

# YUVA Case Study

## New Orientation Program



YUVA is a non-formal youth and adult learning organisation ([www.yuva.ngo](http://www.yuva.ngo)) with a strong focus on global citizenship education. Environmental sustainability is one of our core values and environmental awareness raising is one of our main missions.

Yet, after assessing ourselves as an organisation with the SMALEI Self Assessment Tool, we discovered we do not have a standard orientation program to ensure environmental awareness and behavior is known



and internalised among the growing pool of trainers and staff. We decided we need to do more on informing all organisation levels and staff about the sustainability mission and work of the institution, which was recommended in the SMALEI matrix under Environmental Sustainability of the Organisation: Leadership and Management.

As a small organisation we have done the self assessment online on Zoom where we evaluated and discussed different aspects of the Matrix and defined improvement areas and prioritised them.

We have considered both the organisation's needs but also the motivation of our team members to act upon certain issues. One of our team members volunteered to draft a New Orientation Program for YUVA as this was also one of the issues we have prioritised. We decided the first draft to be ready in two months and the final version to be ready in three months.

In general, we could abide by the timeline we set for the draft and final versions and we now have a new Draft Orientation Program, which includes a 5 week - long training and self learning process. We have not yet had the opportunity to try it out as we did not have new employees or volunteers recently, but we will be able to test and finalise it soon as two new projects are starting in the last quarter of 2024.

As new staff members join us with new projects, we will try to make the Orientation Program a standard procedure for all newcomers..



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