressing your needs and concerns?	
Logistics and Scheduling:	
How convenient and accessible were the program's schedules and venues (for virtual or physical events)?	
Were the program activities well-organized and conducted smoothly?	
How could the logistics and organization of the program be improved for future iterations?	

**Incubator Calendar**

Co-funded by the European Union

Organisation:

EcopreneNEETs

Actions	September 2024	October 2024	November 2024	December 2024	January 2025
<ul style="list-style-type: none"> <li>Recruitment of young people</li> <li>MOOC launch</li> <li>Group workshops</li> <li>Individual workshops</li> <li>Meetings with eco-entrepreneurs</li> <li>Eco-Friendly events</li> <li>Meeting with experts</li> </ul>					

# ANNEX III – PARTICIPANTS' LIST



## Boosting the Eco-preneurial Skills of NEETs

Project number: 2022-2-FR02-KA220-YOU-000098683



Co-funded by  
the European Union

### PARTICIPANTS LIST

ORGANISATION/  
ACTIVITY:

DATE/DURATION:

NAME	EMAIL	OCCUPATION	SIGNATURE



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## ANNEX V – INCUBATOR PLANNER

# Incubator Planner

Organisation:



<b>LOCATION (PHYSICAL, ONLINE, HYBRID)</b> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>	<b>RECRUITING METHOD FOR YOUNG NEETS</b> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>	<b>ACTIONS OFFERED TO YOUNG PEOPLE (MOOC, GAMES, WORKSHOPS, ETC.)</b> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>	<b>EVALUATION</b> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
<b>RESOURCES (LOGISTICAL, HUMAN, ETC.)</b> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>	<b>PARTNERS</b> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>	<b>FINAL EVENT</b> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>	<b>OTHER</b>           