

## **Our commitment**

We are an intercultural organisation and training partner for workers.

Our work – from planning to implementation to evaluation – is based on the following principles:

### **Combining solidarity and innovation**

We promote solidarity through encounters and exchanges between people of different origins, cultures and educational backgrounds. We achieve innovation by responding to new training needs related to society and the labour market – with appropriate methods and future-oriented projects.

### **Strengthening the right to lifelong learning**

We are committed to the individual and collective right to lifelong learning as a universal right. Training must be open to all people, regardless of gender, origin, language, place of residence, age or social and employment status.

### **Building bridges between cultures**

We see education as a tool for self-determination and for promoting intercultural dialogue. It enables mutual understanding and recognition.

### **Educating against exclusion**

We work to break down barriers and discrimination in access to education – and thus against professional and social exclusion.

### **Ensuring equal opportunities**

We are actively committed to equality for all in society and within our organisation.

### **Strengthening partnerships and networks**

We collaborate with organisations and individuals who share our values, goals and political and educational convictions.

### **Valuing and involving our employees**

We promote open collaboration based on mutual respect. The active participation of our staff is encouraged and supported. We offer opportunities for personal and professional development.

### **Acting sustainably**

We see education as a contribution to sustainable social development. Our programmes and organisational activities are guided by social, ecological and economic responsibility.

### **Promoting digital participation**

We work to ensure that everyone has access to digital learning.

Promoting digital skills is a central part of our educational work – to participate in the world of work and society.

### **Training together, building together**

We design our training programmes in a needs-oriented manner, in dialogue with the target groups. In this way, we strengthen the self-efficacy of the participants and promote their active participation in the learning processes and content.