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The European Network of Cultural Centres (ENCC) is calling for applications from culture professionals under 35 for their training and work exchange programme Lights On. The programme involves a 5-day immersive training in Warsaw, Poland (13–17 May 2024), followed by a period of work exchange in a partner organisation.

Lights On is a staff exchange, training and mentoring programme for young professionals working in cultural organisations. It gives participants **international work experience and a European perspective** and helps them acquire new competencies and skills that are crucial for their organisations' work with their audiences and broader communities.

This year the theme is “**Unlocking sustainability: a transformative training for accessible cultural centres.**” This edition will look at the vital role cultural operators play in fostering environmental consciousness and weaving sustainability into the very essence of cultural institutions. By integrating ecological principles, not only can cultural centres contribute to a healthier planet, but also strengthen the social and cultural fabric of their neighbourhoods.

The training will take place in **Warsaw**, hosted by **Ośrodek Kultury Ochoty (OKO)**, a cultural institution under the patronage of the municipality. OKO is dedicated to deepening social bonds and enriching the cultural capital of the local community through a diverse range of grassroots artistic, civic, and social activities.

## Funding

ENCC will cover all or part of the **costs related to participation in the Lights On training**. For the staff exchange, ENCC contributes to the **costs of travel for each exchange** to a partner organisation for a stay of at least 7 days.

ENCC does not cover subsistence costs during the exchanges. These are covered by the participant's organisation.

[Lights On application guidelines](#)

**Deadline: 31 December 2023**

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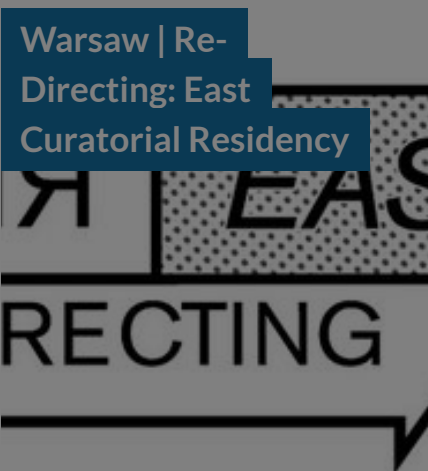
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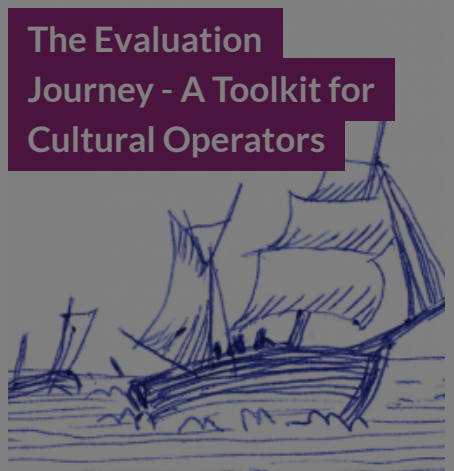
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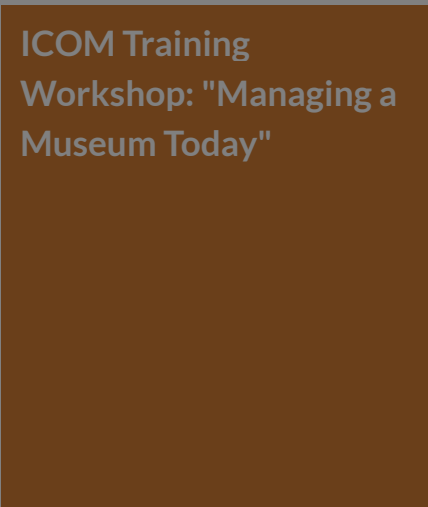
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