

# SAYN: Job shadowing in Rijeka

From 9<sup>th</sup> to 15<sup>th</sup> May 2025, the final mobility of the SAYN project took place in Rijeka, Croatia, organized and hosted by the Croatian partner of the project, Vere Montis. This inspiring job shadowing experience brought together youth workers and partners' representatives from Germany, Italy, Jordan, Lebanon and Croatia for a unique opportunity to collaborate, learn, and exchange best practices in youth work within the vibrant local context of Rijeka.

## *Building connections*

The first two days were dedicated to team-building activities and getting to know each other. This important initial phase laid the groundwork for effective and open communication, stronger synergy, and foster cooperation during the working days that followed. Through interactive games, group



reflections, and informal moments, participants fostered a sense of trust and created the foundation for a successful collaboration for the upcoming working days. One of the highlights was the Treasure Hunt, a dynamic urban adventure that allowed participants to explore Rijeka while working together to solve challenges. It was an exciting and engaging way to strengthen teamwork, problem-solving skills, and collaboration. Another memorable activity was the boat tour of the Kvarner Bay, which took place during the excursion to Opatija. This outdoor experience not only offered breathtaking views but also provided a relaxed setting for deeper discussions, reflections, and connection among participants.

## *Immersive job shadowing in local organizations*

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The core of the experience took place over the next three days, during which participants were divided into small groups and engaged in a rotating job-shadowing program. Each group visited a different local organization each day, actively participating in their activities, learning about their work with youth, and contributing with their own ideas and expertise.

The organizations involved in this experience were:

- Vere Montis – a youth-focused organization that supports community development through innovative projects and international cooperation. Their initiatives often include educational programs, sports activities, and social inclusion efforts.
- Particula Group – a research and technology company specializing in sustainable bioeconomy solutions. Their work integrates technological innovations into business models to create environmentally responsible products.
- Bićanić Consulting – a consultancy firm focused on professional development, offering training and workshops in business strategy, sales, and leadership.

- Homeless Shelter "Ruže sv. Franje" – a shelter dedicated to providing temporary housing and social reintegration support for homeless individuals. Their programs focus on rehabilitation, skill-building, and community engagement.
- Para Sports Association of the City of Rijeka – an organization promoting sports and recreational activities for individuals with disabilities. Their work fosters inclusion, fair play, and personal development through various sports programs

This dynamic structure allowed participants to explore a variety of youth work approaches, engage directly with professionals and local communities, expand their professional networks, and exchange good practices across borders.



A direct testimony from a participant regarding this rotating job shadowing was:

*“The Job Shadowing experience with the Croatian partners who hosted us was really interesting, especially because they managed to create a diverse program by involving different hosts and collaborators who were open and willing to welcome us. I really appreciated the fact that we had the chance to rotate among the representatives of the various partner organizations. This gave us the opportunity to observe different practices, structures, and ways of working, some more different than others, but at the end of the day they were all aiming at the same goals”.*

During the mobility, some participants also had the opportunity to watch a draft of the SAYN documentary, which is set to be published soon. The documentary was primarily filmed during the youth mobility of the project in Tunisia and features interviews with participants and representatives from all partner countries and highlights inspiring individuals who achieved success in sports and community development, emphasizing the profound impact of youth engagement, primarily on NEETs. It focuses on the experiences of young people that participated in the youth exchange, sharing their thoughts, their dreams and the skills they gained through sports and community engagement.



### ***Reflecting on the experience***

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This mobility was much more than a simple job shadowing, it was a deep dive into the Croatian youth work ecosystem and a powerful opportunity to strengthen international partnerships. The experience proved to be invaluable for all involved, offering participants the chance to gain insight into various youth work methodologies, engage directly with local communities and professionals, expand their professional networks and exchange good practices and innovative strategies. Beyond the learning aspect, this mobility fostered meaningful connections, paving the way for future international collaborations and joint initiatives. Participants returned home enriched with new ideas, connections, and inspiration, as well as a renewed belief in the importance of working together across geographic and cultural boundaries to build a more inclusive future for young people everywhere!



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