

Quality Standards for Fellowship Programs in the Nonprofit Sector

1. Information and Transparency

1.1 Comprehensive and Accurate Information

Provide comprehensive information about the program before registration. This includes details about the implementing organization and the trainers' experience, the target audience, the prerequisites related to learning objectives and methodologies, as well as the size and specialties of the target group, the language, content, objectives, teaching methods, and learning outcomes, along with the dates, duration, location, and schedule of activities.

1.2 Application Process

Design a clear, simple, and open process for application, selection, and notification of acceptance or rejection.

1.3 Preparation

Inform participants in a timely manner about the necessary preparations they need to undertake, along with a list of equipment required for the program or training.

1.4 Clarity of Fees

Clarify all fees necessary for participation before registration, along with a list of services covered by these fees. Participants should be made aware of any optional services that require separate payment. The terms and conditions related to participation must be defined in writing.

2. Content and Pedagogy

2.1 High-Quality Training and Education

Training and educational methods should be appropriate, up-to-date, and aligned with the participants' needs and competence levels. The program should combine theory with practical application and include a well-designed approach to effective monitoring and assessment with clear feedback for participants.

2.2 Inspiring and Interactive Learning

The program should encourage reflection and open new horizons for each participant. It should be engaging and interactive, facilitating the exchange of ideas and productive dialogue among participants, supported by a positive, constructive, and respectful team, creating a supportive learning environment.

2.3 Reliable, Innovative, and Relevant Content

The program's content and educational materials should be current and evidence-based, relying on contemporary research and practices in the professional literature. There should

be clarity on how the program content relates to competencies and learning outcomes and how participants can use it in their own contexts.

2.4 Use of Digital Tools and Blended Learning

Utilize digital tools to enhance and enrich the learning process before, during, and after the program. When conducting online educational activities, an appropriate learning management system should be used to integrate synchronous and asynchronous learning, employing efficient and user-friendly technical tools.

3. Nonprofit Dimension

3.1 Values and Principles

The program should reflect the core values and principles underpinning the nonprofit sector, such as solidarity, justice, and respect for human dignity. The program should aim to raise awareness of social and environmental issues and provide sustainable solutions that benefit local communities.

3.2 Group Composition and Networking Opportunities

The program should provide participants with opportunities to meet peers from diverse backgrounds. Participants should be able to exchange practices and experiences, benefit from intercultural learning, and establish connections with potential partners for future collaboration.

3.3 Promoting Teamwork and Partnerships

The program should encourage teamwork and partnerships among nonprofit organizations, fostering collaboration among participants and the sharing of ideas and best practices, contributing to building a strong network that supports innovation and positive change in the community.

3.4 Supporting Change

The program should include activities aimed at supporting change by empowering participants and enabling them to develop the necessary skills. There should be opportunities for participants to apply what they have learned in real-world settings, enhancing their impact in their communities and motivating them to engage actively in social issues.

4. Services and Facilities

4.1 Support

Address questions, inquiries, and requests from participants promptly and effectively before, during, and after the program.

4.2 Qualified Staff

Teachers, trainers, and speakers providing the program content should have appropriate qualifications and recognized, up-to-date expertise to deliver the content effectively.

4.3 Program Duration and Schedule

The program duration should be appropriate to its objectives, including at least five hours of educational activities per day, along with additional informal learning activities to enhance social, cultural, and professional interactions among participants.

4.4 Venue

The venue for the program should align with the educational objectives and strategies used, be suitable for the number of participants, comply with health and safety standards, and be accessible to individuals with disabilities.

4.5 Inclusion

Provide services inclusively, without any form of discrimination, paying special attention to ensure equal access for participants with special educational needs and those traveling from outside the area.

4.6 Feedback

Participants should have the opportunity to evaluate the program and express their experiences, using feedback to improve future sessions, along with a mechanism for submitting complaints that are addressed promptly, efficiently, fairly, and constructively.

5. Follow-Up

5.1 Continuous Learning

Provide guidance to participants on further steps they can take to build on the outcomes of the program.

5.2 Facilitating Institutional Impact

Offer guidance and materials to facilitate the transfer of acquired knowledge and skills into practice within participants' institutions.

5.3 Certification of Learning Outcomes

Provide a certificate for participants that includes the participant's name, the title of the program, its duration, and location.

These standards have been developed based on the established standards in the European Union on this [link](#).