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SEAL-NR
Skills Enrichment for Adaptive Leadership

**ERASMUS+ SEAL-NR: Skills Enrichment for Adaptive Leadership in the
New Reality**

WP 3

Deliverable D 3.8 “Package of Training Materials, Presentations, other Methodological Materials for Synchronous events (trainings for students and youth)”

2026



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CONTENTS

Section 1. General Provisions

Section 2. Contents of the Programme and package of materials

Section 3. General Provisions

Section 4. Conclusions



Section 1. General Provisions

The purpose of this programme is to help students and young people develop essential skills for success in the modern world, with a strong focus on digitalisation, international cooperation, and adaptation to rapid global changes.

Relevance of the Programme

In today's challenging environment-marked by social instability, technological transformation, and the consequences of war in Ukraine-young people face new realities that require resilience, flexibility, and strong psychological and social skills. Students, displaced youth, volunteers, and young professionals increasingly need tools to adapt, collaborate, and thrive.

This programme responds to these challenges by equipping participants with practical skills for personal development, international engagement, and future career success.

Programme Focus Areas

- Development of 21st century skills (critical thinking, communication, creativity, collaboration)
- Adaptation to changing social and professional environments
- Digital literacy and use of modern technologies
- Participation in international educational and professional spaces
- Understanding European values and integration opportunities

Main Objectives

Develop personal, social, and professional competences relevant to modern society

Strengthen digital and technological skills for education and work



Build adaptability, resilience, and problem-solving abilities

Gain experience in virtual learning and international collaboration

Prepare students for integration into the European educational and professional environment

Learning Format

The programme includes:

- Interactive online lectures and webinars
- Practical trainings and workshops
- Group discussions and teamwork activities
- Independent learning using digital tools
- Virtual exchanges with international participants

Benefits of Participation

Participants will receive:

- Free access to international online training sessions
- Opportunities to join workshops, conferences, and global discussions
- Development of critical thinking and entrepreneurial mindset
- Improved digital and communication skills
- Enhancement of foreign language abilities
- Experience in teamwork and international collaboration
- Expansion of professional and social networks
- Access to international educational resources and platforms

Key Competences Developed

Personal & Social Skills:

- Communication and teamwork
- Emotional intelligence and resilience
- Intercultural awareness



Digital Skills:

- Use of modern digital tools and platforms
- Online collaboration and virtual communication

Professional Skills:

- Problem-solving and decision-making
- Project participation and leadership basics
- Entrepreneurial thinking

Learning Outcomes

After completing the programme, participants will be able to:

- Adapt effectively to new social and professional environments
- Work in international and multicultural teams
- Use digital technologies confidently for learning and work
- Apply soft skills in real-life and professional situations
- Make informed decisions and manage challenges in uncertain conditions
- Build a supportive and collaborative team environment
- Target Audience
- Students of schools, colleges, and universities
- Young people interested in personal and professional growth
- Youth involved in volunteering or social initiatives

Programme Details

This programme empowers young people to become confident, adaptable, and competitive individuals ready to succeed in the new reality of the 21st century.

Duration of each programme: 90 hours (3 credits).

Programme implementation period: 2 months.



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Form of study: distance learning (synchronous and asynchronous classes, international virtual mobility).

Document confirming the completion of training: certificate of advanced training.



Section 2. Contents of the Programme

TRAINING PROGRAM 1

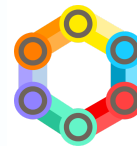
№	Module topic	Hours in ECTS / Contact hours	Lecturer
TRAINING PROGRAM FOR STUDENTS THE 21ST CENTURY SKILLS			
1.1	<p>WORKPLACE TRENDS FOR 2026: PREPARING FOR THE NEW LABOR MARKET REALITY</p> <p>Future of work. Modern labor market: requirements and needs. Artificial intelligence and jobs: an urgent need to act. Problems of youth employment in the modern labor market.</p> <p>Package of materials https://drive.google.com/drive/u/0/folders/1D1xVxqmyJV LmEmnaUb-LbV4BUIVdbILW</p>	11/2	Kasych A.O.
1.2	<p>LEARNING SKILLS I</p> <p>Critical thinking / problem-solving. Creativity.</p> <p>Package of materials https://drive.google.com/drive/u/0/folders/1BZg_FDY7Hg GMgLs07jfpXw4R8dCRET5m</p>	11/2	Bondarenko S.M.
1.3	<p>LEARNING SKILLS II</p> <p>Collaboration. Communication.</p> <p>Package of materials https://drive.google.com/drive/u/0/folders/1HwyIAX_TOk -1T-jMbJ1hik1CzwGX2A4</p>	11/2	Bondarenko S.M.



1.4	<p>LITERACY SKILLS</p> <p>Information literacy. Media literacy. Technology literacy. Financial literacy. Cultural and civil literacy.</p> <p>Package of materials https://drive.google.com/drive/u/0/folders/1vnhxrckEa2Ymt2laFct94aWk1tbclKOT</p>	11/2	Buhas N.V.
1.5	<p>LIFE SKILLS I</p> <p>Flexibility. Leadership. Initiative. Productivity.</p> <p>Package of materials https://drive.google.com/drive/u/0/folders/1lhvJ0tFE8grlqYL_nkYOUaZnC3y99aX2</p>	11/2	Buhas N.V.
1.6	<p>LIFE SKILLS II</p> <p>Curiosity Perseverance Social and cultural awareness</p> <p>Package of materials https://drive.google.com/drive/u/0/folders/1bp9Btv-Fc79nbZZnqfzgtJSAwTeDDUeA</p>	11/2	Buhas N.V.
1.7	<p>YOUTH EMPLOYMENT STRATEGIES</p> <p>Key Youth Employment Strategies and Components The Youth Employment Initiative Youth employment support EU financial support</p> <p>Package of materials https://drive.google.com/drive/u/0/folders/11hNomKNNyiUhMS7IV5QqcsJxYOMPZjmh</p>	12/2	Невмержиц ка С.М.
1.8	<p>PSYCHOLOGICAL RESILIENCE OF STUDENTS AND STRESS MANAGEMENT IN THE NEW REALITY</p>	12/2	Vartanova O.V.



	<p>Psychological resilience as a key life and educational competence of a student in conditions of uncertainty. Stress management in student life. Sources of stress in students: academic load, emotional and social challenges. Recognizing signs of overload, emotional exhaustion and loss of motivation. Basic self-regulation and stress management skills: emotional, cognitive and behavioral self-support. Self-care and resource recovery: balance of study and rest, formation of healthy habits. Awareness of personal resources, limits and ways to seek support. Reflection as a tool for developing psychological resilience and conscious learning.</p> <p>Package of materials https://drive.google.com/drive/u/0/folders/1QeHlrsbnumZBk7L8bmOTSZ1ELV_kWOy2</p>		
TRAINING PROGRAM 2 FOR STUDENTS ADAPTATION FOR NEW REALITY			
2.1	<p>NEW REALITY - THE WORLD WE LIVE IN</p> <p>Unstable environment and its impact on society. New priorities and challenges of modern conditions. Digital transformation and its impact on communication, work and daily life. Cultural and social shift, focused on growth, towards the values of sustainable development, equality and cooperation. Population values and their changes. The latest tools for implementing achievements in technology.</p> <p>Package of materials https://drive.google.com/drive/u/0/folders/1fgj8vgmPR6gC56ugjhYAbjkwNA9IHqrB</p>	11/2	Kasych A.O.
2.2	<p>DIGITALIZATION AND ITS IMPACT ON THE LABOR MARKET AND EDUCATION</p> <p>Digitalization and the challenges of digitalization. The impact of digitalization on the labor market: Automation and transformation of professions.</p>	11/2	Bondarenko S.M.



	<p>Changing requirements for employees. Globalization and remote work. New forms of employment. Optimization of recruiting. The main areas of digitalization's impact on education: Personalization of learning. Accessibility and flexibility of learning. Interactivity and involvement. Modernization of management. Development of 21st century competencies. Package of materials https://drive.google.com/drive/u/0/folders/16cJQvg-Jm1BLtixO9REOEO3nnxAAt4Eq</p>		
2.3	<p>DIGITAL LEARNING AND SMART EDUCATIONAL TOOLS IN HIGHER EDUCATION</p> <p>Virtual educational platforms and collaborative digital environments: for learning (Notion, Anki/Quizlet); online courses (Coursera, EdX, Prometheus, Udemy); time and task management (Google Calendar, Google Tasks, Trello, Forest); collaboration and communication (Slack/ Discord, Zoom/ Microsoft Teams/ Google Meet). Strategies for effective student participation in online and hybrid learning. Designing your own learning process in a digital environment. Cybersecurity and ethical digital behavior of students. Package of materials https://drive.google.com/drive/u/0/folders/1xJparlm8uO9MI7BsH9AlrZqwW3nE2iju</p>	11/2	Tsalko T.R.
2.4	<p>ENTREPRENEURIAL THINKING AS THE BASIS OF LIFE-CREATIVE COMPETENCE OF A LEARNER IN THE 21ST CENTURY</p> <p>Entrepreneurial thinking and creativity. Main components of entrepreneurial thinking. Entrepreneurial thinking: psychological secrets of success in business. Development of entrepreneurial thinking. Generation and verification of business ideas - design thinking, customer discovery. Package of materials</p>	11/2	Kasych A.O.



	https://drive.google.com/drive/u/0/folders/1DdUYeuBgAqvDJCdZM79qF8qbxksLyWF8		
2.5	<p>FORMATION AND DEVELOPMENT OF A BUSINESS IDEA AND A STARTUP PRODUCT</p> <p>The idea of a startup, sources of its formation. Formation of a startup product idea. Checking the viability of a startup idea. Checking a minimally viable product. Features of implementing a startup as an innovative. Implementing a startup as a business project. Startup management by stages of development.</p> <p>Package of materials https://drive.google.com/drive/u/0/folders/1U9QoAou0PzmjsgeNm4DcmKDbFkSto3C</p>	11/2	Buhas N.V.
2.6	<p>STARTUP ORGANIZATION</p> <p>The essence, types and features of startup business models. Choosing and building a startup business model. Forming a startup team. Mentoring in a startup. Sources of startup financing. Assessing the investment attractiveness and value of startups. Cooperation between startups and investors. Angel syndicates, acceleration and business incubation of startups.</p> <p>Package of materials https://drive.google.com/drive/u/0/folders/1ElxoXWwPpKKrETc9CNk97QxiZStVT-bV</p>	11/2	Hrygorevska O.O.
2.7	<p>STARTUP SCALING AND STRATEGIZING</p> <p>Startup-based business creation. Startup business development strategies. Startup pivot. Startup scaling: methods and tools. Enterprise engagement with startups.</p> <p>Package of materials https://drive.google.com/drive/u/0/folders/197sSBz6s9PToK1QTENgny3vAqfJ9WQo8</p>	12/2	Nevmerzshyt ska S.M.



2.8	<p>SUPPORTING YOUTH PSYCHOLOGICAL ADAPTATION IN A NEW REALITY</p> <p>Supporting Youth Resilience in Uncertain & Crisis Contexts - Understanding stress responses in young people:</p> <ul style="list-style-type: none"> - Protective and risk factors - Strength-based and wellbeing-focused facilitation - Peer-support and co-regulation. <p>2CBT-Informed Strategies for Youth & Facilitators:</p> <ul style="list-style-type: none"> - Cognitive restructuring and reframing. - Behavioral activation principles. - Coping-skills training. - Motivation and engagement strategies. <p>Behavioural Techniques for Mental Resilience:</p> <ul style="list-style-type: none"> - Grounding and stabilization - Emotional self-regulation.. - Routines and micro-habits for resilience. - Lifestyle elements supporting wellbeing. <p>Trauma-Sensitive Psychological Adaptation:</p> <ul style="list-style-type: none"> - Trauma-informed facilitation basics. - Recognizing trauma-related reactions. - Do-no-harm principles. - When and how to refer for specialized help. <p>Psychological Safety in Educational Environments:</p> <ul style="list-style-type: none"> - Building trust and respect - Preventing stigmatization and exclusion - Safe space agreements - Ethical boundaries in support work <p>Package of materials</p> <p>https://drive.google.com/drive/u/0/folders/1UrWdny_z0wQ5OmZowgsc23UusmEK8T5H</p>	12/2	Vartanova O.V.

The resource pack includes a topic description with exercises, a presentation, tests and a feedback questionnaire.

All training records and resource packs are available on the project website <https://www.seal-nr.com/newsandevents>



Section 3. General Provisions

Program Objective

To develop students' and young people's competencies in **21st century skills** and their ability to **adapt to the new reality**, including digital literacy, personal branding, ethical behavior, resilience, and effective participation in international and virtual environments.

Relevance of the Programme Topics

Modern youth are growing in a rapidly changing world shaped by technological progress, globalisation, and ongoing social and geopolitical challenges, including the consequences of war and post-pandemic transformations.

In these conditions, students need not only academic knowledge but also:

- the ability to adapt to uncertainty,
- strong digital and communication skills,
- awareness of personal branding and self-presentation,
- understanding of ethical behavior in digital environments (including AI and data use).

These programmes respond to these needs by preparing young people for education, career development, and active participation in a global society.

Main Tasks

To develop understanding of **personal branding** and its role in education and career building

To build skills of **self-management**, stress resilience, and emotional intelligence

To master **digital tools** for learning, communication, and collaboration

To introduce students to **virtual exchanges** and international cooperation formats



To develop the ability to design and participate in **online and hybrid learning environments**

To promote awareness of **academic integrity**, ethical use of AI, and data protection

To enhance **intercultural communication** and teamwork in international settings

To prepare students for participation in **projects, initiatives, and grant opportunities**

Training Methods

The programme uses interactive and student-centered learning methods focused on practical application:

Discussion Methods

Group discussions and debates

Brainstorming sessions

Case studies (real-life situations)

Interactive & Game-Based Methods

Role-playing and simulations

Team-based challenges

Scenario-based learning with feedback

Mini-Lectures

Short theoretical inputs (10–15 minutes) followed by practice

Social & Psychological Training

Exercises for self-awareness and emotional intelligence

Team-building and communication activities

Practical Methods

Hands-on tasks

Real-life problem solving



Project-based learning

These methods ensure:

Active participation

Immediate application of knowledge

Continuous feedback and improvement

Educational and Methodological Support

Participants will learn through:

Interactive lectures and trainings

Group work and discussions

Independent study using digital resources

Online tools (video lectures, chats, presentations, exercises)

Virtual collaboration platforms

Expected Programme Results (Learning Outcomes)

After completing the two programmes, participants will be able to:

Build and present their **personal brand** in academic and professional contexts

Effectively study and work in **online and hybrid environments**

Participate in **international virtual exchanges and teamwork**

Apply **critical thinking** and make responsible decisions

Use digital tools, platforms, and basic AI technologies confidently

Manage stress and adapt to changing conditions

Communicate effectively in multicultural environments

Follow principles of **academic integrity** and ethical digital behavior

Evaluate their own learning and improve performance using feedback

Acquired Skills

Hard Skills

Use of digital learning platforms (e.g., LMS systems)



Online collaboration tools (Google Workspace, Teams, Miro, etc.)

Basic use of AI tools and digital content creation

Participation in virtual exchange formats

Understanding of data protection and digital safety

Soft Skills

Communication and teamwork

Leadership and facilitation basics

Critical and creative thinking

Emotional intelligence and resilience

Time and stress management

Intercultural competence

Expected Impact

At the Individual Level

Increased confidence and adaptability

Better academic performance and career readiness

Stronger digital and communication skills

Clear understanding of personal development pathways

At the Community & Institutional Level

More active and engaged students

Stronger participation in international programmes

Development of a collaborative and innovative learning culture

Increased competitiveness of youth in the global environment

Final Outcome

As a result of completing the programmes “**21st Century Skills**” and “**Adaptation to the New Reality**”, students and young people become:

- **Flexible and resilient individuals** ready for uncertainty



- **Digitally competent learners and future professionals**
- **Active participants in international collaboration**
- **Responsible and ethical members of modern society**

These programmes empower youth to successfully navigate and shape the **new reality of the 21st century**.

Assessment

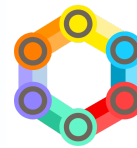
Each topic includes a brief description, assessment tests and a feedback questionnaire. The programme thus incorporates a combination of formative assessment (reflection journals, micro-quests) and summative assessment (skills certification).



Section 3. Training schedule for students

Training 1 ADAPTATION FOR NEW REALITY

Date of event	Module topic	Speaker	Meeting link
13 березня 2026 р. початок о 17-00	Start of the training sessions ERASMUS+ SEAL-NR: Skills Enrichment for Adaptive Leadership in the New Reality	Doctor of Economics, Prof. Kasych A.O.	https://us02web.zoom.us/j/83355959692?pwd=P3wVPnlaGqp1rJEOysYZc4zb308rhU.1 Conference ID: 833 5595 9692 Access code: 909960
13 березня 2026 р. початок о 17-10	WORKPLACE TRENDS FOR 2026: PREPARING FOR THE NEW LABOR MARKET REALITY ТРЕНДИ НА РОБОЧОМУ МІСЦІ У 2026 РОЦІ: ПІДГОТОВКА ДО НОВИХ РЕАЛІЙ РИНКУ ПРАЦІ	Doctor of Economics, Prof. Kasych A.O.	https://us02web.zoom.us/j/83355959692?pwd=P3wVPnlaGqp1rJEOysYZc4zb308rhU.1 Conference ID: 833 5595 9692 Access code: 909960
	NEW REALITY - THE WORLD WE LIVE IN НОВА РЕАЛЬНІСТЬ - СВІТ, У ЯКОМУ МИ ЖИВЕМО	Doctor of Economics, Prof. Kasych A.O.	
	ENTREPRENEURIAL THINKING AS THE BASIS OF LIFE-CREATIVE COMPETENCE OF A LEARNER IN THE 21ST CENTURY ПІДПРИЄМНИЦЬКЕ МИСЛЕННЯ ЯК ОСНОВА ЖИТТЄТВОРЧОЇ КОМПЕТЕНТНОСТІ НАВЧАННЯ У 21 СТОЛІТТІ	Doctor of Economics, Prof. Kasych A.O.	
18 березня 2026 р. початок о 18-00	LEARNING SKILLS I НАВИЧКИ НАВЧАННЯ I	Doctor of Economics, Prof. Bondarenko S.M.	https://us02web.zoom.us/j/83355959692?pwd=P3wVPnlaGqp1rJEOysYZc4zb308rhU.1 Conference ID: 833 5595 9692 Access code: 909960



	LEARNING SKILLS II НАВИЧКИ НАВЧАННЯ II	Doctor of Economics, Prof. Bondarenko S.M.	
	DIGITALIZATION AND ITS IMPACT ON THE LABOR MARKET AND EDUCATION ЦИФРОВИЗАЦІЯ ТА ЇЇ ВПЛИВ НА РИНОК ПРАЦІ ТА ОСВІТУ	Doctor of Economics, Prof. Bondarenko S.M.	
	DIGITAL LEARNING AND SMART EDUCATIONAL TOOLS IN HIGHER EDUCATION ЦИФРОВЕ НАВЧАННЯ ТА РОЗУМНІ ОСВІТНІ ІНСТРУМЕНТИ У ВИЩІЙ ОСВІТІ	Candidate of Economic Sciences, Associate Professor Tsalko T.R.	
23 березня 2026 р. початок о 18-00	LITERACY SKILLS НАВИЧКИ ГРАМОТНОСТІ	Candidate of Economic Sciences, Associate Professor Buhas N.V.	https://us02web.zoom.us/j/83355959692?pwd=P3wVPnlaGqp1rJEOysYZc4zb308rhU.1 Conference ID: 833 5595 9692 Access code: 909960
	LIFE SKILLS I ЖИТТЄВІ НАВИЧКИ I	Candidate of Economic Sciences, Associate Professor Buhas N.V.	
	LIFE SKILLS II ЖИТТЄВІ НАВИЧКИ II	Candidate of Economic Sciences, Associate Professor Buhas N.V.	
	FORMATION AND DEVELOPMENT OF A BUSINESS IDEA AND A STARTUP PRODUCT	Candidate of Economic Sciences,	



	ФОРМУВАННЯ ТА РОЗВИТОК БІЗНЕС-ІДЕЇ ТА СТАРТАП-ПРОДУКТУ	Associate Professor Buhas N.V.	
25 березня 2026 р. початок о 18-00	YOUTH EMPLOYMENT STRATEGIES СТРАТЕГІЇ ПРАЦЕВЛАННЯ МОЛОДІ	Candidate of Economic Sciences, Associate Professor Nevmerzshyts ka S.M.	https://us02web.zoom.us/j/83355959692?pwd=P3wVPnlaGqp1rJEOysYZc4zb308rhU.1 Conference ID: 833 5595 9692 Access code: 909960
	STARTUP SCALING AND STRATEGIZING МАСШТАБУВАННЯ ТА РОЗРОБКА СТРАТЕГІЇ СТАРТАПІВ	Candidate of Economic Sciences, Associate Professor Nevmerzshyts ka S.M.	
	STARTUP ORGANIZATION ОРГАНІЗАЦІЯ СТАРТАПІВ	Candidate of Economic Sciences, Associate Professor Hrygorevska O.O.	
30 березня 2026 р. початок о 18-00	PSYCHOLOGICAL RESILIENCE OF STUDENTS AND STRESS MANAGEMENT IN THE NEW REALITY ПСИХОЛОГІЧНА СТІЙКІСТЬ СТУДЕНТІВ І УПРАВЛІННЯ СТРЕСОМ У НОВІЙ РЕАЛЬНОСТІ	Doctor of Economics, Prof.Vartanova O.V.	https://us02web.zoom.us/j/83355959692?pwd=P3wVPnlaGqp1rJEOysYZc4zb308rhU.1 Conference ID: 833 5595 9692 Access code: 909960
	SUPPORTING YOUTH PSYCHOLOGICAL ADAPTATION IN A NEW REALITY ПІДТРИМКА ПСИХОЛОГІЧНОЇ АДАПТАЦІЇ МОЛОДІ В НОВІЙ РЕАЛЬНОСТІ	Doctor of Economics, Prof.Vartanova O.V.	



Training 2 THE 21ST CENTURY SKILLS

Date of event	Module topic	Lecturer	Meeting link
16 березня 2026 р. початок о 16-00	PERSONAL AND INSTITUTIONAL BRANDING IN HIGHER EDUCATION: THE FACULTY AS AN AMBASSADOR OF UNIVERSITY VALUES IN THE MODERN EDUCATIONAL ENVIRONMENT ОСОБИСТІЙ ТА ІНСТИТУЦІЙНИЙ БРЕНДИНГ У ВИЩІЙ ОСВІТІ: ВИКЛАДАЧІ ЯК ПОСОЛ УНІВЕРСИТЕТСЬКИХ ЦІННОСТЕЙ У СУЧАСНОМУ ОСВІТНЬОМУ СЕРЕДОВИЩІ	Doctor of Economics, Prof. Kasych A.O.	https://us02web.zoom.us/j/83355959692?pwd=P3wVPnlaGqp1rJEOysYZc4zb308rhU.1 Conference ID: 833 5595 9692 Access code: 909960
	RESILIENT FACILITATOR-LEADER: SELF-CARE, STRESS MANAGEMENT, REFLECTIVE PRACTICES, AND ETHICAL LEADERSHIP СТІЙКИЙ ФАСИЛІТАТОР-ЛІДЕР: САМООБСЛУГОВУВАННЯ, УПРАВЛІННЯ СТРЕСОМ, РЕФЛЕКТИВНІ ПРАКТИКИ ТА ЕТИЧНЕ ЛІДЕРСТВО	Doctor of Economics, Prof.Vartanova O.V.	
18 березня 2026 р. початок о 16-00	DIGITAL PEDAGOGY AND SMART EDUCATIONAL TOOLS ЦИФРОВА ПЕДАГОГІКА ТА РОЗУМНІ ОСВІТНІ ІНСТРУМЕНТИ	Candidate of Economic Sciences, Associate Professor Tsalko T.R.	https://us02web.zoom.us/j/83355959692?pwd=P3wVPnlaGqp1rJEOysYZc4zb308rhU.1 Conference ID: 833 5595 9692 Access code: 909960
	ACADEMIC INTEGRITY AND ETHICS АКАДЕМІЧНА ЦІЛІСНІСТЬ ТА ЕТИКА	Candidate of Economic Sciences, Associate Professor Tsalko T.R.	
	VIRTUAL EXCHANGE IN HIGHER EDUCATION	Candidate of Economic	



	ВІРТУАЛЬНИЙ ОБМІН У ВИЩІЙ ОСВІТІ	Sciences, Associate Professor Nevmerzshytska S.M.	
23 березня 2026 р. початок о 16-00	VIRTUAL COURSE DESIGN METHODOLOGY МЕТОДИКА РОЗРОБКИ ВІРТУАЛЬНИХ КУРСІВ	Candidate of Economic Sciences, Associate Professor Hrygorevska O.O.	https://us02web.zoom.us/j/83355959692?pwd=P3wVPnlaGqp1rJEOysYZc4zb308rhU.1 Conference ID: 833 5595 9692 Access code: 909960
	DEVELOPING SOFT SKILLS IN VIRTUAL EXCHANGES РОЗВИТОК М'ЯКИХ НАВИЧОК У ВІРТУАЛЬНИХ ОБМІНАХ	Candidate of Economic Sciences, Associate Professor Buhas N.V.	
	INTERCULTURAL COMMUNICATION AND VIRTUAL EXCHANGE MANAGEMENT МІЖКУЛЬТУРНА КОМУНІКАЦІЯ ТА УПРАВЛІННЯ ВІРТУАЛЬНИМ ОБМІНОМ	Doctor of Economics, Prof. Bondarenko S.M.	

Certification criteria

General requirements for certification

Participants must complete all compulsory components of the programme and meet the minimum pass marks for the tests and portfolio (see points below).

1. Module quizzes (questionnaires)

Each topic has a test comprising 10 questions; the pass mark is ≥ 6 correct answers (60%).

Participants must successfully complete at least 80% of the programme's modules (for example, if there are 8 modules, at least 6 must be passed).



One retake is permitted for each failed test within a specified period (for example, up to two weeks after the module has ended).

2. Participation and attendance

Minimum attendance for synchronous sessions: 75% (or completion of equivalent asynchronous tasks).

Active participation in group exercises / facilitated sessions (assessed by the facilitator as ‘satisfactory’/‘needs improvement’).

Section 4. Conclusions

Once the project’s funding period has ended, the SEAL-NR virtual hub and its associated methodology are designed to be self-sustaining. The hub, hosted at KNUTD, will continue to operate as a freely accessible resource for European educators in the field of non-formal education. The facilitator certification programme will be maintained and updated by the ISEI-KETY consortium. The badge system will continue to issue certificates to learners who complete tasks meeting SEAL-NR requirements, ensuring the project’s impact accumulates and grows over time.

The ultimate goal of SEAL-NR is to normalise virtual exchanges as a standard component of European non-formal education — as familiar and valuable as face-to-face seminars or physical exchange visits. In this vision, the 2,500 people directly reached by the project are not the end of the story, but the beginning of a much greater transformation in how European youth workers perceive, access and deliver quality education across borders.