



Welcome back

to the Fit for the Future Project!

We are excited to share the second edition of our newsletter and update you on the latest developments of the Fit for the Future project.

The project continues to promote **inclusion, diversity, and sustainability in Vocational Education and Training (VET)** by developing practical tools, resources, and training opportunities for organisations and professionals.



Inclusion & diversity
ARE THE FOUNDATION
of a future-ready VET system

2nd Transnational Project Meeting in Aveiro

On October 23, 2025, partners met in Aveiro, Portugal, for the 2nd Transnational Project Meeting, hosted by the University of Aveiro.

During the meeting, partners focused on the progress of **Work Package 2 (WP2)** and the next steps of the project. Key topics included:

Presentation of the **research results**, including case studies linked to biases, good practices, and interviews on sustainability and regenerative management at work and study settings.

Discussion of the **methodology and structure of the self-assessment tool** on system thinking inclusion, diversity, sustainability and regenerative leadership.

Agreement on the **technical development and design** of the tool and database

Planning of the **1st International Webinar** and its key themes

Launch of **Work Package 3**, focusing on the development of the training programme on System Thinking & Regenerative Leadership

The meeting provided a strong foundation for the next phase of the project and strengthened collaboration among partners. Read more about it [here](#).





What Have We Achieved So Far?

Database Showcases and Self-assessment Tool Now Available Online via Fit Lab

A major milestone has been reached with the completion of the main outputs of WP2. The partnership has successfully developed:

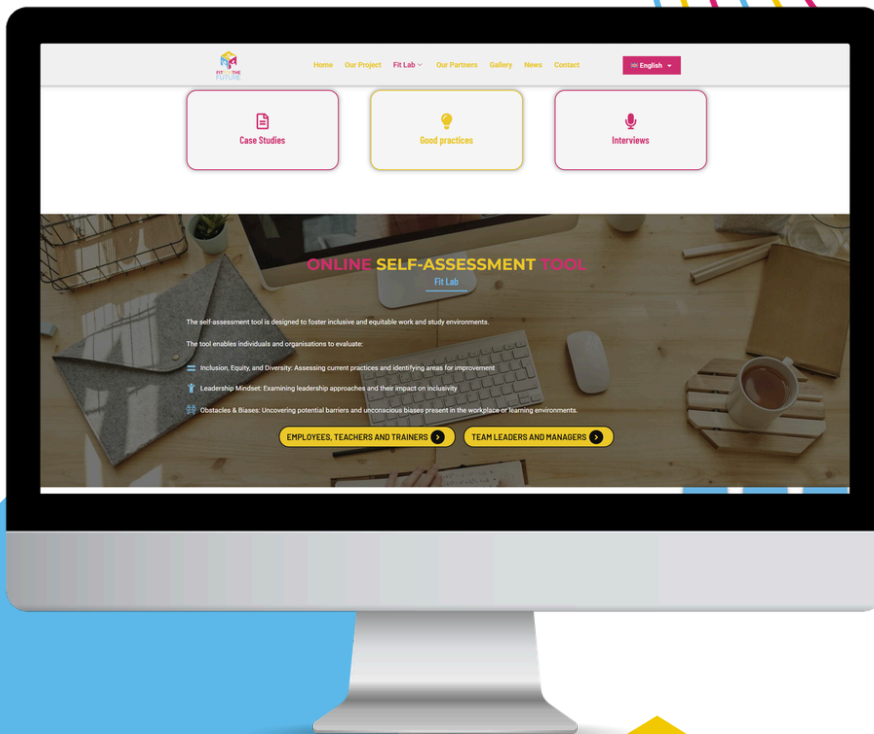
A **database** including case studies, good practices, and interviews from different countries

A **self-assessment tool** to help organisations reflect on diversity, inclusion, leadership, and sustainability

These resources aim to support organisations in identifying biases, improving inclusive practices, and adopting a **system thinking approach** in their daily operations.

All materials are now available in English and partners' languages on the project platform:

<https://fit4thefuture.eu/fit-lab>



The database brings together real-life examples and experiences, while the self-assessment tool helps users evaluate both organisational practices and personal attitudes towards inclusion and diversity. Read more [here](#).



Spotlight: 1st International Webinar

The first international webinar of the project took place on March 18th 2026, bringing together participants from across Europe.

The webinar focused on:

“Systems Thinking for Diversity and Inclusion at the Workplace”

Participants had the opportunity to:

- Explore the **Fit Lab database and the self-assessment tool**.
- Learn about **regenerative leadership and systems thinking in education and organisations**.
- Understand the link between **diversity, inclusion, and organisational resilience**.
- Engage in reflection and discussion on real practices and experiences.

The session combined expert input, practical examples, and interactive exchange, offering valuable insights for professionals working in education, training, and organisational development.

WEBINAR PROGRAMME

- Fit Lab Project Overview and the Fit Lab
- Regenerative Leadership and Systems Thinking in Education by Prof. Liliya Terzieva - The Hague University of Applied Sciences
- Inclusion, Diversity and Organisational Resilience by Pablo Gonzalez - Project Manager at Impulsa Igualdad
- Inspiration in Action: Real Voices & Practices by Emily Diamantopoulou - Rhyne & Naoum & ROMA and Irini Iacovides - GDMCY

Fit Lab GOOD PRACTICES

Accessibility, Agri-tech, Anti-ageism, Behavioral change, Community partnerships, Disability inclusion, Diversity & Inclusion (DEI), Diversity charter, Diversity metrics, Ecological thinking, Engagement, Equity, Human rights, Improved accessibility, Improved awareness, Inclusion indicators, Increased participation, Leadership development, Legislative impact, Mental health and well-being, Mentoring, Multi-stakeholder collaboration, Neurodiversity, Organisational culture change, Policy adoption, Regenerative leadership, Supersensitisation, Sensory-friendly design, Social justice, Social transformation, Stigma reduction, Structured interviews, Systems change, Visual supports

Accione Educativa, Autism Job Coaching, Bergo Tennis Club, Cestaria, CIB, Eclassroom Academic, Generation for Change, IEK DELTA360

SELF-ASSESSMENT TOOL

Tool structure:

1. Employees, Teachers and Trainers
2. Team Leaders and Managers.

To facilitate this self-analysis, we use a Likert scale from 1 to 5, which represents the frequency with which each behavior or perception occurs in your practice, according to the following scale:

- 1 - Strongly Disagree
- 2 - Somewhat Disagree
- 3 - Neutral
- 4 - Somewhat Agree
- 5 - Strongly Agree.

What's Next?

The project is now moving forward with **Work Package 3**, focusing on the development of the **training programme on regenerative leadership and systems thinking**.

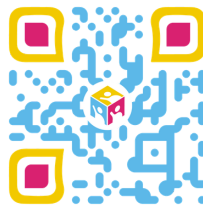
The training will include:

- Modules on **systems thinking, sustainability, and diversity**.
- Activities supporting **reflection, collaboration, and practical application**.
- Tools to help participants develop their own **“regenerative pathway”** for their organisation.

The programme is designed as a **Train-the-Trainers course**, enabling participants to transfer knowledge and practices within their organisations and networks

Stay Connected

Want to follow our journey
and access free tools?
Stay in touch and explore the
Fit Lab platform:



fit4thefuture.eu



PARTNERS



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EdenSQL



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