



**GR  
OW**

**Goals, Resources,  
Opportunities, Wonders.**

**Final Needs Analysis Report**



# Index

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1. Introduction	5
2. Methodology	7
3. Needs Analysis Report - Perspective of young people	11
4. Needs Analysis Report - Perspective of the staff	19
5. Needs Analysis Report - Perspective of organisational leaders	27
6. Dataset	33
7. Survey Experience Evaluation	35



# 1. Introduction

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This document presents the Needs Analysis Final Report, a key part of the project “GROW – Goals, Resources, Opportunities, Wonders: A Methodological Toolkit to Enhance the Expertise of Youth Workers and Camp Leaders,” co-funded by the European Union’s ERASMUS+ program.

The primary objective of the analysis was to explore how an ideal summer camp for young people (defined as any residential activity lasting three days or more) should be structured and look like from various perspectives.

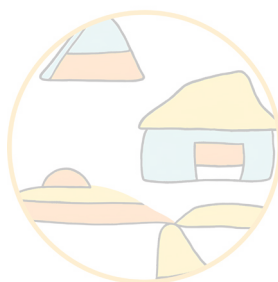
The needs analysis focuses on three key respondent groups: young participants, staff members involved in the program delivery, and organizational leaders responsible for overseeing and managing these activities.

The survey targeting young participants gathered responses from 116 individuals from five countries: Germany (28), Slovenia (35), Romania (38), Italy (12), and Ireland (3). The majority of respondents were female (68.1%), and 48.3% belonged to the age group of 15 to 17 years old. Interestingly, 60% of the participants had previously attended a summer camp, contributing valuable firsthand experience.

As for the staff, 74 members from youth organizations across six countries participated in the survey: Slovenia (27), Serbia (14), Germany (13), Romania (12), Italy (7), and Ireland (1). Most respondents were female (47 women), and the most represented age group was between 30 and 45 years old (30 people). Additionally, 42% of the respondents had over five years of experience in managing residential activities for young people, which adds significant value to their insights.

Lastly, the survey for organizational leaders gathered responses from 15 leaders from Slovenia (5), Germany (2), and Romania (8). In this group, too, the majority were female (66.7%), with the predominant age range being 30 to 45 years old (73.3%). These leaders shared valuable insights into the main challenges they face, including budget (73.3%), staffing (46.7%), and logistics (40%).

In the following presentation, the methodology and the detailed results from each category will be illustrated, providing a comprehensive overview of the needs and expectations that emerged.



## 2. Methodology

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The methodology used for the needs analysis was carefully structured to ensure a comprehensive and in-depth understanding of the needs and expectations related to youth summer camps. A crucial aspect of the methodology was the collaboration between project partners at every stage of the analysis. All partners actively participated in gathering data on the needs, interests, and expectations of young people, youth workers, and youth organization leaders. Curba de Cultura, with its expertise in this field, took on the role of coordinator, overseeing the design of the questionnaire, the consolidation of the data, and the preparation of the final report.

### **Planning Phase**

As outlined in the initial project plan, we developed a survey with the support of partner organizations from the different countries involved to investigate two main perspectives: that of the young participants and that of the youth workers (educators, volunteers, camp leaders). The goal was to understand, on the one hand, how young people envision their ideal summer camp, and on the other, to gather insights from youth workers regarding the strengths, weaknesses, opportunities, and challenges of summer camps.

### **Integration of a new perspective**

During the process, we recognized the importance of adding a third perspective—that of youth organization leaders—to gain a more complete understanding. This expansion allowed us to include the views of those directly involved in the strategic planning and management of youth summer camps. Thanks to this addition, the results obtained are richer and more detailed than initially anticipated.

### **Pre-Questionnaire for Partner Organizations**

Before drafting the main questionnaire, we administered a pre-questionnaire to the consortium's partner organizations. This preliminary step was crucial in establishing a common ground and identifying the needs of the different organizations regarding the topics to be explored. The pre-questionnaire aimed to understand various operational and qualitative aspects of the summer camps, such as:

1. The number of summer camps organized each year.
2. The number of staff dedicated to summer camps.
3. The number of participants involved and the maximum capacity of each camp.
4. The number of youth workers/educators/volunteers involved in each camp.
5. The best outcomes achieved from the summer camps.
6. The organization's strengths in organizing and managing the camps.
7. Issues that arose during the summer camps.
8. Recurring challenges in the camps.
9. The overall satisfaction of participants and areas for improvement according to their opinions.
10. The overall satisfaction of youth workers and the areas they believe need improvement.

11. The general satisfaction of the organization itself and possible areas for improvement.
12. Specific information that organizations wanted to gather from the respondents (participants and/or staff).

This information guided the creation of the final questionnaire, which was divided into different sections to collect demographic data, previous experiences, and opinions on key aspects such as personal and social development, organization, connection with nature, safety, accommodation, and more.

### Final Questionnaire. Tools and Data Collection Methods

Curba de Cultura developed three distinct final questionnaires: one for young people, one for the staff, and one for the leaders of the organizations. Each questionnaire was translated into five languages: German, English, Slovenian, Italian, and Romanian. As a result, 15 forms were created in total, ensuring that all the involved groups could respond in their local language, facilitating comprehension and participation.

Example of a form:

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Project No  
2023-1-DE04-KA220-YOU-000160243

Sezione 1 di 9

## Questionnaire Summer Camps

**B I U**

Hello and welcome! Thank you for taking part in this survey. The purpose of this questionnaire is to understand what an ideal summer camp for young people should be like from the perspective of youth workers and camp staff.

Your answers are very important to us, as they will help us to organise camps that best meet your and young people's expectations and wishes. Completing the questionnaire will take approximately 15 - 25 minutes and all information provided will be confidential and will be used for research purposes only.

The research is part of the Goals, Resources, Opportunities, Wonders project. A methodological toolkit to enhance the expertise of youth workers and youth camp leaders co-funded by the European Union through the ERASMUS+ programme. The views and opinions expressed are, however, solely those of the author(s) and do not necessarily reflect the views and opinions of the European Union. The European Union cannot be held responsible for them.

Let's get started!



## 2. Methodology

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### **Distribution**

Each partner administered the questionnaires to the young people, youth workers in their organizations, and the leaders responsible for coordinating the summer camps. The ability to use questionnaires in local languages simplified the administration process, making it accessible and inclusive for all the parties involved.

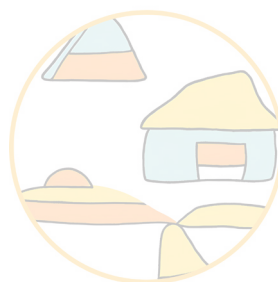
After data collection, the partners translated the responses in English and sent the results to Curba de Cultura, which consolidated the final analysis and prepared the presentation of the results.

The questionnaire was designed to be administered online, making it easier for young people, staff, and organizational leaders from all participating countries to take part. The data collection methodology was designed to encourage broad participation, allowing respondents to express their opinions anonymously and ensuring geographic and demographic diversity in the results.

Thanks to this thorough methodology and close collaboration with partner organizations, we were able to gather valuable data that provide a detailed and multifaceted view of the needs related to the organization of youth summer camps.

The survey results were essential in guiding the implementation of future activities and in defining the content of each of them.

Additionally, this final report is translated into all the languages of the participating partners, as well as into English, ensuring international dissemination and understanding.



# 3. NEEDS ANALYSIS REPORT

## PERSPECTIVE OF YOUNG PEOPLE

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The purpose of the survey was to understand what an ideal summer camp for young people (any residential activity, 3 days or longer) should look like from the perspective of the young people involved in such programmes.

The research is part of the Goals, Resources, Opportunities, Wonders project. A methodological toolkit to enhance the expertise of youth workers and youth camp leaders co-funded by the European Union through the ERASMUS+ programme. The views and opinions expressed are, however, solely those of the author(s) and do not necessarily reflect the views and opinions of the European Union. The European Union cannot be held responsible for them.

The questionnaire contained 42 questions and was split into 6 sections:

1. General Information
2. Personal and social development
3. Food and accommodation
4. General feedback
5. Demographic data
6. Survey experience

The current survey was filled in by a number of 116 respondents, that mostly (70) have participated in a form of a summer camp before, distributed by country as follows:

- Germany: 28
- Slovenia : 35
- Romania: 38
- Italy: 12
- Ireland: 3

The respondents were majority female 68.1%, from a rural environment (Rural: 55.2%; Urban: 24.1%; Small urban: 16.4%; Urban Peripheral: 4.3%) belonging to different age groups, the most common one being the 15-18 years old. The distribution was as follows:

- 15-17 years: 48.3%
- 12-14 years: 25.0%
- 18-20 years: 16.4%
- Over 20 years: 6.0%
- Under 12 years: 4.3%

The preferred setting for participating in a summer camp for the youngsters would be by the sea: 42.2%. The other preferred locations are distributed as follows: near a lake: 23.3%; in the mountains: 20.7%; in a rural area: 8.6%; in the forest: 4.3% and in the city: 0.9%.

The percentage distribution of respondents' preferred type of accommodation is

- Cottage: 57.8%
- Shared dormitories: 29.3%
- Tents: 7.8%
- Individual rooms: 5.2%

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While the importance of the camp location is as follows:

- Important: 45.7%
- Neutral: 31.0%
- Very important: 13.8%
- Somewhat important: 7.8%
- Not at all important: 1.7%

The preferred sports activities, according to the mentions, are:

- Volleyball: 66
- Hiking: 62
- Swimming: 59
- Kayaking: 54
- Zip Line: 32
- Football: 19

The preferred arts activities are, according to the mentions:

- Photography: 85
- Painting: 64
- Dance: 48
- Sculpture: 44
- Theatre: 41

The preferred educational workshops

- First Aid: 57
- Science: 42
- Robotics: 31
- Programming: 29
- Survival in Nature: 25

The preferred recreational activity:

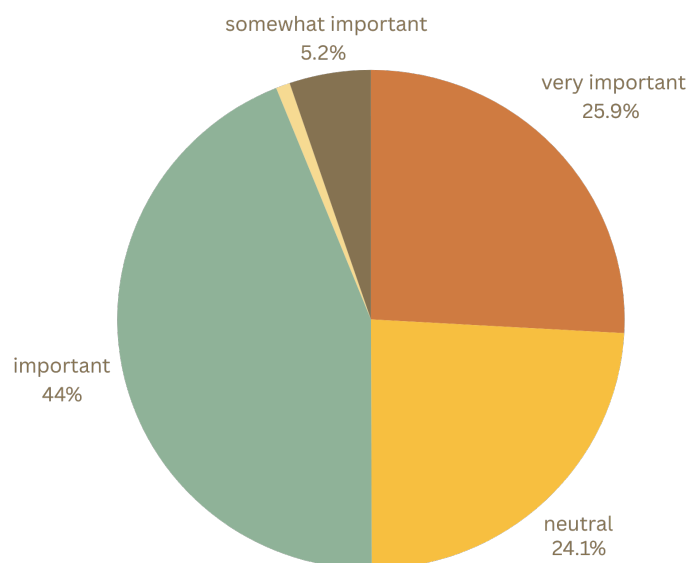
- Campfires: 57
- Movie nights: 51
- Karaoke: 38
- Team games: 29
- Theme nights: 23



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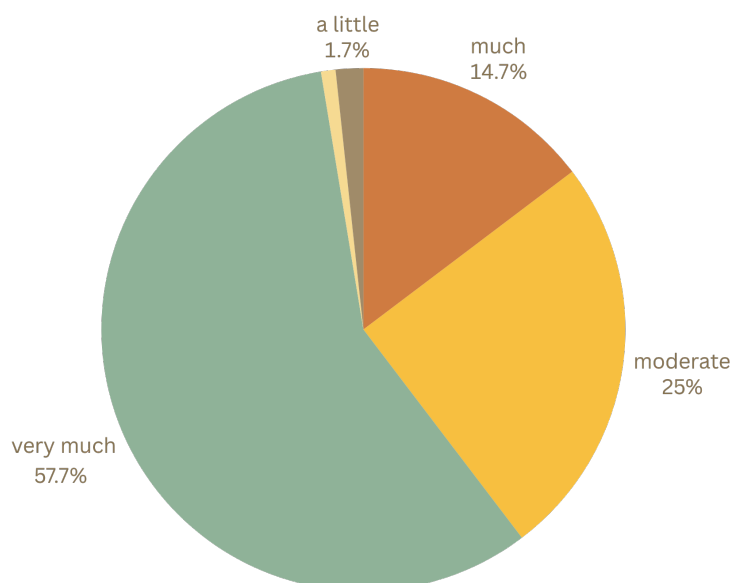
It is also important and very important – 69.9% to participate in teambuilding activities

**Importance of participation in teambuilding activities:**



And all these while spending time in nature.

The participants state that they enjoy much and very much (72.5 %) **spending time in nature:**



# 3. NEEDS ANALYSIS REPORT

## PERSPECTIVE OF YOUNG PEOPLE

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For the young people it is important and very important (87.1% ) to meet new people and make friends at camp. And they prefer having activities that promote diversity and inclusions (Yes: 74.1% No preference: 24.1% No: 1.7%)

As well, for the participant the personal development is important and very important during camp. Important: 44.8% Very important: 30.2% Neutral: 21.6% Somewhat important: 2.6% Not at all important: 0.9%

It is also important and very important for them to be able to choose what activities they will do during the camp: the distribution of how important it is for respondents to choose the activities they will participate in at camp is as follows: Important: 45.7% Very important: 27.6% Neutral: 19.8% Somewhat important: 5.2% Not at all important: 1.7%

The respondents apparently enjoy moderately participating in environmental and conservation activities, the percentage of the answers is as follows :

- Moderate: 49.1%
- Much: 33.6%
- Very much: 7.8%
- Enough: 5.2%
- Not at all: 4.3%

While their favourite outdoor activities are:

- Camping: 69
- Wildlife Watching: 51
- Explorations & Hiking: 32
- Planting: 22
- Eco-Friendly Activities (Nature Cleanup): 13

### **Food and Accommodation**

Their favourite food for the camps would be traditional food yet due to the low number of mentions we cannot consider that there would be one particular type of favourite food. The food responses are as follows:

- Traditional food: 29
- International food: 25
- Camp food (barbecue, picnics): 19
- Camp food (barbecues, picnics): 16
- Vegetarian/vegan options: 6

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The youngsters would like the meals to be organized as:

- Buffet style: 31.9%
- Shared meals: 19.0%
- Picnics: 12.9%
- Communal meals: 9.5%
- Individual meals: 3.4%

No matter what some camp organizer would think, the comfort of the accommodation is important and very important to the young people. Their answers are as follows:

- Important: 46.6%
- Very important: 25.9%
- Neutral: 23.3%
- Somewhat important: 3.4%
- Not at all important: 0.9%

The preferred facilities in the camps would be, according to the number of mentions:

- Comfortable beds: 73
- Private bathroom: 69
- Internet WiFi: 35
- Common seating areas: 27
- Air conditioning: 23

### **General Feedback**

Young people consider essential for a summer camp the safety: 75 mentions, their personal development: 56 mentions, the quality of staff: 53 mentions, the diversity of activities: 48 mentions and the connection with nature: 42 mentions.

In young people's opinion, the most important things for a staff member to know are, according to their mentions:

- Designing camp programs: 32
- Communicating with young people: 32
- Collaborating in teams: 21
- Enabling experiences: 18

They would be motivated to participate in a summer camp again if they would have:

- Fond memories: 49.1%
- Developing new skills: 15.5%
- Interesting activities: 14.7%
- New friends: 9.5%

The most important things young people expect from a summer camp is to have fun, to make



# 3. NEEDS ANALYSIS REPORT

## PERSPECTIVE OF YOUNG PEOPLE

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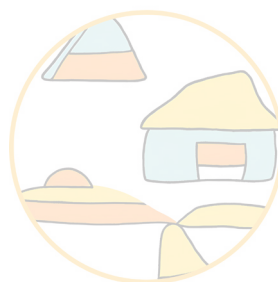
friends and to learn something new (growth). Young people as well say it is important and very important to have free time to relax Very important: 48.3% Important: 37.1% Neutral: 11.2% Somewhat important: 3.4%

The evening activities that respondents would prefer to be included in the camp program are as follows:

- Campfire: 54
- Movie Nights: 19
- Team games: 11
- Theme evenings: 8

Even if in a remote area or by a lake, the young people need their technology. They state it is important and very important (68.1%) to have access to technology while in camp. Important: 47.4%

- Very important: 20.7%
- Neutral: 19.8%
- Somewhat important: 8.6%
- Not important at all: 3.4%



# 4. NEEDS ANALYSIS REPORT

## PERSPECTIVE OF THE STAFF

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The purpose of the survey was to understand what an ideal summer camp for young people (any residential activity, 3 days or longer) should look like from the perspective of the staff involved in implementing such programmes.

The research is part of the Goals, Resources, Opportunities, Wonders project. A methodological toolkit to enhance the expertise of youth workers and youth camp leaders co-funded by the European Union through the ERASMUS+ programme. The views and opinions expressed are, however, solely those of the author(s) and do not necessarily reflect the views and opinions of the European Union. The European Union cannot be held responsible for them.

The questionnaire contained 46 questions and was split into 8 sections:

1. General Information
2. Personal and social development
3. Nature Connection
4. Accommodation and food
5. Health and safety
6. Feedback and competencies
7. Demographic data
8. Survey experience

The current survey was filled in by a number of 74 respondents, staff members in various organisations and they are distributed by country as follows:

- Slovenia: 27 respondents
- Serbia: 14 respondents
- Germany: 13 respondents
- Romania: 12 respondents
- Italy: 7 respondents
- Ireland: 1 respondent

The gender of the respondents is mainly female with 47 respondents, with 24 male respondents and 3 respondents that preferred not to answer. As well, the ages of the respondents are distributed as follows:

- 30 - 45 years old: 30 respondents
- 18 - 24 years old: 20 respondents
- 25 - 30 years old: 13 respondents
- Over 45 years old: 11 respondents

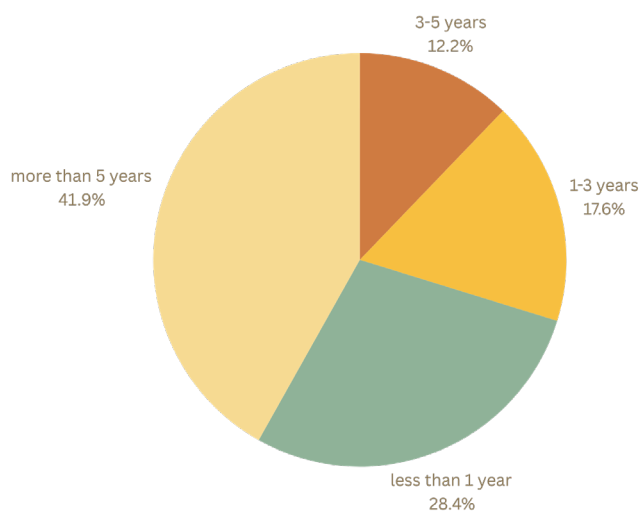
A significant portion of respondents with over five years of experience, while a smaller group has less experience:

- More than 5 years: 31 respondents
- Less than 1 year: 21 respondents
- 1-3 years: 13 respondents
- 3-5 years: 9 respondents

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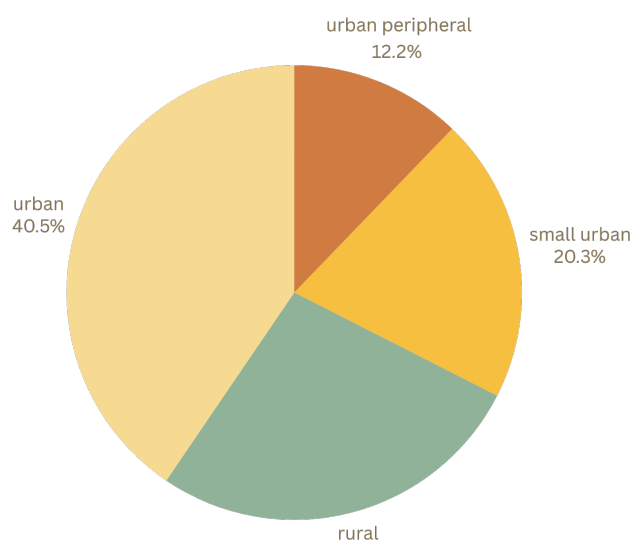
Most of the respondents are university graduates and work in urban environments:

**Experience running activities in summer camps:**



Most of the respondents are university graduates and work in urban environments:

**Type of environment respondents work in:**



In terms of Activities for the camps, there is a strong preference for outdoor activities for young people that promote physical fitness and teamwork. The most frequently mentioned beneficial sports activities for young people, according to the survey respondents, are:

- Hiking: 43 mentions
- Football: 35 mentions
- Swimming: 29 mentions

# 4. NEEDS ANALYSIS REPORT

## PERSPECTIVE OF THE STAFF

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- Volleyball: 28 mentions
- Kayaking: 23 mentions
- Ziplining: 6 mentions

In terms of arts activities, the most mentioned arts activities for young people, according to the survey respondents, are:

- Painting: 46 mentions
- Photography: 43 mentions
- Dance: 41 mentions (various forms)
- Theatre: 39 mentions
- Sculpture: 19 mentions

In terms of educational activities, the responses suggest a strong emphasis on practical skills like first aid, survival techniques, and science-based learning, as well as technology-related workshops.

The most frequently mentioned workshops considered most important by respondents are:

- Science: 38 mentions
- Survival in Nature/Wilderness Survival: 34 mentions (including variations)
- First Aid: 45 mentions (including variations)
- Programming: 12 mentions
- Robotics: 6 mentions

In terms of recreational activities, the most successful mentioned are:

- Campfires: 55 mentions
- Team Games: 40 mentions
- Theme Nights: 33 mentions
- Board Games: 26 mentions

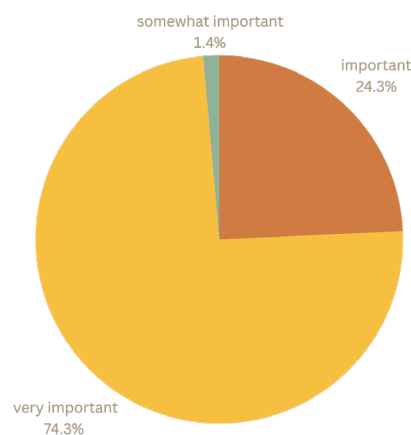
These results highlight a preference for social, group-based activities that foster community engagement and provide entertainment in a camp setting.

The responses for the ideal structure of a typical day at camp are quite varied, and they indicate a balanced structure, with a focus on both physical activities and social bonding throughout the day. Some common themes include:

- Morning Routine: Many respondents suggest starting the day with breakfast and some form of morning exercise or energizing activities.
- Outdoor Activities: A significant portion of the day is often dedicated to outdoor sports or exploration of the surroundings.
- Creative and Socializing Time: After lunch, activities often include creative workshops or team-building exercises.

- Evening Entertainment: Dinner is followed by social activities such as campfires, karaoke, or movie nights.

#### Importance of promoting diversity and inclusion at camp:

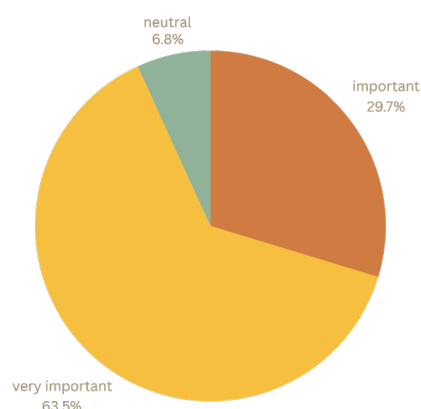


In terms of Social and Personal development, the most respondents (74.3%) think it is Very important and important to develop leadership skills, 97.3% of the respondents think it is important and very important to participate in teambuilding activities and 93.2 think it is important and very important to encourage young people to make friends 98.6 consider important and very important to promote diversity and inclusion.

The most common responses for how best to promote diversity and inclusion at camp are:

- Forming diverse teams: 22 mentions (including variations)
- Through thematic activities: 23 mentions (including variations)
- Through discussions and awareness-raising workshops: 17 mentions (including variations)

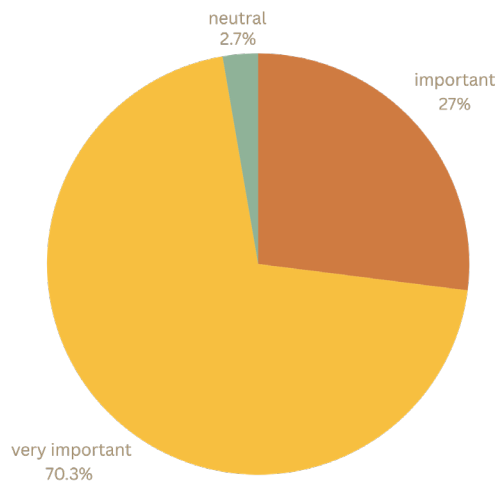
#### Importance of encouraging young people to make new friends at camp:



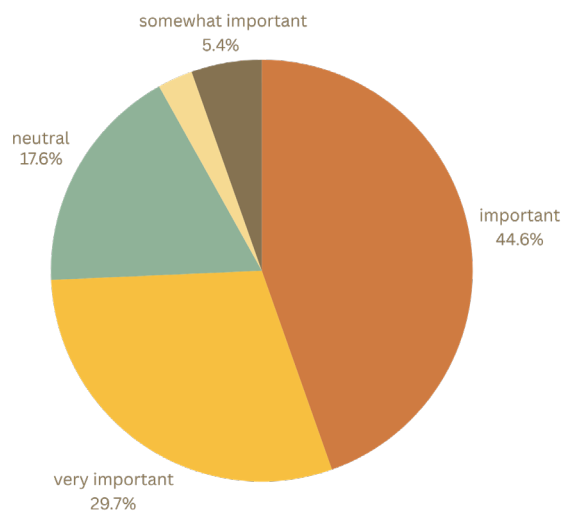
## 4. NEEDS ANALYSIS REPORT

### PERSPECTIVE OF THE STAFF

#### Importance of participating in teambuilding activities:



#### Importance of developing leadership skills at camp:



The most effective activities for building a united camp community, according to the respondents, include:

- **Teamwork and Team Sports:** Multiple mentions, emphasizing collaboration through sports and group-based tasks.
- **Shared Experiences:** Activities such as campfires, karaoke, and evening leisure activities are highlighted for their ability to bring people together in informal settings.
- **Teambuilding Games:** These structured games are seen as effective in fostering unity.
- **Small Group Activities:** Working in smaller groups, reflecting on the day's experiences, and informal socializing help create a sense of belonging.

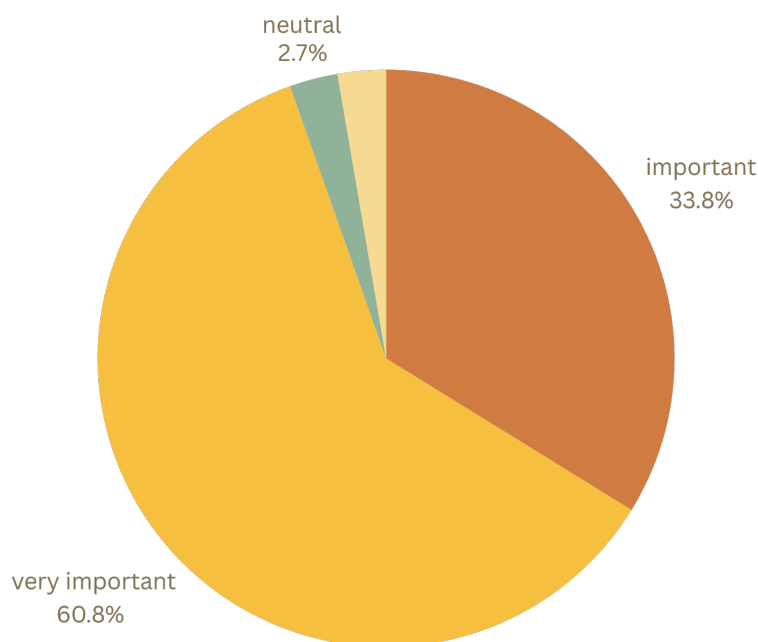
In terms of the connection with nature, 94.4% of the staff considers it important and very important for young people. They suggest that the most educational activities with young people in camp are Exploration and hiking: 61 mentions, Planting activities: 44 mentions, Ecological activities (nature cleanup): 41 mentions, Camping: 39 mentions and Wildlife watching: 23 mentions

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These activities emphasize hands-on experiences in nature, such as exploring, camping, ecological stewardship, and observing wildlife, which respondents consider highly educational for young people.

In order to provide a good experience for the nature activities, a variety of answers regarding the necessary equipment or facilities for nature activities has been provided. Some common themes include: Basic camping equipment: items such as tents, lamps, and other essentials for people who may not have their own camping gear; Hiking equipment: Tools for exploration, including proper footwear and hiking-related gear; Safety gear: Equipment like tick spray, tweezers, and other safety tools for outdoor activities; Specialized equipment: For certain activities, such as kayaks, SUPs (Stand-Up Paddleboards), and bicycles for more adventurous experiences and general outdoor facilities: Benches, tables, and a kitchen are mentioned to support the overall outdoor experience.

**This is consistent with the data on the importance of connection with nature for young people:**



## Accommodation and Food

In terms of food, the camp staff considers that the food types suitable for young people in camp are:

- Traditional food: 27 mentions
- Camp food (barbecues, picnics): 18 mentions
- International food: 8 mentions
- Vegetarian/vegan options: 7 mentions



## 4. NEEDS ANALYSIS REPORT

### PERSPECTIVE OF THE STAFF

The responses suggest that a combination of traditional, camp-style, and international food, along with vegetarian/vegan options, is ideal for a diverse and enjoyable camp experience. Many also emphasize simple, child-friendly meals and the importance of variety.

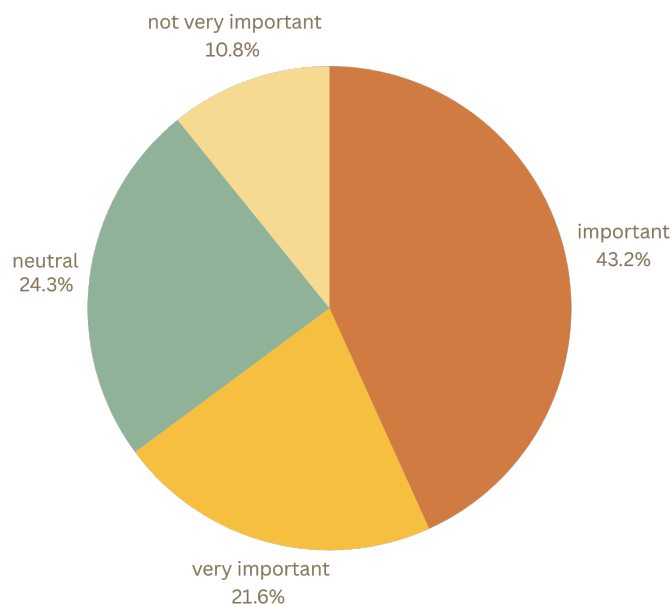
The accommodation comfort is thought to be important and very important by the staff, with 64.8%.

The accommodation is defined as comfortable if it provides:

- **Basic comfort:** A comfortable bed, pillow, and sleeping pad are frequently mentioned to ensure rest during camp.
- **Hygiene facilities:** Clean rooms, access to toilets, and showers with hot water are emphasized for comfort.
- **Communal spaces:** Ensuring the ability to be together with friends or classmates is highlighted, as well as the presence of kitchens or barbecue facilities for meal preparation.

The emphasis is on providing clean, simple, and functional accommodation with essential facilities for hygiene and comfort.

#### The importance of Accomodation Comfort for young poeple:



In terms of Health and Safety, the staff considers the essentials for the safety of young people at camp:

- **First aid equipment:** 55 mentions
- **Qualified/trained personnel:** 40 mentions
- **Emergency procedures:** 29 mentions
- **Constant supervision:** 23 mentions

These responses highlight the importance of having medical supplies, trained staff, clear emergency procedures, and constant supervision to ensure the safety of young people in camp environments. The staff considers having medical procedures important and very important to an extent of 96%.

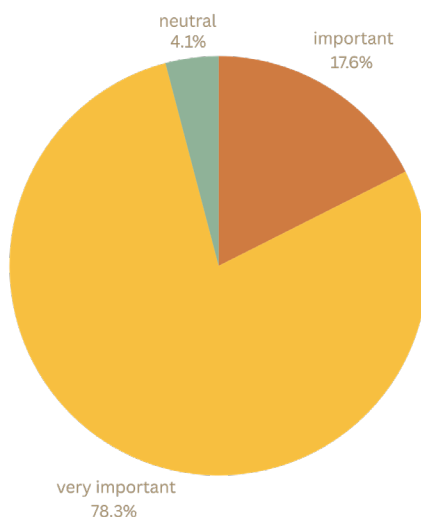
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Even so only 52 percent state that they have medical procedure in camps.

The preventive measures suggested by the staff to ensure the health of young people in camp include:

- Good supervision
- Trained staff: having staff who are trained in first aid
- Collecting health information: gathering information on participants' allergies, medications, and other health conditions to prepare for potential issues.
- First aid preparedness: ensuring everyone, including staff and participants, knows the location of first aid kits and understands basic first aid procedures.
- Healthy eating: providing nutritious food to support the well-being of young people during the camp.
- Having a doctor present

#### **Importance of having emergency procedures in Camps:**



## 4. NEEDS ANALYSIS REPORT

## PERSPECTIVE OF THE STAFF

## The ideal summer camp for staff:

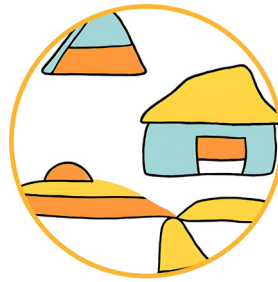


The competences most commonly identified by the staff as most important are:

- Empathy: 19 mentions (including variations)
- Communication: 18 mentions (including variations)
- Patience: 7 mentions
- Experience: 8 mentions

The respondents identified several competencies that they feel need improvement in order to work better with young people in camp. Some of the most mentioned competencies for improvement include:

- Self-confidence: mentioned several times as an area for development.
- Patience: respondents feel they need to enhance their ability to stay patient when working with young people.
- First aid competence: some respondents highlighted the need for better first aid skills.
- Active listening: improving communication skills, particularly in listening more attentively.
- Flexibility: being more adaptable and open to changes in the camp environment.



# 5. NEEDS ANALYSIS REPORT

## PERSPECTIVE OF ORGANISATIONAL LEADERS

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The purpose of the survey was to understand what an ideal summer camp for young people (any residential activity, 3 days or longer) should look like from the perspective of leaders of organisations implementing such programmes.

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The questionnaire contained 38 content questions and was split into 6 sections:

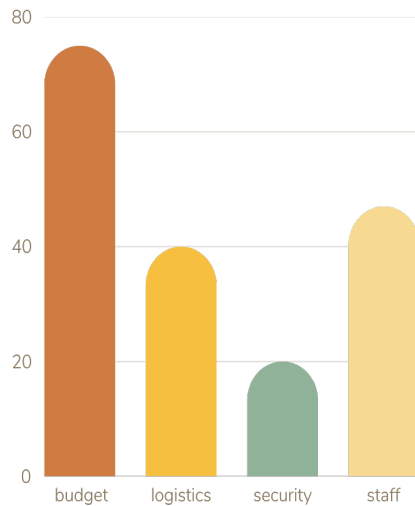
1. General Information
2. Programme, Activities, Competences
3. Health and Safety
4. Funding and marketing
5. Personal and community development
6. Impact, Sustainability and Future plans
7. Demographic data
8. Survey experience

The current survey was filled in by a number of 15 organisational leaders (SLO -5, DE -2, RO - 8). The Questionnaire sums up the experiences and procedures in place for hosting residential events for young people with a duration longer than 3 days.

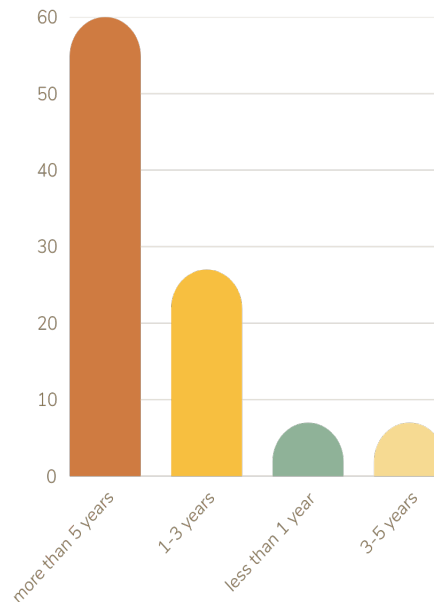
The gender of the respondents is mainly female Feminine: 66.7% Masculine: 33.3% while the age groups are divided mainly into the 30-45 years old category – 73.3%

Most of the respondents have been running residential activities for more than 5 years (60%) with other experiences including 1-3 years: 26.7%, Less than 1 year: 6.7%, 3-5 years: 6.7%, and the most common challenge face is the Budget – 73.3% followed by staffing – 46.7% and logistics – 40%.

incidence of challenges



experience in running camps



The most common problems faced during a summer camp, according to the responses, are:

- The program, food, transport, and activities that are cool for young people.
- Fluctuation of the volunteer-based organization team – challenges with schedule, number, transport organization, logistics, and increased costs.
- Volunteer coordination – volunteers arriving on different days, leading to lengthy induction processes.

The main key factors involved in determining a successful camp are related to:

- The scale of the event (large)
- Clear roles and tasks of the people involved
- Outsourcing logistical aspects
- Focus on personal growth of the young people
- Offering an otherwise inaccessible opportunity to young people

The most commonly mentioned essential criteria for selecting camp staff are:

- Skills and attitude – staff must possess the right abilities and mindset.
- Qualified or proven youth workers – training, skills, and certifications relevant to working with young people are valued.
- A structured process for registration, selection, and preparation for the camp.
- Staff should be organized, attentive, open to new ideas, and receptive to group opinions.
- Professional training, good energy, and responsibility – staff need to be well-trained, energetic, and responsible.

We can easily draw the conclusion that the main criteria for selecting camp staff is the competence level of the candidates related to working with young people.

# 5. NEEDS ANALYSIS REPORT

## PERSPECTIVE OF ORGANISATIONAL LEADERS

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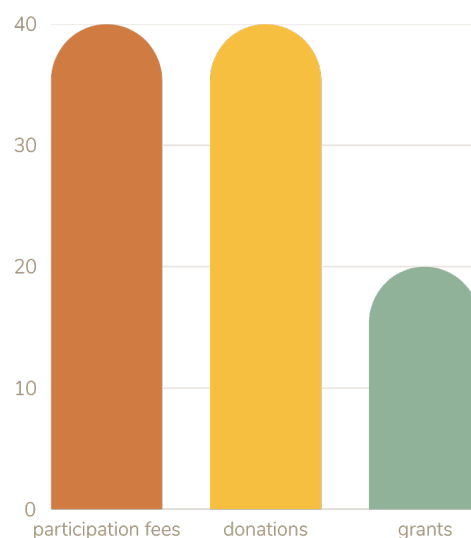
As such, the competences considered most important for the staff include:

- the ability to design custom activities.
- technology and engagement strategies in youth work.
- handling challenges with a strategic outlook and strong teamwork.
- Attention to detail, empathy, and active listening
- Good energy and group management skills – maintaining enthusiasm while managing groups effectively.

While the competences considered necessary to improve are:

- Project management, financial, and administrative procurement (improving organizational and administrative skills.)
- Resilience, feedback, and flexibility
- Time management
- First Aid

**Incidence of participation fees, donation or grants:**



While the medical emergencies are managed mainly by having trained medical personnel on-site or involving organizations like the Red Cross and ensuring proper medical kits and safety protocols, the need for First Aid competences and a plan for quick access to hospitals are also mentioned.

Safety is ensured by having dedicated security personnel or departments, by providing H&S training, permanent supervision of tasks by responsible adults and medical clearance for the youngsters and First Aid kits on site.

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The main sources of funding for the camps are participation fees and donations, with external grants representing as well a significant source of funding.

The most common methods and channels used to promote camps and reach young people are:

- Social Media – a key method for promoting camps.
- Online and Offline Promotion – using both digital platforms and physical outreach.
- Databases of Former Participants – leveraging networks of previous attendees.
- Speaking in Schools and High Schools – promoting camps directly to students.
- Collaboration with City Halls and NGOs – working with local authorities and organizations to spread the word.
- The communication channels are mainly online with social media yet there are also instances of face to face and phone conversations.

In terms of feedback and evaluation of the camps, it is collected through a series of methods:

- Google Forms – collecting and analyzing responses through digital surveys.
- Discussions among organizers – feedback is discussed internally by the organizing team.
- Real-time integration – feedback related to activities is sometimes integrated from one day to the next, while logistical feedback is considered for future camps.
- General analysis – though not specific, some responses indicate that feedback is analyzed in a broad sense.
- And integrated in future development of camps by
- Post-camp forms and discussions with parents – feedback is collected after the camp and used for future improvements.
- Meetings with parents and the organizing team – followed by creating an action plan for future editions.
- Post-camp evaluation meetings – the organizing team evaluates feedback from staff, participants, and parents.

In terms of environmental sustainability, the most common measures taken include:

- ensuring that the campsite is left in its original condition, with efforts such as sorting waste and using sustainable materials.
- using recyclable and reusable materials and reducing waste through practices like limited printing.
- being mindful of the environment during activities and conserving resources.
- creating activities that incorporate recyclable materials.
- reducing the environmental footprint by traveling together and minimizing resource waste.

Enhancing the community impact is realized by:

- collaborating with schools, local businesses, entrepreneurs, and authorities.
- supporting the local economy by sourcing goods locally.
- organizing activities in local schools or community spaces.
- raising awareness about camps and engaging with the community through events.
- working with local government for logistical or promotional support.



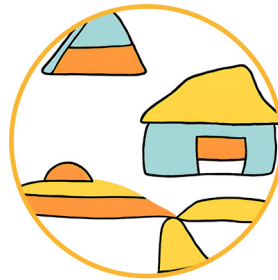
# 5. NEEDS ANALYSIS REPORT

## PERSPECTIVE OF ORGANISATIONAL LEADERS

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Improvements foreseen or cared for suggested by the organizational leaders are:

- Involvement of professionals – including doctors, psychologists, and experts for career guidance and personal development.
- Focus on personal development and sports – improving facilities and equipment for sports and transportation.
- Increased awareness – helping young people realize the benefits of participating in quality camps.
- Larger budgets – to provide more professional training and invest in higher-quality, long-lasting equipment.
- Bigger, more enthusiastic teams – enhancing team size and morale to improve camp operations.



# 6. Dataset

The dataset provided as part of the needs analysis report serves as a valuable tool for segmenting and organizing the collected data. This allows for a more granular examination of the responses, enabling the extraction of specific insights based on different groups of respondents.

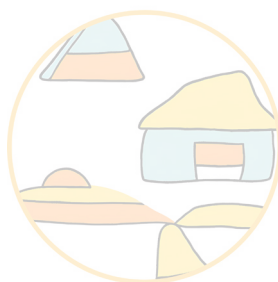
In the example image of the staff-related dataset below, the information is organized into several columns, each reflecting different aspects of the staff's experience and views on youth summer camps.

How much experience do you have working with young people in a summer camp?												
A	B	C	D	E	F	G	H	I	J	K	L	M
How much experience do you have working with young people in a summer camp?	What is your role in the camp?	What is your role in the camp?	What is your role in the camp?	Which activities do you think are most important for young people to experience?	What is your role in the camp?	How do you see the role of the camp?	What group activities do you think should be included?	How important do you think it is for young people to have a good experience?	How do you think we can encourage the young people to participate?	What is your role in the camp?	How important do you think it is for young people to have a good experience?	How important do you think it is for young people to have a good experience?
Less than 1 year	Youth worker	Football	Photography	First aid, First aid, Campfires	Discover the surrounding area, Playing (board or e.g. scavenger hunt)	Very Important	Important	Through a wide range of activities	Workshop, Important	Workshop, Important	Workshop, Important	Workshop, Important
Less than 1 year	Youth worker	Volleyball	Painting	First aid, Campfires	1. Stand up 2. Leisure 3. Ac Team sports	Very Important	Very Important	By preserving as much freedom as possible	Discussion, Very Important	Discussion, Very Important	Discussion, Very Important	Discussion, Very Important
Less than 1 year	Youth worker	Football	Painting	Science, First aid	Campfires, Breakfast, free time, possibly just play games, even if there are losers and winners, then	Neutral	Very Important	Getting involved in it through certain togetherness, w	Possibly m, Very Important	Possibly m, Very Important	Possibly m, Very Important	Possibly m, Very Important
Less than 1 year	Medical assistant	Football	Painting	First aid	Campfires, Morning games and excursions, Team games	Neutral	Important	Team activities	Sport, Very Important	Sport, Very Important	Sport, Very Important	Sport, Very Important
1-3 years	Youth worker	Football	Painting	Science, First aid	Campfires, Wake up about 1/2 hour, Team-building games (e.g. everyone has a rope in their	Important	Important	offer support/suggestions in resolving conflicts, do not	Encourage, Very Important	Encourage, Very Important	Encourage, Very Important	Encourage, Very Important
1-3 years	Head of the camp	Football	Painting	Dealing with	Campfires, Clear times at which, for a Get-to-know-you games, games in which caregivers part	Very Important	Very Important	Children: recruit trained staff, Supervisors: offer training	Offering a, Important	Offering a, Important	Offering a, Important	Offering a, Important
3-5 years	Project	Leisure activities	Friendship	Wilderness	Campfires, Regular times as a framework, Field games with teams	Important	Very Important	Co-determination, discussions, addressing the importance of	Depending on, Very Important	Depending on, Very Important	Depending on, Very Important	Depending on, Very Important
3-5 years	Head of the camp	Football	Painting	Science, First aid	Campfires, Joint start, Morning program, Team, coordination office and creation of trust, involvement	Not at all important	Important	Handling over tasks / responsibilities (e.g. planning an e.g.: Planning	Important	Important	Important	Important
1-3 years	Youth worker	Football	Painting	Science, First aid	Campfires, Wake up the children and build something together, either a hut in the woods or a	Important	Very Important	Let yourself participate in everything that is possible. Action spo	Important	Important	Important	Important
more than 1 year	Youth worker	Football	Painting	Science, First aid	Campfires, breakfast together, short, Team-building games, geocaching/scavenger hunt in the	Neutral	Important	Motivate them to participate in the activities, but also	Activities, Neutral	Activities, Neutral	Activities, Neutral	Activities, Neutral
more than 1 year	Head of the camp	Football	Painting	Science, First aid	Campfires, Visible upon plan, which, Team games in the context of adventure and experiential	Important	Very Important	Through challenges,	Entertainment, Very Important	Entertainment, Very Important	Entertainment, Very Important	Entertainment, Very Important
Less than 1 year	Youth worker	Football	Painting	Science, First aid	Campfires, Same & regular meal time, Team games or experiential educational offers such as cl	Neutral	Very Important	Through experiential educational elements	Climbing, Important	Climbing, Important	Climbing, Important	Climbing, Important
3-5 years	Youth worker	Football	Painting	Science, First aid	Campfires, Breakfast together, planning, Teamwork, group activities	Very Important	Very Important	You should just be a suitable support for everyone	Teamwork, Very Important	Teamwork, Very Important	Teamwork, Very Important	Teamwork, Very Important
Less than 1 year	Youth worker	Volleyball	Painting	Science, First aid	Campfires, There is teamwork and a lot of Sports, Crafts	Neutral	Very Important	By integrating more	Teamwork, Important	Teamwork, Important	Teamwork, Important	Teamwork, Important
1-3 years	Coordinator	Swimming	Painting	Science, Campfires	K, Karaoke	Very Important	Very Important	By integrating more	Teamwork, Important	Teamwork, Important	Teamwork, Important	Teamwork, Important
Less than 1 year	Youth worker	Football	Painting	First aid, Campfires	A day full of activities, Team games	Very Important	Very Important	Various workshops	Various we, Very Important	Various we, Very Important	Various we, Very Important	Various we, Very Important
Less than 1 year	Youth worker	Football	Painting	Programmer	Campfires, Breakfast, Kayaking, Lunch, Tournaments in various sports	Important	Very Important	By integrating them more	Teamwork, Very Important	Teamwork, Very Important	Teamwork, Very Important	Teamwork, Very Important
Less than 1 year	Youth worker	Volleyball	Painting	Science, First aid	Campfires, Lots of activities with the, Teamwork shops	Very Important	Very Important	Camp was intended to promote creative ideas from y	Young people, Very Important	Young people, Very Important	Young people, Very Important	Young people, Very Important
Less than 1 year	Youth worker	Football	Painting	First aid, Campfires	Breakfast, Games, Lunch, Hiking, stays, games	Important	Important	I do not know	I do not know, Neutral	I do not know, Neutral	I do not know, Neutral	I do not know, Neutral
Less than 1 year	Youth worker	Wander	Theatre	Survival in	Karaoke, Nothing, Excursions	Important	Important	It depends on the age of the children,	Talks, Important	Talks, Important	Talks, Important	Talks, Important
1-3 years	Coordinator	Dance	Science, Campfires	If there is a plan, then we have, Campfires, Cooking, Games, Quizzes	Important	Very Important	Very Important	If young people have the desire to develop, they don't	All activities, Important	All activities, Important	All activities, Important	All activities, Important
Less than 1 year	Youth worker	Swimming	Painting	First aid, Campfires	A day without quarrels and team games	Important	Important	Through offers	Group mat, Important	Group mat, Important	Group mat, Important	Group mat, Important
more than 1 year	Head of the camp	Football	Photography	Science, First aid	Campfires, Wake-up, morning exercise, There are quite a few. It can be quizzes and team games	Very Important	Neutral	You can always develop in a holiday camp, both in a s	A few, Neutral	A few, Neutral	A few, Neutral	A few, Neutral
more than 1 year	General Coordinator	Excursion	Sculpture	First aid, Campfires	I start with activities such: Team building	Somewhat important	Very Important	through activities that promote self-expression	small challenge, Very Important	small challenge, Very Important	small challenge, Very Important	small challenge, Very Important
more than 1 year	Activity Coordinator	Volleyball	Painting	Science, First aid	Movie night, The ideal structure of a day, Group activities that encourage collaboration are key to	Not at all important	Very Important	With personal goals already well identified at the beginning, activities t	Very Important	Very Important	Very Important	Very Important
more than 1 year	Youth worker	Football	Painting	Programmer	Movie night, A division of the day that, All those activities that connect the participants are imp	Very Important	Very Important	By treating young people without condescension, allowing	Activities t, Very Important	Activities t, Very Important	Activities t, Very Important	Activities t, Very Important
3-5 years	Youth worker	Swimming	Painting	First aid, Campfires	Each day must address a s Activities of knowledge and respect for the other, group	Important	Very Important	Involving them more and more, giving them activities	Personal d, Very Important	Personal d, Very Important	Personal d, Very Important	Personal d, Very Important
more than 1 year	Activity Coordinator	Football	Debate	Science, First aid	Teamwork, Excursion, Games, Crafts, Team building	Very Important	Very Important	Through the mutual distribution of tasks and the role of the	Through the mutual distribution of tasks and the role of the	Through the mutual distribution of tasks and the role of the	Through the mutual distribution of tasks and the role of the	Through the mutual distribution of tasks and the role of the

By organizing the responses this way, the dataset enables project coordinators and partner organizations to filter results according to various criteria, such as the level of experience or preferred group activities. This segmentation enhances the ability to tailor the future implementation based on the needs and preferences expressed by staff, youth, and organization leaders.

The dataset itself is presented in three distinct Excel files, each focusing on different respondent groups: young participants, youth workers, and organizational leaders. Each dataset is structured to allow for easy filtering and analysis, with responses translated into English, ensuring accessibility and clarity.

This structured approach to data collection and organization makes the datasets a powerful tool for driving evidence-based decisions and ensuring that the activities designed for future summer camps align closely with the feedback and expectations gathered during the needs analysis phase.



# 7. Survey Experience Evaluation

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## Young People

- 76.7% of young participants found the questionnaire either easy or very easy to complete.
- 82.8% described the survey as clear and well-structured, or very clear and very well-structured.
- 81% of participants considered the survey to be relevant or highly relevant.

## Staff

The responses regarding the ease of completing the questionnaire were distributed as follows:

- Neutral: 28 mentions (including variations)
- Difficult: 16 mentions
- Easy: 21 mentions (including variations)
- Very easy: 7 mentions
- Very difficult: 2 mentions

Clarity and structure of the survey:

A majority (62.2%) found the questionnaire to be clear and well-structured, although some respondents expressed neutral or less favorable opinions.

Relevance of the questionnaire:

The vast majority (78.3%) considered the questionnaire to be relevant or very relevant to its intended purpose.

## Organisational Leaders

The responses regarding the ease of completing the questionnaire were distributed as follows:

- Very easy: 6.7%
- Easy: 26.7%
- Neutral: 46.7%
- Difficult: 13.3%
- Hard: 6.7%

Clarity and structure of the survey

66.7% of respondents found the questionnaire clear, very clear, and well-structured, though some had neutral or less favorable views.

Relevance of the questionnaire

66.7% of respondents deemed the questionnaire relevant or very relevant for its stated purpose.



**GR  
OW**

This Report was created thanks to the cooperation of the entire “GROW” project team composed of the NGO partners “Lojtra”, “Curba de Cultură”, “Strauss APS”, “Roter Baum” Berlin.

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Berlin, October 2024

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