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AI Women Toolkit

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1. Introduction

Every business begins with a dream. Sometimes small, sometimes bold, but always full of possibility. For many migrant women, that dream is about building independence, supporting families, creating community, and proving that new beginnings can grow into strong futures. Migrant women around the world bring creativity, resilience, and skills that are vital for building strong communities.

The journey of entrepreneurship, however, is not always simple. Starting a business can feel overwhelming. Even more so when faced with challenges such as limited resources, language barriers, or unfamiliar systems. Yet with the right tools and guidance, those challenges can become opportunities for growth toward success.

One helpful tool to face these challenges is AI. AI has become one of the most influential tools in people's daily lives, shaping economies, societies, and politics. For migrant women in particular, AI can also offer opportunities to overcome barriers in entrepreneurship whether by supporting communication across languages, facilitating access to information, or simplifying complex tasks. At the same time, AI also raises important questions about fairness, safety, and trust, which are now being addressed through the European Union's AI Act, the world's first comprehensive legal framework on AI.

With this in mind, WAU organised a training course for youths from across the EU (Italy, Spain, Greece, Portugal, Luxembourg and Belgium) to explore how AI can empower migrant women entrepreneurs. Thanks to the support of various organisations such as Vucable, Innovation Hive, ESA, and Wide, 19 participants came together for one week to learn, discuss, and put into practice AI tools that could support migrant women entering the world of entrepreneurship. From our arrival on the 7th until the 13th of September 2025, we participated in workshops, lectures and group discussions not only about AI but also its ethical dimensions, its applications, and practiced using tools that could make a real difference in the lives of migrant women.

For our final task, we were put into teams based on our diverse skill sets. Each team was led by a team leader who picked a subject studied during the training. Drawing on all the knowledge gained throughout this training together with all our individual notes, we started creating this toolkit and worked on a different aspects of the topic from understanding AI and its methods, to analyzing risks and the AI Act, to exploring mentorship and project design, to shaping the visual layout of the toolkit.

This toolkit is the result of that process. It is designed so that youth workers who were not present at the training can still benefit from the knowledge, tools, and reflections shared. Inside, readers will find an accessible overview of AI concepts and methods, practical applications for youth work and entrepreneurship, ethical considerations, the importance of mentorship and project design, and guidance on how to use AI responsibly and sustainably.

Above all, this toolkit is not just about technology, it is about people. It is about equipping youth workers to guide migrant women in building innovative, sustainable, and future-proof businesses, while ensuring that human dignity, creativity, and connection remain at the center. By combining technical knowledge with empathy and responsibility, this resource seeks to transform challenges into opportunities for empowerment, inclusion, and lasting impact.

2. Introduction to AI & Methods

I. Introduction

AI is the simulation of human intelligence in machines that are designed to think, learn, and act in ways similar to people. AI has evolved from a futuristic concept into a central feature of everyday life. It shapes how we use digital applications, consume media and engage with educational tools. Understanding AI is increasingly important, as it affects learning, career opportunities, creativity, and social interaction. By exploring both the possibilities and the challenges of AI, people can make informed decisions, and use technology responsibly to help build a more fair and inclusive society.

At its core, AI is defined by several key characteristics:

- Learning: the ability to improve performance from experience.
- Reasoning: applying logic to draw conclusions and solve problems.
- Perception: interpreting data from the world (e.g., vision, speech recognition).
- Language: understanding and generating human language for communication.
- Decision-making: analyzing information to make predictions or choices.

AI is the broad field, but within it we have Machine Learning, which allows systems to learn from data, and Deep Learning, which is a powerful branch of Machine Learning.

A. Machine Learning (ML)

Machine Learning was a turning point in AI, beginning in 1957 with Rosenblatt Perceptron, the first trainable neural network. Unlike rule-based systems, ML improves performance by learning patterns from data. It powers tools like spam detection, credit scoring, and recommendation systems.

ML depends on large, high-quality datasets, risks overfitting when facing new cases, and can reproduce existing biases. Training also requires massive computing power and energy, making it costly and environmentally demanding.

B. Deep Learning (DL)

Deep Learning is a branch of ML that uses multi-layered neural networks to process raw, unstructured data such as images, audio, and text.

Examples include computer vision (medical imaging, autonomous cars), speech recognition (Siri, Alexa), and natural language processing (translation, ChatGPT). Deep learning excels at recognition and classification, making it central to modern AI, though it shares the same challenges of bias, data quality, and high resource consumption.

II. Why does AI matter so much today?

AI is not just a technological tool it is one of the strongest forces shaping our societies today. It transforms economies, influences politics, and changes how we relate to information and to each other.

A. Economic impact of AI

With AI, the old question returns: will machines take our jobs?. In the short term, we face labor-market polarization: highly skilled roles (designing and managing AI) grow in demand, while many routine jobs disappear. For example, Salesforce eliminated 4,000 customer support roles after AI agents began handling half of all queries, and Microsoft announced over 15,300 job cuts in 2025, many linked to automation. At the same time, AI increases productivity companies use it for logistics optimization, predictive maintenance, and customer service automation but the benefits are uneven.

B. Social Impact

AI is embedded so deeply in our daily lives that it often becomes invisible. Today's truth is that our information (news feeds, search results, and social media content) is filtered by personalization algorithms. These systems decide what is amplified and what disappears, creating echo chambers and filter bubbles. This is linked to surveillance capitalism: platforms profit by monitoring every click, like, and search, turning personal behavior into predictions sold to advertisers. As a result, online engagement often turns into "slacktivism" , symbolic activism shaped by algorithms rather than real civic action.

C. Cultural Impact

The cultural consequences of AI are just as significant. Personal data has become "the oil of the 21st century": Apple, Google, Amazon, Microsoft, and Meta now hold more stock value than traditional oil giants. Their algorithms don't just reflect culture, they actively shape it. For instance, AI-generated recommendations influence what books we read, what films we watch, and even what we believe, narrowing cultural diversity.

III. AI Methods and Techniques

A. Supervised Learning

Supervised learning trains on labeled data, where each input comes with the correct output. The system learns to map inputs to results and can then predict new cases. Examples include spam detection, where emails are labeled as spam or not, predicting house prices using past sales data, and medical imaging tasks like identifying tumors when doctors provide confirmed diagnoses as labels.

B. Unsupervised Learning

Unlike supervised methods, unsupervised learning works without labels. The algorithm must find hidden patterns or groupings within the data on its own. This is used for customer segmentation in marketing, where buyers are grouped by behavior, or for anomaly detection, such as spotting unusual transactions in financial data. It can also cluster items like newspapers or songs by similarity without human guidance.

C. Natural Language Processing (NLP)

Language is highly complex, full of context and ambiguity, but NLP allows machines to understand and generate it. Modern transformer models like GPT have revolutionized the field. NLP already shapes daily life: Siri and Alexa transcribe speech into text, chatbots provide automated customer support, and sentiment analysis tracks opinions on social media. In healthcare, it supports doctors by converting spoken notes into structured records.

D. Computer Vision

Computer vision enables machines to interpret the visual world through cameras, sensors, and algorithms. Convolutional neural networks (CNNs) detect patterns in images, powering everyday tools like Google Photos, which automatically categorizes people and objects. It is also used in medical imaging to detect anomalies in X-rays or MRIs, in autonomous vehicles that recognize traffic signs and pedestrians, and in facial recognition for security and surveillance.

E. Generative AI

Generative AI goes beyond recognition: it creates new content by learning from massive datasets. Using architectures like GANs, diffusion models, and transformers, these systems can produce realistic images, text, audio, and video. Examples include ChatGPT for text generation, DALL·E and MidJourney for visual art and design, and

GitHub Copilot for code assistance. Beyond creativity, generative AI is also applied in science, for instance in drug discovery and protein design.

IV. Conclusion

AI has evolved into a driving force of our time, influencing how we work, learn, and interact with the world. Through methods like supervised and unsupervised learning, deep learning, natural language processing, computer vision, and generative AI, machines can now recognize patterns, understand language, interpret images, and even create new content. At the same time, AI is reshaping economies by automating jobs and redefining skills, transforming society through personalized information flows and surveillance capitalism, and reshaping culture by narrowing perspectives and challenging human creativity. Understanding both its possibilities and its risks is essential if we are to guide AI toward building a future that is innovative, fair, and inclusive

3. Data in AI & Applications of AI

I. Introduction

AI has become one of the most influential technologies of our time. Its ability to process data, learn from patterns, and make decisions is transforming industries and everyday life. This work explores the role of data in AI, the main types of machine learning (supervised, unsupervised, and reinforcement), and their real-world applications in businesses and society.

II. Understanding data and AI

Data is the fuel for AI. It comes in various forms (text, images, audio, and numerical information) and is collected, processed, and stored to train AI systems. The quality, relevance,diversity, and cleanliness of these datasets are paramount for effective AI. Big Data, characterized by its volume, velocity, and variety, serves as a rich source for AI, but requires careful preprocessing to handle missing values, outliers, and duplicates.

III. Different types of learning

A. How AI Uses Data: Types of Learning AI

AI systems learn from data through different paradigms:

- **Machine Learning (ML)**: AI learns from data to make predictions or decisions without explicit programming;
- **Deep Learning (DL)**: A subset of ML using neural networks, particularly effective for complex data like images and speech;
- **Generative AI (GenAI)**: Creates new content (text, images, audio) based on learned patterns.

B. Supervised Learning

Supervised learning is like teaching a student with examples:

- We give the machine input data (photos of dogs and cats) and labels (dogs,

cats, birds);

- The algorithm looks for patterns that connect the input to the correct label;
- Once trained, it can look at new data it has never seen before and predict the right label.

Supervised learning is the most common type of machine learning and is used everywhere. It's usually the most efficient type of learning.

C. Unsupervised Learning

Unsupervised learning is when the machine learns without labels — no one tells it the correct answers.

- The algorithm looks at the data and tries to find patterns or groups by itself;
- It organizes data into clusters, finds similarities, or reduces complexity to make it easier to understand.

Unsupervised learning is very useful when we don't have labeled data, or when we want to discover hidden structures we didn't know existed.

D. Reinforcement Learning

Reinforcement learning is when a machine learns by trial and error, like a child learning to ride a bike.

- The algorithm (called an agent) interacts with an environment;
- It takes actions, then receives rewards or penalties based on the result;
- Over time, it learns which actions bring the most reward and avoids the ones that give penalties.

Reinforcement learning is great for problems where we can't just give the right answer upfront, but we can measure success (score, reward).

IV. Types of datasets

Today, AI can paint, write poetry, and compose music at a level comparable to human creators.

This is possible thanks to **generative AI**, which is powered by one essential element: **data**.

It's not just about having a large quantity of data — what really matters is having the **right, clean, and representative data** for the problem you want to solve.

Datasets are collections of examples used for training AI systems. They can take different forms:

- **Labeled datasets:** contain both input data and the correct output (used in supervised learning).
- **Unlabeled datasets:** contain only input data (used in unsupervised learning).
- **Structured datasets:** organized in tables, rows, and columns (e.g., spreadsheets, databases).
- **Unstructured datasets:** data without a predefined format, such as images, audio, video, or free text.

Examples of popular datasets:

- ImageNet Object Localization Challenge – used for image classification and computer vision tasks.
- Google AudioSet – used for sound classification and audio recognition.

When creating or preparing a dataset for AI training, three factors are crucial:

- **Relevance:** The dataset must match the specific AI task.
- **Diversity:** Include a wide variety of examples to help the model generalize well.

- **Quality:** Labels must be accurate and consistent to produce reliable results.

To make sure a model actually learns patterns (and doesn't just memorize the training examples), datasets are typically divided into three parts:

- **Training set:** used to teach the model.
- **Validation set:** used to tune and optimize performance during training.
- **Test set:** used at the end to measure how well the model generalizes to new data.

Finally, **data preprocessing** is essential before training. This can include:

- Handling missing values.
- Detecting and treating outliers.
- Normalizing or transforming data for consistency.
- Removing duplicates.
- Balancing classes if one category is overrepresented.
- Data augmentation (creating extra training samples by slightly modifying existing data, e.g., rotating images).

V. AI applications in youth work

A. Potential Benefits

- **Increased Efficiency:** Automating administrative tasks and data analysis;
- **Personalized Support:** Tailoring interventions based on individual youth needs;
- **Enhanced Outreach:** Identifying and connecting with hard-to-reach youth;
- **Improved Program Design:** Leveraging AI insights for more effective programs.

B. Potential Risks and Challenges

- **Digital Divide:** AI tools may exacerbate inequalities if access to

technology is uneven;

- **Data Security:** Heightened risk of data breaches with sensitive youth information;
- **Ethical Dilemmas:** Over-reliance on AI, erosion of human connection, privacy concerns;
- **Job Displacement Concerns:** While AI often augments human work, potential job changes should be acknowledged.

VI. Practical applications and implementation

A. Case Studies

Real-world examples demonstrate AI's use in youth work:

- **AI for Career Guidance:** AI analyzing skills and interests to recommend career paths;
- **Mental Health Support:** AI-powered chatbots for initial screening, with human follow-up;
- **Educational Tools:** AI-driven platforms for adaptive learning and tailored feedback;
- **Community Engagement**: Data analytics to identify community needs and target outreach;

B. Interactive Tools and Resources

Accessible AI tools for youth workers include no-code AI platforms, educational AI apps, data visualization tools, and online courses.

C. Engaging Youth with AI

Strategies for youth workers to introduce AI concepts toyoung people:

- **Interactive workshops:** Experimenting with simple AI models, discussing AI ethics;

- **Project-based learning:** Youth developing their own AIrelated projects;
- **Media literacy:** Critically evaluating AI-generated content and understanding algorithms.

VII. Real-world applications of ai

AI is deeply integrated into the daily operations of many leading companies. Here are some concrete examples of how AI is used in real life:

- **Amazon**: Uses AI for product recommendations, warehouse automation, and optimizing delivery routes to reduce costs and improve speed;
- **TikTok**: Its algorithm uses machine learning to personalize the ”For You” feed, showing users content they are most likely to engage with;
- **Meta (Facebook):** Applies AI to detect harmful content, target ads effectively, and recognize faces in photos (when users allow it);
- **Netflix**: Uses AI to recommend movies and series, predict user preferences, and even decide what new shows to produce;
- **Tesla**: Relies heavily on reinforcement learning to improve its self-driving car systems, using data from millions of kilometers driven;
- **Google**: Employs AI in search result ranking, Google Translate, spam detection, and even in data center energy optimization;

These examples demonstrate that AI is not just theoretical but a practical tool that drives business efficiency, personalization, and innovation across industries.

VIII. Conclusion

AI relies on data as its foundation, and understanding how it learns is key to using it effectively. From supervised models that make accurate predictions, to unsupervised approaches that discover hidden patterns, to reinforcement learning that learns through trial and error, each method offers unique benefits. Real-world examples from companies such as Amazon, TikTok, and Google show that AI is no longer theoretical — it is an essential tool for innovation, efficiency, and solving

complex problems.

4. AI ACT & Access & Use of AI

I. Introduction

The AI Act is a new EU law that makes sure AI is safe, fair, and respects human rights. AI tools can be useful for studying, finding jobs, learning languages, or staying connected, but not everyone has the same access, since costs, language barriers, or internet limits can make it harder. Using AI wisely means being creative while also staying critical: AI can make mistakes, reflect bias, or misuse personal data. In short, the AI Act helps protect you, while knowing how to access and use AI tools safely allows you to benefit from their opportunities.

II. Understanding the AI act

The AI Act is the world's first comprehensive legal framework for regulating AI. Created by the European Union, it sets rules to make AI systems safe, transparent, and fair, ensuring they respect people's rights. Learning about the AI Act helps young people understand how AI can affect their daily life and how to use it responsibly.

A. Why was it created?

AI can be powerful, but it also brings risks. The AI Act was created to address issues like opacity (AI decisions we can't understand), bias (AI treating people unfairly), concentration of power (few companies controlling AI), risk of injustice, and disinformation. By regulating AI, the Act aims to protect individuals and society from these potential harms.

B. Four risk categories

The AI Act classifies AI systems into four categories based on their level of risk:

1. Unacceptable risk: AI systems that are harmful or manipulative and are banned.

2. High risk: AI used in critical areas like healthcare, recruitment, or law enforcement, requiring strict rules.
3. Limited risk: AI like chatbots, which require transparency but less strict oversight.
4. Minimal risk: AI for games, entertainment, or other low-impact uses with few requirements.

C. References and visual resources

For more information, young users can explore official resources with infographics and simplified visuals:

- European Commission – AI Act overview
- European Parliamentary Research Service (EPRS)
- European Digital Rights (EDRi)
- Future of Life Institute – AI risk and safety

These resources help make the AI Act easier to understand with clear examples and illustrations.

III. How AI works: Key concepts

A. Introduction to generative AI

Generative AI is a type of AI that can create new content. This includes writing text, making images, producing music, or even generating videos. Instead of only giving answers based on fixed rules, it learns from huge amounts of data and then uses patterns to invent something new. For example, it can write a poem, design a logo, or create a short story in seconds.

B. Energy and resource demands → Link to sustainability

AI is powerful, but it also uses a lot of energy and computer resources. Training one large AI model can take as much energy as powering hundreds of homes for a year. This creates a challenge: how do we balance using AI with protecting the planet?

When we talk about sustainability, it's important to remember that every AI tool has an environmental cost. Choosing greener tech and being mindful of how often we use heavy AI tools can make a difference.

IV. Accessing and using AI tools

AI tools are apps or platforms (like chatbots, image generators, or music makers) that use AI to help you create, learn, or solve problems. To access them, you usually need:

- An internet connection and sometimes an account (like logging into a website or app).
- Clear info on costs — some are free, others charge for extra features.
- Awareness of data use — AI tools often learn from what you type or upload, so think before sharing personal info.

When using AI tools, young people should:

- Explore creatively (study help, job prep, content creation).
- Stay critical (AI can make mistakes or be biased).
- Know their rights under laws like the EU AI Act, which aims to make AI safer, fairer, and more transparent.

AI tools can be powerful and fun, but using them wisely means knowing how to access them safely, what they can and can't do, and what rules protect you.

A. Popular AI platforms in Europe

- Some of the most used AI platforms include:
- Hugging Face – open-source community for AI models.
- Stability AI – known for image generators like Stable Diffusion.
- OpenAI – offers tools like ChatGPT and DALL·E.
- Runway – video and media-focused AI.

- Google AI – provides many research-based tools.
- Microsoft Azure AI – cloud-based services for companies and developers

B. Everyday examples

You already interact with AI daily:

- Spam filters in your email.
- Google Translate or similar apps.
- Chatbots on websites.
- Image generators on social media.

C. Free vs. Paid tools

Some AI tools are free, but they may collect more of your data or use your content to train their systems. Paid tools often provide better privacy, clearer licenses, and stronger user rights. Always check what you are agreeing to before using an AI tool.

V. Responsible AI use

AI is everywhere – helping us chat, create art, find information, and even solve problems. But with great power comes great responsibility. Knowing how to use AI responsibly is not just smart – it's necessary.

This section will guide you step by step through the key principles, real-life dilemmas, and simple rules you can follow to make sure your AI use is ethical, safe, and sustainable.

A. Core Principles:

- **Ethical Use**

  AI is a tool, not a decision-maker. It should support human decisions, not replace them. Always use it in ways that respect people, communities, and laws. Example: If you use AI to write a school essay, it's fine—as long as you

still add your own thoughts and don't present AI's work as if it were only yours.

Ask yourself: "Would this action be fair to everyone?" "Could someone be harmed if I use AI this way?"

- **Privacy**

  Your data—and other people's data—deserves protection. AI systems often need information to work, but you are in control of what you share. Example: Never upload passport numbers, health records, or private family photos into an AI tool. Once shared, you may lose control over who sees it.

  Respect digital boundaries just like you respect personal boundaries in real life.

- **Transparency**

  Be open about when and how you use AI. If you create an image, a video, or a text with AI, say so. Example: If you post a picture made with AI on social media, add "Created with AI" in the caption. This builds trust and avoids confusion.

- **Critical Thinking**

  AI can be wrong, biased, or outdated. Don't believe everything it says automatically. Example: If AI tells you "Rome is the capital of Spain," you should double-check. Always question and verify.

  Think of AI like a smart assistant—it helps, but it doesn't always know the full truth.

B. Legal risks, rights and compliance

AI gives us amazing opportunities, but it also comes with risks. Knowing the rules protects you and others.

- **Common Legal Risks**:
    1. Fake news → Sharing AI-generated false information can mislead people and cause real harm.
    2. Copyright issues → Copying songs, texts, or artworks with AI without permission is not allowed.
    3. Deepfakes → Creating fake videos of people to trick or shame them is dangerous and can have serious legal consequences.

- **Your Rights under the AI Act and GDPR**

  Even when AI is used, your human rights remain protected. Here are some of the most important:

    1. **Right to Explanation**: If an AI makes a decision that affects you (for example, rejecting your job application), you have the right to ask: "Why?"
    2. **Right Not to Be Judged Only by a Machine**: Important life decisions—like getting into school, finding a job, or applying for residency—must always involve humans, not only AI.
    3. **Right to Privacy and Data Protection**: Your personal information belongs to you. Organizations must ask before using it and must protect it carefully.

VI. AI use considerations

Responsible AI use means being ethical, respecting privacy, being transparent, and thinking critically. AI can make mistakes, so always question its outputs and check facts before acting. As a young user, you should know the legal rules: avoid fake news, copyright violations, or

deepfakes. You have rights under the AI Act and GDPR, like the right to an explanation, the right not to be judged solely by a machine, and the right to control your personal data. High-risk AI systems require care, documentation, and transparency.

Data fuels AI, but it can also be misused. Cases like Cambridge Analytica show the risks of surveillance capitalism. Protect your privacy by using strong passwords, thinking before sharing personal info, and checking app settings. Looking ahead, AI offers exciting opportunities in jobs, learning, and creativity—but also challenges for digital citizenship. Learn to spot disinformation, participate responsibly online, and make sure AI reflects cultural and linguistic diversity, representing different languages and perspectives.

Using AI responsibly isn't just about rules—it's about protecting yourself, respecting others, and shaping a fair, inclusive, and creative digital world.

5. Mentoring & Project Design

I. Introduction

Every person carries ideas and dreams that can shape their future, but often what they need most is someone to believe in them and a clear plan to bring those ideas to life. Mentorship and project design together provide that spark. In a nutshell, this means turning guidance into action and potential into real, lasting impact.

Mentorship and project design are two powerful tools that, when combined, can transform the way people grow, learn, and prepare for the future. Together, they provide both guidance and structure, helping migrant women not only develop essential skills but also take ownership of their learning and projects. In difficult contexts such as migrative initiatives these approaches give people the confidence, resilience, and competencies they need to thrive on their new journey.

II. Steps to understand mentorship

This concept is best understood as a developmental relationship in which an experienced person, the mentor, supports and guides someone with less experience, the mentee. This relationship can take different forms, such as one-on-one mentoring, group mentoring, peer-to-peer support, or online mentoring. Regardless of its form, effective mentorship is built on several key principles: trust, active listening, goal setting, constructive feedback, empathy, and fostering autonomy. A good mentor does not simply provide instructions or solutions but instead empowers the mentee to make decisions, learn from mistakes, and grow in confidence. For migrant people, these relationships can have wide-ranging benefits, from building self-esteem and personal resilience to acquiring new skills, exploring career paths, and developing social and emotional well-being. In many cases, mentorship also offers

protection against negative influences and gives migrant people a safe space to share concerns and seek advice.

III. Principles of Project Design

Project design complements mentorship by providing a structured way to turn ideas into action. Every project follows a life cycle, beginning with initiation and moving through planning, execution, monitoring, and closure. Within this framework, success depends on clarity of purpose, well-defined objectives, realistic timelines, appropriate resources, and the involvement of stakeholders. Two common approaches to project management illustrate different ways of working. The Waterfall model is linear and sequential, best suited for projects with fixed requirements and little change expected along the way. Agile approaches, such as Scrum or Kanban, are more flexible and iterative, making them better for projects that evolve and require continuous feedback. Choosing the right method depends on the nature of the project, the skills of the team, and the degree of adaptability required. In any case, thorough preparation is essential. Defining SMART objectives, clarifying the scope of the project, creating a realistic timeline, identifying risks, and allocating resources carefully all set the foundation for successful outcomes.

IV. Integrating Mentorship with Project-Based Learning

Unifying mentorship and project design is particularly powerful in project-based learning. Here, mentors support migrant people throughout the process of developing a project, from the earliest brainstorming stages through to final presentations. The role of the mentor is to guide, challenge, and support without taking away ownership from the migrant women. Effective programs depend on careful matching between mentors and mentees, clear roles and responsibilities, consistent communication, and access to appropriate resources. They also require a strong ethical foundation. Confidentiality, professional boundaries, inclusivity,

equitable access, and prioritizing migrant women well-being must all be considered to ensure that projects truly serve the interests and development of the migrant people involved.

In the practical outlook, examples from practice show the impact of combining mentorship with project design. Youth-led community initiatives have successfully raised awareness on environmental issues, organized local campaigns, and developed solutions to social challenges. Technological innovation challenges have seen migrant people design apps and digital tools under the guidance of expert mentors. Entrepreneurial projects have given migrant women the opportunity to create and launch businesses with professional support. In the creative and cultural sphere, mentorship has helped migrant people organize exhibitions, performances, and artistic events that reflect their experiences and perspectives. To support this work, a range of tools and platforms can be used, including mentorship management systems to organize pairings and monitor progress, project management software such as Trello or Asana for workflow coordination, secure communication platforms for online meetings, curated resource libraries, and design-thinking toolkits to encourage problem-solving.

Nonetheless, a crucial part of effective practice is ensuring that migrant people feel ownership over their projects. This can be achieved by involving them in the design process through collaborative workshops, giving them real decision-making power, encouraging peer-to-peer mentorship, providing training in leadership and communication, and celebrating their achievements publicly. When society groups (youth, migrants, women) feel that their voices matter and their contributions are recognized, they are more motivated and more likely to engage fully with their projects.

V. How we overcome challenges

For practitioners, establishing strong mentoring programs requires a systematic approach. It begins with recruiting and training mentors, then carefully matching them with mentees based on interests and goals. Ongoing support, regular monitoring, and clear communication are

essential, along with periodic evaluations to assess what is working and what needs improvement. Similarly, guiding migrant women through projects requires structure. Practitioners help migrant people to clarify ideas in the initiation stage, plan tasks and timelines in the planning stage, implement and monitor progress during execution, and finally close the project with reflection on lessons learned. Strong mentorship also requires certain best practices: setting clear expectations, keeping communication open and consistent, focusing on the mentee's goals, providing constructive feedback, fostering independence, acknowledging progress, and adapting to changing needs. Challenges such as mismatched pairings, stalled projects, low motivation, interpersonal conflict, or limited resources are inevitable, but they can be overcome with proactive problem-solving and flexibility.

VI. When mentorship meets change

As demonstrated, the combination of mentorship and project design holds transformative potential in youth development. Youth workers and practitioners are called not only to provide support but to act as facilitators, guides, and ethical professionals. By doing so, they empower migrant people to grow as individuals and contribute meaningfully to their communities. Looking to the future, trends such as digital mentoring platforms, intergenerational mentorship, and youth-led social innovation will continue to shape the field.

In closing, a real scenario where students create an app with expert support proves not just skills, but the courage to solve real problems. For practitioners, it's about staying curious, adaptable, and open to new ways of guiding. When done right, these approaches give migrant people the tools to thrive and the confidence to shape the future.

6. Review

When we first arrived, none of us could have imagined how much we would learn, share, and grow in just one week. This toolkit is the final result of that journey but more than that, it is a memory of the people, ideas, and discussions that shaped us along the way.

From the beginning, the project was about more than simply learning how AI works. It was about asking bigger questions: How can AI become a bridge instead of a barrier? How can migrant women, who face so many obstacles, use this technology to build independence, businesses, and futures? Each lecture and workshop gave us not only technical knowledge, but also the chance to reflect on ethics, society, and human dignity.

The structure of the work was divided into groups, but in reality, we were always one team. Each of us brought different perspectives, backgrounds, and skills, and that diversity made the experience richer.

- We started with the Introduction, where the dream of entrepreneurship for migrant women was framed as both a challenge and an opportunity. This grounded our work with a purpose that felt very real and human.

- Moving into the AI foundations, we explored what AI is, how it learns, and how it is used every day from simple translation apps to complex systems that drive innovation. It was eye-opening to see how data is at the core of AI, and how clean, fair, and representative data matters as much as the algorithms themselves.

- In the applications of AI, we learned how it affects everything from youth work to businesses, showing both the promise and the risks. Discussions about supervised, unsupervised, and reinforcement learning gave us the technical language, while the real-world examples (Amazon, TikTok, Tesla, Netflix) made it concrete and relatable.

- With the AI Act, we confronted the ethical side: laws, fairness, and rights. The categories of risk from minimal to unacceptable made us realize that AI is not neutral. It has power, and that power must be checked to protect people, especially those already in vulnerable positions.

- In the mentorship and project design sessions, we shifted focus from machines back to humans. We were reminded that no matter how advanced technology becomes, guidance, trust, and empathy remain essential. Mentorship gives people courage, and project design gives them structure. For migrant women, this combination can turn an idea into a sustainable business.

- Finally, graphics and layout helped us reflect on communication. Knowledge alone is not enough how we present it matters. Clear design, visuals, and accessible language can make the difference between a toolkit that is used and one that is forgotten.

Together, these elements formed not just a “toolkit” but a story: a story of how AI and human support can work hand in hand, and how migrant people can contribute to making that future inclusive and fair.

What made the project truly special was the human side. We debated, laughed, sometimes struggled to understand, and often stayed up late refining ideas. We came from different countries Italy, Spain, Greece, Portugal, Luxembourg, and Belgium but found common ground in wanting to make technology more just and more human. The lectures from the host team gave us the knowledge, but it was our conversations, reflections, and teamwork that gave it life.

Looking back, the review of this project is not about “what we produced” but about who we became. We left with new skills, but also with new awareness. We now understand that AI is not just about data and code: it is about people, power, opportunity, and responsibility. And as

youth workers., we also realized that our voices matter in shaping how technology is used in the future.

This toolkit is not perfect, and it is not final. But it is real created by students, for communities, with the hope that it will be useful for migrant women, youth workers, and anyone who believes that AI should serve people, not the other way around. In that sense, the project was more than an academic exercise: it was a small step toward building a future where innovation and inclusion go hand in hand.

7. Conclusion

This toolkit is more than the outcome of a one-week training — it is the reflection of a collective journey that brought together youth workers from across Europe to imagine a fairer and more inclusive future. It began with a simple idea: that migrant women, when supported with the right tools and guidance, can turn their entrepreneurial dreams into reality. What emerged was a resource that not only explains AI but also grounds it in ethics, mentorship, and community.

Throughout the process, we learned that technology alone is not enough. AI can support communication, expand access to information, and improve efficiency, but its real power lies in how it is used. Laws such as the EU AI Act remind us that fairness, transparency, and safety must remain central, while mentorship and project design show us that human guidance, trust, and creativity are the true engines of transformation. By weaving these threads together, this toolkit offers youth workers a balanced guide: one that is technical yet accessible, practical yet ethical, and innovative yet deeply human.

The review of the project already highlighted the diversity of contributions — from making AI understandable, to emphasizing responsibility, to designing a clear and engaging layout. Each group added something essential, and together they produced not just a manual, but a vision of how technology, when paired with empathy and solidarity, can serve as a bridge toward inclusion and empowerment. This collaborative spirit is at the heart of the toolkit and is, in itself, a lesson for all future work: progress happens when knowledge is shared, voices are heard, and creativity is embraced.

Looking ahead, the real impact of this toolkit will be measured not by the pages written but by the lives it touches. It is meant to be a living resource — adaptable to different contexts, enriched by the experiences of those who use it, and continuously evolving as technology and society change. Youth workers are encouraged to take what is useful, adapt it to their realities, and share it with others. In doing so, they will extend its reach and ensure that its purpose is fulfilled.

In the end, this toolkit is a bridge: between technology and humanity, between barriers and opportunities, between dreams and realities. It reminds us that entrepreneurship is not only about economic activity but about dignity, independence, and belonging. For migrant women, it can mean transforming uncertainty into stability and new beginnings into lasting futures. For youth workers, it is an opportunity to guide with responsibility, empathy, and vision.

If nurtured with creativity and collaboration, the lessons gathered here will continue to grow. The message is clear: every dream deserves a chance, and with the right support, no dream is out of reach.

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