**Logframe approved by written procedure of the Steering Committee 08.04.2025 - 10.04.2025**

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| **Hierarchy of objectives** **Strategy of Intervention**  | **Key Indicators** **(incl. target values and baseline)** | **Sources & Means of Verification**  | **Assumptions & Risks****(External Factors)** |
| **Impact**  | **Impact Indicators**  | **Impact** **Sources and Means of Verification**  |  |
| **Improved opportunities for people living in Estonia, especially people from different cultural and linguistic backgrounds to participate more actively in Estonian society.** | **IMP 1** Contacts that persons of other ethnic nationalities have with Estonians[[1]](#footnote-2)Measurement unit: number of contactsBaseline 2020: 2 contactsTarget 2027: more than 2,5 contacts.**IMP 2** Participation of persons with different language and cultural background:Measurement unit: percent* in employment
	+ Baseline 2020: 57,3%
	+ Target 2030: 62%
* in cultural life
	+ Baseline 2020: 72,9%
	+ Target 2030: 76%
* in sports
	+ Baseline 2022: 22,1%,
	+ Target 2030: 30%

**IMP 3** Proportion of people carrying strong or moderate state identity[[2]](#footnote-3)Measurement unit: percent* Ethnical Estonians
	+ Baseline 2020: 78%
	+ Target 2027: ≥ 79%
* Persons of another ethnic nationalities
	+ Baseline 2020: 85%
	+ Target 2027: ≥ 86%
 | Data received from the monitoring system of the development plan “Estonia 2035”[[3]](#footnote-4) “Participation in culture” survey[[4]](#footnote-5) Estonia`s Integration Monitoring | Assumptions: Political Stability: The assumption that the political situation in Estonia will remain stable, ensuring a conducive environment for integration efforts.Maintained Migration Flows: The assumption that migration flows into Estonia will continue at their current level, allowing for effective integration planning.Risks:Bordering Countries' Instability: The risk of increased migration flows due to instability in neighbouring countries, potentially impacting the capacity of integration services to meet the demand.Resource Allocation: The risk of resource constraints affecting the ability to provide improved quality and access to services in integration, education, and social welfare, which may limit opportunities for active participation.Changing Government Policies: Potential changes in government policies and priorities that may affect the commitment and funding for social inclusion programmes.Societal Resistance: Resistance or challenges from segments of society that may oppose or hinder the goals of social inclusion and integration efforts. |

| **Outcomes** (Support Measure objectives /purpose)  | **Outcome Indicators**  | **Outcome: Sources and Means of Verification**  | **Outcome** **Assumptions & Risks** |
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| **Intermediate outcome 1: People from different cultural and linguistic backgrounds are actively participating in Estonian society.** **Immediate outcome 1a:** **Established processes enable people from different cultural and linguistic backgrounds participate more actively in Estonian society.****Immediate outcome 1b: People from different cultural and linguistic backgrounds are empowered to participate in Estonian society more actively.** | **OCIN 1.1** Percentage of participants who have claimed that after using the services they participate more in cultural life or their number of contacts with Estonians have increased or his/her position in the labour market has improved.Measurement unit: percentBaseline: 0Target: 50%**OCIN 1.2** Core Indicator **MIGR\_CI\_1**: Number of migrants and forcibly displaced persons participating in new or expanded measures for social and economic integration *(disaggregated by gender and background (Estonian, migrant))[[5]](#footnote-6).*Measurement unit: participationsBaseline: 0Target: 20 000 **OCIM (a) 1.1** Processes (the first stage of service creation (methodologies, materials, surveys etc)) have been discussed with different partners and target group. Measurement unit: percent Baseline: 0Target: 100% of services[[6]](#footnote-7) **OCIM (a) 1.2** Services are created and available to the target group.Measurement unit: percentBaseline: 0Target: 100% of services are created and available[[7]](#footnote-8)**OCIM (b) 1.1** Percentage of participants who have claimed that they are satisfied with the activities and that they have gained knowledge for more active participation in the Estonian society.Measurement unit: percent Baseline: 0Target: 75%**OCIM (b) 1.2** Services are made available online**.**Measurement unit: yes/noBaseline: 0Target: yes[[8]](#footnote-9) | Focus group discussion and self-evaluation feedback form reports six months after participation in the activities.System for events database,registrations sheets.Programme reports.Programme reports.Focus group discussion and self-evaluation feedback form reports immediately after participation in the activities.Programme reports. | Assumptions: Effective Integration Activities: Assumption that integration activities are effective in facilitating the active participation of individuals from diverse backgrounds.Supportive Legal Framework: Assumption that the legal framework and policies in Estonia support and encourage the active participation of diverse communities.Positive Public Attitudes: The assumption that the general public in Estonia is open to and supportive of the active participation of individuals from diverse backgrounds.Effective Communication: Assumption that there is effective communication and information dissemination to reach and engage individuals from diverse backgrounds. Risks:Limited Community Engagement: Risks associated with low engagement from some cultural and linguistic groups, potentially resulting in a lack of diversity in active participation.Discrimination and Prejudice: Risks of discrimination or prejudice against individuals from diverse backgrounds, which can hamper their active participation in society.Information Accessibility: Risks related to limited access to information or communication challenges that may impede empowerment efforts. |
| **Intermediate Outcome 2: Professionals in education and social sector offer services according to modernised and new curricula tailored also to work with people from different cultural and linguistic backgrounds.****Immediate Outcome 2: Professionals in education and social sector have acquired new skills and knowledge and are ready to work with people from different cultural and linguistic backgrounds.** | **OCIN 2.1** Trained professionals using new skills and knowledge working also with people from different cultural and linguistic backgrounds.Measurement unit: percentageBaseline: N/A (unknown)Target: 70% of enrolled specialists that have passed a training module **OCIN 2.2** Post-training feedback (after 6 months) given whether the professionals are in fact using the skills and knowledge acquired in their everyday work.Measurement unit: yes/noBaseline: 0Target: yes**OCIN 2.3** Post-training feedback (after 6 months) acquired from employers whether they see that service provision to people from different cultural and linguistic backgrounds has changed for the better.Measurement unit: yes/noBaseline: 0Target: yes**OCIM 2.1** Trained professionals with new skills and knowledge ready to work also with people from different cultural and linguistic backgrounds.Measurement unit: percentage Baseline: N/A (unknown)Target: 80% of enrolled specialists that have passed a training module **OCIM 2.2** Professionals’ expectations asked before starting the complementary trainings.Measurement unit: yes/noBaseline: 0Target: yes**OCIM 2.3** Professionals’ feedback acquired after having finished the training module on having new skills and knowledge to work with people from different cultural and linguistic backgrounds.Measurement unit: yes/noBaseline: 0Target: yes | Training feedback surveys; focus group interviews /Programme reports.Training feedback surveys; focus group interviews.Programme reports.Training feedback surveys; focus group interviews /Programme reports.Training feedback surveys; focus group interviews /Programme reports.Training feedback surveys; focus group interviews /Programme reports.Training feedback surveys; focus group interviews /Programme reports. | Assumptions:Existence of a sectoral support system - management support, horizontal cooperation network, support system backed by trained staff (supervision, etc.)Specialists open to changing their work methods.Risks:Lack of support and consistency at local level.Skills provided are not corresponding to the needs and therefore are unusable in real life. |
| **Intermediate outcome 3: Communities, organisations and individuals successfully implement the new knowledge gained in social innovation methods to design solutions to better integrate and include people from different cultural and linguistic backgrounds in the Estonian society.****Immediate outcome 3: Communities, organisations and individuals have gained new knowledge in social innovation methods to design solutions to better integrate and include people from different cultural and linguistic backgrounds in the Estonian society.** | **OCIN 3.1** Percentage of participants who claim that they have implemented at least some of the knowledge gained on social innovation methods in their organisations or communities to design solutions to social inclusion issues in Estonia.Measurement unit: percentageBaseline: 0Target: 50% of respondents**OCIN 3.2** Number of innovative ideas developed further at incubation programmes to help with solving social inclusion and integration problems.Measurement unit: numberBaseline: 0Target: 10**OCIM 3.1** Percentage of participants who claim (in end-of training evaluation) that they have gained new knowledge to implement social innovation methods.Measurement unit: percentageBaseline: 0Target 75%**OCIM 3.2** Percentage of participants at hackathons and incubation programmes who are from different cultural and linguistic backgrounds.Measurement unit: percentageTarget: 25%**OCIM 3.3** Number of innovative ideas proposed during hackathons to solve social inclusion and integration problems.Measurement unit: numberTarget: 15 | Participant feedback surveys; post-event and e-mail questionnaire; focus group interviews. Programme reports.Participant feedback surveys; post-event and e-mail questionnaire; focus group interviews. Programme reports.Participant feedback surveys; post-event and e-mail questionnaire; focus group interviews. Programme reports. | Assumptions:Communities, organisations and individuals in Estonia are open to use innovative solutions to integrate people from different cultural and linguistic backgrounds. People from different cultural and linguistic backgrounds in Estonia are willing to engage in social hackathons and incubation programmes.Risks:The level of willingness, knowledge and skills of the communities, organisations, and individuals to implement social innovation methods varies considerably.The surrounding societal environment does not support the implementation of gained knowledge. |

| **Outputs**: Support Measure deliverables/results per outcome | **Output Indicators**  | **Output:** **Sources and Means of Verification** | **Output** **Assumptions & Risks** |
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| **Output 1.1** Activities introducing the Estonian cultural space to people from different cultural and linguistic backgrounds are provided.(Activities introducing the Estonian cultural space) | **OPI 1.1** Number of participations Measurement unit: participations Baseline: 0Target: 10 000**OPI 1.2** Activities introducing the Estonian cultural space are designed.Measurement unit: yes/no Baseline: 0Target: yes**OPI 1.3** Information about activities introducing the Estonian cultural space is available on the webpage of Integration Foundation and in social media networks.Measurement unit: yes/no Baseline: 0Target: yes**OPI 1.4** Activities are available also outside Tallinn and Harjumaa county.Measurement unit: yes/no Baseline: 0Target: yes | System for events database,registrations sheets.Programme reports.Programme reports. Web-page and social-media channels of Integration Foundation.Programme reports. | Assumptions:Cultural Program Development: Assumption that cultural programs can be developed and are readily available for introduction to individuals from diverse backgrounds.Commitment to Inclusion: The assumption that there is a commitment to updating and creating inclusion-oriented activities and measures.Risks:Cultural Adaptation Challenges: Risks related to the complexity of adapting cultural activities for diverse backgrounds, which may affect their availability.Resource Allocation: Risks associated with the allocation of resources and funding to create and update inclusion-oriented activities. |
| **Output 1.2** Counselling services are made available and used.(Activity: Provision of counselling services including in independent language learning) | **OPI 1.5** Number of participations in the counselling sessions[[9]](#footnote-10) (at least 30 minutes).Measurement unit: number of participations Baseline: 0Target: 8000**OPI 1.6** A system of peer counselling is in place.Measurement unit: yes/no Baseline: 0Target: Yes**OPI 1.7** The counselling service has been upgraded and the capacity to provide the service has been created.Measurement unit: yes/no Baseline: 0Target: Yes**OPI 1.8 / Core Indicator CC\_CI\_1** Counsellors receive regular training. Measurement unit (1): number of trainings Baseline: 0Target: at least once a year Measurement unit (2): number of counsellors (disaggregated by gender) trainedBaseline: 0Target: 30*\**  *a counsellor who has participated in at least one training is counted* *\* In the context of the given Support Measure, trained professionals are considered as a non-disadvantaged target group.* | System for events database,registrations sheets.Programme reports.Programme reports.Programme reports. | Assumptions:Qualified Counsellors: Assumption that there are qualified counsellors available to provide services.Counselling Facilities: The assumption that suitable facilities are available to offer counselling services.Risks:Counsellor Shortages: Risks related to a shortage of qualified counsellors to meet the demand for services.Resource Limitations: Risks associated with limitations in funding or facilities for providing counselling services. |
| **Output 1.3** Activities for parents, incl. from different cultural and linguistic backgrounds, are developed and provided.(Activity: Informing, consulting and supporting parents, incl. parents from different cultural and linguistic backgrounds) | **OPI 1.9** Mapping of issues relevant to parents on multiculturalism has been carried out.Measurement unit: numberBaseline: 0Target: 3 (years 2024, 2025, 2026)**OPI 1.10** Multicultual awareness-raising activities`programmes are developed and ready to use.Measurement unit: yes/noBaseline: 0Target: yes**OPI 1.11** Number of multicultural awareness-raising activities for parents, including from different cultural and linguistic backgrounds.Measurement unit: NumberBaseline: 0Target: 30 (5 webinars, 5 workshops, 20 seminars for parents´ councils) | Programme reports.Programme reportsProgramme reports, which include an overview of feedback. | Assumptions: The ability and competence and availability of experts to develop training and information materials The organisers have a good understanding of the target groups and their needs. Risks: Finding experts with sufficient competence to compile as well as translate the materials. Reaching the relevant target groups. Scarce time resources of the target group and their ability to participate. Time constraints to implement SSIP activities by mid-2028 |
| **Output 1.4** Media literacy programme launched.(Activity: Provision of media literacy training) | **OPI 1.12** Number of material sets created.Measurement unit: NumberBaseline: 0Target: 1**OPI 1.13** Number of libraries and community centres taking part in the programme.Measurement unit: NumberBaseline: 0Target: 70 **OPI 1.14** Number of participations in the programme Measurement unit: participationsBaseline: 0Target: 3000  | Programme reports; link to the materials/programme.Programme reports.Programme reports. | Assumptions:Media Literacy Expertise: Assumption that there are experts available to launch the program and create educational materials.Interest in Media Literacy: The assumption that there is an interest and demand for media literacy programs.Risks:Expertise Shortages: Risks related to the availability of experts in the field of media literacy.Lack of Interest: Risks associated with limited interest or engagement from the target audience in the media literacy programme. |
| **Output 1.5** Digital tools are developed, piloted and rolled-out. (Activity: Preparation of digital transformation in the field of integration) | **OPI 1.15** Number of digital tools developed.Measurement unit: numberBaseline: 0Target: 3**OP 1.16** Feedback of users of digital tools during pilot phase and roll-out phaseMeasurement unit: users involved in feedback process Baseline 0Target: 75% are satisfied and consider it useful**OPI 1.17** Number of analyses conductedMeasurement unit: numberBaseline: 0Target: 1 | Programme reports.Survey on user feedback published in programme report.Programme report. | Assumptions:Resource Availability: Assumption that the necessary resources for conducting the survey and piloting digital tools are accessible.Stakeholder Engagement: The assumption that relevant stakeholders will actively participate in the survey and provide valuable input for digital tool development.Risks:Resource Shortages: Risks associated with potential shortages in funding or technology resources that may hinder survey and digital tool pilot efforts.Stakeholder Disengagement: Risks related to a lack of engagement or cooperation from stakeholders, potentially leading to less effective analysis results and digital tool development. |
| **Output 2.1** Modernised curricula and new curricula for professionals in the fields of education and social welfare have been approved and are in force.(Activities: Curricula and professional qualification modification) | **OPI 2.1** Curricula that will be modernised is identified.Measurement unit: yes/noBaseline: 0Target: yes**OPI 2.2** Modernised and new curricula developed and approvedMeasurement unit: numberBaseline: 0Target: 5 curricula updated in social welfare, 1 in education sector and 2 new curricula in education sector**OPI 2.3** 85% of approved curricula opened for enrolment of students.Measurement unit: yes/noBaseline: noTarget: yes**OPI 2.4** Public awareness campaign highlighting new possibilities and positive changes in social care- and child protection studies and work environment carried out.Measurement unit: yes/noBaseline: noTarget: yes**OPI 2.5** Target groups selected.Measurement unit: yes/noBaseline: noTarget: yes**OPI 2.6** Campaign reach measured.Measurement unit: yes/noBaseline: noTarget: yes**OPI 2.7** Campaign success evaluated.Measurement unit: yes/noBaseline: noTarget: yes | Programme reports.Programme reports, focus group discussions with experts; draft and approved curricula documents; follow-up evaluation agreements.Programme reportsProgramme reports.Programme reports.Programme reports.Programme reports. | Assumptions:Knowing the channels to reach the target groupClear and relevant information about the target groupRelevant problem mappingPolitical and strategic priorities remain as agreed upon are adequateAvailability of target groupRisks:Universities` lack of interestTime constraints to implement SSIP activities by the end of 2028Price increases to activities Target group overwhelmed with work and extra trainingsPolitical and strategic priorities change due to world changing events. Few experts, who are very occupied. |
| **Output 2.2** Professionals in the fields of education and social welfare have received complementary training according to new curricula.(Activities: Training and counselling system; In-service training for professionals in the education sector) | **OPI 2.8** Complementary training modules developed.Measurement unit: numberBaseline: 0Target: 15 modules developed**OPI 2.9** In-service training modules that will be developed mapped.Measurement unit: yes/noBaseline: noTarget: yes**OPI 2.10 T**raining modules developed.Measurement unit: yes/noBaseline: noTarget: yes**OPI 2.11** Trainers trained on new modules.Measurement unit: yes/noBaseline: noTarget: yes**OPI 2.12 / Core Indicator: CC\_CI\_1** Professionals trained. Measurement unit: completed training course participations.Baseline: 0Target: 10 000*\* indicator contributes to the SDG target 16.6: Develop effective, accountable and transparent institutions at all levels.* **OPI 2.13** Child welfare, social work and education sector training participants identified.Measurement unit: yes/noBaseline: noTarget: yes**OPI 2.14** Regional and sector-based training plan and schedule with communication plan developed. Measurement unit: yes/noBaseline: noTarget: yes**OPI 2.15** Feedback from course participants acquired.Measurement unit: yes/noBaseline: noTarget: yes | Programme reports.Programme reports.Programme reports.Programme reports.Programme reports.Programme reports.Programme reports.Programme reports, focus group discussions with teachers, focus group discussions with students. | Assumptions:Knowing the channels to reach the target group.Clear and relevant information about the target groupRelevant problem mappingPolitical and strategic priorities remain as agreed upon are adequate.Availability of target groupRisks:Universities` lack of interestTime constraints to implement SSIP activities by the end of 2028.Price increases to activities Target group overwhelmed with work and extra trainings.Political and strategic priorities change due to world changing events. Few experts, who are very occupied. |
| **Output 2.3** A support/counselling system for social sector workers has been developed and is operational.(Activity: Training and counselling system) | **OPI 2.16** Support / counselling system for social sector workers developed.Measurement unit: yes/noBaseline: noTarget: yes**OPI 2.17** Needs of support / counselling services at local level mappedMeasurement unit: yes/noBaseline: noTarget: yes**OPI 2.18** Local level support and networking structure envisaged.Measurement unit: yes/noBaseline: noTarget: yes**OPI 2.19** Support / counselling system for social sector workers in local governments piloted.Measurement unit: yes/noBaseline: noTarget: yes | Programme reports,progress monitoring meetings.Programme reports,progress monitoring meetings.Programme reports,progress monitoring meetings.Programme reports,progress monitoring meetings. | Assumptions:Knowing the channels to reach the target group.Clear and relevant information about the target group.Relevant problem mapping.Political and strategic priorities remain as agreed upon are adequate.Availability of target group.Risks:Universities` lack of interestTime constraints to implement SSIP activities by the end of 2028.Price increases to activities.Target group overwhelmed with work and extra trainings.Political and strategic priorities change due to world changing events. Few experts, who are very occupied. |
| **Output 3.1** Civil society competence building activities carried out.(Activity: Building civil society competence, raising public awareness, and disseminating information on social innovation) | **OPI 3.1** Action plan for civil society competence building activities, including target group mapping.Measurement unit: yes/noBaseline: NoTarget: Yes**OPI 3.2** Number of civil society competence building activities carried out for communities, organisations, and individuals, including people from different cultural and linguistic backgrounds.Measurement unit: numberBaseline: 0Target: 14 (this number includes 2 social innovation hackathons, 2 social innovation incubation programmes, 2 training programmes, 2 workshops, 6 study visits for organisations, communities, and individuals)**OPI 3.3** Feedback by participants on the civil society competence building activities.Measurement unit: percentage of respondentsBaseline: 0Target: 70% of respondents are satisfied with the activity they participated in | Programme reports.Programme reports.Programme reports, which include an overview of feedback. | Assumptions:The ability and competence and availability of experts to develop training and information materials.The organisers have a good understanding of the target groups and their needs (in order to target the activities to organisations, communities and individuals that would be are interested in social innovation and the inclusion of migrants).Risks:Finding experts with sufficient competence to compile as well as translate the materials.Reaching the relevant target groups.Scarce time resources of the target group and their ability to participate.Time constraints to implement SSIP activities by mid-2028 |
| **Output 3.2** A set of social innovation training and information materials created, published, and disseminated.(Activity: Building civil society competence, raising public awareness, and disseminating information on social innovation) | **OPI 3.4** Action plan for the preparation of social innovation training and information materials, including target group mapping.Measurement unit: yes/noBaseline: NoTarget: Yes**OPI 3.5** Number of social innovation, training and information materials for organisations, communities and individuals, including people from different cultural and linguistic backgrounds.Measurement unit: numberBaseline: 0Target: 5 (Includes 1 podcast series, 1 broadcast series, 1 online training programme, 1 handbook on social innovation, 1 systematised collection of social innovation examples in Estonia**OPI 3.6** Expert opinion on the materials.Measurement unit: number of experts in the field of social innovation who have provided expert opinion on the materials created.Baseline: 0Target: 2**OPI 3.7** Feedback on the materials.Measurement unit: percentage of respondentsBaseline: 0Target: 30% of NFCS newsletter subscribers have viewed/listened to the materials and are satisfied with the materials | Programme reports.Programme reports.Programme reports which include overview of feedback.Programme reports which include overview of feedback. | Assumptions:The ability and competence and availability of experts to develop training and information materials The producers have a good understanding of the public and their interests (in order to target the activities to organisations, communities and individuals that would be are interested in social innovation and the inclusion of migrants).Risks:Finding experts with sufficient competence to compile as well as translate the materials.Reaching the relevant target groups.Time constraints to implement SSIP activities by mid-2028 |
| **Output 3.3** Volunteers are trained.(Activity: Inclusion of volunteers in the integration activities) | **OPI 3.8: / Core indicator CIV\_CI\_3:** Number of trained volunteers.Measurement unit: persons Baseline: 0Target: 3000 **OPI 3.9: / Core indicator** **CIV\_CI\_3:** Number of trained volunteer leaders.Measurement unit: personsBaseline: 0Target:100 **OPI 3.10:** Percentage of volunteers willing to continue volunteering in the future.Measurement unit: percentBaseline: 0Target: 40%\* *If the volunteer comes from a different cultural and linguistic background, he/she is considered as a disadvantaged target group. Otherwise he/she is considered as a non-disadvantaged target group.* | Programme reports.Programme reports.Self-assessment feedback forms. | Assumptions:Volunteer Availability: Assumption that there are individuals willing to volunteer and participate in training.Training Resources: The assumption that resources and materials for training volunteers are accessible and effective.Risks:Volunteer Shortages: Risks related to a lack of volunteers or difficulties in recruiting individuals for training.Ineffective Training: Risks associated with the ineffectiveness of training methods and materials, which may hinder the empowerment of volunteers. |

1. Indicator shows the average number of contacts between Estonians and persons of other ethnic nationalities in various spheres of life. Contacts or their absence are assessed based on how many interactions per month a person has with persons with a different mother tongue in 6 spheres of life: friends, family, leisure, internet, neighbours, work.

<https://tamm.stat.ee/kategooriad/valitsuse-tegevusprogramm/tulemusvaldkonnad/sidus-uhiskond/indikaatorid/2326?lang=en> [↑](#footnote-ref-2)
2. The indicator shows the proportion of Estonians and Persons of another ethnic nationalities with a strong or medium state identity. State identity is measured using indices that differ for Estonians and people of other nationalities. In the case of people of another nationality, the index sums up the assessments of the following three statements: a) if you think of yourself as a representative of your nationality and a representative of the people of Estonia, to whom do you consider yourself to belong?; b) The Estonian state protects my rights and provides public benefits; c) I feel proud when I see the Estonian flag flying. In the case of Estonians, the index consists of three components, which summarize the assessments of the following three statements: 1. If you think of yourself as a representative of your nationality and the Estonian people, to whom do you consider yourself to belong? 2. The involvement of non-Estonians in the management of the Estonian state is beneficial for Estonia. 3. The opinions of non-Estonians should be known better and with them than before to consider more, because they are an important part of Estonian society. [↑](#footnote-ref-3)
3. <https://tamm.stat.ee/kategooriad/eesti-areng?lang=en> [↑](#footnote-ref-4)
4. <https://andmed.stat.ee/en/stat/sotsiaalelu__kultuur__kultuurielus-osalemine> [↑](#footnote-ref-5)
5. Measures (activities) used in determining core indicator: Activities introducing the Estonian cultural space; Inclusion of volunteers in the integration activities; Provision of counselling services including in independent language learning; Provision of media literacy training; [↑](#footnote-ref-6)
6. Services: Activities introducing the Estonian cultural space; Inclusion of volunteers in the integration activities; Provision of counselling services including in independent language learning; Provision of media literacy training; [↑](#footnote-ref-7)
7. Services: Activities introducing the Estonian cultural space; Inclusion of volunteers in the integration activities; Provision of counselling services including in independent language learning; Provision of media literacy training; [↑](#footnote-ref-8)
8. Services: Provision of counselling services including in independent language learning; Inclusion of volunteers in the integration activities [↑](#footnote-ref-9)
9. Counselling session - involves seeking guidance, recommendations, or suggestions from someone with expertise or experience in a particular area. In the programme indicator, we take into account sessions that last at least 30 minutes. [↑](#footnote-ref-10)