



# Appendix A

## Programme Overview

### 3<sup>rd</sup> European Youth Work Convention

7-10 December 2020 – digital

#### At a glance:

	<b>MONDAY</b> 07/12/20	<b>TUESDAY</b> 08/12/20	<b>WEDNESDAY</b> 09/12/20	<b>THURSDAY</b> 10/12/20
<b>Focus</b>	<b>Introduction and opening</b>	<b>Towards a common European Youth Work Agenda</b>	<b>Inspiration and debate</b>	<b>Committing to the Bonn Process and grand finale</b>
<b>Purpose</b>	Laying common ground and providing orientation	Preparing the ground for declaration and Bonn Process	Linking the Agenda themes and youth work practice	Getting ready for the Bonn Process
<b>Morning</b>	Setting the scene and introducing the overall context	Collaboratively developing ideas for implementing the EYWA in the Bonn Process	Congress	Preparing the Bonn Process in national and European delegations
<b>Afternoon</b>	Reflecting on the European Youth Work Agenda and youth work in Europe	Collaboratively developing ideas for implementing the EYWA in the Bonn Process	Congress	The grand finale: declaration and outlook
<b>Evening</b>	Networking night		Celebrating the EYWA	



## Programme Detail

Monday, 07/12/2020	
09:00	Join and get ready for the day Convention platform
09:30	Welcome and start of 'setting the scene' Jennifer Sieglar, Tim Schreder Plenary
09:35	Convention News Plenary
09:45	Convention trajectory: How have we all come here Plenary
09:55	Voices of the community of practice Adina Marina Șerban, Dr. Tomi Kiilakoski, Miriam Teuma, Musti Önlen Plenary
10:05	Getting to know the Convention platform Plenary
10:45 Break	
11:15	Speech 'Youth work in Europe - the wind in our back' Prof. Dr. Howard Williamson Plenary
11:40	This is where we are: Convention aims and programme overview Jennifer Sieglar, Tim Schreder Plenary
11:55	Introduction of the drafting group Koen Lambert, Helderlyse Rendall, Judit Lantai, Prof. Dr. Howard Williamson, Gisèle Evrard Marković, Ajša Hadzibegović, Marko Kovacic, Jonas Agdur Plenary
12:00 Break	
13:00	Welcome speech German Federal Minister for Family Affairs, Senior Citizens, Women and Youth Franziska Giffey Plenary
13:15	'What does youth work mean to me?' Plenary



13:20	Round table with the German Federal Minister Franziska Giffey, the Commissioner (European Commission) Mariya Gabriel and the Director General (Council of Europe) Snežana Samardžić-Marković Plenary
14:15 Break	
15:00	Current needs and prospects from different stakeholders of the community of practice Ivan Hromada, Assoc. Prof. Dr. Ozgehan Senyuva, Andrea Ugrinoska, Anutosha Lundgren Plenary
15:45 Break	
16:00	Impressions of the day in national and European delegations
17:00	End of the day programme
19:00	Networking night Plenary
Tuesday, 08/12/2020	
09:00	Join and get ready for the day Convention platform
09:30	Intro to day 2 Jennifer Sieglar, Tim Schreder Plenary
09:35	Convention News Plenary
09:45	Introduction of the European Youth Work Agenda and warming up for developing a common declaration Gisèle Evrard Marković, Jonas Agdur Plenary
10:10	Thematic Strand Workshops
12:30 Break	



14:00	Explanation of the following session Jennifer Sieglar, Tim Schreder Plenary
14:10	Stakeholder Workshops Towards a common EYWA: Working afternoon for stakeholder groups
17:00 Break	
17:10	Explanation of market place (and media library) Jennifer Sieglar, Tim Schreder Plenary
17:15	Market place
18:15	End of the day programme
Wednesday, 09/12/2020	
09:00	Join and get ready for the day Convention platform
09:30	Intro to day 3 Jennifer Sieglar, Tim Schreder Plenary
09:35	Convention News Plenary
09:45	Turning societal challenges into common opportunities: democracy and active citizenship Peter Matjašič, Emilia Roig, Yael Ohana, Nini Tsiklauri Workshop room 1
	Turning societal challenges into common opportunities: environment and sustainable development Jasson Jakovides, Johanna Nyman, Burcu Meltem Arik Workshop room 2
	Turning societal challenges into common opportunities: equal and just societies Tea Jarc, Dr. Maria Pisani, Kamil Goungor, Hande Taner Workshop room 3
	Turning societal challenges into common opportunities: societal change and innovation



	Theo Spanos Dunvey, Lars Norqvist, Veronica Stefan Workshop room 4
10:30 Break	
11:00	Introduction to the congress Jennifer Sieglar, Tim Schreder Plenary
11:15	European implementation instruments Silvia Calbi, Violeta Birzniece, Marco Leidekker, Matthew Foster Plenary
	Congress Workshops - Round 1
12:30 Break	
14:15	European implementation instruments Silvia Calbi, Violeta Birzniece, Marco Leidekker, Matthew Foster Plenary
	Congress Workshops - Round 2
15:30 Break	
15:45	European implementation instruments Silvia Calbi, Violeta Birzniece, Marco Leidekker, Matthew Foster Plenary
	Congress Workshops - Round 3 and Open Workshops
17:00	End of the day programme
19:00	Celebrating the European Youth Work Agenda Plenary
Thursday, 10/12/2020	
09:00	Join and get ready for the day Convention platform
09:30	Intro to day 4 Jennifer Sieglar, Tim Schreder Plenary



09:35	Convention News Plenary
09:45	Introduction to preparing the Bonn Process in national and European delegations Jennifer Sieglar, Tim Schreder Plenary
10:00	Preparing the Bonn Process in national and European delegations
12:30 Break	
14:00	Presentation of the final declaration Judit Lantai, Prof. Dr. Howard Williamson Plenary
14:40	Outlook on the Bonn Process Floor van Houdt, Matjaž Gruden, Bettina Bundszus, Marcel Marin, Marialuisa Silvestrini, Hans-Georg Wicke, Cristina Bacalso, Branimira Penić, Janes Jani Majez, Hans Migchielsen, Alexandre Fonesca, Andrea Casamenti Plenary
15:40	Official closure Head of Department for Children and Youth in the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth Bettina Bundszus Plenary
15:50	Convention video
16:00	End of the 3rd European Youth Work Convention
16:00	Optional very last dates Open rooms

## Appendix B

### The thematic strands of the European Youth Work Agenda

- Strand 1: Implementing the European Youth Work Agenda in the Bonn Process as a strategic framework for the development of youth work in Europe
- Strand 2: Establishing youth work as an essential part of youth policies
- Strand 3: Ensuring and expanding the provision of youth work
- Strand 4: Strengthening the common ground of youth work through co-operation within and beyond the community of practice
- Strand 5: Supporting the further development of quality youth work
- Strand 6: Supporting the ability of youth work to tackle emerging challenges and innovate its practices
- Strand 7: Enhancing the promotion and recognition of youth work
- Strand 8: Ensuring a strong role for youth work in the 'new normal'



Source: [Growing Youth Work across Europe: Inspirational Paper for Making the European Youth Work Agenda Happen. An invitation from Bonn by the hosts of the 3rd European Youth Work Convention, Federal Ministry for Family Affairs, Senior Citizens, Women and Youth and JUGEND für Europa – National Agency for Erasmus + Youth in Action and European Solidarity Corps in Germany](#)

## Appendix C



### Federal Ministry for Family Affairs, Senior Citizens, Women and Youth and Federal Office of Family Affairs and Civil Society Functions



Uwe Finke-Timpe



Ann-Kathrin Fischer



Linda Kadatz



Josephin Kosik



Josephine Köpping



Axel Stammler

### JUGEND für Europa – German National Agency for the EU programmes Erasmus+ Youth in Action and European Solidarity Corps



Eva Bernarding



Kolja Bienert



Jana Droste



Elke Führer



Andreas Hirsch



Tanja Kaltenborn



Inge Linne



Christine Maevis



Frank Peil



Barbara Schmidt dos Santos



Christina Schmitz



Janna Schulz



Hanna Schüßler



Rita Stadtfeld



Johanna Wedekind



Hans-Georg Wicke



### Presenters



Tim Schreder



Jennifer Sieglar

### Event Facilitator and Digital Facilitator



Simona Mursec



Laimonas Ragauskas

### Drafting Group



Jonas Agdur



Gisele Evrard



Ajsa Hadzibegovic



Marko Kovacic



Koen Lambert



Judit Lantai



Helderise Rendall Evora



Howard Williamson



### Facilitators



Bruno António



Dragan Atanasov



Snežana Bačlija Knoch



Gabriel-Andrei Brezoiu



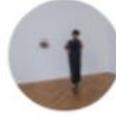
Sulkhan Chargeishvili



Federica Demicheli



Michele Di Paola



Elena Falomo



Marija Farmer



Alexandre Fonseca



Nelli Gishyan



Hadia Himmat



Youssef Himmat



Katerina Hoskova



Bogdan Imre



Dragana Jovanovska



Gubaz Koberidze



Maryna Korzh



Alexandro Jan Lai



Matej Manevski



Darko Markovic



Simona Molari



Ana Mosiashvili



Ceyda Ozdemir Ertan



Ana Pecarski



Juan Ratto-Nielsen



Milosh Ristovski



Carmine Rodi Falanga



Ekaterina Sherer



Pia Slogar



Robbie Stakelum



Kamilla Sultanova



Marinela Sumanjski



Anna Yeghoyan



Kriszta Zsiday



## Rapporteurs



Maria Cristina Bacalso



Adrian Barbaros



Bastian Bender



Tiphaine Coulardeau



Elena Díez - Villagrasa



Chougher Maria Doughramajian



Maja Drobne



Max Fras



Eneya Georgieva



Mustafa Gundogdu



Elizabeth Harding



Rachel Hurtado Mulas



Elizabeth Kasa-Malksoo



Weronika Koralewska



Antonela Kotsoni



Evi Koutsospyrou



Reneta Krivonozova



Aune Lillemets



Martin Miloshevski



Florence Murlon



Maria Pia Napoletano



Nik Paddison



Alexandra Palaisti



Agne Rapalaite



Maria Roidi



Gianluca Rossino



Edgar Schlummer



Sebastian Schweitzer



Veronica Stefan



Rachael Stockdale



Neringa Tumenaitė



Sérgio Xavier



Laden Yurttagüler



## Appendix D

### List of Participating Countries

Albania	Luxembourg
Andorra	Malaysia
Armenia	Malta
Austria	Montenegro
Azerbaijan	Netherlands
Belarus	New Zealand
Belgium	Northern Macedonia
Bosnia and Herzegovina	Norway
Bulgaria	Poland
Croatia	Portugal
Czech Republic	Republic of Cyprus
Denmark	Republic of Moldova
Estonia	Romania
Finland	Russia
France	Serbia



Georgia	Slovakia
Germany	Slovenia
Greece	Spain
Hungary	Sweden
Iceland	Switzerland
Ireland	Tunisia
Italy	Turkey
Japan	Ukraine
Kosovo	United Kingdom
Latvia	USA
Lithuania	

# Appendix E

## Market Place Workshop Descriptions

### **Young, youth, whatever – youth work policy perspectives on young people**

- Frederike Hofmann-van de Poll

Youth work is all about young people. But what is behind that phrase, how are young people perceived in youth work policy? What does that mean regarding our understanding of youth work? And what are the implications for the European Youth Work Agenda? Based on an analysis of European documents on youth work, in the workshop we want to discuss:

1. Images of young people that can be found in these documents;
2. Implications for the design and implementation of a true European Youth Work Agenda

### **Relativising European youth work - from the Japanese youth work perspective / International comparative studies on the EYWC. How is it seen by the world? Where is it heading?**

- Tatsuhei Morozumi and Teppei Aoyama

The framework of youth work and its historical formation in Japan will be presented mainly in both educational and non-educational contexts. By considering youth work in non-European contexts, we will:

- (1) capture the impact of the European concept of youth work on non-European contexts,
  - (2) relativise the European concept of youth work, and
  - (3) explore the collaboration of youth work in Europe and non-European contexts.
- The European Youth Work Conventions (EYWC) have contributed to strengthening the foundation of youth work in Europe. But how does the rest of the world recognise it? What are the issues of European youth work, pointed out by a non-European youth researcher? In this workshop, the research of a Japanese youth researcher about a comparative study on the 1st and 2nd EYWCs will be presented. With more elaboration from an international comparative perspective, observed challenges will be discussed.

### **Mindfulness in youth work**

- Eleni Michail

The workshop brings on board the topic of mindfulness. Mindfulness spread widely in the fields of psychology and education as an innovative approach that empowers people to improve their mental, emotional, social and physical state. We live in uncertain times with research proving that COVID-19 has had a great impact on youth's mental health and employability. In this context, the idea of cultivating mindfulness in youth work rises imperative as a way to support the quality development within the field.



### **Supervision in youth work - what do we have?**

- Branimira Penić

Supervision is a powerful tool for addressing youth worker stress, providing the potential to assist organisations in valuing staff and helping them keep the focus on the young people at the heart of the youth work practice. This workshop will offer space to explore and discuss different youth work supervision models, methods and practices all over Europe, and it will serve as a networking space to pitch some ideas for future co-operation in this field.

### **Synergising theory with research: how to make your participatory (action) research in youth work more trustworthy**

- Bojana Čulum Ilić

There is a growing acknowledgement of the contribution of participatory (action) research (PAR) to the quality of youth work. Focusing on knowledge construction through lived experience, PAR favours a holistic approach that brings together the diverse 'voices' of participants. Still, methodological rigour counts! Increasing the trustworthiness of PAR increases the likelihood that results are treated as credible and for improving youth work.

Workshop about techniques to make PAR more trustworthy.

### **Evaluation of youth policy and practice**

- Irina Lonean

Youth policy and youth work are developing and growing in importance in many European countries. Nowadays it is widely believed that evaluation research counts and supports growth of prosperity and social justice (OECD 2012: 4, 6-7). The knowledge generated by youth policy and youth work evaluation in a specific area can support further development in the same place, in other areas or in other countries or regions.

### **Strengthening youth research for more qualified, innovative and sustainable youth work**

- Zarifa Zulfugarova

Both youth participants and research itself benefit from the engagement of youth in research. Youth gain skills, trust, and community involvement, meanwhile research generates information and interventions that are more relevant and effective. Roles for youth in research projects can include: project planning (e.g. deciding on research questions, objectives, and methods), project activities (e.g. recruitment).

### **Creativity and innovation in youth work**

- Emilia Radu

The COVID-19 outbreak is a challenge and a strong driver of creativity and innovation for youth NGOs. The involvement of youth workers as the frontline staff is essential to help young people solve community and individual problems through creativity and decision-making techniques. During the workshop, the participants will become familiar with hands-on techniques and methods to involve their colleagues and young people in creative processes that can solve current problems and challenges.



### **The Logbook - system for documentation and follow-up of youth work**

- Jenny Haglund

The Logbook is a web-based system for documentation and follow-up of youth work that is currently used by youth work providers in Sweden, Ireland, Finland and Slovenia. The system contains a tool for documentation of everyday youth work and questionnaires to young people on how they experience taking a part in youth work activities. Learn more about the Logbook and how it can be used to support the development of quality youth work. The Logbook is managed by KEKS.

### **Recognition of youth work professions - the case of youth information workers**

- Safi Sabuni

In the process of strengthening the recognition of the youth information worker profession in Europe, Eurodesk and ERYICA have assembled a European-wide mapping and collaborated with ESCO, the European Union's classification of European Skills, Competences, Qualifications and Occupations to make this a reality. In this session, we aim to share the various steps taken to ensure this recognition and how other professions of youth work can do the same.

### **Building human connections with digital youth work**

- Alistair Hunter

We can jump from Zoom to Teams and back via Discord without batting an eyelid. We know the language. We know the platforms, but do we know what it is that makes digital youth work tick(tok)? Join this workshop to find out more about why some digital youth work kicks ass and some falls flat. We've got a whole heap of practical takeaways to help you design and deliver immersive and engaging digital youth work.

### **Researching the impact of youth work (in Flanders)**

- Timmy Boutsen

Starting from the first outcomes in our own research, we will exchange with the participants about their ideas and different views on the impact of youth work. Secondly, we will share and collect experiences with monitoring systems all over Europe. This workshop will be based on our recently started own research project about the impact of youth work in co-operation with De Ambrassade and the University College of Limburg-Leuven in Flanders. The goal is to set up an international network on this topic.

### **Youth work and sustainable communities - the role of the European Youth Card in delivering youth work services**

- Manel Sanchez

The objectives of the workshop will be the following:

- a) To explore the understanding of 'youth work services' and the variety of models across CoE countries;
- b) To promote the importance of youth work in building sustainable communities, based on access to rights and social inclusion of vulnerable young people;
- c) To consider the role of the European Youth Card in implementing specific CoE legislation, in particular the recommendation on youth work CM/Rec (2017).



The main idea is to present how the European Youth Card can be used for this purpose, showing good examples from different countries (Finland, Malta, Cyprus, Spain, etc.) and to engage in a conversation about new strategies regarding the impact of COVID-19 on youth services and how the Card can be a good instrument for helping young people in this process.

### **EPLM in 60 minutes**

- Vahram Vardanyan

With this workshop we would like to publicly present the work of the European Platform on Learning Mobility: what kind of activities have been carried out and what kind of results have been achieved in the field of quality of youth work and mobility, as well as the tools already elaborated and in place etc. In addition this workshop will give an opportunity to get feedback from the participants and make necessary modifications in activities of the EPLM.

### **Policy advice in civil society - presentation of the German Bundesjugendkuratorium as a national body**

- Marie-Luise Dreber

Our workshop presents the German Bundesjugendkuratorium as a national body of policy advice in civil society. We aim to encourage an exchange on how to shape policy advice regarding questions of childhood and youth and how to involve youth in policy advisory practice. Based on our short video clip, we will show one example of how civil society can be involved and invite you to discuss about the role of civil society in policy advice in general and youth participation in particular.

### **Preventing and fighting violent radicalisation from another perspective: the role of social antimafia in youth work in Europe**

- Rosario (Saro) Rossi

The workshop will explore, starting from the experience of social antimafia practices in Italy, the questions:

1. Is the impact of criminal organisations on youth and on society an issue of Europe-wide relevance?
2. Is it possible to fight the power of criminal organisations through youth work practices?

We would like to share and explore as well practices of youth empowerment in regenerating confiscated assets to transform them in spaces addressed to youth work and media activism in Italy.

### **Youth workers and decision makers: transparent communication as a mediator for cross-sectoral co-operation**

- Tanja Herceg

Strengthening connections among the youth work community of practice and other sectors both vertically, between European, national, regional, and local levels, and horizontally, between different stakeholders, is only inclusive and a real reflection of fieldwork when communication of youth workers and decision-makers with youth workers is transparent. During the workshop, we will go through different possible ways of communication between all sectors.

### **Back to the future!**



- Marc Boes

Youth work had to adapt quickly at the beginning of 2020 to the new situation during the COVID-19 crisis. Much of the work moved to online systems and during the summer, very carefully, street corner work and detached youth work restarted. We all hope that the virus will be under control in 2021. But youth work did change in this period. We did learn to use new (digital) tools and other ways to stay in contact with our target group. At the same time we know that young people are missing the F2F contact.

### **The Council of Europe Youth Work Portfolio**

- Natalia Chardymova

This is an online tool that helps individuals, teams and organisations doing youth work around Europe understand their competence and develop it more effectively. This tool can also be used by trainers, youth work managers and policy-makers and generally all those interested in the topic of quality development and recognition of youth work. During the workshop participants will be offered to try out the tool and to discuss how to use it in their contexts.

### **Strategy for ESC projects in the Western Balkans**

- Milos Popic

Strategy for ESC projects includes collaboration between programme countries and partner countries. I would like to explain all steps in one ESC project - through the learning process (before, arrival, on-arrival training, personal project, training in the middle, departure and return). Each of the steps have a role and tasks. All descriptions will include long-/short-term perspectives for supporting/receiving projects. This strategy expressed successful results for the volunteers and the communities where they volunteered.

### **Youth (work) in the Council of Europe and the role of young people in the co-management system**

- Diana Fazlitdinova

During the workshop the role of young people in youth policy will be discussed and how youth policy making works in the Council of Europe. Participants will have a chance to get practical information about how to organise a co-management system in their context. The new campaign of the Youth Sector Strategy 2030 will be introduced.

### **Participative international youth work and the best practice project 'wir weit weg/we far away'**

- Babette Pohle

Young people (13-18 years) without the possibility to be involved in international youth exchanges, develop their own international youth exchange during one school year and empower them to build a stable group/contact with international partners and conduct projects, despite maybe problems with English. They gain knowledge in project management and language skills.



# Appendix F

## Summary Reports of Plenary Sessions and Workshops



# Day 1

## Monday, 7 December 2020



**Date and time:** 09:30 - 10:45. Monday, 7th December 2020

**Title of session:** Welcome Plenary

**Rapporteur(s):** Rachael Stockdale and Chougher Maria Doughramajian

**Headline:** Welcome and start of “setting the scene”

The presenters, Jennifer Sieglar and Tim Schreder opened the plenary with a welcome to everyone – a wide range of youth workers, leaders, managers, trainers, researchers, educators of youth workers, youth representations, organisations, stakeholders etc. They continued with an acknowledgment of Covid-19.

There was a welcome from The German Federal Ministry of Family Affairs, Senior Citizens, Women and Youth and from Barbara Schmidt dos Santos as well as some words from Uwe Finke-Timpe on how we are working towards a better link between youth policy and practical youth work, stating: “This is a long-term process.”

A discussion on the convention trajectory followed, on how have we all come here, acknowledging that there have already been two conventions, in 2010 and 2015 in Belgium. Footage was shown from the first European Youth Convention in Ghent 2010.

The next section of the plenary was focused on voices of the community of practice. Adina Marina Serban, from the Director Cabinet, Ministry of Youth and Sport in Romania spoke first: “Youth workers’ voices started to be heard more and more at every level. We need more support at cross-sectoral level.” Then Tomi Kiilakoski, Ph.D., a senior researcher of the Finnish Youth Research Society, Finland spoke from a research perspective stating: “The story of the conventions is about building a sense of European community and finding tools to make that community stronger.” Musti Önlén, De Ambrassade, Belgium continued, pointing out: “In the second convention we talked a lot about human rights. We cannot look at who is on the left and the right – we have to work together.” Miriam Teuma, the Chief Executive Officer, Agenzija Zghazagh, Malta emphasised the importance of thinking globally: “We have to remember – Europe is not an island – we have to think globally.”

There was then a “Getting to know the Convention platform” section, during which Laimonas Ragauskas, the Digital Facilitator, introduced the SpotMe Platform. Laimonas also did a thorough presentation of the parallel workshops for Tuesday and Wednesday, and advised participants to register for the sessions beforehand, and presented the “Connect” feature, the Support Area, the free meeting rooms area and the Convention Material area.

Participants were then invited to join their national or European meeting rooms.



**Date and time:** 11:15. Monday 7th December 2020

**Title of session:** Opening speech, Prof. Howard Williamson - The wind in our back

**Rapporteur(s):** Max Fras

**Headline:** A time – the time - for youth work has now come.

This 3rd European Youth Work Convention has brought together what we now call a youth work 'community of practice'. It reflects the diversity of ways of doing youth work, it includes our 'magic triangle' of researchers, practitioners and policy makers and it welcomes innovation and experience. It also covers all corners of our wider Europe.

**EYWC is a unique moment** – with youth work in the focus and sights of *political* decision-making, the foundation for building a strategic framework for development. It has taken ten years, and two previous European Youth Work Conventions to reach this point.

**There is a sense, therefore, that a time – the time - for youth work has now come.** However, as my background paper suggests, a range of 'cornerstone challenges' remain. These cluster around four core considerations. The **first cluster** is concepts. We need to tighten the *definitions* of youth work, in order to strengthen common ground. We need to reconcile the different *pressures* on youth work and keeping them in balance; this includes the need to reflect on what are the (physical and digital) *spaces for engagement* within which youth work seeks to practice, as well as the need to articulate the *rationale* for youth work and consideration for our *styles of practice* and asserting the *value* of youth work in terms of its processes, outcomes and impact. Finally, it is about clarifying the *boundaries and parameters* of youth work, in terms of age, target groups, issues and perhaps other dimensions.

The **second cluster** is competence: we need to reflect what kinds of skills and attributes do 'youth workers' really need. And agree on 'occupational standards', building coherent routes, relevant curricula and appropriate institutional locations for the education and training of youth workers and for youth work.

The **third cluster** is credibility – we need to reflect on why does 'youth work' often remain unacknowledged and under-valued, enabling and ensuring an appropriate 'professionalism' through registration, codes of ethics and adherence to quality standards and securing recognition through policy engagement and subsequent accommodation within youth policy.

Finally, the **fourth cluster** is connections – we need to reflect on how 'youth work' should relate within itself and across wider youth policy and youth issues. We need a two-way street *between European and local* level youth work, building *rapport with wider youth policy agendas* within the policy domains of formal education, health, housing and justice. Finally, we need to identify and *plug gaps and missing links*, between urban and rural contexts, horizontally across Europe between countries and within the youth work community of practice, and vertically between local, regional, national and European levels.



The **Covid-19 crisis** has thrown both the lives of young people and youth policy aspirations into *crisis and uncertainty*. It has also led to the dramatic expansion of 'digital youth work'. Digital has become the latest methodology for sustaining the principles and values that have always guided and governed all forms of youth work – educative, participative, empowering, expressive and inclusive. We must always ensure the distinction between why we are doing youth work and how we are delivering it.

We now have an opportunity, under this rare moment of the convergence, under the German authorities, of its Presidency of the European Union and its Chairmanship of the Committee of Ministers of the Council of Europe.

Ten years after the 1<sup>st</sup> European Youth Work Convention, it is now time for all members of our 'community of practice' to confirm its commitment to our common ground and set the direction for the maintenance, development and innovation of youth work throughout Europe. Let us establish, within a European Youth Work Agenda, a vision for the future and the path we want to take towards the next Convention. That will be our 'Bonn process'.

Let us not ask what other institutions may do for us, but let us consider what we need to do for ourselves - **we have "the wind in our back"**.



**Date and time:** 11:40-12:00. Monday 7th December 2020,

**Title of session:** Plenary Session

**Rapporteur(s):** Veronica Stefan

**Headline:** Convention aims and programme overview; Introduction of the Drafting Group

The session was opened by the moderators who introduced the aims of the convention, including the video "Kick-off" explained: Introduction of the Agenda. As youth work is the topic of the event, the elements describing it were defined as: by, for and with young people; delivered by volunteers and paid professionals; shaped by various stakeholders and framework conditions, combined with common grounds (created during previous European Youth Work Conventions).

The agenda of the event is based on four elements: Concept - created around the idea of further developing this common understanding of youth work; Credibility - offer evidence but keep its essence; Connections - increased cooperation between stakeholders and beyond; Crisis and opportunities - proposing a new impetus for youth work in Europe.

The German Federal Ministry took on the big challenge to advance the youth work agenda by building on previous European Youth Work Conventions and proposing the Bonn process, which is kickstarted with this first digital event.

The moderators offered an overview of the Monday programme, highlighting its purpose for setting the scene and reflecting on what is special about the Convention and its constituting elements: the Declaration and Drafting process, role of the national/European delegations and of stakeholder groups. An overall presentation of the programme for the entire week was also introduced.

The session was followed with the introduction of the drafting group, composed by Howard Williamson, Koen Lambert, Gisèle Evrard Markovic, Jonas Agdur, Judit Lantai, Marko Kovacic and Ajsa Hadzibegovic. The role of the drafting group was described as being centred around three main directions: preparing and writing the final declaration; taking on board the inputs provided by the participants; while at the same time including equitably the inputs and ideas.

An overall presentation was presented for each of the 8 members of the drafting group highlighting that they do not represent specific organisations or sectors, but they are rather involved just as committed individuals with strong backgrounds in youth work, at different levels.



**Date and time:** 13.00. Monday 7th December 2020

**Title session:** Welcome Speech by Franziska Giffey

**Rapporteur(s):** Weronika Koralewska, Maria Roidi

**Headline:** Youth Work Community of Practice is all of you!

Franziska Giffey, German Federal Minister for Family Affairs, Senior Citizens, Women and Youth, started her welcome speech by expressing gratitude towards the organizers of the Convention, as well as towards the participants of the EYWC. The Minister briefly reminded the audience of the history of the EYWCs. The first EYWC in 2010 was mostly focused on celebrating the diversity of the youth work community of practice. Five years after that, in 2015, the EYWC aimed at finding the common ground for youth work. Franziska Giffey emphasised that the 2020 EYWC is the time to act – to translate these 10 years “into real action”.

The Minister made specific proposals of a strategic nature. Firstly, she proposed to have an EYWC every five years, as a tradition. This would allow the process of regular exchange of knowledge and practices. Secondly, she also proposed setting up an open digital platform for youth workers. What is more, the Minister promised that the subject of youth work will remain important on the policy agenda. She mentioned that the EU managed to double the funding for the two major international youth work programmes (Erasmus+ and ESC). Moreover, she reminded the audience that the German Presidency will support with extra funds the two European Youth Centers of the Council of Europe in Strasbourg and Budapest.

“The Youth Work Community of Practice is all of you!” - in these words, the Ministers highlighted the fact that no matter what actions will be developed within the youth work area, it will not be developed centrally, but it will be the collaborative effort of the youth work community of practice. Last but not least, the Minister accentuated the role of different stakeholders within the community of practice.



**Date and time:** 13:13 - 13:23 and 14:00 - 14:15. Monday 7th December 2020

**Title of session:** Plenary - General reflection on the session

**Rapporteur(s):** Agne Rapalaite

**Headline:** The Magic Potion of Youth Work

In the afternoon of the opening day participants had a chance to share and hear what youth work means to different stakeholders of the EYWC. First of all, members from the steering committee described the meaning of youth work to them. Youth work is associated with *fun ways of learning and building friendships and relationships that can last a lifetime, a dynamic and challenging area of research, vibrant, creative and exciting community*. Youth work covers different areas of life - health, social, political. What is more, it covers different levels - national, regional and international. Youth work connects different stakeholders in the field - policy makers, youth workers, young people and researchers.

Some of the members of the steering committee emphasised that although a lot of research happens in the field, we still do not know a lot about the field: How? When? Why? What?...

Snežana Samardžić-Marković, Director General of DG Democracy, Council of Europe revealed the formula of the *Magic Potion of Youth Work* transforming political ideas into practical actions. **Why?** Young people should all be able to enjoy their rights and freedoms. They are most active in defending democracy. They are essential for social cohesion. **What?** to promote the embedding of youth work in policy frameworks at all levels. Work on quality education, training, professionalism, greater recognition. **How?** through intergovernmental structures, structured grants, training of multipliers, network of youth centers, partnership with EU Commission in the field of Youth.

All these experiences about youth work can be categorised into 3 areas/goals: **Space** (environment to meet and learn and be safe), **Transformation** (because of learning, gaining knowledge) and **Impact** (with new experiences, young people can change their worlds, change politics, the environment and communities).

Mariya Gabriel, European Commissioner for Innovation, Research, Culture, Education and Youth, European Commission shared her focal areas for the convention - **Recognition, Digital Skills and Quality**.

After that a digital social wall was opened for the participants to share what youth work means to them. The keywords were: *skills, opportunities, breaking isolation, growth and fun, youth-oriented, love force that will change the world...*



**Date and time:** 13:23 to 14:00. Monday 7th December 2020

**Title of session:** What does youth work mean to me? - Round Table

**Rapporteur(s):** Maria Pia Napoletano, Gianluca Rossino

**Headline:** Institutional perspectives on the future of Youth Work and the Implementation of the Youth Work Agenda

This round table was one of the first activities of the Convention and, therefore, served as an inspirational moment and gave many inputs for the work that followed. The three discussants were: **Franziska Giffey**, German Federal Minister for Family Affairs, Senior Citizens, Women and Youth, **Mariya Gabriel**, European Commissioner for Innovation, Research, Culture, Education and Youth, European Commission, **Snežana Samardžić-Marković**, Director General of DG Democracy, Council of Europe. While the first and the third were connected with the Convention in real-time, Mariya Gabriel intervened remotely, with answers to the questions that were previously recorded.

The three speakers focused on visions and ideas in relations to the future of Youth Work and the implementation of the Youth Work Agenda.

They have highlighted several policy instruments related to Youth Work, such as the Recommendation Council of Minister 2017/4 on Youth Work of the CoE, the Council Resolution on the framework for establishing a European Youth Work Agenda from 30.11.2020, the Youth Sector Strategy 2030 of the CoE and the Digital Education Action Plan.

All speakers agreed on the importance of the recognition of youth work and youth workers, especially in relations to civic engagement, empowerment of young people and skills development and especially at the local level. They underlined the need for an understanding that youth work is not only a means but a thematic area to be promoted at all levels.

Another important point raised during the round table was the relevance of digital youth work, the development of digital skills, but, at the same time, the importance of going back to activities done in the physical environment as soon as possible. Digital skills are a need that the institutions can no longer ignore and need to support. In particular, it was Franziska Giffrey who pointed out the relevance of digital youth work in securing the existence of youth work.

A third element discussed during the dialogue is the topic of "quality youth work": the absolute need of developing skills for youth workers, developing quality programmes and guarantee the quality of meetings and training (mobility of youth workers).

In particular, Snežana Samardžić-Marković highlighted the role of the Council of Europe in the process of recognition and improvement of the quality of youth work. Furthermore, she spoke about the policies and the regulations that have been accepted by the member States of the CoE, and therefore will be implemented in the following years, contributing to the Bonn Process.



Another point raised was the funding for youth work. In relation to this, Mariya Gabriel commented that in the future the funding through Erasmus+ will be almost doubled, given the relevance of this programme in the construction of an open and democratic society and European identity.

One last aspect talked about was co-operation: the importance of co-operation at the European, national and local/grassroots level. All speakers indicated the importance of building larger alliances of organisations and individuals to promote youth work, the possibility to create Unions and favour human encounter. They also underlined how important it is to create cross-sectoral co-operation and put together more than one Institution. This was also commented in correlation with the Bonn Process and its diffused structure, that involves all the stakeholders at different levels.

About the Bonn process, all speakers declared that they wish to see a concrete awareness of it and a wide recognition of youth work in the next 5 years. They encouraged participants to create relationships that could last in the long run.

At last Mariya Gabriel indicated the future development of the tools Youth Wiki and European Youth portal as a great opportunity for youth workers to network and create their own spaces. She also said that the Convention is a starting point for the implementation of the ambitious objectives of the European Youth Work Agenda.



**Date and time:** 15:00 – 15:45. Monday, 7th December 2020

**Title of session:** Speeches - Voices of the community of practice

**Rapporteur(s):** Eneya Georgieva, Weronika Koralewska

**Headline:** "We are ready to walk the talk!"

The speech was a unique set of experience and perspectives of four inspirational figures from the youth work community of practice: Ivan Hromada (Chair, Joint Council on Youth/European Steering Committee for Youth), Ozgehan Senyuva, (Middle East Technical University - Turkey/ Pool of European Youth Researchers - Youth Partnership), Andrea Ugrinoska (Chairperson, Advisory Council on Youth of the Council of Europe) and Anutosha Lundgren (Operations manager at a youth center in the municipality of Sollentuna, north of Stockholm, Sweden). All speakers indicated the importance of establishing youth work as an essential part of youth policies. They explained that involving the new generation in the process will bring positive change due to youth's creative perspectives.

"Let's unite with our expertise and show the young people that we are ready to walk the talk!" - in these words Andrea Ugrinoska emphasised that the EYWC should not be just a theoretical gathering, but a practical step to implementing previous promises regarding the topic of youth work. The speakers elaborated on different political instruments which are the materialisation of including youth and youth work in the political reality. For example, the new Council of Europe youth sector strategy 2030 has four thematic priorities and one of them is youth work. What is more, the Council of Europe's Co-Management System was mentioned, because it is the longest-standing practice of participatory decision-making in the world (mechanism of shared decision-making between governments and youth with power shared 50/50). Last but not least, the Advisory Council on Youth was described, which sets the standards and work priorities of the Council of Europe's youth sector and prepares recommendations for future programmes.

Research on youth work was another important element brought up in the speeches of the contributors. It was concluded that including more research about the impact of youth work in policy making can help in gaining recognition of youth work. It was mentioned that sometimes the previous beneficiaries of programmes such as EVS or Erasmus+ later become researchers on youth work and its impact.

Anutosha Lundgren highlighted the fact that participation of youth is a prerequisite for youth work. She said: "youth work can never be done top-down". What is more, the speakers also described the challenges that young people and youth work face, especially after Covid. First, many youth organisations were not able to organise their activities. Second, although the activities were moved to the digital sphere, nothing can replace the real contact. Third, the problem of a digital gap arises, in the context of Covid-19. What is more, there was a sudden decline of funds from private donors to youth organisations. Moreover, the young people have suffered a lot from the lack of stability – anxiety stemming from the observation that what it means to be human is not fixed and durable anymore (Sigmund Bauman's "liquid society" term).



Fortunately, as Ozgehan Senyuva phrased it “The pandemic will be over and youth work is here to stay!”.



**Date and time:** Monday 7th December 2020

**Title of session:** Overview of Day 1

**Rapporteur(s):** Maria Roidi & Elena Díez Villagrasa

**Headline:** Home alone, but with good company at the #EYWC2020

Official Opening! The Convention started with positive vibes and fun moments with the 2 hosts facilitating the process and the first day running smoothly! It is the biggest digital event in 2020 with 1000 participants from 50 countries plus more people who watch the live streaming.

After presenting the platform, participants joined the National and European Delegations for the first insights; it is a first meeting for the delegations to get to know each other better and get familiar with the SpotMe platform.

Next, Howard Williamson, from the drafting group, gave an overview of youth work in Europe. He talked about how the pandemic affected youth and youth work and highlighted that this is the moment of conceptualising the context of youth work and sharing the same narrative to all the areas of youth policy. Then it is time to meet the whole drafting group!

In the welcome speech, Franziska Giffey (German Federal Minister for Family Affairs, Senior Citizens, Women and Youth) shares 3 of the measures to be implemented within the agenda: Network for the development of youth work in Europe; European Youth Work Convention every 5 years; and a Multilingual platform for sharing knowledge, practices and for collaboration among the Youth Work Community of practice. Then, the Congress kicks off with the words "it's time to act!". It is followed by emotional, very personal and deep messages in the videos shared about "What does youth work mean to me?": "Belonging to a supportive community", "Youth work is about relationships", "Means the World to me!".

Next, a round table takes place with the German Federal Minister, the Commissioner (European Commission) and the Director General (Council of Europe). The table starts by remarking on the importance of youth work, and how each of the institutions contribute to its support; it is followed by the visions of the 3 women speakers on the future for youth work in 5 years time, and their wishes for the participants in the EYWC, full of warmth and faith in the work to be done, and the opportunity this gathering means.

After that, a social media action is presented: "To me, Youth Work means..." Very soon pictures of people with their printed messages, but also screenshots are shared and the Social Wall is boiling with messages: "chance to change the world", "opportunities", "empowerment", "participation", "to touch the invisible hand of learning"...

The afternoon starts with inputs by different stakeholders of the community of practice focusing on needs and prospects of youth work. 4 representatives of different



fields of the community of practice take turns to develop their ideas in a relaxed and jokeful mood. All contributions are commented on social media.

Before moving into national and European delegations to share impressions of the day, participants are reminded to join at 7pm the interactive evening programme, which turns out a great networking event, with excitement for everyone, games, stories and fun!



Day 2  
Tuesday, 8 December 2020



**Date and time:** 9:30 - 9:45. Tuesday 8th of December 2020

**Title of session:** Plenary Intro

**Rapporteur(s):** Aune Lillemets

**Headline:** Kick-off for the second day of the Convention

*"It's time to put flesh on the bones of the European Youth Work Agenda. It's time for us to anchor youth work more firmly within broader youth policy frameworks"*

*-Prof Dr Howard Williamson*

Moderators welcomed people to the second day, talked about the aim of the day and showed a recap of the previous day through the "Convention News" format. Having so many people attending the Convention and having this event still happening despite the *Covid* pandemic shows the shared feel of the importance of the process.

Already during the first day it was mentioned that topics connected with Youth are high up on the agenda for the EU Council Presidency and the Chairmanship of the Committee of Ministers. Now the key question is about having youth work strongly represented in youth policy.

This brief session was followed by a full day of workshops.



**Date and time:** Tuesday 8th December 2020

**Title of session:** Overview of Day 2

**Rapporteur(s):** Maja Drobne

**Headline:** "Your idea matters"

The day started with setting the scene and Convention news - presentation of the 1st Day, the most important quotes from the speeches (Adina Marina Șerban, Tomi Kiiilakoski, Miriam Teuma, German minister, European Commissioner, DG of CoE). There was a sum up of the wall with all of the social media posts and a presentation of 1 person from behind the scenes, Elke Führer, responsible for the implementation of the programme and that people can enter the SpotMe platform. Animation was presented that supported the understanding of the youth work agenda. Let's make Youth work grow across Europe.

Gisele Evrard Marčkovič and Jonas Agdur explained the aim of the declaration - to support the development and kick off the Bonn process. Both emphasised the importance of the contributions from participants and how ideas matter and should be concise and clear.

Workshops were very differently attended from participants. Most of them had quite a lot of participants, some others merged. Laimonas Ragauskas gave the explanation of the SpotMe and BlueJeans platforms and also shared an explanation of the Market place and outlook for the next day. Tim, the presenter, explained the Stakeholder groups, which was really helpful and brought a lot of clarity. Afternoon workshops were nice and productive, quite a lot of people attended, some were again gathered together.

It was a packed day, with a lot of intensive work and coming up with the fields of action. The enthusiasm was there throughout the day, people in the workshops were vibrant. Regarding the outcomes, much clarity came out of the Stakeholders workshops. The plenaries were short and summed up the happenings in the workshops and gave the insights. Lots of fruitful discussions and lots of outcomes for the amalgamation teams and delegation groups.

The input of Jonas Agdur and Gisele Edvard Markovič in the morning was a great setting of the day to pass on this "Your idea matters" and "We are your servants" that the declaration is a co-creating process with lots of important inputs from participants.



# Day 2

## Thematic Strand Workshops



**Date and time:** 10:10 - 12:30 Tuesday 8th December

**Title of session:** 1.1 Implementing the European Youth Work Agenda in the Bonn Process as a strategic framework for the development of youth work in Europe.

**Rapporteur(s):** Antonela Kotsoni

**Headline:** One vision for youth by the two institutions: EC & CoE

The session started with a warm welcome and introductions of the facilitator and the rapporteur and our roles. After defining the roles of facilitator and rapporteur, a rapport was given as to what are the steps and expected outcomes, namely discussion to get participants' perspectives, to consider priorities for the coming 7 years and most importantly to select priorities to be included in the declaration.

A presentation of the fields of action allowed us to dive deep into the Fields of Action. The methodology followed was a mentimeter poll which invited participants to get familiar with the FoAs and rank them from 1-5, per their importance, as a group (consensus).

We then moved into break out rooms (4 groups) depending on the numbers of the FoAs, people were interested in discussing. Each group discussed which FoAs **are most important to boost youth work** within the allocated 30 mins.

The facilitator provided these key questions which revolved around the reasoning (Why this Proposal?), the concrete elements and milestones / actions to be taken, monitoring (progress check) and an open-ended question which would allow other elements to be taken into account (things of note). Padlet was used to map key topics discussed.

The objectives of the session as shared, namely, to share perspectives on the implementation of the European Youth Work Agenda in the Bonn Process as a strategic framework for the development of youth work in Europe and to identify key priorities for Youth Work in the coming 7 years were achieved through the methodology and approach.

I can say with relevant confidence that a shared understanding which fields of action should be addressed by the EYWA within the specific thematic strand of this specific workshop, in other words, a number of concretely formulated bullet points as fields of action was formulated with the completion of the workshop. "Shared/common understanding" was not meant as a strict consensus/that only the points each single participant agrees upon but in this case, there was consensus and common support.

In the end, a "temperature check" followed with the group sharing a final feeling and thoughts, a few reminders about the following days and a warm goodbye and wishes.

Overall, I would say it was a successful and interesting workshop, which created an engaging environment and fulfilling results.



**Date and time:** 10:10 – 12:30 Tuesday 8th December 2020

**Title of session:** 1.2. Implementing the European Youth Work Agenda in the Bonn Process as a strategic framework for the development of youth work in Europe.

**Rapporteur(s):** Chougher Maria Doughramajian

**Headline:** Equal Involvement and Strategic European Measures

During this workshop, the participants discussed the implementation of the European Youth Work Agenda in the Bonn Process as a strategic framework for the development of youth work in Europe and focused on the fields of action that are needed to achieve this aim. Snezana Baclija Knoch, the facilitator of this workshop welcomed the participants, and a brief round of introductions was facilitated so that participants are aware of the roles, expected outcomes and, they get to know each other and have a common understanding about the thematic strand.

One of the very first fields of action which was proposed focused on ensuring the involvement of all relevant stakeholders and sectors of the youth work community of practice in the Bonn Process. The participants agreed that there are several actions that need to be taken which include, but are not limited to, ensuring the diversity of representation of various youth work practices and the various needs of young people to be properly taken into consideration in any measures. Followed by engagement of stakeholders that are on the ground to provide reality checks and make sure that any frameworks or programmes do suit the needs of the youth work providers and young people.

The second most popular field of action that was proposed concerned action planning with strategies and measures at European level, in EU and in member States within the Bonn Process, which highlighted the importance of the connection between the European level and member States. Once again, the participants proposed and agreed on several milestones that are needed to achieve this field of action. They stated that the available financial resources within the European structures have to include youth work and youth work spaces such as youth clubs and youth centres. There is also the need for a stronger commitment from member countries, as well as the establishment of umbrella organisations for youth work organisations and youth workers.

The participants also discussed a third field of action, which aims to establish a coordinated approach for aligning the Agenda within the Bonn Process, overall youth work development in Europe, and the development of specific issues. The concrete elements of this field were discussed extensively with a special focus on how the Erasmus programme should more specifically aim at mainstreaming youth work policy development to ensure that main stakeholders, where it is the least developed, can be further encouraged and supported to develop the youth work environment. One of the other highlighted elements was the importance of policy coordination at European level and an agreement on a clear minimum policy environment for youth work. Such as, having a proper department in youth and education ministries focusing especially on new EU member countries that have less history of youth work. Lastly, the participants proposed that EU funds should aim at providing capacity building



between countries at policy and practice level, because there is a need for strengthening the existing European networks.

At the last stage of the workshop, the participants proposed a new field of action, which suggested that monitoring structures need to be well-designed and involve various European and National Stakeholders. Consequently, two milestones were highlighted, one of which focused on how the European Commission should go beyond the National Agencies to monitor the implementation of the Erasmus programme on a regular basis, as well as the need for these monitoring groups to gather bi-annually and how online engagement would be an added value to avoid extra costs. The workshop was then concluded by reflections by the participants, where one of them stated that **“We should always look at the big picture of youth work, how everything is connected.”**



**Date and time:** 10:10 – 12:30. Tuesday 8th December 2020

**Title of session:** 1.3 Implementing the European Youth Work Agenda in the Bonn Process as a strategic framework for the development of youth work in Europe

**Rapporteur(s):** Martin Miloshevski

**Headline:**

The aim of the workshop was to discuss the opinions and standpoint of the participants over the role of the Bonn Process in the implementation of the European Youth Work Agenda. The workshop gathered 7 participants, from youth organisations, the European federation of youth clubs, and national agencies. The workshop methodology engaged the participants in activities, such as individual work, small group work as well as plenary discussion. As the outcome of the work and discussions, the participants identified three fields of action as important, and recommend actions and activities that can help in achieving these fields of action, and the European Youth Work Agenda overall.

In particular, for the proposed field of action “**Ensuring the involvement of all relevant stakeholders and sectors of the youth work community of practice in the Bonn Process**” the participants highlighted the importance of avoiding the top to bottom approach in the implementation process, ensuring identification of the roles and responsibilities of the stakeholders, to reach out to unorganised youth, and to involve young people rather than just to consider them as relevant stakeholders.

For the field of action “**Action planning with strategies and measures at European level, in EU and in the Member States within the Bonn Process**”, the participants underlined the importance of decentralisation, and the importance of localising policymaking and improving their access to funding, to improve the recognition and awareness of youth work in the local context. Moreover, the action planning can be successful by identification of interlocutors for youth policy across the EU in order to create a common policy-making framework. Furthermore the field of action can be strengthened by the implementation of structured dialogue with policy makers, and establishment of co-management structures Advisory Council of Youth Workers, using the example of the Advisory Council on Youth of the Council of Europe, as well as capacity building of youth organisations for implementation of the European Youth Work Agenda.

Lastly, the participants identified that in order to accomplish the field of action “**Developing a framework for co – operation at the European level between the European Commission and the Council of Europe for the implementation of the Agenda**”, there is a necessity to foster EU-Council of Europe youth partnership in the youth field to ensure synergies between the priorities and programmes pursued by the two partner institutions in the youth field, to promote Internet portal of the Youth Department of the Council of Europe where you can find all the decisions, recommendations, initiatives, tools, methods, etc. in the youth field, and to ensure strong commitment at a national level to develop a framework for co-operation at European level between the European Commission and CoE.



**Date and time:** 10:10 – 12:30. Tuesday 8th December 2020

**Title of session:** 1.4 Overall aim: Implementing the European Youth Work Agenda

**Rapporteur(s):** Reneta Krivonozova

**Headline:**

The workshop overall was interactive and dynamic despite the amount of participants. For the first part of the session they were given an introduction to the agenda and instructions to the task that took part. They divided into two smaller groups, one of which I was part of, and had to discuss which Field of Action would they consider for themselves as priority, the reasoning for it and how can the actions be achieved. There were ideas, opinions and comments for each of the five inspiration paper proposed Fields of Action, a significant amount for integrating the implementation of the Agenda in the governance, strategies and measures of the EU Youth Strategy and the Council of Europe 2030 Youth Sector Strategy. Among the milestones were enhancing the partnership between the European Union and Council of Europe to ensure inclusion across all Europe, having specific calls for projects that would contribute to the Bonn Process Implementation under E+ KA2 and KA3 for the next five years and set a specific budget or provide incentives for those. The development of a framework for co-operation at European level between European Commission and Council of Europe for the implementation of the Agenda Field of Action also inspired participants to take part, where it was mentioned several times that there should be inspiration taken from European Youth Dialogue and that there should be a formal memorandum signed both by the Council of Europe and the European Union to establish the Bonn Process implementation. A very interesting idea was given by one of the participants to have a parallel to the next EYWC event happening including all youth ministers from the CoE and the EU. The results from the EYWC would be fed into the political discussions of the ministers. It was highlighted that the partnership between the two institutions has improved for the last five years and that has reflected on the Convention and the importance of dialogue and cooperation of levels and different stakeholders -public and civil - national and European. The participants have expressed that it is of vital importance to create an inventory of stakeholders and sectors of youth and ensure participation by providing incentives and recognition. It should be put in place to have a youth work section in the regular reporting of the EU and CoE and establish a mid-term check point, as it seemed to the participants that five years is not regular enough and that would also motivate stakeholders to create more initiatives. The overall feeling was of content, with hopes for future collaboration and inspiration.



**Date and time:** 10:10 – 12:30. Tuesday 8th December 2020

**Title of session:** 2.1 Establishing Youth Work as an essential part of youth policies

**Rapporteur(s):** Adrian Barbaros

**Headline:** YOUth at the heart of policy, no step without YOUth!

The session started with a short introduction of the participants, of the facilitator and of the rapporteur. Then, the facilitator presented the aim of the session and the overall presentation on how the participants will work. The participants highlighted how youth work reflects in actuality and what is needed for the EWYA to have a stronger impact on the grassroots level and how to encompass the vast reality of youth work. Therefore, the participants made the following recommendations and proposals.

Firstly, to create national legislation based on the youth work that would also have a side on research on the impact of youth work, thus creating grassroots youth policy. Moreover, it was also outlined the necessity to create a European year of youth work (like the European year of volunteering in 2011). The participants also agreed that it is of high relevance to add a new point on recognition of youth work and non-formal learning. The group expressed that today, youth work is not given the same consideration when it comes to opposing it to formal learning. Action is needed in all European countries to improve the profile and recognition of youth work as having equal importance in young people's development as formal learning. On top of that, the participants agreed that the following measures are required: to extend the reach between the three strands of the policy/praxis/academia triangle to ensure that there is synchronicity, but also ensure that there is adequate and appropriate provision for voices that are not usually included, so that there is a more valid evidence base.

Secondly, the participants stressed the crucial role of putting youth work into national recovery plans. "As the European Union is calling their recovery package "Next Generation EU", it is about time to put young people, services and youth work activities on the radar, when shaping the national recovery plans. It was also mentioned that it is important to strengthen the network of youth centres that promote reflexion, training and participatory activities around the topic of human rights of youth, in collaboration with the Council of Europe Youth work as a tool and a strategic measure for promoting participation of young people in decision making, co-decision and co-management processes on the local, regional, national and European level.

Thirdly, it was stressed that the recognition and validation of Youth Worker as a means of realising Human Rights for young people would result in linking directly human rights to policy measures. Therefore, the participants proposed that it is necessary for some concrete actions need to take place, for instance: development of joint teams of researchers and youth work practitioners drafting the research, as well as set methodologies for youth work research/frameworks that could apply to local research. At the same time, the participants expressed that Youth Ministries have a pioneering role in making sure Youth Work is validated, recognised, and mainstreamed in public institutions.



The participants agreed that the proposals from the field of action are relevant and they reflect what is needed in practice, however it is necessary to create a collaborative relation with other stakeholders and public institutions to ensure that the principle of the Agenda are safeguarded.



**Date and time:** 10:10 – 12:30. Tuesday 8th December 2020

**Title of session:** 2.2 Establishing Youth Work as an essential part of Youth Policies

**Rapporteur(s):** Alexandra Palaisti

**Headline:**

The facilitator introduced herself and invited us to present ourselves as well. Afterwards, we were divided into 5 sub-groups that wrote their ideas and views (Padlet) on 5 different fields of action: 1) Putting priority on the development of youth work in Europe within the strategies and measures of the implementation of the EU Youth Strategy and the Council of Europe Youth Sector Strategy 2) Establishing and further strengthening youth work as a constituent element of youth policies and/or youth policy frameworks in member States integrating all levels 3) Grounding youth work policy frameworks in human rights frameworks – this field of action was not very clear to them thus their proposals were very general 4) Stimulating the acquisition of academic and field-based knowledge to feed into evidence-based youth work policies and 5) Promoting and mainstreaming a youth and youth work-friendly approach across all relevant fields of governance.

They then presented their team work to the plenary, answering to questions – mainly by the rapporteur. The conversation that followed was primarily focused on the field of action that each group had covered. One of the main points that were repeatedly and clearly made, was that locality is essential and thus municipalities should take a more substantial and active role in forming and implementing youth policies. Participants agreed that youth policies should be de-centralised and formed by local administrations. Consequently, youth work can play a determining role at a local level.

A second point that was made, was that youth policies should be integrated in public policies, since they involve youth as an active and very important part of the society. They should not be conceived nor formed as a separate part of public policies, because then, they do not succeed in increasing the involvement and participation of young people. Accordingly, youth work should be involved in the implementation of public policies, as an essential part of those that focus on youth.

The workshop closed with everyone expressing their satisfaction by the outcomes of the activity.



**Date and time:** 10:10 – 12:30. Tuesday 8th December 2020

**Title of session:** 2.3 Establishing youth work as an essential part of youth policies

**Rapporteur(s):** Cristina Bacalso

**Headline:** Need to focus on implementation of policies, not new policies

The aim of the workshop was to collect the expert input and recommendations from the participants on the way the thematic field (strand 2 of the EYWA) “Establishing youth work as an essential part of youth policies” should be addressed further by the stakeholders and relevant actors.

Participants broke into groups and each looked at a Field of Action that was proposed in the background document. In group 1, they examined “Putting priority on the development of youth work in Europe within the strategies and measures of the implementation of the EU Youth Strategy and the Council of Europe Youth Sector Strategy”. Participants felt like there was a lack of understanding of what various stakeholders are currently doing towards the implementation of the two strategies, and proposed a mapping/monitoring best practices exercise which would describe the realities between different countries.

Group 2 examined “Establishing and further strengthening youth work as a constituent element of youth policies and/or youth policy frameworks in member States integrating all levels”. Participants felt that more emphasis needed to be on implementation (e.g. pushing for Enter! Recommendations to be implemented at the local level), and more awareness raising with ministers themselves about youth work. More sensitisation to youth work was needed, including an annual conference at the national level on youth work, which could play a monitoring role.

Group 3 looked at “Stimulating the acquisition of academic and field-based knowledge to feed into evidence-based youth work policies”, and also called for a mapping of best practices from different countries, signalling a lack of evidence-base on understanding the baseline of where youth work currently is at the national level. Youth workers themselves should be encouraged to use evidence-based approaches, but should also have their capacities and skills built up to do so.

Group 4 looked at “Promoting and mainstreaming a youth and youth work-friendly approach across all relevant fields of governance”, with an emphasis on including a youth check for every political decision at European or national level, and the role of youth councils as an accountability mechanism.



**Date and time:** 10:10 – 12:30. Tuesday 8th December 2020

**Title of session:** 2.4 Establishing youth work as an essential part of youth policies

**Rapporteur(s):** Edgar Schlümmer

**Headline:**

Participants had some time to revise proposed fields of action under the 2<sup>nd</sup> strand described in the inspirational paper at the beginning of the session. Participants could add some extra steps and clarify what kind of measures might be proposed under the preselected actions. Then split into two groups of most convenient topics. Topics were: establishing and further strengthening youth work as a constituent element of youth policies and/or youth policy frameworks in the Member States (MS) integrating all levels; stimulating the acquisition of academic and field-based knowledge to feed into evidence-based youth work policies. Subgroup on strengthening youth work found necessary to establish an exact process of implementation of Bonn process through creating and empowering National Working Groups based on co-management approach. Rights-based approach check towards documentation on a national level, e.g. using the UNCRC as the basis for this was found significant. Participants stressed the importance of funds for sustainable implementation of actions. They found it crucial that EU funds (ESF, ERDF, E+, ESC, Horizon, EU Recovery Plan) should be more addressed in pushing the MS for action. To receive funds, MS should improve Youth Work. The co-operation of the Bonn Process with the European Semester to force MS to use EU resources for youth work and policy, for implementation of EU Youth strategy and Youth Work Agenda might be a useful tool. Proposal to use better communication of the tools available to share good experiences in the design of policies not only direct action; creation of expert working groups at the regional level; improvement of youth participation were formulated. Participants stressed that it is vital not to lose sight of what youth work offers that is unique in the policy space. Subgroup on knowledge-based policy and youth work developments stressed that stimulating academic knowledge acquisition, including research projects, is essential. Supporting and increasing study opportunities in youth work around Europe, including MA and Ph.D. levels (incl. specific support programmes for doctoral studies in youth work), should increase academic potential and recognition of the profession. Improvement of educational opportunities as part of the knowledge-based process should improve and enlarge youth work academic research. Participants formulated that supporting a youth work research agenda addressing blind spots in knowledge on youth work and youth work policies will ensure YW's visibility and give input to improve the quality of practice. Research agenda will be empowered if research topics on youth work would be prioritised in existing instruments, e.g., Horizon including a specific chapter on youth work research or integrating YW priority into all related youth studies. Specific fields of study popped up as very necessary and should be: impact of youth work, theories of youth work, the study of the demands of practitioners and young people. Better use of digital data analysis to predict the future, co-operation in that field was considered an essential innovative approach. Subgroup found that measures for the transfer of acquired knowledge, results, and recommendations to feed into policymaking processes must be supported and initiated by a stronger community of practice, peer learning, and knowledge accumulation on a professional level. Youth workers should unite for expertise,



quality, and recognition. Youth Workers recognition as a profession widely in Europe was found necessary. To increase understanding and co-operation between the community of practice and researchers, the dialogue between these actors could be more stimulated, including existing instruments, e.g. COST-programme, the dialogue could be part of the actions in all strands. To ensure achievement of the results and implementation of measures proposed and accumulation and dissemination of knowledge about YW, the need for systematic check of youth work policies and setting a common European minimum standard in this regard was formulated. Establishing a set of indicators to strive to favor national, regional, and local conscience of the importance of youth work. Participants concluded that better development of youth work is possible within existing instruments, but YW should be part of them (Horizon, ESF, recovery fund, etc.).



**Date and time:** 10:10 – 12:30. Tuesday 8th December 2020

**Title of session:** 3.1 Ensuring and expanding the provision of youth work

**Rapporteur(s):** Elena Díez Villagrasa

**Headline:** More spaces, more co-funding, and more competences, but “Don’t do anything about them without them”

The 15 participants in the workshop prioritised the 3 first Fields of Action (FoA) suggested in the inspirational paper for strand 3 and they split to work specifically on them.

The FoA 3.1., regarding “implementing strategies and measures for providing the opportunity of an enriching youth work experience to every young person all over Europe, especially strengthening quantitative provision of quality youth work at local level” leads to the participants in this group, who are coming mainly from rural areas, and have detected that more work needs to be done in this area, put forward the need of **“promotion, recognition of quality youth work in rural areas by providing financial support and spaces for youngsters”**. As milestones they prioritise the organisation of youth councils in rural areas, as well as an initial mapping of existing youth work initiatives.

The group working on the FoA 3.2., about “implementing strategies and measures for providing the opportunity of an enriching youth work experience to every young person all over Europe, especially through ensuring equal access to youth work for all young people in their diversity”, focuses on the need for inclusive youth work, focusing on the perspective of vulnerable groups. They value the huge potential in this field, since vulnerable groups are at present underestimated and underrepresented, however, they warn to be careful so the inclusion is not done in their name, but **together with them**: “Let them tell their stories themselves”. For people with fewer opportunities to actually be involved in the process, it is suggested both **low threshold** so that anyone can participate as well making sure everyone in the groups feels comfortable cooperating together. Cross-sectoral cooperation is suggested as a very valuable milestone in this FoA, and sports is suggested as a field where to look for good practices since there it is already happening. In many cases, the required action would mean **putting policy into practice** since there are already many existing policies. Strong evidence-based research on what are the obstacles for implementation of policies is suggested to be able to address them.

The group working with FoA 3.3., regarding “Equipping the diverse youth work institutions and structures at all levels with secure and sustainable structures, sufficient financial resources and framing conditions to provide youth work to all young people”, come up with the need to **stimulate local authorities to develop youth work provision through co-funding mechanisms; youth work provisions should include: capacity building for all stakeholders, premises for youth work to take place, youth workers salaries, and non-governmental organisations programmes**.



Despite specifications for each of the 3 FoA discussed, common elements are to be found in all of them and all participants agree on their relevance: need for more spaces for young people, more co-funding, more quality youth work through increased competences of youth workers and the need to trust in young people: “Don’t do anything about them without them”.



**Date and time:** 10:10 – 12:30. Tuesday 8th December 2020

**Title of session:** 3.2 Ensuring and expanding the provision of youth work

**Rapporteur(s):** Agne Rapalaite

**Headline:** Ensuring provision of Youth work through quality learning, communication, networking and funding

9 participants from National agencies, youth centres, youth associations, educational institutions participated in a morning workshop focusing on the 3rd thematic strand on *Ensuring and expanding the provision of youth work* facilitated by Michelle di Paola.

At the beginning of the workshop Participants upvoted Fields of Action they are most interested in or where they could contribute most. In smaller groups participants continued on discussing 3 out of 4 of them: 1) strengthening quantitative provision of quality youth work at local level, 2) ensuring equal access to youth work for all young people in their diversity and 3) strengthening European and international youth work through enlarged European programmes.

The groups proposed several actions and milestones in each Field of Action. They suggested **having a jointly created EU youth worker curriculum** to have a format that can help educate all youth workers in the EU as a joint framework. What is more, they would like to have an **active network of youth work organisations** all over EU to also create a cross-sectorial experience programmes in Youth Work. Another important action to be taken is to **develop digital and face-to-face youth work practices**, to make youth work more accessible to all youth everywhere. There was a clear need expressed to have a programme that can **develop methods/tools** on how to access more youth as an organisation/decision maker that is connected to youth work.

For the second field of action participants formulated a need **to collect best practices of methods** and create space for direct communication from representatives in different bodies/working groups to different users/groups, especially marginalised and young people who are not part of an organisation. Participants also called for a variety of information and a **need to strengthen communication** between/information passed on from youth workers to young people.

For the aim to strengthen European and international youth work, participants suggested to **embrace local projects** with local impact and make more people aware of the youth work opportunities internationally (avoid talking "among ourselves") and reach out to cross-sectoral cooperation. All participants agreed that **new strands and funding mechanisms** should be developed to strengthen the participation of young people with fewer opportunities.

Participants found the discussion mostly interesting and useful. Also some representatives from NA got some ideas how to improve their daily work with the ideas from other participants.



**Date and time:** 10:10 – 12:30. Tuesday 8th December 2020

**Title of session:** 3.3 & 3.4 Ensuring and Expanding the Provision of Youth Work

**Rapporteur(s):** Laden Yurttaguler and Elizabeth Harding

**Headline:**

“Ensuring and Expanding the Provision of Youth Work” workshop (Strand 3) aims to discuss possible and potential human and financial resources for available and accessible youth work to all young people on local, national and/or European level.

Participants of the workshop prioritise three areas to discuss as the proposed fields of action. The first proposed field of action is related to the accessibility of youth work to all young people across rural and urban areas in a legal framework. Participants discuss the level of accessibility of youth work for young people living in the rural areas. They underline that accessibility to youth work is not at the same level in every region throughout Europe. Moreover, accessibility of youth work has decreased drastically during the pandemic. In addition to accessibility of youth work, the content of youth work is another issue. According to the participants of the workshop, youth work should be designed based on the needs of young people. Last but not least, youth work should be provided within the legal and regulatory framework in order to secure the sustainability of allocated resources and quality of youth work. In order to accomplish these improvements in youth work, participants offered a mapping activity in order to understand and make visible the needs of the young people. Mapping activity needs to involve Cross sectoral collaboration to cover various needs of young people from different fields and also use *structured dialogue* as a mechanism in order to build a conversation between the young people and policy makers. Last, but not least, participants recommend setting standards for governments for the mapping and reporting in order to establish a (citizen) monitoring process. The second proposed field of action focuses on the sustainability of the resources for the youth work on local, national and international level through developing legal framework for the allocation of resources in order to eliminate uncertainties regarding the resources which hinder youth organisations and/or youth workers from planning and operating in the mid/long term. In order to achieve this goal, governments are asked to allocate resources clearly, openly and transparently on local, regional and national level and to report the allocation and usage of the resources based on the European level indicators. Last field of action was on strengthening cross-sector cooperation through involving the formal education sector in order to make youth work more accessible for young people.

This workshop is originally divided into two separate workshop sessions. However, due to the limited number of the attending participants, 3.3 and 3.4 sections are merged with reference to the coordination team. The workshop aims to improve the quantity and quality of youth work on the European level through discussing the allocated resources, content and methods of youth work.



**Date and time:** 10:10 – 12:30. Tuesday 8th December 2020

**Title of session:** 4.1 Strengthening the common ground of youth work through co-operation within and beyond the community of practice

**Rapporteur(s):** Elizabeth Kasa-Mälksoo

**Headline:**

This workshop aimed at familiarising participants with this Strand and understanding the appropriate Fields of Action, to further the implementation of the European Youth Work Agenda (EYWA). The workshop brought together 27-30 participants in total, providing a space for them to explore different ways to strengthen the common ground of youth work through cooperation. The participants' profile was quite diverse, ranging from representatives of the National Agencies (Romania, Malta, Slovak Republic), representatives of National Youth Councils, of Ministries in charge with Youth affairs, representatives of various youth organisations and networks (e.g. Don Bosco), of research institutes and not least, youth workers.

The participants split into several groups and worked on a padlet to collect and map key activities, recommendations and milestones needed to implement the EYWA. Most people joined the "Cooperation and exchange" group, considering that youth work across Europe is very diverse and it needs cooperation within the field as well as reaching out to policy makers. Better communication between local and national, regional and European levels was also pointed out. Such actions would help for a better recognition of the field, its validation in countries which need this as well as better understanding of its role by the media and by the very society. Such activities would have to involve young people and have an implementation and evaluation plan, with corresponding indicators.

The group working on "Cross-sectoral cooperation" found that often sectors or ministerial departments which are aimed at youth do so independent of each other's work. An accent of the importance to translate European measures down to the local level has been underlined. Cross-sectorial networks with stakeholders from different fields of youth work and social work were seen as necessary, not only at European level but also at local level, as well as a need to fund these networks. The participants considered that more research is needed to demonstrate that youth work gives results - not by creating new instruments but by adding the youth perspective to existing mechanisms. The cooperation with the policy makers was deemed important.

The participants working around the topic of "Platform" saw this as a tool to give equal access to youth workers, to have a place where all can log in and interact, to offer examples of good practice as inspiration, to offer training, peer-to-peer support, last updates in the field. Easiness of access is necessary (accessibility from youth workers' own mobile devices, based on ID login), as well as cooperation established players in the field (POYWE, Europe Goes Local, linking with other platforms (Eryica, Youthwiki, Eurodesk, European Youth portal etc) and other communities and subcommunities (like the one of trainers). To the potential dichotomy between digital youth work and physical spaces, the workshop participants considered that the youth



centres should remain the space for youth work and the platform should add value to their activity.



**Date and time:** 10:10 – 12:30. Tuesday 8th December 2020

**Title of session:** 4.2 Strengthening the common ground of youth work through co-operation within and beyond the community of practice

**Rapporteur(s):** Eneya Georgieva

**Headline:** Digital space gives new life for youth work

During COVID-19 pandemic all of us realised that the inequality gap between European youths has risen essentially for the last 9 months. Health crises allow experts to identify where these problems are and is it possible to find solutions for them. Youths see difficulties when they are looking for new career opportunities because there is no one platform for all job offers on the labour market, training and education courses at home in the EU. All youths in the EU will communicate easily no matter where they are, so, if people contribute online and share their positive experiences and ideas for present or future projects in digital space that will be visible all over the Union and **the different start will be eliminated step by step.**

One of the pillars of 3<sup>rd</sup> European Youth work convention is stakeholders' involvement that allows creation of **a legislative framework to support Implementation of strategies** and measures for the promotion and recognition of youth work at European level. During 8<sup>th</sup> December morning workshop 4.2 - "Strengthening the common ground of youth work through co-operation within and beyond the community of practice" youth non-government organisations' leaders discussed essential problems in their field.

Plenty of digital tools have the potential to connect young people and promote cooperation between them, moreover, there are already some proven examples out there. Their disadvantage is no full approach, because some are for job opportunities, others for socialising, third for training, forth for scholarship, but there is no multi-language platform for all needs. There are a lot of websites in English and French but when Italians want to get knowledge about Polish cultural calendar it is difficult to be achieved. A local organisation might not be able to post **news and initiatives in different languages**, they should be supported through a centralised translation service in order to spread the new opportunity or information for their country to all people who are interested.

Moreover, there are a lot of barriers for youth to enter the labour market due to lack of experience, although if people share their own experience, give tips and advice and inform others for job opportunities in their country that will minimise the gap between European youths. Internships in the private sector is also essential in order to stop being just students and become adults who live on their own. The project needs essential **capital support from national governments and the EU's budget**, also all countries' governments can talk to the private sector and promote job opportunities there.

Participants have identified that recognition of youth work by the public sector is essential to its sustainability and quality. All EU's member states and partners should raise budget politics for youths and to start discussion with stakeholders on how to



solve their local problems before involving the whole field to a new platform. European can use internet connection for **collaboration between like-minded young people**. Establishing new digital space for an inter-connected and active youth work community of practice and for exchange and co-operation. It will allow all youths in the EU to communicate easily no matter where they are and which language they speak, to take training, to share information for vacant work offers.



**Date and time:** 10:10 – 12:30. Tuesday 8th December 2020

**Title of session:** 4.3 & 4.4 Strengthening the common ground of youth work through co-operation within and beyond the community of practice

**Rapporteur(s):** Aune Lillemets

**Headline:** Strengthening the community of practice through co-operation

Participants of the workshop found that strengthening co-operation and exchange within the youth work community of practice across Europe is important for ensuring that there are easy methods for young people and youth sector to engage with international counterparts and to learn from each other. Since there are so many ways to get in contact nowadays it can be overwhelming for the people in the field.

As for the solutions, one idea was to have networks based on the regional areas where the face-to-face communication could be easier and then connect these regional networks with each other. On the other hand one participant shared an experience with previous study visits where they learned that the most interesting is to compare the similar realities (which might not be in the neighbouring country), since they can more easily understand and pick something useful for their own reality.

There was an idea of creating a platform that makes interaction easy across cultures and nations. It'd be important to brand it in such a way that everybody wants to be part, like start-ups community have done (e.g. Garage 48). For youth work there is the Youth Wiki, but participants were not sure how well known or used this is. A modern platform could be more exciting, making the most of digital opportunities. The success of the platform could be measured through the level of engagement and satisfaction of users.

As for establishing continuous forms of cross-sectoral co-operation between the youth work community of practice and other sectors, participants stressed a need to define who the community of practice is, and who the groups and other sectors 'beyond' are to engage with.

It's important for the youth work community to be engaging effectively with different sectors, including public and private sectors. This can help with funding and sustainability of the sector, as well as ensuring youth work continues to be innovative and relevant. Finland has a social innovation project that could be a good example here, working with youth unemployment on the city level, having entrepreneurs on the team in the ministry that helps to push new initiatives etc.

It was also discussed that the network itself is not enough, there needs to be shared objectives and implementation across sectors to sustain ownership and commitment in a sustainable way. We also need clear messages to the society that people outside of the sector will understand the value of youth work. Finally, it's up to the youth workers themselves as well. Simple things like having a good LinkedIn profile help to be taken seriously.



**Date and time:** 10:10 – 12:30. Tuesday 8th December 2020

**Title of session:** 5.1 Supporting the Further Development of Quality Youth Work

**Rapporteur(s):** Mustafa Gündoğdu

**Headline:** Supporting the Further Development of Quality Youth Work

The session focused on five key fields of action concerning the development of quality youth work: common ground of youth work; framework for quality youth work; democratic values, active citizenship and solidarity; education and training of youth workers; and research on youth work.

Further developing the common ground of youth work in Europe was found to be essential because “recognition of youth work has its foundation laid in the understanding of it.” Due to the linguistic and cultural differences, there are many different understandings of youth work across Europe. However, there is a need for a common theoretical approach towards what youth work is. This requires connecting the community of practice and investing in conceptual discussion to understand each other.

The group pointed out that a framework for quality youth work is necessary for common methodologies and indicators, principles-based standards, and methods to evaluate youth work. In order to achieve this, there is a need to develop a set of principles which define a framework for quality youth work (building on what we already have), and the principles should be updated, reviewed and evolved in such a way that quality reflects the reality. Within this field of action, the group also proposed to set up an implementation and review mechanism that coincides with the 5-year convention cycle.

Regarding the promotion of democratic values, active citizenship and solidarity, the group put forward that this issue needs to be seen (in Agenda and in EYW generally) as a basic principle that is linked in all areas of European Youth Work, as it is more than a method or theme, but linked with all areas. Apart from this general point, it was suggested that youth work processes need to be democratic, too, allowing direct participation of young people to learn to make decisions and understand the value of democracy, solidarity and active participation through practice.

Education and training of youth workers were linked to almost all other fields of action. The participants suggested that “if we want to invest in the quality of YW, then education and training of youth workers are the core element for it.” The mainly focused topics included the need for further validation of the non-formally and formally acquired competences by youth workers, and bridging volunteer and paid pathways (leading to recognition of the profession). Besides, it was emphasised that while addressing these issues, it must be taken into account that there are too many types of youth workers (paid, volunteer, etc.), and it is not clear whose competences we are talking about. There must be distinctions.

Finally, research on youth work was found to be essential for providing evidence for debates on youth work, providing bridges among different actors, linking different



topics and providing recommendations with a potential to upgrade policy and practice. The above-mentioned issue of distinguishing between different types of youth workers was also raised in terms of research. The main recommendations regarding this field of action focused on creating a common platform for conducting research and a knowledge hub for youth work research. Funding schemes can be established to form consortia. Lastly, youth work research should be established as a standalone discipline with experts dedicated to this particular area.



**Date and time:** 10:10 – 12:30. Tuesday 8th December 2020

**Title of session:** 5.2 Supporting further development of quality youth work

**Rapporteur(s):** Florence Murlon

**Headline:** A common framework and an educational strategy as guarantees for the further development of quality youth work

In the workshop dedicated to the topic "Supporting further development of quality youth work", participants were divided into two working groups, according to their main interests and priorities.

The first group discussed the field of action **5.2: "Developing and implementing a framework for quality youth work"** development based on existing knowledge and practices, a common understanding and shared principles of quality youth work." First, some participants acknowledged that young people need a set of skills and competences - in particular life skills such as problem solving, critical thinking, empathy, ... - and youth work can highly contribute to it. Some organisations have already created curricula, sets of programmes that can develop the key skills young people need. Then, practitioners discussed different types of quality processes: some based on standardisation and others based on indicators and criteria to meet the variety of needs and local situations. Discussions demonstrated the need for recognition, certification and promotion - that have to be independent and apolitical, as well as recognised by the community of practice - of the already existing and pertinent local/national instruments and training processes. Participants also urged for a common framework/system/platform that would be approachable, understood for and by youth workers as well as young people themselves. As one participant expressed it: "A European framework could be something we aspire to, from which we can choose whatever we need and follow specific rules/directions." Some practitioners recommended that the quality system should be established by a union of youth work providers, who would ensure - among others - data collection (centred towards the needs of youth workers and trainers), minimum quality standards and ethical behaviours. This platform would guide practitioners through long-term assessments of the impact of youth work, at national and European levels. Besides, some participants proposed to strengthen and enlarge the network of researchers in the area of youth work and to better bridge the research field and the community of practice, in order to show more clearly the impact of youth work on innovation and change. To check progress, some participants proposed the organisation of a regular European youth work research conference - to strengthen the common efforts and gain more confidence - as well as the establishment of a central European youth work agency/structure with staff, in order to monitor the process and to ensure some follow-up. The second group tackled the field of action **5.4: "Creating and implementing a coherent and flexible competency-based framework for initial and continuous education and training of paid and volunteer youth workers."** Some participants stated that youth work training/education represents a priority for countries that don't have "formal education" for youth workers. Thus, to ensure a better recognition of youth work at national level, the formal educational paths would be useful. Therefore, some practitioners recommended promoting complementary education paths by allowing both systems: one more



“theoretical/conceptual/academic” and the other one “practice-based/from the field”. They acknowledged that, regardless of the educational/training system, learning in practice is important. Participants also proposed to create a system of continuous development/training for professional youth workers with paths for specialisations, including an online training offer, notably regarding digital youth work. According to some practitioners, cooperation between universities and institutes for higher education should lead to an international bachelor/master teaching the different approaches to youth work. They also urged for the development of fora/conferences/seminars - both offline and digital - where practitioners could meet and exchange. To ensure the implementation of the above proposals, some participants suggested creating a baseline measurement/inventory and checking the potential improvement of their measures after 5 years.



**Date and time:** 10:10 – 12:30. Tuesday 8th December 2020

**Title of session:** 5.3 Supporting the further development of quality youth work

**Rapporteur(s):** Maja Drobne

**Headline:** Budget in the projects should be assigned based on high level quality measurements and less to concrete goals

The workshop was dedicated to shape the proposed fields of action and 3 fields of action came out of it.

Developing and implementing a framework for quality youth work

The vision behind the field of action is to establish a definition of qualitative youth work as a basis for a set of indicators and monitoring tools. Budget in the projects of different donors and project financiers should be assigned based on high level quality measurements, less to concrete goals. The latter would restrict innovation and learning by doing whilst those are essential to research.

Carry out an audit of existing quality frameworks for quality youth work in Member States.

The question that should be answered by all donors and funds to come to a definition is: "what does it need for a person to be active in society in the future?"

Funding should most of all happen based on the reflections and next-steps that are made about those metrics. Not that much (or only) based on the level of the metrics itself.

1. Quality youth work because resources should be given to the right hands.
2. It should go like this: Recognition --> Training --> Quality Standards
3. Start from low (local, regional, national) and then reach the European level of quality. Quality youth work and youth work in general should be a priority of municipalities and youth centres of towns and cities.
4. We know because there is limited funding and public sector is not so supportive

Quality Framework, which is supportive of practice and developmental in nature (as opposed to an inspection model). The process of developing a quality framework should be participatory involving young people.

Valorisation of youth worker competences outside youth work

There is a need for a competence model for Youth Workers to Work Internationally and strengthening and increasing academic and practice-based research on youth work in Europe. The vision behind the proposal is to collect knowledge, to shape an European "knowledge pool", to empower the level of higher education, to strengthen Youth Work research and to create more evidence-based practices and to learn how exactly some actions work (or don't). Aiming at establishing a network of teachers and researchers (especially in the eastern countries), which will meet digitally every year. The research will happen in collaboration with youth workers and educators. Find out the key persons and universities - find out kind of connecting strategies



(offline or online). It is important to do research with youth workers. Co-create the research questions, choose topics, conduct research with youth workers and with young people, not only on/about them.



**Date and time:** 10:10 – 12:30. Tuesday 8th December 2020

**Title of session:** 5.4 Supporting the further development of quality youth work

**Rapporteur(s):** Weronika Koralewska

**Headline:** Quality in the diverse array of youth work

During the workshop “supporting the further development of quality youth work”, the participants discussed different dimensions and aspects of “quality” in youth work and proposed numerous actions to increase it. The first action that was proposed was developing and implementing a framework for quality youth work development based on **values**, existing knowledge and practices, a common understanding and shared principles of quality youth work. This proposal was a reformulation of an **already existing field of action** within the strand number five – the participants rephrased it by adding the aspect of **values** to that field of action. It was emphasised that the work on values separates youth work from social work and other disciplines. Moreover, it was highlighted that values should be at the forefront of any youth work quality framework - this is why the participants proposed developing a common “**code of ethics**” for youth work.

The second field of action that was put forward by the participants was developing a **comprehensive competences framework** that would include both paid and non-paid youth workers. It was indicated that there are differences between the meaning of “competence” in the context of volunteer youth work and “competence” as paid youth work. The participants agreed that it should be possible to acquire the competences needed for youth work both through the Non-Formal Education path and the formal education path. What is more, the participants put forward a proposal of formal university programmes to teach youth workers. However, there should always be a possibility of choice - if the youth worker wants to obtain the competences through the formal path or the informal path.

The third field of action that was proposed was further strengthening the recognition and validation of the work that has already been started (bottom-up approach in inventing the recognition and validation systems). The participants emphasised that much of the work on recognition and validation of youth work **has already been done at the local level**, in many countries, organisations – and one should use this knowledge and experience, instead of inventing it again top-down. What is more, the community of practice should take great care that the side effect of the process of recognition and validation will not be the phenomenon of many volunteering youth workers to be left out and blocked in the possibility of doing their work. What is more, we should recognise that the youth work systems have their own internal qualification - therefore it is important to answer why it is needed for someone to get a formal qualification or recognition (for example - scouts have their own system).



**Date and time:** 10:10 – 12:30. Tuesday 8th December 2020

**Title of session:** 6.1 Supporting the ability of youth work to tackle emerging challenges and innovate its practices

**Rapporteur(s):** Adina Marian Serban

**Headline:** It is high time we move to SUSTAINABILITY!

The session was an excellent opportunity for the group to go back to the proposed strands and to elaborate on the fields of action. Most of the attention of the group was on the innovative tools and instruments that youth workers need in order to respond to the current youth needs and interests. The innovation within the discussion was mainly around the practices that youth organisations could develop having, of course, young people at the heart of the development process.

The most interesting proposal came from a group that decided to propose a new field of action related to the need of Sustainability in the youth field. For too long already, youth organisations delivered youth work services on project basis. Due to the lack of tradition of youth work in most of the countries, lack of permanent structures and weak public services for young people and also to the lack of flexibility of the grant donors to adapt the current contracts/grants. Consequently, the group did focus on thinking about the importance of having a sustainable youth field where organisations are durable, where projects are developed on a long-term basis, with other authorities supporting the youth projects. Especially now, during the Corona crisis, it was visible the lack of sustainability – a lot of the youth organisations had to close down their services, to stop delivering youth work services or were not available anymore to get to those young people who are not that present in the digital world.

For this purpose, special attention should be investing in supporting the youth field reaching a mature level and that would also have a great impact on youth work development. More than this, the outcomes that would be produced during the projects would be there to stay, young people will be involved with long term competencies' development frameworks, it would be easy to track their experiences and the policy makers would probably be more convinced of the need to have a multi-stakeholder approach on youth policy.

And developing the sustainability approach would also require youth organisations to reflect upon their 5-10 years working plans, to invest into the development of their resources – including the training of youth workers and also in diversifying their resources – especially financial ones. Also, the grant donors should be flexible and allow costs for organisational development – to understand that development takes time, people and resources. But once the sustainability and maturity of the youth non-governmental sector would be reached, then different crises would have a reduced impact on it. And, in the end, 'the end users' of the youth work services – young people – would be the ones who would benefit the most from this development process.



**Date and time:** 10:10 – 12:30. Tuesday 8th December 2020

**Title of session:** 6.2 Supporting the ability of youth work to tackle emerging challenges and innovate its practices

**Rapporteur(s):** Rachel Hurtado

**Headline:** Whenever we understand what innovation means in Youth Work, we will ask young people what it is they need :).

12 participants joined our session.

At the start, the facilitator launched a survey on Menti to feel the temperature in the room. The mood was good: 3 were excited, 3 anticipating and 4 motivated. The group was formed by 4 project managers, 3 trainers, 1 youth leader, 1 policy-maker, and 1 educator. Some of the mentioned emerging challenges that youth work should tackle were funding, youth participation in democratic life, innovation, recognition, digitalisation, well-being, and fake news. In general, the participants agreed that innovation is in the nature of youth work and that it has to respond to emerging challenges. 'Youth work should innovate, even if existing practices work well' got less agreeing responses.

After that, Dragan showed the 4 fields of action (FoA) from Strand 6, and opened a discussion on those FoA, leaving the space open for participants to propose new ones would they wish so. After some chat, people chose their preferred FoA to work on, and they were split into groups, and added their outcomes in a common Padlet. At the very end, the groups shared their conclusions for everyone to show agreement or not. There were no disagreeing voices.

Several ideas were mentioned repeatedly, such as 'Failing is okay', 'Bring expertise from other fields' (cross-sectoral cooperation), ask young people what their needs are, and that what innovation means in youth work is unclear, as there are different ideas about it.

Before finishing, Dragan asked participants to write in the chat their personal commitment at the end of the session. The answers were the following: co-create; make E+ accessible as an incubator for innovation; ensuring the voice of young people are heard in all new innovations in our youth work; lobby a more democratic student involvement in processes; inspire youth workers to be an actor of change & achieving the SDG's (Sustainable Development Goals); contribution for NA action plan for promoting and enhancing innovation for / in the youth field; focus Erasmus+ and European Solidarity Corps on contributing to solving societal challenges that matter to youth; and help in creating sustainable outreach strategies.



**Date and time:** 10:10 – 12:30. Tuesday 8th December 2020

**Title of session:** 6.3 Supporting the ability of youth work to tackle emerging challenges and innovate its practices

**Rapporteur(s):** Rachael Stockdale

**Headline:** Shared Platforms and Better Communication within Youth Work

The session was opened by the facilitator who welcomed the participants into the room. The facilitator allowed some time for getting to know each other on padlet (map), sharing names, roles in the youth field, one expectation from the convention and naming one small thing that made them happy last week.

The facilitator used a powerpoint presentation to present strand 6: "Supporting the ability of youth work to tackle emerging challenges and innovate its practices." Then she presented the field of action 6.3: "Supporting spaces, means and approaches for the exchange and strategic development regarding trends, developments and challenges in youth work and on new and innovative policies, strategies and its practices."

The facilitator broke the group into breakout rooms and invited them to discuss possible fields of action, including measures and activities. The groups were brought back to the main room for discussions. It became clear that there was some confusion about the task. There was feedback from the rapporteur on narrowing down thoughts and ideas to 5 fields of action. General discussion followed. The group discussed the need for better communication in the field: "We need to break the idea that youth workers work on their own. A platform and having someone who facilitates the communication could help youth workers, but initial phase: youth workers need to communicate more about what they're doing / share information." (Sarah Spiteri). Similarly, opinions were expressed about the need for a common platform in youth work: "We need to somehow gather this multiskilled sector and collective intelligence. A common platform should guide the youth work sector into the innovative process. Important to help youth workers and representatives to connect all parties in the innovation process." (Emilia Radu). The groups were sent back into the breakout rooms to consolidate their ideas. After some discussions, there was a summary of fields of action as recommended by the group. The group agreed on two fields of action; "To create spaces which meaningfully integrate the voices of all relevant stakeholders including youth work experts, researchers and specifically children and young people," and "To dedicate funds to innovation processes initiated by youth organisations and young people in cooperation with stakeholders." The rapporteur sought clarification on several points which led to further discussions on the milestones and actions to be taken. Upon agreeing on a final version, the rapporteur reported her notes to the group and sought consent.

The facilitator did a check-out activity inviting the group to share: "*In two words... what stayed with you from this workshop?*" The group expressed their pleasure at working together during the convention, with comments such as: "For me, despite the language barrier, it is a pleasure to hear your ideas and understand how many people are behind youth work" (Elisabeth Almiñana). The facilitator closed the session.



**Date and time:** 10:10 – 12:30. Tuesday 8th December 2020

**Title of session:** 6.4 Supporting the ability of youth work to tackle emerging challenges and innovate its practices

**Rapporteur(s):** Neringa Tumėnaitė

**Headline:** Innovation and Youth Work

*"We should not only include young people in our world and processes, but include ourselves in theirs." (Kalina Damyanova, participant)*

In some countries, youth work faces challenges to keep in speed with the ongoing trends and innovative practices. Therefore, the workshop aimed to identify what support young people and youth organisations need to be supported.

### **Communicate, communicate!**

The participants have identified a strong need to strengthen the capacity of every youth worker to follow the trends at all levels ( local, national. international) and to ensure that resources available are youth-friendly. I.e. research aimed to monitor and communicate the trends and innovation related to youth work and wider societal trends should be well-communicated and accessible. In addition, it is important to include ourselves in their life and their processes and their networks/apps/language.

Another key aspect related to this is talking to youth having grassroots information and feedback from youth and youth workers, as well as defining and communicating projects as a tool to create *innovation* rather than just *mobility*.

When it comes to the power of words and shifting concepts, the participants also drew attention to the need to redefine meaning of the word *disadvantaged* in time of pandemic in order to follow/redefine the word in current time in society and work on a comprehensive way to measure it.

### **Young peoples' hopes and visions - part of innovation**

Innovation should not be only responsive but also leading towards visions and dreams. It is essential to be proactive and lead with ideas and projects, and not only respond to ongoing challenges. Therefore, strengthening participatory research dimension and collection of data from young people and youth workers is needed; not less important is also ensuring that strategy and policy papers do not only follow but are *proactive towards innovation*.

Overall, funding support and inclusion of young people has been identified in this process as of crucial importance at all levels and structures if we are to help youth work to innovate with the times and adapt to the rapidly changing world.



**Date and time:** 10:10 – 12:30. Tuesday 8th December 2020

**Title of session:** 7.1 Enhancing the promotion and recognition of youth work

**Rapporteur(s):** Gianluca Rossino

**Headline:** Youth work and its positive impact on young people's life needs to be promoted through a clear and understandable message.

This first workshop for the 7th strand recorded 41 participants.

After a couple of rounds of getting to know each other in breakout rooms, the facilitator introduced briefly the essence of this strand, as the lack of recognition of youth work at multiple levels is also a major obstacle to promote its value and impact.

The group then worked in breakout rooms with the support of Padlet, a useful digital tool to collect ideas and visualise the possible fields of action concerning this specific strand.

The first part of the brainstorming focused more on the rationale behind the fields of action that were summarised in the preparatory documents for the 3rd European Youth Work Convention.

As the youth and social policies are national competences, a primary concern is that Youth work is not recognised at the national level and it is often mixed/confused with the social worker.

The lack of sustainable funding and a very limited policy recognition are therefore the concrete elements that can be tackled by the community of practice, from civil society actors to public authorities from the local to the national level. A specific reference to the crucial role of NAs was made to stress they can guarantee the regular effort for promotion and recognition that ministries are often not showing. Throughout the session several references were also made to the importance of research in the youth sector, proposing clear and reliable indicators to measure and evaluate policy progress and its impact across Europe. In this regard, qualitative research should be preferred when dialoguing with policymakers, highlighting examples and inspiring stories of role models who really benefited from youth work.

The second part of the session focused on the milestones/actions to be taken regarding the 4 fields of action that were prioritised by the group. When talking about developing and implementing strategies and measures for the promotion and recognition of youth work at European level and in the Member States, participants proposed the establishment of a Youth-Work week recognised throughout Europe, making it easier to promote youth work and attract fundings. Other proposed milestones connect to the need for cooperation with local and regional authorities, better preparation and training offered to youth workers and a common effort to strengthen the cooperation between non-governmental organisations, National Agencies and Government. Finally, a common language to promote youth work,



inspired by the European framework and translated to the national languages, was especially encouraged (a reference to the work of Europe Goes Local was made).

When focusing on the recognition and validation of non-formal education and learning in youth work, a step forward from universities and specialised schools was particularly stressed in order to introduce a recognition system for skills/competencies on a formal level. Synergies with other sectors (such as with educational one and social entrepreneurship) are positive platforms to foster the process of recognition. An aspect to be noted across the 3rd EYWC is the reference to the professional development of youth workers, especially for volunteer youth workers. Moving to the relevance and importance of youth work and its positive contribution in all member States, it was highlighted how youth work is not really about reacting but creating value and preventing radicalisation, fake-news, isolation etc. The group demanded to establish quality standards for youth work organisations as a condition for obtaining funding and, finally, they also suggested to launch a Youth Work Campaign to be connected with the Digital Platform that the EC announced: funding should be used to develop an EU-wide story-based campaign on the meaning/results of youth work that could be further promoted through local events and social media contents.



**Date and time:** 10:10 – 12:30. Tuesday 8th December 2020

**Title of session:** 7.2 Enhancing the promotion and recognition of youth work

**Rapporteur(s):** Maria Roidi

**Headline:**

The aim of this workshop was to support the participants in exploring the challenges and the needs when it comes to the promotion and recognition of youth work. The importance of youth work in young people's lives must be the highlight and lead to its recognition and validation. The participants shared several international tools that support youth work, including EYWC, the CoE Committee of Ministers' recommendations, and other. The participants shared moreover, thoughts such as: National youth umbrella organisations, national youth councils can play a stronger role in supporting their domestic implementation and they should be supported further.

Cross-sectoral cooperation / educational sectors, donors, public bodies, and also young people have to get engaged in promotion and recognition of youth work, not just youth organisations.

A recognised profession should have a minimum educational pathway. Training courses are not enough. It is needed to see at least a vocational pathway and dare to request for university-level studies. This could offer a faster social recognition.

About cooperation and common ground:

There is a bigger challenge among the countries with already recognised youth work due to the big differences in practice and in education level or requirements. Encouraging most senior decision makers to engage directly with youth workers and young people.

Important to localise the framework. The local level should be included in the process and include their inputs based on grassroot realities sustained funding is needed...project funding and coupled administration makes organisations and youth workers exhausted and it robs them of their quality time that should be invested in working with young people; both local and national relevant stakeholders should play a major role in creating such sustained pool of funds

All the fields of action can be aligned with the university civic mission and the concept of engaged university, so collaboration with universities (particularly those claiming to be engaged universities) is necessary and it is very complementary with their goals of educating young people so they can contribute to developing inclusive, democratic, more sustained and just society.

The workshop closed with a summary of the results and the excited conversations around validation and recognition of youth work.



**Date and time:** 10:10 – 12:30. Tuesday 8th December 2020

**Title of session:** 7.3 & 7.4 Enhancing the promotion and recognition of youth work

**Rapporteur(s):** Max Fras

**Headline:** Connecting all key actors and showing impact are key to youth work promotion and recognition

The main aim of the session was to reinforce the role and recognition of youth work through different FoA`s under the Strand 7 in relation with the core aim of the programme of the 3rd European Youth Work Convention, by contributing in the recommendations of the final declaration of the Convention, and the future national and European processes within the Bonn Process.

Specific objectives included exploring challenges and opportunities on the way of recognition of Youth Work widely in Europe, identifying joint perspectives and possibilities, collecting ideas and feedback on the recommendations and proposals for the FoA`s existing in the Inspirational paper for the Strand 7 and gathering suggestions and proposals for taking better measures and actions towards recognition of youth work from national to European levels.

The workshop was facilitated by 1 facilitator and 1 rapporteur. Workshop participants (12 participants in total) brought together a wide range of stakeholders, including government agencies and policy-makers from Austria, Romania, Ireland, Hungary and Belgium, local authorities and civil society organisations from Germany, Turkey, Ukraine as well as international organisations (CoE – EYCB) and a university (University College Leuven). Throughout most of the workshop, the group was split into two sub-groups working in parallel on all FoAs under Strand 7.

The first sub-group focused on FoA 1 - Developing and implementing strategies and measures for the **promotion and recognition of youth work** at European level and in member States. Through an active and participatory discussion, the group concluded that recognition of youth work and non-formal as well as informal learning is an important issue for the field of youth. When reading about recognition, key words such as 'validation of non-formal and informal learning' are often used. Having approached this topic in more detail, the group realised that recognition incorporates a wide range of developments that are connected to political documents, tools, studies and events.

Addressing this field combines several different elements and spans across various aspects of youth policy, including developing a common understanding and a joint strategy in the youth field and improving co-operation and communication and visibility of the particular role of youth workers, assuring quality and training in non-formal education/learning, Increasing knowledge about non-formal education/learning in youth work Developing existing tools further and make them accessible and transferable Reinforcement of political processes on the European level and linking youth to the lifelong learning strategy (and vice versa). The group proposed a number of concrete actions to be taken within this area, including making the youth worker career visible for youngsters so they can work in this field later, working out clear



definitions of competences youth workers should have to work the field, support for or setting up of a dedicated think tank with educational professionals to make a measurement system for non-formal and voluntarily based youth work and supporting youth worker quality labels.

The second sub-group focused on FoA 4 - Supporting the youth work sector in making its value, needs, output, outcomes, impact, and benefits more visible and comprehensible.

The main conclusion of the group's collaborative work was that work under FoA 4 has to lead to stronger recognition of youth work, focusing on the power of youth work in society and its effects on the life of youngsters. The key action is to find a common ground for this, strengthening the existing networks on this and establishing Europe-wide cooperation on the topic. The group suggested several milestones/actions to address this, notably bringing together all the capacity to work on researching the impact of youth work, using the existing networks to gather researchers, practitioners and policy advisors, developing a concrete tool to measure the impact of youth work - and making impact visible; the tool has to be available to use by youth workers themselves, not just researchers. The group also suggested a youth law ensuring that the authorities on the local, regional and national level guarantee that there is save space for youth work(ers) and youth organisations, aiming for providing every youth work organisation their own save space (in- or outside) that shows as well its role as important youth work on local society (to be reached within 5 years).



**Date and time:** 10:10 – 12:30. Tuesday 8th December 2020

**Title of session:** 8.1 Ensuring a strong role for youth work in the 'new normal'

**Rapporteur(s):** Veronica Stefan

**Headline:** Priorities for youth work in the new normal and beyond

The session was opened by the facilitator who welcomed the participants into the room and explained the technical environment and the tools will be used. An overall presentation of the workshop was provided, including the working methodology and roles of the facilitator and rapporteur, as well as the next steps and expected outcomes.

The participants were then invited to respond to a set of questions via Menti, aimed at mapping who is who, how is the energy level and what the new normal means to participants. The group composed of 20 participants reflected a variety of stakeholders and high motivation to engage in the topic of the convention.

The session was continued with a thematic strand presentation, including the short video prepared by the EYWC2020 organisers. Immediately after the participants were invited to choose from the proposed fields of action (FoA) via Menti. The results showed participants' preference for four (4) main priorities as it follows: FoA 5 (25%), FoA 3 (21%), FoA 1 (17%), FoA 2 (17%). Based on these choices the participants were split into 4 working groups (breakout rooms) and were indicated that at the end of the group work they will have to present the outcomes in the plenary, thus a group presenter had to be chosen as well.

Conclusions of the working groups highlighted that youth work in general is not a main priority on the public agenda, being still insufficiently recognised. Current challenges were present even before the COVID-19 pandemic but in the present crisis, the sector is even more fragile, making it much worse in some cases such as open youth work, leaving many young people and youth workers behind. Some of the proposals included the need for strategic thinking: youth work needs to have a specific place in the national youth agenda - possibly a national youth work agenda, the outcomes of EYWC2020 need to be reflected at the national level as well. Safety nets are also needed related to a stronger recognition of youth work, including more sustainable resources (sustainable funding, not just project-based, talent/expertise retention, infrastructure such as youth spaces/centres); more capacity-building opportunities for the entire youth work ecosystem. Young people and youth workers need to be among those who innovate and not just beneficiaries/consumers of digital tools but rather engaged in shaping the digital world. When discussing digital youth work there is a need to define and agree on a set of quality standards, develop more quality resources (handbook/guides/tools); develop an independent online platform at the European level - incorporating resources and facilitating dialogue, cooperation btw youth work stakeholders.

After the working group presentations, the rapporteur presented the main points and reminded the participants about the overall process of drafting the Declaration.



In an open mic session, the participants showed enthusiasm about the process and ideas developed during the workshop, highlighting their wish for a strong involvement of stakeholders after the Convention as well.



**Date and time:** 10:10 – 12:30. Tuesday 8th December 2020

**Title of session:** 8.2 & 8.3 & 8.4 Ensuring a strong role for youth work in the 'new normal'

**Rapporteur(s):** Maria Pia Napoletano, Sebastian Schweitzer, Bastian Bender

**Headline:** Values guide our path to the future

The session explored the role of youth work in the new normal and how to ensure a strong presence of youth work in addressing challenges during and resulting from the pandemic.

Once all 18 participants settled in the room the facilitator opened the workshop with a brief tour de screen, a short introduction of the workshop purpose, and a warm-up exercise to get familiar with each other. Following this warm-up, the participants watched the Strand Video and a short introduction to the six fields of action under Strand 8 Ensuring a strong role for youth work in the 'new normal'. The participants then picked four fields of action to work on during a group work phase. Within the groups the participants reflected upon concrete measures to undertake, key elements and milestones to be achieved.

The recommendations for each field of action were shared by the group at the end of the session. They were the following:

1. FoA2 Further developing the youth work sector's capability of moving forward with digital and technological innovations
  - a. Ensuring an adequate infrastructure (hardware, software, digital infrastructure) for youth work institutions, organisations and their staff as a basis for digital and smart youth work
  - b. Ensuring broad opportunities for the qualification of youth workers in the field of digital and smart youth work
2. FoA3 Ensuring equal access to youth work in the new normal for all young people
  - a. Paying attention to the digital divide and limited opportunities to access digital youth work for some young people
3. FoA5 Strengthening the role of youth work in the new normal by keeping up the values of youth work
  - a. Core values for youth work have to be jointly formulated, widely promoted and applied in real life youth work.
4. FoA6 Investing in crisis-resilience of youth work
  - a. Prepare a Youth Work Recover Plan with a co-designed process.
  - b. Focus on digital skills for both youth workers and young people, making both more resilient for future crises.

The discussions touched upon a wide range of related topics. The most notable was that the term "new normal" is misleading as nothing is normal about the current situation, and it might suggest that there is no crisis, and no immediate actions are needed. Young people, particularly the poor and marginalised are most affected by the pandemic and largely excluded from decision-making. Thus, decision making has to be open to young people to create a space for addressing the crisis together. Within this context, values are a guide for our actions. The pandemic has restricted a lot of freedoms, and we need to avoid going back to the times when large parts of Europe had no or limited access to fundamental freedoms.



The session closed with a thank you by the facilitators to the group and their contribution during the workshop.



# Day 2

## Stakeholder Workshops



**Date and time:** 14:10 – 17:00. Tuesday 8th December 2020

**Title of session:** National Agencies Room 1

**Rapporteur(s):** Antonela Kotsoni

**Headline:** The NAs should focus on building on what already exists

A warm welcome was accompanied by some technical instructions and details, including on the digital tools and the roles of the facilitator and the rapporteur (even though most of the participants felt quite familiar with the digital tools.)

After establishing a common ground for the goals and objectives of the session, we moved on to the main topic of the workshop which was to consider priorities for the coming 7 years & select priorities we want included in the declaration. So, similarly to Tuesday morning we moved to a deep Dive on Fields of Action of the thematic strands. We start with a mentimeter poll to get people familiar with the FoAs, as they were asked to rank from 1 to 5, by their importance as a group.

After having established a common understanding as a group, we split into break out rooms, where participants were able to re-familiarise themselves with the Fields of Action, as they were able to elaborate discussions in detail in smaller groups. Spending this time into groups was accompanied by a Padlet in which groups kept account of what was said and agreed.

By coming back, we collectively moved into each post, where each group assigned a team member to take the floor and summarise their key findings.

Some of the main themes which came up were related to youth work and how it can meet youth needs, strengthened by the European programmes. Emphasis was given to the role of the National agencies and how they can support the implementation of policy objectives and priorities.

All groups agreed on the catalyst role for NAs, how they need to connect the different stakeholders and give confidence to local and grassroots youth work, by bringing in the TCA/NET budget. On the one hand, the role of the NAs play into “translating” documents and international youth work experiences for practitioners and organisations to support their growth and development. On the other hand, it should be the NAs responsibility to remind policy makers about the importance of youth work and the existence of these documents, so they could align these with YE practice and the international community.

All in all, the most recurrent theme was the importance of the NAs, as an actor to bridge the different stakeholders, the local with the international, research and policy with practice and understanding. The representatives of the NAs seemed to also agree on some limitations of their role, however they all supported the idea of building on what already exists, instead of creating new structures - and this I took as the main outcome of the workshop.



The workshop closed off with a positive feeling and curiosity to learn and explore more during the convention, even though we did not manage to reach a definition or even full conclusions.

We concluded with a “temperature measurement” and wishing well for what the future holds about youth work and the different stakeholders and practitioners, including of course the NAs.



**Date and time:** 14:10 – 17:00. Tuesday 8th December 2020

**Title of session:** National Agencies Room 2

**Rapporteur(s):** Chougher Maria Doughramajian

**Headline:** National Agencies Supporting Innovative Youth Work

During this workshop, the National Agencies representatives, worked to reach a common ground on key Fields of Action and possible milestones relevant to them which should be addressed by the European Youth Work Agenda. The National Agencies focused on numerous strands and relevant fields of action that are of importance to them. Snezana Baclija Knoch, the facilitator of this workshop welcomed the participants, and a brief round of introductions was facilitated so that participants are aware of which National Agencies are present, the expected outcomes and how to reach a common understanding about the thematic strands. The facilitator then presented a pre-structured list of eleven priority Fields of Action which are most relevant to this specific stakeholder group, she also checked if there are any proposals that should be included.

One of the very first strands that all participants proposed was strand number 7.2 which aims to further develop and implement strategies and instruments for the recognition and validation of non-formal education and learning in youth work. The participants agreed that there are several actions that need to be taken which include using Youthpass as a tool for recognition and connect it to employability, especially promoting its recognition on a national level. Another milestone was focused on involving formal education, which is important to create tools for youth workers to show the impact of youth work, which can lead to further recognition and value of youth work. Lastly, the participants all highlighted the importance of the active dissemination of the RAY Network's research results, because they are proof that youth programmes work.

The second most popular strand that was proposed was strand number 4.1 which concerns strengthening continuous forms of cooperation and exchange within the youth work community of practice across Europe for analysing, examining and discussing common approaches and of youth work development in Europe. Once again, the participants proposed and agreed on several milestones that are needed to achieve this field of action. They found that reaching out to practitioners who are not using the European programmes yet and establishing a European common dimension of youth work is fundamental to reach this aim. SNAC 'Europe Goes Local' was also brought up as an important platform for cooperation & exchange, not only for municipalities but all kinds of local level youth work providers. The stakeholders also stated that National Agencies can take the role of a communicator between local community and cross-sectoral partners by making sure that the sharing of knowledge gets implemented concretely into an 'inspirational document' for policy makers or youth organisations to inspire and legitimise youth work.

The participants also discussed one final strand, which is strand number 6.2, that aims to support youth work in innovating its practices and in experimenting with new practices to respond to the needs of young people as well as to emerging trends,



developments and challenges. One of the concrete elements that the participants emphasised was the necessity of flexibility within the programme, since reality is sometimes different than the funding possibilities. The milestones that were proposed by the participants included RAY INNO and supporting KA2 projects in their visibility and outreach through TCA financed events. Another proposal concerned youth participation projects as one format to observe carefully, as it will find projects initiated by young people which will most likely have interesting elements and approaches when it comes to innovation. Having said that, the stakeholders also highlighted the need to improve DEOR (Dissemination and exploitation of results) on a National Agency level in general, which should include training opportunities for National Agency staff, as well as, for project leaders. The workshop was then concluded by reflections from the participants, and a discussion about the importance of both common and differing realities of National Agencies across Europe.



**Date and time:** 14:10 – 17:00. Tuesday 8th December 2020

**Title of session:** National Agencies Room 3

**Rapporteur(s):** Martin Miloshevski

**Headline:** Priorities and perspectives: the role of the National Agencies in the implementation of the European Youth Work Agenda

17 representatives of National Agencies across Europe took part in the workshop with the aim to discuss the relevant aspect of the European Youth Work Agenda from the perspective of the representatives of National Agencies. At the beginning each participant took part in a Mentimeter survey to prioritize which strands are most relevant for their work. The participants selected the following strands: no. 7 Promotion and recognition; no. 5 Quality of youth work and no.6 Innovation and tackling challenges. Furthermore, the participants had a chance to discuss these topics in smaller groups and identified which fields of action from the selected strands are most relevant to them, and developed recommendations and actions for implementation of the fields of action.

From Strand no. 7 Promotion and recognition, participants selected the field of action: 7.2 Further developing and implementing strategies and instruments for the recognition and validation of non-formal education and learning in youth work. For this the participants recommended that actions need to be taken to increase the visibility of non – formal education and a greater focus on local youth work and local youth stakeholders. On the other hand, the National Agencies can fund projects with these priority areas and help in the validation of the learning and teaching outcomes for the local youth work offer.

For the field of action 5.2 Strengthening practice, impact and future role of European youth work in promoting democratic values, active citizenship and the solidarity of young people in Europe, the participants recommended strengthening the impact and future role of European youth work in promoting democratic values, active citizenship, and solidarity among young people in Europe. Additionally, providing space and possibilities for networking of youth workers will increase the exchange of information, knowledge and practices and thus improve the quality of youth work. The capacity building activities such as, European Academy of youth work, Training of trainers can be used to increase the overall quality of youth work. And lastly, solid and relevant research data provided by the RAY Network could be essential for measuring the impact of the existing youth work activities, however, access to the research data should be eased and simplified by making the results available through infographics videos and leaflets.

For the field of action 6.2 Supporting youth work in innovating its practices and in experimenting with new practices to respond to the needs of young people as well as to emerging trends, developments and challenges, the National Agencies can use the existing SNACs that are currently implemented in the Erasmus+ and European Solidarity Corps programmes, be tailored and used to implement the youth work agenda. Furthermore, National Agencies can improve the dissemination of the



innovative practice created in Erasmus+ Key Action 2 projects, and accelerate the processes of accreditation of youth organisations and quality labeling.

The representatives of the National Agencies expressed their difficulties to evaluate the topics from both their perspective as well as from the perspective of general youth work in Europe, as well as the short time to discuss these complex topics, but are very motivated and excited to contribute to the implementation of the European Youth Work Agenda, and be one of the most important stakeholders in the Bonn Process.



**Date and time:** 14:10 – 17:00. Tuesday 8th December 2020

**Title of session:** SALTO YOUTH Resource centers

**Rapporteur(s):** Reneta Krivonozova

**Headline:**

The facilitator started by an ice breaking game and let the participants present themselves and the SALTO YOUTH Resource centers they were joining the Convention from. There were eight Fields of Action proposed by the facilitator and participants had the chance to vote which one they would prioritise. The three that got the most votes were from strand 2, 3, and 5 with a focus on the following: 2.1 Putting priority on the development of youth work in Europe within the strategies and measures of the implementation of the EU Youth Strategy, 3.4 Strengthening European and international youth work through enlarged European programmes, and 5.3 Strengthening practice, impact and future role of European youth work in promoting the democratic values, active citizenship and solidarity of young people in Europe respectively. The participants highlighted the fact that in the Field of action 5.3 the SALTO YOUTH Resource Centers need to be more explicit in the values that are set in place within that Field of action by being more proactive and putting forward the topics of youth work that might be of interest to young people. It was highlighted that youth work should be for young people and that there are a lot "longing" for it. The ideal would be to have indicators set in place both by the European Union and the Council of Europe for the event or project they support in which they can measure the implementation from a Bonn Process perspective by having a youth work dimension in the reporting format. The second proposed Field of Action (3.4 Strengthening European and international youth work through enlarged European programmes) the SALTO YOUTH Resource center representatives noted that the Regional SALTOS have contributed with programmes which should be contributed with the CoE. It was found suitable to possibly create a process where there could be exchange of expertise, something along the lines of the EU-CoE Partnership or a more soft partnership. According to the participants, putting priority on the development of youth work in Europe within the strategies and measures of the implementation of the EU Youth Strategy connects with the core of SALTO-Youth as most of those resource centres are already focused on this FoA. They highlighted that the Youth Agenda should contribute to achieving the Youth goals and that it is very important to make sure that there is a broader framework for the EUYP' Youth goals that extends beyond the European Union. The lack of measurement and monitoring through indicators was pointed out under this Field of Action and the need to find a way to link research and establishment of indicators.



**Date and time:** 14:10 – 17:00. Tuesday 8th December 2020

**Title of session:** Youth Councils Room 1, 2 & 3

**Rapporteur(s):** Alexandra Palaisti, Cristina Bacalso, Edgar Schlümmer

### **Headline:**

The facilitators started with introducing themselves, continued with a short introduction of the participants and finally asked them to vote for their topic of interest in Mentimeter. **Four sub-groups emerged.**

The **first** group was the biggest one and was facilitated by Milosh Ristovski. They worked on the subject "Ensuring equal access to youth work for all young people" and their rapporteur was Cristina Bacalso. Participants discussed the various ways to understand the term "access", and while arguably youth work is open to all young people, not all are reached or even understand what youth work is. Youth councils in particular have a hard time reaching diverse groups of young people, and their membership is not very diverse. Reaching different groups of young people seemed to be even more difficult under corona, due to the digital divide. They also felt that since most youth workers are volunteers, this means that the pool of available youth workers is smaller, which can also impact if young people are able to access youth work.

The **second** group worked on "Youth work as a constituent element of youth policies" and their rapporteur was Edgar Schlümmer. Participants stressed that strong youth work supports the voices of young people and that, as a tool for advocacy, it should be recognised on all levels. They proposed to invite member States to focus on youth laws, youth work laws and strategies; improve research on youth work including funding for that on EU and national level; ensure stronger input by EU Youth Strategy and YW Agenda into national strategies and establish national working groups to implement the YWA. Participants mentioned the need for a stronger network of youth workers around Europe and establishing a network of youth work ambassadors. Youth work development or Youth work agenda implementation report and Youth Work Policy monitor for member States was proposed as a progress check tool.

The **third** group focused on how to "Secure sufficient financial resources and framing conditions" and their rapporteur was Alexandra Palaisti. They basically focused on the need for Youth Councils to be funded on a national level, while this should also be linked to the implementation of the Youth Work Agenda. Moreover, the budget (including Erasmus+) should not be focused on projects, but on structural support. They also stressed the importance of Youth Work legal recognition, impact measurement, mentoring and accessibility of funds (by all organisations, including in the Eastern/Western Balkans, Eastern Europe Partnerships etc).

The **fourth** group chose the subject "Co-operation and exchange within the youth work community of practice across Europe" and their rapporteur was Alexandra Palaisti. They supported the importance of co-operation and exchange (especially between "stronger" and "weaker" youth councils), first on a national level (physical meetings supported by digital meetings funded by the CoE and/or NAs) and then on



an international level. Contacts must be preserved, regardless of the changes in human resources, and a common language with the government is vital. Participants returned to the workshop plenary and presented their views (padlet).



**Date and time:** 14:10 – 17:00. Tuesday 8th December 2020

**Title of session:** Researchers Room 1

**Rapporteur(s):** Elena Díez Villagrasa

**Headline:** Towards a European Centre for academic transnational youth work research

The RESEARCHERS group is composed by 26 participants of different backgrounds. Out of 4 initially suggested Fields of Action (FoA) for discussion and some other added by the researchers themselves, the group prioritised to work on FoA 2.4, 7.3. and 5.6. Without doubt, the FoA that raised more interest among participants was the latest, up to the point to lead to a written discussion in Padlet and an oral one later, before going into the working groups; and once in working groups, two subgroups had to be created due to the large number of researchers in it. However, when sharing reflections of subgroups, all four of them realised and agreed on the close interconnection among the 3 explored FoA, since most of the points raised were common in at least two of the strands, when not in the 3.

Cooperation, exchange and networking at all levels of research and with other stakeholders was one of them. An important milestone detected was mapping and setting up collaborations among already existing networks, collaborations and platforms at local, national, regional and European level, even internationally, not exclusively focused on research, but on close related topics, such as academic institutions. Networking should also take place between policy makers and research organisations. Networking would also mean strengthening connections among youth work researchers, as well as contributing to their recognition and visibility. Several actions were proposed on this line: increasing number of conferences (youth work conferences between the Youth Work Conventions and a conference every year to establish european community of youth work researchers), establishing a European Journal on Youth Work (academically-oriented) - promoting the European narrative on Youth Work, and having Researcher's Representation (Trainers Guild is mentioned as a reference). Data is also tackled by at least two working groups: a system that can offer an overview of the research landscape in Europe, and that can compare and integrate existing research literature and available data is desirable; but not only that, further than collecting existing data, a primary transeuropean research programme is also needed. Regarding this topic, the development of a hard list of statistical indicators to support the national and European statistical institutions and to be used for youth work policy evaluation and promotion is also underlined. All these previously mentioned actions would be steps to lead to the wished mid-term goal (five years) of the creation of a European Centre for academic transnational youth work research, or alternatively, a digital space in combination with a once a year in-house meeting.

Synergies and exchange between academic research, field-based research and youth workers is desirable and relevant to all: different forms of research are feeding different elements of youth work and could support youth workers with methods; promotion of community-based research at universities would synergise academic and field-based research. The topic of funding for research was of course present: as



it was mentioned: "If you want to strengthen academic research, you have to fund it". Last but not least, vulnerable groups were also taken into consideration during discussion, when reflecting on incorporating youth work into existing lines of research, both specifically and transversally within any youth research lines.



**Date and time:** 14:10 – 17:00. Tuesday 8th December 2020

**Title of session:** Researchers Room 2

**Rapporteur(s):** Agne Rapalaite

**Headline:** Exploring the Future of Youth (Work) Research

10 youth work field researchers participated in an afternoon workshop focusing on a variety of actions in different thematic strands of the EYWC. The workshop was facilitated by Michelle di Paola.

At the beginning of the workshop participants upvoted Fields of Action they are most interested in or where they could contribute most. In smaller groups participants continued on discussing two fields of action: 1) 5.6 Strengthening and increasing academic and practice-based research on youth work in Europe, 2) 4.1 Strengthening continuous forms of cooperation and exchange within the youth work community of practice across Europe for analysing, examining and discussing common approaches and of youth work development in Europe.

The main reasons for their choices were that research and practice often have a gap, it is often conducted from top down, focused on more theoretical issues and there is a need for understanding the necessary directions of youth work. Participants also explained the context in which this discussion was happening - they feel the commercialisation of research and are very dependent on financing. Companies are making it cheaper, then the quality goes down. What is more they have to be aware of the concept of *youth*. People can have completely different pictures of youth work.

The groups proposed several actions and milestones in each Field of Action. To strengthen and increase academic and practice-based research on youth work researchers created a list of 10 actions to be taken. These actions range from creating a platform for researchers, implementing more methods of evaluation to highlight the impact of youth work, establishing a pool of reviewers for European research programmes, to ensuring the feedback for youth workers. Participants also raised the idea of distinguishing youth work research from youth research. Participants expressed the concern that research should be more tightly connected with pedagogy, andragogy, education, etc. There is a need not only information but want to be more action-oriented, be more educational-focused. This calls for an action to develop the research methods which can be successfully transferred to practice. There is also a need to make sure research results are transferred and disseminated to the Youth work community on a national level.

To achieve the aim to strengthen continuous forms of cooperation and exchange within the youth work community of practice across Europe for analysing, examining and discussing common approaches and of youth work development in Europe participants proposed to focus not only on instrumentalized and output oriented topics such as employability and prevention in research but also leisure time and other youth work related topics. To support this focus they recommended establishing specialised European research programmes to conduct such research. Researchers also would like to have a network of youth work researchers, including expertise and



experience from practitioners for exchanging topics, research results and initiate a by-annual youth work research conference to recognise the research discipline of youth work.

Participants found the discussion mostly inspiring and useful.



**Date and time:** 14:10 – 17:00. Tuesday 8th December 2020

**Title of session:** Education Institutions for Youth Work Room 1

**Rapporteur(s):** Elizabeth Harding

**Headline:** How teaching can develop youth work practice and research

This workshop explored the educational institution's interest in a European wide concept of knowledge and evidence-based practice. The initial discussion covered the wider ranging views on whether academic education for youth work is needed and should there be professional youth work. The general view is that education institutions need to feed practice and practice needs to feed Education institutions. There was discussion on representing the teaching field, the difference between evidence, insight and different types of knowledge and ways we talk about knowledge. The challenge of information in our society, the amount of dis-information, the idea of 'what is information' is something academic research could be part of. The workshop agreed there is a need for a broad approach to youth work and youth work studies. Youth work needs to look for parity of esteem with other professions that are graduate professions, but in some spaces the focus on competence is interpreted as skills rather than academic learning. Youth work education involves field work and practice and people coming out with academic and professional qualifications demonstrate the integration of theory and practice. Participants took the idea of evidence-based research and practice and explored whether it should be evidence informed. Evidence informed research can be more open to develop youth work's own and eclectic body of knowledge for youth work. Evidence-based can limit the sector to particular forms of research that might not be as helpful to youth work. Examining the role of teaching in more detail the group educational institutions the discussion covered the dichotomy between formal, informal and nonformal education and how nonformal pedagogies are crucial to youth work education. Teaching is different if you have a technocratic approach or if you have a research-oriented teaching. A research minded approach to youth work can foster curiosity, questioning, discovery and help students find something new and draw conclusions for their practice. Teaching should be practice research, thinking about research and concepts such as the identity of youth work for example. There was discussion about a shift from voluntary based youth work to more professional evidence informed youth work across Europe and how that links to who / what drives youth work practice. To develop the role of education institutions the group identified things in common in courses across countries – principles e.g., students have to demonstrate capacity as a youth worker in practice. We are challenged to gain credibility in the wider sector, we need to make it easier for people to access education institutions and training and to get recognition for learning in non-formal ways of learning for credit towards their learning. The knowledge base is important and the integration of theory and practice, complexity of practice requires students to be able to make sense of a range of knowledge drawn from many sources. Supervised practice is crucial as it marks out youth work. In order to be identified as youth work education and training in education institutions, a programme should have a practice element. Content should be the integration of theory, practice, research, and personal and professional development. There should be policy and funding support at a European and National Level. Mapping competences or abilities



to each other and the educational framework of the EQF and NQF and building on the Mapping Career Paths by the Council of Europe Youth Partnership. Participants look for more cooperation between education institutions providing youth work and enhancing existing networks. This could mean common study modules, sharing knowledge, the possibility of joint curricula with space for local adaptation and potentially to offer some of those online. Also, it is important to ensure that youth work education and training are relevant to the local level. The workshop explored the important idea of young people as co-researchers and how youth work education practice and knowledge-based research is key to develop the field of youth work.



**Date and time:** 14:10 – 17:00. Tuesday 8th December 2020

**Title of session:** Educational Institutions for Youth Work Room 3

**Rapporteur(s):** Laden Yurttaguler

**Headline:**

The workshop aims to discuss possible and potential improvement of youth work on the European level from the perspective of actors who are taking part in the educational institutions of youth work or who are providing training for youth workers in the field. At the beginning of the workshop, the participants are asked to choose the subjects on which they want to focus.

The participants chose to work on three subjects in sub-groups to define and discuss areas for improvement. The first area is related to the development and implementation of a framework for quality youth work. Participants suggest to adapt definition, competences and indicators of quality youth work in parallel to the newly developed needs of the young people and youth work field. As the participants pointed, the differentiating needs and context of local level demand diversity of competences, processes and tools in youth work. Hence, the indicators for quality youth work are in need of adaptation of local needs and relatedly their reflections on the European discussions. On the other side, the European framework and instruments are not easily understandable and accessible for the youth workers on a local level. Participants of the workshop reach consensus about fostering a vertical and horizontal dialogue continuously among the actors of youth work field in order to share newly arising needs and demands of young people and youth workers; to adapt different practices and create common platforms to develop new tools, mechanisms and researches.

In order to enrich the dialogue, participants suggest to develop new curriculums on the university level, to organise exchanges among the students and academics among the related departments of the universities on the European level, to collect “best practice” approaches that are already existing (such as Estonian competence model), to create new platforms for discussing competence models/frameworks on a national level and adapting them to the local level and to provide informative platforms for local youth workers about the European opportunities (such as Erasmus +) to develop their competences.

Besides the academic training, participants underline the importance of on-job training for youth workers to build stronger relations between youth researchers, youth workers and young people and to create opportunities for youth workers to develop their capacities. Last, but not least, participants suggest strengthening and increasing academic and practice-based research on youth work in Europe. In order to achieve that goal, there is a need of developing research schemes (and funding opportunities) for youth work research which could be used by the practitioners on the local level, creating platforms for youth work researchers and practitioners to work together and involving researchers into the youth work projects, particularly for the diagnoses and evaluation of the projects.



**Date and time:** 14:10 – 17:00. Tuesday 8th December 2020

**Title of session:** Trainers and Facilitators

**Rapporteur(s):** Elizabeth Kasa-Mälksoo

**Headline:** The role of Trainers and Facilitators in the implementation of the European Youth Work Agenda

This workshop aimed at presenting the thematic strands of the European Youth Work Agenda (EYWA) to trainers and facilitators from Europe, to see which Fields of Action are most relevant for their work, as well as corresponding milestones and actions and to discuss the concrete contributions that they could make to support the implementation of EYWA

Approx. 22 participants attended this workshop and worked around 4 Fields of Action: **quality of youth work, cooperation within and beyond the community of practice** (cross-sectoral cooperation), **promotion and recognition** (financial provisions and framing conditions; youth work opportunity for all young people) and **youth work in the new normal** (equal access to youth work in the new normal; securing the existence of youth work; digital youth work).

Quality assurance is related to efficiency and effectiveness of youth work. Trainers and facilitators see themselves as key (f)actors for quality assurance, who could bring more attention to the pedagogical dimension of youth work. For this, there is a need to define what is quality, establish what are minimum quality standards in international youth work and in training in the youth field, as well as revise and update of the quality indicators, in order to include those which are missing (example: eco-literacy of trainers, environmental sustainability etc). Trainers consider that there is a need to return to a longer length of training programmes, including blended learning (online etc.). More training about ETS and more accessibility to everyone are needed. Strengthening the educational path of youth workers and developing a common ground in all countries is deemed necessary. As there are many resources, tools, frameworks in the field, but it would be good to unify them in one platform.

In what concerns cross-sectoral cooperation, trainers consider that connection with youth workers would contribute to the visibility and recognition of youth work beyond the community of practice. Trainers could be a bridge between youth work realities and the communities beyond youth work, but they themselves need to improve their competencies needed for cooperation. Further cooperation between formal and non-formal education sectors, more specifically inside universities, is needed. Funding joint projects between youth organisations and other stakeholders like formal education bodies, decision makers, business etc could help. Promoting youth work as provider of entrepreneurship competencies, relevant for setting start-ups/new social business is useful.

For the promotion and recognition of youth work, there is a need to establish youth work on a national level in all EU countries (Legislation, professional standards, education of youth workers etc) as well as having commonly agreed standards for



youth workers (either based on competence model, the code of ethics, curriculum and non-formal based). Participants underlined the importance of **research in youth work**, as well as **securing funding for youth work and youth work research at EU level** (eg Horizon), at international and national level.

Youth work in the new normal requires more funding to support all digital services that can be used in educational activities as well as further discussions on how to reach young people, when they cannot be met face-to-face. Digital youth work should be embedded in all youth work training for the future, yet youth work has to remain inclusive and ensure access of all. A need for studying access and impact is needed.



**Date and time:** 14:10 – 17:00. Tuesday 8th December 2020

**Title of session:** Representatives from National Ministries Room 1

**Rapporteur(s):** Eneya Georgieva

**Headline:** Next step is recognition of youth work

One of the pillars of the 3<sup>rd</sup> European Youth work convention is stakeholders' involvement that allows the creation of a legislative framework which supports implementation of strategies and measures for the promotion **and recognition of youth work at European level**, also, it is useful because only people who are part of that field know its need and how to meet them.

During 8<sup>th</sup> December afternoon representatives from national ministries experts of youth policy discussed main problems in this sphere. "**Recognition of youth work should be our next step** and to achieve it is crucial to involve all stakeholders. After that we will be able to define what this term means and how to promote its actions." says Lilia Topalova from the Ministry of Youth and Sports of Bulgaria.

Establishing and further strengthening youth work as a constituent element of youth policies and its frameworks in member States integrating all levels. **Implementation strategy needed to comprise all documents in the field** and become to be practical at all levels (multilevel governance), and to include a cross-sectorial perspective to have a political and social commitment to this.

For project sustainability is essential to include periodical reporting process from national level to the EU coordinators, also, having defined indicators for the reporting system will guarantee qualitative and quantitative analysis of progress check. Last but not least, **new politics should link the EYWA and its monitoring** to the EUYC and the Dialogue on Youth and every EU presidency semester. Member states of the Union should put in their common agenda the recognition of youth work as a priority, this could help the different countries who have their own agenda to implement by having the political commitment.

According to the representation of ministers' opinion, recognition is fundamental for future policy in the field of youth work, otherwise, if stakeholder expertise people on the field, researchers, and youth workers do not contribute to new policy, sustainability of project is uncertain.



**Date and time:** 14:10 – 17:00. Tuesday 8th December 2020

**Title of session:** Representatives from National Ministries Room 2

**Rapporteur(s):** Evi Koutsospyrou

**Headline:** Make youth work evident to society!

The aim of the workshop was to engage national ministries representatives in understanding and discussing prioritisation and implementation of youth work policies. The concrete session objectives were to generate agreement on which field of action are most relevant to them, to brainstorm on ideas and actions that each ministry could commit to and to generate ownership and commitment on the implementation of these policies. During the workshop an introduction on the specific context of Strand 4 took place, highlighting the important points on strengthening the common ground of youth work through cooperation within and beyond the community of practice.

The group of the representatives from National Ministries, following the introduction, prioritised the fields of action they wanted to focus on and they were divided in smaller groups trying to focus each time on specific one and replying to the following guiding questions: a. why this field of action can strengthen youth work in the future, b. what are the concrete elements that comprise this field of action, c. what are the actions that need to be taken and d. how the progress can be checked.

The fields of action which this group prioritised and discussed were the following:

1. Strand 4/ 4.3 Establishing continuous forms of cross-sectoral cooperation between the youth work community of practice and other sectors
2. Strand 7/ 7.1 Developing and implementing strategies and measures for the promotion and recognition of youth work at European level and in member States
3. Strand 5/ 5.2 Developing and implementing a framework for quality youth work development based on existing knowledge and practices, a shared understanding
4. Strand 2/ 2.2 Establishing & further strengthening youth work as a constituent element of youth policies and/or youth policy frameworks in member States
5. Strand 3/ 3.3 Equipping diverse youth work institutions at all levels with sustainable structures, sufficient financial resources & framing conditions

The discussions that took place were vivid and revealed the need for stronger recognition of youth work. The main points that were mentioned through these discussions were:

- The need of making youth work evident to other sectors because of its value
- A coordinated and unified vision of youth work will make its activities more efficient and valorised, and increase the awareness of politicians and public opinion so as to be widely recognised
- Financial support of the youth work field play an essential role in its promotion and recognition, ensuring at the same time the quality of its activities. Sufficient funding is one of the basic and main determinants of the quality and sustainability of youth services.
- The quality in youth work is really important to face the severeness of the current social situation where social inclusion is a big challenge. e.g. organised crime, very



- low education among young migrants, polarisation in society and unemployment because of the pandemic.
- Inclusion aspects in educational activities, diversity, flexibility and involvement of youth with disabilities, are not well integrated in many countries' national policies.



**Date and time:** 14:10 – 17:00. Tuesday 8th December 2020

**Title of session:** European institutions

**Rapporteur(s):** Aune Lillemets

**Headline:** Discussions about the most relevant topics for the declaration

During the workshop, most important topics were mapped from the European Institutions' point of view. As the policy makers they found "Strand 1. Implementing the European Youth Work Agenda in the Bonn Process as a strategic framework for the development of youth work in Europe" important. The key now is to make sure to "walk the talk": implement the ideas that are already there.

"Strand 4: Strengthening the common ground of youth work through co-operation within and beyond the community of practice" was also discussed. A lot of the ideas in the initial brainstorm were connected with this field of action, it is something that is on everybody's mind. They hope that co-operation can continue, partnership is even better between European institutes implementing the recommendations of this Convention and the Bonn process. One concrete idea offered, was strengthening the quality label of the youth centre. Then this network of the youth centres could maybe even go beyond what it is currently.

Another idea was to set up an expert group that supports grass-root youth work organisations in figuring out what is a good way of cooperation for them since there are so many possibilities and common templates doesn't work.

It was also proposed that the disability movement could be seen as a co-operation partner for the youth work movement, since there are a lot of similarities and overlapping and since then learning opportunities from each other.

It was also mentioned that local level stakeholders who work with the same people and see the reality from the different lenses should come together and share their views (with funding from CoE). It'd give a bigger picture on a local level.

Lastly "strand 6. Supporting the ability of youth work to tackle emerging challenges and innovate its practices" was also discussed as participants saw this as an essential field to develop the quality of youth work. The key issue there is going beyond projects, finding systemic approach to youth work.

Finally, it's important to mention that participants in this workshop were mostly from the Council of Europe (Secretariat) and that they mentioned being afraid of repeating the obvious since they had a lot of input in the preparation documents and feel that they are all talked out in a way.



**Date and time:** 14:10 – 17:00. Tuesday 8th December 2020

**Title of session:** Youth Centres Room 1

**Rapporteur(s):** Mustafa Gündoğdu

**Headline:** Understanding and Reaching a Common Ground on Key Fields of Action relevant to the Youth Centres

The workshop started with the selection of the most relevant fields of action for youth centres. The participating representatives of youth centres selected the following four fields: youth and youth work friendly approach in youth policies (strand 2), equal access to youth work (strand 3), financial resources and framing conditions (strand 3), and digital and technological innovations (strand 8).

For youth and youth work friendly policies, the main issue was decided to be the big gap between the people that create the policies (politicians, lobbyists etc.) and those that put these policies into action (schools, ministries, youth organisations, youth workers and others). The group suggested that in order to eliminate this gap, there is a need for closer collaboration at the beginning of the drafting process of policies that involve or touch the youth sector, closer collaboration in the implementation of these policies, more involvement of the civil society in relevant meetings, and using youth work for empowering young people to get involved in decision making.

Various actions were proposed for young people's equal access to youth work, based on the rationale that there is a need for support structures for formal institutions and formal education in order to have the opportunity of an enriching youth work experience to every young person all over Europe. In this regard, youth centres should be supported as focal points that are complementary to existing institutions; ministries should support youth work and make sure it is being implemented as planned; existing platform of Quality Label Youth Centres can promote YW to countries where it is not formalised, and validation of youth workers through formal or non-formal education should be supported (youth centres can support this process through non-formal education).

Regarding financial resources and framing conditions, the group suggested that if youth work is to have full impact for all young people, then investment is evidently essential. There is a clear disparity in policies, structures and resources across youth work. It must be ensured that youth work is an attractive and well resourced profession to attract skilled and high quality personnel. Youth Centres are important spaces for developing and delivering youth work and they need investment in the physical structures as well as a vibrant educational programme for young people.

Lastly, youth work sector's capability of moving forward with regards to digital and technological innovations is important especially because the pandemic period placed youth work in a dilemma. Besides, digital youth work is a rapidly growing concept and there is a clear need for learning tools, competence based training, and relevant quality criteria. In this regard, better and wider recognition of digital youth work is needed from all stakeholders. National governments should put the youth issues on the public agenda and invest more in the digital infrastructures of the youth service



providers. Besides, quality criteria should be developed and implemented for digital youth work in a large participatory manner, and open learning resources on digital youth work should be developed.



**Date and time:** 14:10 – 17:00. Tuesday 8th December 2020

**Title of session:** Youth Centres Room 2

**Rapporteur(s):** Florence Murlon

**Headline:** The pivotal role of youth centres in promoting quality and innovative youth work

In the workshop dedicated to youth centres, participants were divided into two working groups, according to their main interests and priorities.

The first group discussed the field of action **5.2**: “Developing and implementing a **framework for quality youth work** development based on existing knowledge and practices, a common understanding and shared principles of quality youth work.” In terms of quality systems, participants mentioned the Quality Label from the Council of Europe that provides minimum standards of quality for youth centres. In order to provide documentation and follow-up of youth work, they proposed to develop a common tool such as an online platform that could be doubled with a printed document for youth with less opportunities or less access to the Internet. They also advocated for more collaboration between universities and youth work to come up with quality standards based on research and proposed that youth work itself should be recognised as a field of practice for students (like private companies). They also recommended the involvement of young people in the quality check. Some youth centres are already engaged in this process, through questionnaires for instance, in order to get feedback from the youth regarding the content of the activities they propose, their youth workers and their youth centre. According to them, these evaluations should be done regularly and be included in the youth centres’ reports. To achieve these goals, practitioners proposed various measures such as the promotion of self-evaluation for youth workers, the creation of a pilot project for the process, involving youth centres (each one monitoring its city/region/...) and ensuring a yearly and holistic assessment of the impact of youth work on young people, as well as a gala-type of event for networking, recognition and rewarding. As one participant expressed it: “The only way to progress is through collaboration. We are already part of a network but it would be nice to be part of a wider community, to learn from their experience.”

The second group tackled the field of action **6.2**: “Supporting youth work in **innovating its practices** and in experimenting with new practices to respond to the needs of young people as well as to emerging trends, developments and challenges.” Participants recommended to better use the potential of youth centres, as multidisciplinary spaces to meet and innovate. They called for a better recognition of youth work and youth workers, notably through a coherent and flexible competency-based framework across Europe for education and training of paid and volunteer youth workers and the support by European institutions of national calls/initiatives/programmes to bring research as a component in youth centres. Besides, participants recalled that youth centres also deliver youth work outside of their physical infrastructures and act at national level as resources for youth work and youth workers. Furthermore, they pointed out the needs to support the exchanges of practices between youth centres and to allocate resources for peer learning,



exchanges and piloting of innovation projects. Participants also proposed to enlarge the network of the quality youth work by creating standards for youth work spaces such as youth clubs, youth camps etc., using the Quality Label standards as an example. Besides, they highly suggested more cooperation between high education institutions and youth work facilities - using the European Higher Educational Area as a tool for a common understanding of educational pathways for youth work practitioners - allowing in particular the academic recognition of youth workers' competences. To guarantee innovation, they proposed to set up a mechanism with appropriate resources to regularly evaluate the impact and outcomes of youth work in youth centres. Finally, they recommended some restricted grants for youth work spaces piloting concrete measures from the Bonn Declaration and some operational grants for entities - in particular networks - committed in the implementation of the Bonn Process at European level.



**Date and time:** 14:10 – 17:00. Tuesday 8th December 2020

**Title of session:** Regional and local youth work organisations incl. youth workers  
Room 1

**Rapporteur(s):** Adrian Barbaros

**Headline:** From grassroots to European level, youth work matters!

The session started with a short presentation of the digital tools utilised during the workshop, but also of the scope of the workshop, to gather inputs and confront the reality. The participants also chiefly introduced themselves by stating their experience in the youth field and their general thought of the convention so far. The participants had the opportunity to debate, discuss, re-think the fields of action in small groups and come up with proposals. In the groups, the participants presented their ideas and what could be improved in the final version of the European Youth Work Agenda. Their inputs revolve around five fields of action from different thematic strands.

**7.3 Supporting spaces, means and approaches for the exchange and strategic development.** The participants highlighted the lack of proper spaces for young people to develop personally and professionally and the lack of proper tools that young people can use to benefit them. It was also mentioned that the Youth Councils have an important role in every local community so that young people can learn how democracy works, as well as youth club, where young people choose what they would like to learn, therefore it plays a crucial role in democracy. Moreover, it was stated that different tools, such as: Youth Wiki or Logbook create a meaningful impact in youth work.

**3.2 Equal access to youth work for all young people in their diversity.** The group pointed out the necessity to liaise different institutions together like schools, hospitals, youth centres in rural areas to work together towards youth work and sustainable youth policies. Equally, the group agreed that it is of paramount importance to create local policies in a constant consultation with young people. At the same time, the participants agreed that long-term strategies at local level that could be renewed and assessed together with young people are as well crucial for offering equal access.

**6.2 Supporting youth work in innovating practices and in experimenting with new practices.** The main point brought up by the group was that the COVID-19 crisis proved to be the foundation of the digitalisation of young work, as youth work has transitioned into the online setting as a consequence. The group acknowledged that Youth is getting tired of the digital world and youth work has to be prepared for upcoming times. What is our role in this period and what would be the challenges of digital youth work are questions of high relevance at this stage.

**8.5 Strengthening the role of youth work in the new normal by keeping up the values of youth work.** As adapting to the “new normal”, the participants all subscribed to the necessity of proper funding for the transition to digital youth work. Consequently, the participants stressed that adequate funding would allow for



performant digital tools, a balance between traditional and modern youth work and would enforce hybrid systems of youth work.

**8.2 Further developing the youth work sector’s capability of moving forward with digital and technological innovations.** The group of participants agreed that the digital transition should leave no one behind and those from disadvantaged backgrounds should not be forgotten.

In the plenary session, everyone concurred that each of the thematic strands and fields action requested proper thinking and a comprehensive set of measures to ensure that both the switch to the new normal is realised, but also that traditional youth work is not replaced. *Innovation is not only in the nature of the youth work, but of every sector of our lives as well!*



**Date and time:** 14:10 – 17:00. Tuesday 8th December 2020

**Title of session:** Regional and local youth work organisations incl. youth workers  
Room 2

**Rapporteur(s):** Weronika Koralewska

**Headline:** Local and regional perspective is the closest to young people's needs

The workshop "**Regional and local youth work organisations including youth workers**" brought together a unique composition of participants. All of the participants were either local youth workers or representatives of regional and local youth work organisations. Working in smaller groups, the participants discussed the challenges of youth work from their perspectives and proposed actions to address those challenges.

The first field of action that was proposed stated that we should be providing access to youth work to as many young people as possible. During the discussion, it was agreed that many **paradoxical phenomena about access and provision of youth work** can be observed (e.g. unequal access when it comes to city/village division or situations where the funds are being directed only to the vulnerable and if some young person does not fit the "marginalised" category, then there are no youth work possibilities for this person). The whole group of participants agreed that there is a need for a **bigger amount of the outreach work**, to reach the most **vulnerable groups**. What is more, it was mentioned that unfortunately, the decision-makers at a higher level do not understand the reality of young people they design the policies for.

The second field of action that was proposed by the group was **finding the way to achieve a better "match" between the meta EU priorities/values and the actual needs of young people**. There are two sides to this issue. On the one hand sometimes the "priority" for some project for 2 years might be too much "fixed" if new emerging challenges appear for the youth worker. At the same time, communication between funding institutions and local voices is needed to take into consideration the priorities stemming from youth. On the other hand, many times, the values needed to be transferred are already there in European schemes (e.g. non-discrimination, the rule of law, etc.), but they do not get to the most "in need" groups, e.g. because of national or regional political reasons.). It was also remarked that **the funds do not go to qualified youth workers, but they only go to projects – what one might call the 'grantosis' problem**. Therefore, it was concluded that the funding should be directed **to the qualified youth workers through the process of a general basic funding** for youth work. This will allow the youth workers to answer the new challenges fast and fit their work to the specific needs at a specific time.

The third field of action that was emphasised during the workshop **was strengthening the value of NFL to make it an equal community partner to formal education**. Both the formal education and the NFE are essentially about youngsters, so NFE has to earn the same recognition as formal education. One of the specific examples proposed by the group was that the conditions for projects in



Erasmus+ should be the same in Non Formal education as in Formal education (currently, they are not, unfortunately).

The fourth proposed field of action was **strengthening the recognition of the educational youth work (especially rural) on a European level**. On that occasion, a very important problem of **mental health** of youth workers was brought up. A lot of countries face problems of depression among youth workers, especially those in rural areas. In the rural areas, the youth workers are frequently overworked, underpaid and they do not receive enough support; The workshop group proposed that youth workers should receive the same salary as teachers. What is more, some type of scheme of psychological supervision should be provided for the youth workers.



**Date and time:** 14:10 – 17:00 Tuesday 8th December 2020

**Title of session:** Regional and Local Youth Work Organisations incl. Youth Workers  
Rooms 3 & 4

**Rapporteur(s):** Rachel Hurtado & Rachael Stockdale

**Headline:** Regional and local youth work organisations focusing on the future of youth work

This workshop included participants from regional and local youth work organisations, including youth workers. We waited for people to gather. In the end, and after several people entering and leaving, including a whole group from another workshop, the session had 17 participants. Therefore, this workshop included both room 3 and room 4.

After a rather long introduction of each attendee, the facilitator presented the 8 Strands, and read the Fields of Action (FoA) proposed under each. Each participant chose one strand to work on, and they were sent to smaller rooms to choose one single FoA to discuss. Each group added their outcomes in a common Padlet.

From "Strand 1: Implementing the European Youth Work Agenda in the Bonn Process as a strategic framework for the development of youth work in Europe" a field of action was chosen as "Ensuring the involvement of all relevant stakeholders and sectors of the youth work community of practice in the Bonn Process."

From "Strand 3: Ensuring and expanding the provision of youth work" a field of action was chosen as "Equipping the diverse youth work institutions and structures at all levels with secure and sustainable structures, sufficient financial resources and framing conditions to provide youth work to all young people."

From "Strand 5: Supporting further development of quality youth work" a field of action was chosen as "Developing and implementing a framework for quality youth work development based on existing knowledge and practices, a common understanding and shared principles of quality youth work."

From "Strand 8: Ensuring a strong role for youth work in the new normal" a field of action was chosen as "Further developing the youth work sector's capability of moving forward with digital and technological innovations through financial resources, adequate infrastructure and qualification of youth workers"

General discussions also included topics such as the need for there to be a bigger discussion around recognition of youth workers and what the unintended consequences are from that. It was also discussed that, in order to achieve formal recognition, we need to have an objective understanding of what youth work is and who it includes, and there may be disagreement about that.

In the middle and again at the end of the workshop, the groups shared their conclusions that far, for everyone to show agreement or not. There were no



disagreeing voices. The two rapporteurs working in this workshop both sought consent from the group.

Before finishing, participants wrote their personal commitment to the EYWA and The Bonn process: quality and accessible youth work for ALL young people; continue the discussion and the development of youth work at my level of work and coordinate with other stakeholders in the field working at other levels; lobbying for legislation; work more at a national level for youth work recognition; promotion/advocacy of the Bonn process; be part of its implementation and evaluation at local level; and standardised training for youth workers.



**Date and time:** 14:10 – 17:00. Tuesday 8th December 2020

**Title of session:** National Youth Work Umbrella Organisations

**Rapporteur(s):** Neringa Tumėnaitė

**Headline:** National youth work umbrella organisations: needs and visions

Holistic approach to learning is essential for the development of young people. However, non-formal education is often not recognised enough by the authorities for the value that it gives to the young people. Therefore, strengthening the advocacy capacity of youth organisations through programme funding and advocacy training could be effective in strengthening youth organisations and their impact on policies at all levels. To address this, national youth work umbrella organisations participating at the workshop have identified several main areas which need attention.

### **Cooperation, collaboration and youth participation**

The participants identified a need for a platform to connect European and National levels, which would bring together youth workers in each of the member States (of the EU and the Council of Europe), as well as act as an umbrella structural solution for networking. The platform should be comprehensive and integrate structures that already exist instead of becoming a parallel structure. It could facilitate the exchange of good practises within the members of the platform (across different levels and different countries), and receive support from the European Union and the Council of Europe in its creation and coordination.

The community of practise felt strongly that there is a strong need to expand cooperation between the EU & the Council of Europe. Besides the inter-institutional cooperation, participation of young people in the youth policy and decision making and recognising them as main-stakeholders, whose involvement is essential in all processes and structures, and have celebrated the set-up of the Advisory Council on Youth of the Council of Europe for its youth-empowering nature, and noted that such system of co-management could be expanded at local, national and international levels. )

### **Quality youth work**

The participants elaborated on the need for significant additional investment to facilitate the strengthening of provision of quality youth work at local level, and for greater recognition and understanding of youth work in other departments/ministries and agencies. Young people should be seen as cross-sectoral i.e. since every ministry impacts young people, each ministry should be aware of and recognise the value of young people and non-formal education/youth work). Finally, the participants have expressed a repeated request to amend the programme funding rules to move away from short term project funding to more sustainable long-term/structural funding and to minimise the bureaucratic requirements so that youth workers can concentrate on working with young people.



**Date and time:** 14:10 – 17:00. Tuesday 8th December 2020

**Title of session:** Youth Workers' Associations

**Rapporteur(s):** Gianluca Rossino

**Headline:** Youth workers' associations expressed the need of spaces for cooperation and an effective involvement in the policy process

This afternoon session gathered representatives from around a dozen youth workers' associations, ensuring a wide variety of experiences and geographical representation across the member States of the Council of Europe. The facilitator, Gubaz Koberidze, firstly presented the outline of the activity and the digital tools to be used during this session, Padlet and Mentimeter.

As participants were introducing themselves, a concrete pattern emerged: as the youth sector is actually very sensitive to the most recent cultural and social trends, a deeper reflection on the role of youth workers grew and became more systematic across 2020 due the Covid19 pandemic and its impact. One of the results of these reflections across different European countries, such as in Portugal and Italy, was the creation of national associations that could protect and advocate for the interests of youth workers. Overall, this afternoon session gave the group the opportunity of exchanging perspectives touching all 8 thematic strands of the 3rd European Youth Work Convention, a process that culminated with the democratic decision of focusing specifically on 5 fields of action, connected to 4 different thematic strands.

The most concrete element proposed by the group was the "Creation of a European Network of Youth Work Associations". This network would ensure a regular and more reliable political representation of Youth Workers on the European and Pan European Structured / Youth Dialogue, as well as at National level concerning youth work policies. The proposal is intended as a reference point to share and promote practices and support the creation of new Youth Workers Associations around Europe.

When discussing the different fields of action and milestones to be implemented in the next 5 years, the group firstly focused on the elements needed to establish and strengthen Youth work as a constituent element of youth policies. Consultations launched by relevant public authorities should always ensure spaces and mechanisms for the involvement of youth workers' associations. The recommended actions to be taken concern both the participation of youth workers' representatives in relevant advisory body at local/regional and national level, as well as the establishment of an official programme from the EU-CoE partnership in the field of youth to support and recognise representatives of Youth Workers at European and national level. The 12 months following this 3rd EYWC are especially precious to speed up governmental actions for youth work. Reports and annual publications from national youth worker's associations are possible tools to evaluate how and how often they have involved in policy consultations from competent authorities. The group then stressed the importance of creating a common understanding on whom can be recognised as a youth worker, and to favour the exchange of practices both at the national and a EU level. This second aspect specifically to value the existent resources and literature already published. Moving to the creation of platforms for an inter-connected and



active youth work community of practice, the group opted for a follow-up meeting to agree on an action plan to develop/structure the youth worker's alliance/network at the European level.

They also reflected on the promotion of quality standards in youth work as a requirement to apply for different funding opportunities. A dedicated working group within National Associations of Youth Workers should be taking care of this activity, keeping as a reference European best practices. The final reflection from the group stressed the need of establishing representations from the national associations to European Initiatives like Europe Goes Local, and they also proposed a national framework to empower Youth Workers regarding the European Training Strategy. Evaluation meetings and publications are called to check-up the implementation of the proposed actions.



**Date and time:** 14:10 – 17:00. Tuesday 8th December 2020

**Title of session:** Regional and Local Bodies Responsible for Youth Work

**Rapporteur(s):** Tiphaine Coulardeau

**Headline:** Enhancing the legitimacy of youth workers

After a short introduction on the theme of the workshop and the digital tools to be used during the cooperation, the participants had the chance to present each other and share shortly about their profiles and interests. The workshop aimed at collecting specific input and recommendations from the representative of regional and local bodies responsible for youth work about how the thematic fields relevant for their youth work practices should be further addressed in the European Youth Work Convention and in the European Youth Work Agenda. The participants were divided according to the strands and corresponding fields of action they wish to focus upon and had the opportunities to reflect and discuss concrete actions that are needed. Results were following:

Strand 2, Fields of Action 2.2 and 2.5: The participants highlighted the need to further use quality labels of youth centres such as the one developed by the Council of Europe in order to create laboratories for innovation in youth work and non-formal education. As well, it was agreed upon that strengthening connections between the youth work practice and youth policy field is crucial for the youth work sector.

Strand 3, Field of Action 3.3: this group highlighted that strengthening financial sustainability of youth organisations and allowing youth organisations to building more complex and longer-term strategies and milestones by providing multi-annual funding would be key to support the youth work sector. As well, it was proposed to reduce the bureaucracy for Erasmus+ funding, so that youth organisations could concentrate more on activities and less on administrative processes. Last but not least, renewed communication on currently available youth resources would be necessary for instance the youthwiki, as it seems that many youth workers are still unaware about these.

Strand 4, Field of Action 4.3: The main point brought up by this group concerned the legitimacy of youth workers and the necessary upgrading of wages and improvements in status and working conditions of youth workers. As well, it was proposed to further develop and strengthen umbrella organisations, coalitions, network organisations of youth workers and youth stakeholders to leverage more exchanges of practices and mutual learning. Enhancing dialogue with other stakeholders on needs and expectations is as well necessary in order to launch strong cross-sectoral partnerships and cooperations.

Strand 7, Fields of Action 7.1 and 7.3: This sub-work proposed massive and targeted campaigns in schools and formal educational institutions about the role and value of youth work. As well, it was highlighted that practical tools for the evaluation and promotion of youth work should be used more largely in youth centers and other youth service providers, for instance following the example of the “Logbook” applied by the city of Ljubljana.



The participants in the workshop (all in all 15 participants) closed the discussion by agreeing that more time for reflection and discussion on these key issues should be allocated.



**Date and time:** 14:10 – 17:00. Tuesday 8th December 2020

**Title of session:** European Youth Work Organisations

**Rapporteur(s):** Bastian Bender, Maria Pia Napoletano, Veronica Stefan

**Headline:** The role of European Youth Work Organization in improving Youth Work resilience

About 16 participants joined the workshop, who mainly represented umbrella European Youth Work Organisations. Based on a relevant preselection the participants had the chance to identify three relevant Fields of Action. To select the three FoA (FoA 3.4 Strengthening European and international youth work through enlarged European programmes, FoA 7.1 Developing and implementing strategies and measures for the promotion and recognition of youth work at European level and in member States, FoA 8.5 Strengthening the role of youth work in the new normal by keeping up the values of youth work) the facilitators used a mentimeter. The main work was done in the break out rooms. The participants were divided in three groups to discuss the Fields of Action selected:

**FoA 3.4 Group:** The participants started to discuss the “why” for FoA 3.4 and continued searching for concrete elements and milestones until they had difficulties how to measure the success of the actions to implement. Nevertheless, they came up with a few key points: priorities of the EYF, Erasmus Youth programme and ESC, stakeholders need to be involved in shaping the programme, accessibility to programmes, cross-sectoral work and funding.

**FoA 7.1 Group:** Participants in this group focused on strategies to improve the recognition of youth work. The YouthPass and hypotheses of alternative certificates and instruments were explored, underlining the unsuccessful use of the Youthpass outside of the “youth work bubble”, intended as the network of organisations, independent youth workers and the national agencies. The outcomes on which the group agreed were: the need to adapt the Youthpass to the needs of the job market, the importance of creating concrete learning opportunities for youth workers and the necessity to communicate what youth work is with a simple language, to make it more understandable for the individuals outside the “youth work bubble”.

**FoA 8.5 Group:** The third group focused on the role of Youth Work in the new normal, they described the “new normal” as the blended physical and digital spaces that enable participation (before, during and after the pandemic), and called for a clarification of its use in future documents. Concrete proposals included issues such as: capitalising on the lessons learnt (skills and practices already embraced/tested), recognising youth work as a “public good”, prioritising mental health for both young people and youth workers. Proposals for progress check included: monitoring whether initiatives reach the most vulnerable youth groups, yearly evaluations done by national governments and youth NGOs - having at least a medium term dialogue on the effects of the pandemic and the youth policy and measures that will be adopted. The exchange after group work was dominated by a few participants who stressed key points from their point of view like need of structural funding, capacity building for youth work providers and deeper work on impact evaluation.



The participants contributed continuously and didn't check out earlier. The timing went really well that even a summary of the rapporteurs was possible and a positive mentimeter evaluation at the end took place.



**Date and time:** 14:10 – 17:00. Tuesday 8th December 2020

**Title of session:** Youth Information

**Rapporteur(s):** Maja Drobne

**Headline:** Youth information work can give an example to other fields in a way, how it is structured

There were 3 proposed fields of actions:

1. Establishing platforms for an interconnected and active youth work community of practice and for the exchange and co-operation on issues of importance both in young people's lives and with strategic dimensions
2. Supporting the youth work sector in making its value, needs, output, outcomes, impact, and benefits more visible and comprehensible
3. Further developing the youth work sector's capability of moving forward with digital and technological innovations through financial resources, adequate infrastructure and qualification of youth workers

Under the first proposed field of action they have agreed that the platform is always information related so they bring in expertise in this essence and in addition youth information is a part of youth work and it can be used to understand the youth work landscape and youth across Europe. A platform should be bottom-up and uses the already established content. The grassroots dimension has to be key. Safeguarding the grassroots dimension is important, perhaps strengthening national platforms is the first step before coordinating at European level. There should be a mapping of the needs of youth workers to make the platform more relevant for youth workers. They have as well pointed out the importance of not to duplicate already existing national initiatives and reflect on what is really really needed on the European level and choose to focus on that - a risk is that the platform becomes too vague and doesn't add additional value. They have as well agreed, that there should be understanding of the needs of young people on a wider scale, where artificial Intelligence can help identify the needs of youth work and young people on a European scale. This could be an innovative approach of the platform and a way to reach a broader group of youth and youth workers in comparison to the capacity of the studies carried out today. Under the second field of action it was pointed out that Youth Information is part of youth work and should be recognised as such. Youth information is not yet visible/recognised in all countries, but it should be in the future as a channel to (youth work) opportunities as the access to quality information is a precondition for "healthy" societies. Youth information workers are a "specialised" group of youth workers. The word "sector" can be confusing. Spreading the word about youth information work is crucial. Access to quality youth information is a prerequisite for ensuring young people's access to opportunities/rights. It is necessary to have quality information in order to enable participation in various opportunities including youth work as this is a key element of democracy. In times of fake news, disinformation (Covid, elections...) and the usage of social media there is the need to provide a quality label, youth-friendly and neutral information. Youth information has developed tools and methods to share/disseminate information, to make things visible. The rest of the sector could benefit from this experience.



In the third field of action it was emphasised there are many opportunities for youth information work in the digital world. Young people have a clear preference for accessing information resources online. Use is already being made of digital information platforms, chatbots, livechat, digital signposting and other technology to create connections between young people and information. Digital youth information work requires real people creating professional youth information resources and engaging with young people's information queries online. Digital youth information work requires more human resources to make the services available to young people for 8-12 hours, or even 24 hours a day. Youth information requires the resources to adequately staff a blended online and offline youth information offering. There is a lack of digital information training. In order to meet young people's information needs and communication preferences, youth information requires a youth-friendly digital infrastructure to ensure responsiveness to young people, when they need information. Developing accessible and attractive digital user experiences for youth information is expensive and requires adequate resourcing. It is important youth information workers are adequately equipped to respond to young people's digital information needs. Training must be provided for youth information workers on best practices in digital youth information work, this could be included in formal youth work education qualifications or as continuous professional development.



Day 3  
Wednesday, 9 December 2020



**Date and time:** 09:30 – 09:45 Wednesday 9th December 2020

**Title of session:** Plenary Intro

**Rapporteur(s):** Rachel Hurtado

**Headline:** Some successes from yesterday and some more to come before tonight's celebration!

This was the first session of the third day of the Convention. It started with the moderators (Jennifer Sieglar and Tim Schreder) welcoming people to the day, and they did it with a funny mood and announcing the party night ahead. They indicated there was going to be a band, poetry slam and DJ, and made jokes among them about their party outfits.

Secondly, they launched a Menti.com on 'How are you feeling today?' aimed at the audience. For which Laimonas Ragauskas, the digital facilitator, intervened, and the three briefly talked about their body temperature being measured upon entering the studio every morning. Laimonas reminded of the hashtag of the event: #EYWC2020. And afterwards, the results for the survey to the audience started appearing on the screen. Many people were happy, excited and thoughtful; many were tired, too.

They announced that it was the Congress day, with 4 parallel sessions taking place. After which, the Convention News started - a format for summarising the previous day with short interventions of some of the people involved.

Four workshop facilitators shared some of the results so far: Gabriel Brezoiu, Gubaz Koberidze, Maria Pia Napoletano and Antonela Kotsoni.

They said that "**Youth Work cannot continue to be dependant on project-based funding, we need stable sources**" (Gabriel Brezoiu), and that digital youth work is not just using digital tools in youth work; that Youth Work and non-formal learning needs to be understood and recognised outside the field; and that National Agencies can be the link between grassroot organisations, youth workers and policy-makers.

Next, Gisèle Evrard Markovic (Drafting Group) talked about the Final Declaration: "We want to make sure we're not biased", she said.

The "job of the day" was community manager, explained by Andreas Hirsch, who reminded that the platform is a discrimination-free space, although no issues on that regard had been reported by then.

Last but not least, Inge Linne (the evening DJ) explained the afternoon options more in detail.



**Date and time:** 09:45 - 10:30 Wednesday 9th December 2020

**Title of session:** Panel 1 - Democracy and Active Citizenship

**Rapporteur(s):** Adina Marian Serban

**Headline:** Youth workers should become politically literate!

The panel was an excellent time to share and reflect upon the potential tensions related to the democratic experience and also on the need to (re)offer youth the chance to trust again in the core European values, to offer them the time and space to participate. The discussion went a lot around the current situation in Europe when it comes to the advancement of the radical movements in Europe and also on the permanent decline of youth participation.

The discussion went a lot around the current situation of the democracies in Europe and less to its relevance for the Youth Work Agenda. The insights of the panelists were interesting as coming from different fields of activity – on educating youth workers/educationalists, on using arts to reach out to the young public, on social hierarchies or about the core European values. The most interesting and relevant point was made by Yael Ohana on the need of having the youth workers more politically literate and on having them better understand the subjects on the political agenda keeping of course their non-partisan role.

Due to the limited time available, the participants could not interact that much with the panelists but a lot of questions were raised on the SpotMe platform. It was also interesting to see the discussion that started about how to activate youth participation from different perspectives. One of the speakers made the point related to the need of better explaining youth the core European values, others on better understanding the social hierarchy, the other on going closer to schools and to the groups of young people and better advancing the civic education to young people as well as to having youth workers being more active in lobbying for the youth work agenda and playing a better role in the policy processes. The Panel could have been enriched by having more time to take questions from the audience and even to interact with the audience. It was indeed an asset to have the videos posted on the platform but very few members of the audience had the chance to watch them before.

One interesting point that was not addressed during the intervention but could have been excellent within the Bonn Process was the question related to finding out the mechanisms to introduce again participation and active citizenship as one of the main priorities of the upcoming Erasmus + (?) programme. That would help as well the outreach and also translating the core EU values to groups of young people and to individuals, at the grassroots level. Also, due to the short timing, the discussion stayed a lot at the European level and not that much reference was made to the local actions/initiatives as well as on potential Platforms that could be developed to reinforce youth participation. Also, very few references were made to the proposed Strands and specifically to the proposed Fields of Action. Concluding about the Panel, the Headline would basically summarise the main conclusion that could be taken forward within the Bonn Process.



**Date and time:** 09:45 - 10:30 Wednesday 9th December 2020

**Title of session:** Panel 2 - Environment and Sustainable Development

**Rapporteur(s):** Max Fras & Sérgio Xavier

**Headline:** The climate crisis is a wakeup call for young people and youth workers. Another world is possible.

The panel started with a welcome and introduction by facilitators - Ekaterina Sherer and Anna Yeghoyan.

The first speaker, Jasson Jakovides, *founder and director of Fields Institute*, focused on non-formal learning / youth within the UNESCO Global Action Programme "Education for Sustainable Development". Jasson started by looking at the place of non-formal education in and sustainable development in general and Education for Sustainable Development (ESD) in particular. One perspective is that the need to improve the ability to respond to global challenges at the local level. The key challenge is how to reduce complexity and how to create impact. One of the key concepts used in Jasson's work is regional educational community (Bildungslandschaft). A community identifies possibilities for cooperation in environmental issues, and helps to gain new resources by involving all actors. When it comes to fields of community action, youth work is part of it. Youth work is familiar to the organisation and its work involved youth workers in many cases. Both informal and non-formal learning are framed by the UNESCO ESD 2030. UNESCO tries to strengthen ESD contributions to all SDGs. The framework takes youth very seriously. Reading through the framework allows one to understand the importance of youth and youth work. In ESD, youth and youth work are both key action areas.

The second speaker, Burcu Meltem Arik Akyüz, Educational Observatory Coordinator at ERG (Turkey), focused on environmental education and the role of youth work in engaging for sustainability. Burcu Meltem shared a critical vision on the current globalised development model and proposed alternative principles for environmental policy making, adapting to the Youth sector the Common Worlds Research Collective ideas and premises. Departing from the fact that the Anthropocene epoch is leading to the planet's destruction and potentially to extinction, Burcu suggested that young people - and youth workers - play a crucial role in shifting the paradigm and in imagining a different world. This shift requires a radical reconfiguration of human agency and empowerment, in order to go beyond the *learning about sustainable development*, and becoming "one with the world, human and non-human".

The third speaker, Johanna Nyman, Head of Inclusive Green Finance at the Alliance of Financial Inclusion, focused on environmental governance. Johanna explained the notion of environmental governance as a system of making environmental decisions. She noted that a lot of decisions we make about climate today will highly impact young people. If one starts to break the decisions down to specific mechanisms, there are good entry points for youth and youth organisations. Youth organisations can empower youth to be part of the decision-making. Youth organisations can also help young people fight for the right to take decisions. In the past, environmental decisions were taken in a narrow circle. Today, they affect everyone and are taken



everywhere. There are structures for young people to be represented and youth should seize this opportunity to be involved - with the right support.

The initial presentations were followed by a discussion and Q&A with panellists and EYWC participants. The first question related to the best frameworks for political participation of youth. One of the panellists suggested that we need a paradigm shift, so that participation addresses both the human and non-human worlds. The other two focused on building on existing achievements, broadening the scope of participation - environment impact assessment was brought in as an example. The second question pertained to the difference youth and youth organisations make in environment and sustainable development issues. Two panellists agreed that youth workers and youth organisations should act as facilitators of dialogue processes; that decision-makers need to learn to listen and act on young people's views and finally that youth organisations can help young people claim the place and relevance they deserve.

The third question looked at resources needed to address environmental issues with youth effectively. One panellist suggested that there is a need to present issues in a less complex way, and to bring issues up in a more 'youthful' way.

The final, fourth question focused on the competences required to get youth to act on environment and sustainability. One panellist suggested that we need 'polyphonic thinking', we need collective solidarity skills including critical thinking and design thinking, this can help us to move from problem to solution. Another panellist pointed to participation and empowerment as key skills to be developed, and the third one argued that we need a holistic approach, moving from knowledge to experience.



**Date and time:** 09:45 - 10:30 Wednesday 9th December 2020

**Title of session:** Panel 3 - Equal and Just Societies

**Rapporteur(s):** Sebastian Schweitzer, Maja Drobne

**Headline:** Youth work needs to unapologetically be political

The expert panel explored the contribution of youth work to foster equal and just societies across Europe. Four invited experts shared their views on four societal contemporary European challenges: youth employment, marginalisation of young people, social exclusion, and migration.

The four speakers were:

- Tea Jarc (Youth Committee of the European Trade Union Confederation): Labour market and exclusion
- Kamil Goungor (Independent Living Movement): Marginalised groups of young people
- Hande Taner (Forum of European Muslim Youth and Student Organisations): Social exclusion of young people
- Maria Pisani (University of Malta, Youth & Community Studies): Migration

Each speaker shared a one-minute opening statement and elaborated in reply to questions raised by the moderator.

Tea Jarc pointed out that Youth Work needs to support young people to be a progressive force and question the status quo. Youth should seek for social justice and climate justice. We should build the world we want to live in.

Kamil Goungor focused on Inclusion and shared his point of view that rights are for all. He highlighted that we should take an inclusive approach right from the beginning, there should not be any particular treatment for specific groups of young people. Youth and youth work has the expertise and experience, but we need to have more accessible youth work for everybody.

Hande Taner brought 3 key messages to the panel. She emphasised the need to look beyond our own area of work to create empathy, build solidarity with and stand-up for the oppressed and to work hard for combatting shrinking space of civil societies and never stop advocating for meaningful youth participation.

Maria Pisani pointed out that at the moment, the most toxic exclusion mechanism in Europe is citizenship. Migrants crossing the Mediterranean Sea face massive human rights violations because of their citizenship and many intersections (intersectionality) that intensify discrimination. In this context, Youth Work is the space, where we have to ask "what do we stand for?" in order to find answers on how to address those human rights violations.

After the experts' statements, the audience put forward few questions, and the speakers used this to highlight their key thoughts and messages, those were:

- "Let's get planetary" - if one of us is not ok, nobody can be ok. (Maria Pisani)



- "For equality we need tools and environment also in youth organisations." (Hande Taner)
- "Do not be afraid to be political, let's step up for the values of youth work" (Tea Jarc)
- "Inclusion starts with inclusive education." (Kamil Goungor)

At the end of the panel, the moderator expressed her thankfulness for the contributions of the experts, summarised the key qualities and wished the audience a fruitful discussion in the upcoming Convention workshops.



**Date and time:** 09:45 - 10:30 Wednesday 9th December 2020

**Title of session:** Panel 4 - Societal Change and Innovation

**Rapporteur(s):** Maria Roidi and Nik Paddison

**Headline:** Turning societal challenges into common opportunities

The 3 panelists were: **Theo Spanos Dunfey**- Social change and transformation of cultural and social institutions, **Lars Norqvist**- Digital transformation of society and its impact on young people's life, **Veronica Stefan**- Digitalisation, education and innovation.

The session started with a small introduction from the 3 panelists, who sum up the conclusions of their videos.

**Lars:** Reshape how society works in ways of interpreting and understanding society including the use of digital technologies. New socioeconomic, technological and structural equalities and inequalities have been shaped already in young people's life.

Governance and leadership perspective: Various levels of decision making and participation can be supported by digital transformation. A big question coming out of the discussion is if there is space for all young people to participate in the digital environment.

Youth work perspective: Digital transformation can enhance dialogue through and between different forms and spaces. Same time/same place (ex. Various meetings), same time/different place (ex. Online meetings such as the EYWC 2020), different time/different place (ex. Online platforms), different time/same place (ex. Certain info spots).

Young people's perspective: Young people can have access to various forms of information, decision making, education and learning services and spaces.

Challenges: To develop systems thinking skills with integrated attitudes.

**Theo:** Social changes occur over time and have profound and long term consequences. Human rights, women rights, lgbtq rights are examples of massive social movements. Collective power to influence social change. Global citizens circle supports social change through discussions among diverse backgrounds and opinions. Why to take care? It is not that hard. Change begins with how and when we interact with others. 1<sup>st</sup> step of listening. Acceptance and conversations.

**Veronica:** Even with COVID19 Youth work is flexible adapting to changes and dealing with multiple issues. Data can guide us to understand the gaps.

Online education and civic engagement had a small percentage during the pandemic against the social media and entertainment use of internet.

Positive of digitalisation: benefits and opportunities.

Negative of digitalisation: misuse of data.



The facilitator asked different questions around digitalisation of our lives, social transformation and how these are connected with youth work. Here are some of the responses:

**For Theo:** Collective power influence. Young people can steer the direction of social change through relationship building.

**For Lars:** Transformation readiness is a state of mind and it builds in existent historical events and patterns. Transformation has to be proactive instead of reactive.

**For Veronica:** Digital and online are different things and we should not mix them up. It is a difficult period for young people and youth workers as the pressure to do everything digitally is present.

The discussion ended with positive vibes and an amazing dialogue between the panelists.



**Date and time:** 11:15– 12:30 Wednesday 9th December 2020

**Title of session:** European Implementation Instruments

**Rapporteur(s):** Sérgio Xavier

**Headline:** Many, many Euros offer good prospects for a strong youth work field in Europe

In this plenary panel the European Commission, Directorate-General for Education, Youth, Sport and Culture (EC) and the European Youth Foundation from the Council of Europe (EYF) shared their views on how their initiatives can support the Bonn Process.

Marco Leidekker and Matthew Foster explained that EYF has 3.5 million euros annual budget for funding NGYO's, through pilot (local) activities, one-off international activities, annual work plans and two-year structural grants. The grants go up to 50.000€. Youth work will remain a priority in the near future, as it is also in EYF strategy, but there's also the intention to financially reinforce this area. There will be funding available for youth work projects. They underlined that the smaller scale of EYF grants allows a more direct communication with NGYO's, which is valued and appreciated. Can lead to advantages in understanding and adapting contextualised needs from the NGYO's, while making EYF easily accessible - "a prime characteristic of EYF is the communication with NGYO's".

Silvia Calbi and Violeta Birzniece focused their input on Erasmus+ (E+) and European Solidarity Corps (ESC) programmes and their future, mentioning that "we paid particular attention to articulate with the European Youth Work Agenda (EYWA) in the new programmes design". E+ is to support the Bonn Process through EU level cooperation by focusing on implementing the Youth Work Agenda for quality, innovation and recognition of youth work. The financial support possibilities include: non-formal and informal learning mobility experiences and active participation among young people and youth workers; cooperation, quality, inclusion, creativity and innovation at the level of organisations and policies in the field of youth.

The ESC foresees financial support possibilities for: making a meaningful contribution to society and helping to resolve challenging situations across Europe by taking part in volunteering, jobs, traineeships or setting up local solidarity projects; developing skills and getting some valuable experience in volunteering processes.

Together, both programmes are to expect €24 billion (approximately 50% increase compared to €14.7 billion in 2014-2020 Erasmus programme), with a possible increase of €2.2 billion to the already agreed amount.

Beyond E+ and ESC, there are EU instruments that can contribute to the EYWA, such as the Youth Wiki, the European Youth Portal, the European Youth Goals, the Youth Partnership (EU+CoE), the European Education Area (which have non-formal, cross-sectoral aspects) and an ongoing study on the needs of youth workers.



**Date and time:** Wednesday 9th December 2020

**Title of session:** Overview of Day 3

**Rapporteur(s):** Aune Lillemets

**Headline:** Congress Day was full of energy

Wednesday was the so-called Congress Day. It was kicked off with a high energy introduction and then everybody left for their chosen workshops and panel discussions. Some people might have spent the whole day on the conference if they chose 3 workshops and also watched some of the content provided in the media library and finally listened to the poetry slam and the concert.

Mentimeter survey in the morning showed that people were mostly thoughtful, happy or excited, which is a good sign. Some people also reported tiredness, which is also expected, especially in the online environment. Hopefully looking forward to the party also livened up the mood, even if it's the virtual party.

The Congress day offered a lot of choice for the participants and was perhaps easier in a sense that the topics offered were more concrete in nature. Those panel discussions and workshops that I saw were professionally moderated and lively which made it easy to follow them.

Somehow the atmosphere was even more friendly and welcoming, so people were also sharing more. It can be connected to the fact that people were more used to the proceedings and also because they could find topics that really spoke to them. Some Rapporteurs mentioned though that they had too many contributors to the workshops and therefore all participants didn't have a chance to discuss and reflect enough.

It was mentioned that there haven't been issues with hate speech, which is a good indicator of the level of people attending and the preparation measures taken during the preparation of the conference.

The evening gathering was filled with poetry and live music. Having people showing up for the virtual disco and commenting on the forum seems like a sign of people wanting to connect and be present. High energy and elevated mood finished the third day of the Convention.



# Day 3

## Congress Workshops



**Date and time:** Wednesday 9th December 2020

**Title of session:** 1.1 Integrating the Agenda in the EU Youth Strategy

**Rapporteur(s):** Antonela Kotsoni

**Headline:** We need to make clear connections, links and understanding of the different levels of youth work

The workshops started with a warm welcome, explanations of the technical environment and participants sharing their countries in the chat, followed by an explanation of the roles of the facilitator and the rapporteur. Then Robbie Stakelum, the facilitator, presented the inspirational inputs by the contributors, Florencia Van – Houdt and Uwe Finke – Timpe.

The main question to explore in the first part was “Why is the EC a relevant stakeholder, even though the EC does not have the competence to do youth work (youth affairs)?”

Florencia Van – Houdt, Head of Unit Youth, Volunteer Solidarity and Traineeships Office; DG EAC, European Commission in Belgium, started off by presenting the essentials of the EU Youth Strategy, its governance, strategies and measures and its support for youth work development. She mentioned it is challenging to make a link to a theme such as “doing youth policies at European level”.

Then, the floor was taken by Uwe Finke – Timpe, Head of Unit 504, Federal Ministry for Family Affairs, Senior Citizens, Women and Youth in Germany, who presented the most recent achievements of the cooperation of Member States in the EU Council to support youth work development with a focus on the Council Resolution on the framework of establishing the European Youth Work Agenda. He highlighted the need for using the existing instruments, keeping in mind the European youth goals.

We then moved into two breakout rooms, with one speaker each (as facilitator) and one of us assisting. The main questions to be explored here were “How can the EU Youth Strategy Boost Youth Work?”, “How can we promote better synergies between the EU Youth Strategy & EYWA?” and “What do we need in order to strengthen these synergies?”

The main conclusion drawn and results were we should all realise the limitation as far as the power of the European Commission and the EU go into affecting youth work. The most important and recurrent themes of the day would be the use of existing structures for the benefit of young people and the need of making clear connections, links and understanding of the different levels of youth work. Many people mentioned that grassroot, local, national, international youth work, need a sort of “translation” combined with well-defined and robust research.

We used Padlet to round up discussion points and capture key findings and meanings. The workshops finished with a measurement of the “temperature of the group” and a close up with main take-aways from the rapporteur.



**Date and time:** Wednesday 9th December 2020

**Title of session:** 1.2 Integrating the Agenda in the youth sector strategy of the Council of Europe

**Rapporteur(s):** Chougher Maria Doughramajian

**Headline:** Creating Synergies: Youth Sector Strategy of the Council of Europe supporting EYWA in governance.

The participants of this workshop represented different sectors of youth work, such as, youth workers, national agency staff members, governmental ministries, as well as, Council of Europe representatives. The workshop hosted two expert contributors, Antje Rothemund, Head of the Youth Department, Council of Europe and Seija Astala, Ministry of Education and Culture Division for Youth Work and Youth Policy in Finland.

After a brief round of introductions, Antje Rothemund presented the Council of Europe Youth Sector Strategy 2030. The vision of the youth sector strategy is to enable young people across Europe to actively uphold, defend, promote and benefit from the Council of Europe's core values. The main priorities are to revitalise pluralistic democracy, young people's access to rights, and living together in peaceful and inclusive societies. Last but not least, youth work came as one of the priorities as well, because it is a tool to realise the above mentioned. She also presented the thematic priority of youth work in detail, with special emphasis on strengthening, recognising and advancing youth work policies notably through the European Youth Work Agenda and its implementation, in close cooperation with the EU. As well as, the Improvement of the quality of youth work and extending the access and attractiveness of youth work and non-formal education. Then, the facilitator asked the participants to share the educational and training pathways for youth workers in the different countries that were represented.

Seija Astala, the second contributor shared her input on the topic as well, by answering two questions. First, how does the cooperation of member States within the Council of Europe as well as the Recommendation on youth work (2017) and the new Strategy support youth work development? Seija stated **that it is the responsibility of the governments to support young people in realising their potential as full members of society and to strengthen their democratic citizenship**. The Council of Europe's great strength lies in its close cooperation with both the governments and young people. She highlighted that the youth partnership between the Council of Europe and the European Commission carried out a huge task in examining existing education and training opportunities for youth workers in Europe, which was quite challenging.

The second question addressed by Seija was how could the EYWA be communicated throughout the Council of Europe member States? She stated that in the context of the European Youth Work Agenda and its promotion, it is important to identify the topics and areas where synergies can be achieved. She believes that the most effective way of communicating the youth work agenda in the member States is by making the member States feel that the Agenda needs to be implemented and it is relevant to them. In this work, she sees the partnership between the Council of



Europe and the Commission as having a key role. Although bilateral and multilateral projects to share information, expertise and good practices between the member States are also instrumental.

In the last phase of the workshop, the participants engaged in a discussion with the contributors where they shared their local realities and how the European Youth Work Agenda aim relates to their work. One of the participants highlighted the importance of quality labels for youth centres, the benefit is the recognition of the work that is being done. One way to guide this is funding, but there is also a need for empowering actors in the field that are able to bridge the gap between regional/national and local realities. After all, **the European Youth Work Agenda should create synergies between youth work from European levels to national levels and vice versa.**



**Date and time:** Wednesday 9th December 2020

**Title of session:** 1.3 Designing an impactful Bonn Process through strategic joint action

**Rapporteur(s):** Martin Miloshevski

**Headline:** Network for youth work development in Europe: Reinventing the wheel or creating a meta network?

The aim of the workshop was to elaborate on ideas and tools for a coordinated and cross-sector approach in the implementation of the Bonn Process. Namely, the workshops explored the idea of the establishment of a network for youth work development in Europe, as a supporting mechanism for implementation of the Bonn Process. The workshops engaged 36 participants, representatives of National Agencies, European Youth Forum, CoE – Coyote, and youth NGOs, together with two contributors. The workshops were divided into two parts, in the first part two contributions presented their views and recommendation for the topic, and in the second part, the workshop participants in a plenary setting provided comments, input, and recommendations.

The workshops started with the presentation of Ms Miriam Teuma, CEO Aгенzija Zghazagh Malta Youth Agency that gave her overview for the network for youth work development. She outlined the importance for identification of stakeholders and groups that can be part of the network, since we are not “reinventing the wheel” the stakeholders already exist, and raised the questions of structural organisation of the network, whether smaller networks should exist within the one big network. Furthermore, she outlined the most important elements for foundation of a network (openness, accountability, coherence), as well as the four factors that can drive the success of the network (clarity, efficiency, appropriateness and impact). At the end she finished her contribution with the statement that “the ideas that are most successful have fewer contributors over time” commenting the idea of creating a network composed of all members of the community of practice, and that necessity to balance between, big and small networks.

Ms Tanya Basarab, Manager ad interim EU – Council of Europe Youth Partnership, presented the existing tools of the EU – Council of Europe Youth Partnership, such are the Youth Work Essentials, and other handbooks, studies and analyses that present “what is clear within the sector, as an accepted understanding of what youth work is”. Additionally, she presented her perspective and steps that needed to be taken into consideration while developing the path for implementation of the European Youth Work Agenda (use of existing resources, clarity and simplicity of the language used, especially in explaining the term community of practices). Lastly, she closed her contribution with recommendations for the cross European cooperation that can take place through peer learning, research and analysis, projects, and underlined the importance to use the existing political commitment for the creation of “dynamic operational initiatives”. In the open space for the participants to share their comments and recommendations, the two groups provided different opinions. The first group (11:15-12:30) was supporting the idea of creation of a network for youth work development in Europe, and provided recommendation for funding and clear



mandate of the network for coordination of the Bonn Process, the need for frequent meetings to check the status of the implementation, creation of clear pathways for stakeholders to take part in the Bonn Process on local regional and national level (ownership), as well as the engagement of both full time professionals and volunteers in the network activities. The second group (15:45 – 17:00) raised concern over the possibility that allocation of funds for the functioning of the network, might decrease the budget of existing networks and programmes, as well as the fact that the stakeholders will need to allocate energy and resources, and can influence the current work on programmes and policies. Their recommendation was, to use, mobilise and improve the functioning of the existing networks (RAY, SALTO, etc) to accelerate the implementation of the Bonn Process. Both groups agreed the need to identify and map the existing stakeholders, and network of stakeholders, to analyse their capacities and role in the Bonn Process, for the necessity of further clarification of the terminology and explanation of the term Bonn Process, community of practices, the correlation between the EYWA and the existing youth processes ( European Youth Strategy).



**Date and time:** Wednesday 9th December 2020

**Title of session:** 1.4 Strong involvement of the community of practice in the Bonn Process

**Rapporteur(s):** Reneta Krivonozova

**Headline:**

The session started with the inputs of the contributors Ewa Krzaklewska PhD, sociologist who works at the Jagiellonian University in Krakow, Poland, Andrea Casamenti, member of the Board of the European Youth Forum, the platform of youth organisations and the voice of young people in Europe, and Massimo Capano, representative of the Municipality of Cinsello Balsamo responsible for youth activities at European, national and local level, promoting the role of municipalities in supporting youth work. The inputs were thorough and ignited a very productive discussion with the rest of the participants. The structure of the session allowed for them to include their comments in one of the following four categories: ideas, the resources needed to achieve those, any recommendations they might have and anything that concerns them or is considered a challenge. One of the main ideas highlighted was to use the knowledge that is already existent, refine strategies that we already have, instead of creating new and document or codify all this knowledge in guidelines. It was pointed out that it is vital to create a sense of belonging, link communities on local and European level, make the work of those transparent and provide "public evidence" for their achievements. A long term process, as the Bonn one will be, should include a multilevel governance, identified structures at every level and monitoring both on national and European level. Also, another idea was to include the Bonn Process as an integral part of the European Youth Capital title evaluation for the applicant cities. The main resource that could help the implementation of the ideas listed above was the tool kit presented by one of the contributors PhD Ewa Krzaklewska, as it presents many ideas on Communities of Practice but also give tools for trainers and facilitators. The need of more comparative studies of youth work in order to inspire and provide "templates" was also pointed out along with moving away from individual project funding towards longer-term/structural funding. There were a lot of recommendations, such as making structural funding available to youth organisations to run activities that aim to implement the EYWA, establishing local and national smart goals and targets for the implementation of the Bonn Process and ensuring the political commitment at a local level. It was mentioned with vital importance to identify the structure that supports youth participation and to give visibility to the repertoire of knowledge that would help support that. Both participants and contributors agreed that the field of youth work needs to be connected by a set of values, and the community of practice should attempt sharing and exchanging these values amongst themselves. Few of the challenges discussed were bringing strategies together rather than creating new ones for the implementation of the Agenda and working with the processes that have already been put in place; insuring the involvement of civil society organisations on a national level in the EYWA implementation process, given that governments are not giving space to civil society organisations, and closing the gap between different communities of practice across Europe putting a highlight on social capital and the importance of the bonds made between those while ensuring that we "don't get lost



in diversity". Another big challenge that the participants saw was ensuring the commitment throughout the entire Bonn process and it was briefly mentioned that there is a wave of negative propaganda against NGOs across Europe and that is something participants also saw as a challenge.



**Date and time:** Wednesday 9th December 2020

**Title of session:** 2.1 Youth Work in the spotlight of European youth strategies

**Rapporteur(s):** Adrian Barbaros

**Headline:** Spotlight on YOUth!

The participants gathered to offer inputs on the thematic areas of the EYWA, along with the Ph.D Guy Redig and discuss how the Agenda is put into practice and offer recommendations on how European youth strategies co-related with EYWC. The session started with a round of names and a short introduction of the guest-speaker and continued with a comprehensive presentation offered by Ph.D Guy Redig. He pointed out important aspects from the youth field that fall under the thematic strand of the EYWA.

Firstly, Ph. D Guy Redig stated that the cooperation between the EU and CoE is synchronic. Therefore, the EU created an important packet of measures that are meant to amplify the potential of young people. Thus, programmes such as: Erasmus, EVS or European Solidarity Corps have the potential to liaise different parts of Europe. On the other hand, the CoE invested in enabling democratic values and networking of different partners and deploying all the legal instruments to make sure that the role of law is enforced.

Secondly, as for the EU: youth work is considered as an instrument for employability and weapon against all kinds of menaces. In case of youth policy, these must be a basis to construct measures and structures. Youth policy (and youth work) became tools to fight against all odds, especially the menace of religious violence. Therefore, youth work might be considered in some places an instrument to combat different behaviours in society.

Youth work: a small but relevant part of youth policy. Youth work offers young people space to be young together, to organise themselves and to set out their own goals and priorities. It is still and very clearly an educational (pedagogical) approach, although in many practices they are ruled by young people. The voluntary and paid youth workers are fundamentally different from teachers of welfare workers. The essence of youth work can be described as an ideological model where young people can define their own ideologies, in a real autonomous space (literally and figuratively).

Thirdly, the participants along with the guest-speaker pointed out different facets of youth. The discussion revolved around the limits of the support of the government, for example: the utility for the economy is more important than other social aspects, government tend to ask something in return, for example include those who take part in youth-work activities. It was highlighted that European youth policy must prioritise these processes towards more common ground. It was also mentioned the gap between excluded and included citizens widens. Especially children and young people are vulnerable. How can youth work deal with radicalisation for example? At the same time, the issue of shrinking spaces for young people was also put forward and how the lack of proper spaces and proper funding for youth leads to shrinking spaces.



„Recognition means both respect and support from governments. It is difficult to deny this problem. Youth work as a social-profit phenomenon cannot flourish without a solid support. Luckily, a lot European countries offer a well-balanced policy of subsidies and other forms of support. But not everywhere.” PhD. Guy Redig



**Date and time:** Wednesday 9th December 2020

**Title of session:** 2.2 Youth work as constituent part of youth policies in member States

**Rapporteur(s):** Alexandra Palaisti

The facilitator welcomed the participants, introduced the contributors and the rapporteur and the contributors presented their views. Afterwards, they answered questions (written or oral).

During the first workshop, we noticed that, even though youth is cross-sectoral itself, we don't see integration of different actors and collaboration between them as much as we would expect. This is mainly considered to be a management problem, related to responsibility, while it is also a matter of political will. Moreover, Youth Policies are not concrete and clear everywhere. They are closely connected to Youth Work and Youth Workers, but the profession is not legally recognised in all countries. This procedure will take some time and will not happen very easily. Exchange of experiences and best practices is an essential part of Youth Work and Youth Policies, as Youth Work has developed very differently in various countries and this makes it difficult to establish the same standards. We concluded by saying that recognition of the role of Youth Work is essential and a European definition to support us at a national level is important, in order to grow together at a national and European level. However, what we need is a common narrative. We don't necessarily need a common story, but a common narrative and a common space in this.

In the second workshop, it was clearly stated that it is essential to separate Youth Work from Youth Policy, as it seems that some people do not see the differences between them, confuse them and eventually fail to make them effective. There are also substantial differences between countries, as in others it is more professionalised and in others it is mainly carried out by enthusiasts. Moreover, provision of tools is significant for Youth Work, while a clear Youth Strategy can help politicians become more aware of the needs of the young people and slowly open the necessary doors for them. For this to happen, we have to primarily change our strategy and include young people in the regular decision making processes. As one of the contributors said, "It all comes down to civil society".

We closed our meeting agreeing that the main point is not to discuss young people as students, as if this is their only role, but as active members of our societies. This is the only way to actually empower them.



**Date and time:** Wednesday 9th December 2020

**Title of session:** 2.3 Promotion of youth work friendly approaches across governance fields

**Rapporteur(s):** Cristina Bacalso

**Headline:** Youth Check should be instituted at the European and national levels, with a strong role for youth council and youth organisations as 'watchdogs'

The aim of the workshop was to create the common space for participants to learn about the good practices in the thematic field and to accumulate the feedback and input from participants. The German "Youth Check" by the German Research Institute for Public Administration was presented in the group as an inspirational example. The youth check is a regulatory non-political, scientific impact assessment that highlights the expected and unexpected impact of planned legislation of young people between the ages of 12 and 27 years, to provide an additional basis for debate in the legislature. It is not a participatory process with young people, but young people are involved in shaping the methodology and indicators. It is a public document.

Participants were very interested in the youth check and wondered if it could be instituted in their own realities, as it is a highly technical process which requires lots of resources, cooperation with the parliament and legislative processes, and a high level of transparency.

While the presentation focused on the technical aspects of the youth check, it also emphasised that it is a scientific process - evaluating how a piece of legislation impacts the young generation - and not a political process - if a piece of legislation is "good" or "bad". In other words, does the youth check really influence policy making? However it was seen as a key evidence-based input to other political processes, such as lobbying by youth organisations or youth councils based on its output. The current format of the youth check in Germany does not focus yet on how to translate these results into a more "youth-friendly" format, but this is being considered.

Participants also brought up how the youth check could be made more participatory. Currently the youth check is primarily conducted by scientists and legal professionals given the highly technical nature of the check. However participants highlighted that young people could sit on the steering board, play a greater role in the design of the indicators, and also in the outreach and communication of the findings to a larger audience.



**Date and time:** Wednesday 9th December 2020

**Title of session:** 2.4 Research and practice-based decision-making in youth policy

**Rapporteur(s):** Edgar Schlümmer

The inputs of the contributors provided impulses on the respective topic. Lana Pasic (EU-CoE Youth Partnership) gave a general overview of Partnership and introduced Partnership objectives and activities to support research and practice-based decision-making in youth policy. Actions including co-operation within “magic” triangle research-policy makers-practitioners. Contributor introduced some tools such as the Pool of European Youth Researchers, European Knowledge Centre for Youth Policy, country factsheets, Coyote magazine, and other publications on knowledge briefly as well. The Partnership uses more visualisation of information to be easier to digest for stakeholders. Edgar Schlümmer (International expert in youth policy and work. Visiting lecturer for youth work at Tallinn University and the University of Tartu, Estonia) introduced a systematic approach to knowledge-based youth policy and youth work development for the last century in Estonia and new plans within possible new Youth Field Strategy 2021-2035. The existing model consists of 3 main work packages: 1. Availability and analyses of youth statistics and trends monitoring; 2.

Data and analyses on youth work, services for young people and their quality; 3. Research and development initiatives and innovation relevant to youth work and youth policy, predictive analysis, policy planning, and service design. In both workshops, participants discussed what measures existed in the countries and could be implemented within EU YWA. Based on the input contributor from Estonia was curious if plans for new Estonian Youth Field Strategy 2021-2035 (draft) could be feasible for EU YWA as: enriching forms and diversifying methods, ensuring the mobility and dynamism of services, and increasing the use of data-driven solutions and innovations (including smart youth work) in the provision and analysis of services in YW; creating more systematic bases for determining the quality of youth work (including youth hobby education), describing youth work services and their quality criteria; ensuring development of quality of YW in different forms through a foresight and quality analysis centre of competence in YW; creating a systematic basis for the continuous storage of knowledge of youth work; encourage opportunities for the analysis of the effectiveness and impact of YW, knowledge-based development and better recognition of the profession of YW; ensure sustainable system of monitoring and analysis in youth field; increasing the data awareness and ability of local governments to develop the quality of YW. Participants were curious about achieving recognition of youth work research on Member States level with the EU’s help. The need for prioritising YW in funding instruments on the EU and National level considered to be essential. YW studies could be an integrated part of Horizon and youth studies in general. Participants suggested that to support the implementation of a knowledge-based approach should be established a set of minimum standards for the Member States on youth work policy. Enlarging and stimulating co-operation between practitioners and researchers using co-operative research projects on guidelines for youth work services was proposed. Group considered the need to encourage establishing researchers and youth worker’s networks. Participants found that communication of research and its outcomes are a challenge and discussed how to reach youth workers, young people, and decision-makers. Participatory research as a tool for getting youth workers announced. Introducing the research outcomes for



young people in a decent manner is essential, as the delivery of those results by young people to the politicians. It initiates political action to solve a problem more probably. Participants addressed the need for a possible research hub for information on research in youth work accessible free of charge across the EU. Participants stressed that if there is no political will and structure, less recognition, and a lack of resources for youth work, it might be almost impossible to transfer existing knowledge into policy making. Group formulated a proposal to focus on a system of knowledge, research agenda, visibility of the impact and results, statistics to inform policies, and youth work in MS. Report on youth work for politicians and young people between conventions once in 5 years was stressed as a crucial tool.



**Date and time:** Wednesday 9th December 2020

**Title of session:** 3.1 A basic youth work offer at local level

**Rapporteur(s):** Elena Díez Villagrasa

A provision of a minimum of quality youth work should be guaranteed for all young people, also those living in rural areas.

Contributors Nedeljka Borojevic and Jelena Stojanovic from (NAPOR – National Association of Youth Workers in Serbia) lead a presentation distributed into two parts, which are combined with questions and invitation for contributions by participants.

In the first part, contributors shared with the audience about the history of youth work in Serbia, from 2008 when there were small-scale projects scattered all over the country, absence of cooperation and lack of recognition even among practitioners, to 2009 when through a bottom up initiative to find common ground on national level NAPOR is born and a common definition of youth work is reached. Mapping of diverse existing practices and agreeing with an ethical code are the first steps, followed by definitions of quality standards for youth work provision (2011) and a mechanism to assess those standards in member organisations (accreditation process). After the presentation, participants share about what kind of youth work structures exist in their country and on how local communities and local authorities appreciate youth work. Different realities in the provision and recognition of youth work in participants' countries are shared, many far from the reality in Serbia. Contributors make a point that it was a choice not to wait for the government to make a move: It took time, energy, discussions and compromise to get a common ground, but it was worth it since coming together has allowed for greater unity and advocacy for the sector.

At this stage, it is agreed that a provision of a minimum of quality youth work should be guaranteed for all young people in Europe, ensuring progressive universalism, making sure vulnerable young people can also access youth work. A common approach in Europe is needed so that youth work is in fact provided and that there is the money to do it, rather than a common approach on how to do youth work - which will respond to local realities and traditions. To ensure quantity and quality provision of youth work some actions and strategies are suggested: keeping youth work local - which can mean overcoming dangers of gentrification in main cities -, working towards recognition of youth work also with the families.

In the second part, the focus is set on the reality and challenges of rural areas. Contributors comment about the importance of data collection through evidence-based research and a [booklet with resources available online in English](#). The examples of NAPOR's strategy to use sports or traditions associations where youth work is nonexistent, inspires many participants and makes clear the need to lean on already existing associations in the territory in those cases. The potential of digital tools to reach young people in rural areas is also then mentioned. Other conclusions reached regarding development of rural areas refer to a holistic approach, where all needs of young people are taken into consideration. Funding for mobility of rural young people is one of the needs, but has to be balanced with funding to cover other needs. Reinforced cooperation and partnership with local resources, as well as better



cooperation between the non-governmental associations and governmental bodies, are also recommended.



**Date and time:** Wednesday 9th December 2020

**Title of session:** 3.2 Quality youth work for ALL young people

**Rapporteur(s):** Agne Rapalaite

**Headline:** Inclusive Youth Work for Young People and Youth Workers

More than 35 participants took part in the Wednesday Congress 3.2 workshops where good practices of ensuring quality youth work for ALL young people were shared by Stefan Manevski and Ahmet Sinoplu.

*'Youth work for all - it's how youth work should be!'*, - this is how Stefan Manevski started his input and took participants through the ENTER! programme of the Council of Europe. ENTER! is a movement started to fight for youth rights and aims at exploring the access of young people in disadvantaged neighbourhoods to social rights. Youth workers have a possibility to apply for a long term training for youth workers, bring them for a period year and this process leads to local projects. As a result participants learn how to bridge young people and services, reaching their fullest potential, looking how to improve youth work to take youth voice into account promoting the role of youth work locally.

Afterwards Ahmet Sinoplu presented NGO Coach activities. The organisation aims at answering the question: how can marginalised young people be empowered through (innovative) youth work to actively participate in society and/or politics and to advocate for their own interests? Ahmet and his team fights for equal opportunities for all young people. They create a big space for 2000 counselling, projects, career orientation, group work and more and an Empowerment academy.

These amazing examples about youth empowerment, inclusion and serving the unprivileged young people inspired a lot of discussions and questions among the participants. The main conclusions were brought. It is clear that financial mechanisms, resources and support is needed and should be ensured to work with anti-discrimination topics in youth work. Contributors encouraged participants to invest in cooperation projects on a local level to ensure social justice to marginalised youth groups - to implement tandem projects with marginalised youth organisations and/or in disadvantaged neighbourhoods. One of the participants shared their good practice to have a body inside of an organisation to protect values, safety and quality for marginalised groups within youth work organisations. Stefan Manevski stated that access to social rights is not an end result of the youth work process, but a precondition to have space for inclusion. In the middle of discussion participant Kamil Goungor shared an interesting thought, that we need to fight not only for inclusive youth work for all, for the recipients of youth work, but also for inclusive access to be a youth worker.

One is clear - access to quality education, secure employment, decent living conditions, adequate transport, health care, technology and opportunities for social, cultural and economic participation is a foundation for the inclusion and active citizenship of all young people.



*"If the goal is social justice we really need to fight for it"*  
**Ahmet Sinoplu**



**Date and time:** Wednesday 9th December 2020

**Title of session:** 3.3 Strengthening European and international youth work

**Rapporteur(s):** Elizabeth Harding

**Headline:** There needs to be a focus on those in most need.

The workshop had presentations from Reet Kost, Archimedes Foundation, Estonia on 'How European programmes support the further strengthening of European and international youth work.' and Christina Gerlach from IJAB talked about 'How to sustainably integrate European and International youth work into local youth work?'

The discussion centred on the areas that needed to strengthen to support youth work in Europe. There was a strong feeling that there needed to be an effort to recognise the economic pressures on young people from disadvantaged backgrounds needing to earn money and a concern that volunteering could become a privilege. A number of people talked about how they were approaching this in their own work. For example in Italy offenders and ex-offenders are using the programme after an agreement was made with the criminal justice system for European youth programme opportunities to be alternatives to custody. Participants felt it would be useful to have European documents to support these initiatives. Enthusiasts take on all the work and drive a lot of the activity and this leads to unequal access for young people. Small organisations often don't have the capacity to engage, develop bids etc, no resources for the administration or youth worker time in exchanges KA1 for example. Otherwise organisations have to rely on volunteers and that is not always ideal. There are calls for core funding to be part of the programme to ensure more equity in participation.

It is important to be able to demonstrate the impact of international and European youth work to gain support locally. By building shared values and principles this would become easier. Each country has its own reality, but they should be working towards European values, this is sometimes lacking. European work should not be the 'cherry on the top' it should be integrated into local work. Many workers struggle to get this message over and there were discussions on the support available. Not all activities are accessible, this one for example, only a few can attend. It isn't just big events, but even local events can be limited because of barriers, e.g. can't get permission to attend, lack of capacity would mean provision closing, language barriers etc. The idea of online courses was put forward as one benefit of the pandemic is people are more comfortable online.

The big issues of climate change and COVID mean there needs to be a rethink on how transnational events are run and funded. Young people want sustainable mobility, what will the future bring? This needs to be discussed at a European level, how do we set a good example? Sustainable travel options need to be considered although there are some challenges due to short term mobilities. The idea of blended experiences was put forward. These big issues bring threats and opportunities, it is important they don't cause countries to turn inward and that only the privileged few are able to travel. It is an opportunity to involve young people in a debate to think about how to take a creative approach and find new ways and means to support safe youth spaces across Europe for youth and quality youth work. How is European



funding able to offer sustainable funding for youth work rather than one off and small projects is a big question. Only 32% of applications are financed, there is always a limit. Although over 2 million young people are engaged, many young people are left out. How can other forms of funding beyond Erasmus+ be brought into the new programme, giving the opportunities to develop sustainable projects? The programme can't meet all the needs and expectations have to be managed but there should be a focus on those with most need and an understanding of the current barriers.



**Date and time:** Wednesday 9th December 2020

**Title of session:** 3.4 Resources and good conditions for youth work

**Rapporteur(s):** Laden Yurttagüler

**Headline:** Essentials of sustainable structures, financial resources and framing conditions for youth work

The workshop hosted two speakers: Lasse Siurala, Associate Professor at Aalto University and Nikos Papakostas, Co-founder of Inter Alia and advocate for the Campaign "Life beyond EU Funding". The workshop started with the presentation of the two speakers and followed with the questions and comments part.

Input of Lasse Siurala:

Lasse Siurala focused on the ways for sustainable youth work regarding the human and financial resources. Siurala underlined the importance of recognition in order to assure sustainable funding and support from state authorities, particularly on local and national level. In order to receive recognition for youth work, youth work practitioners need to display the impact of youth work on the lives of young people and assure the decision makers about the impact of youth work on society, which should be communicated by the youth work practitioners through evaluation, impact studies, statistics and indicators. Impact assessment provides the opportunity to share the evidence regarding the influence of youth work on the lives of young people. In order to create recognition, Lasse Siurala also proposed to develop activities which meet the interests of politicians and administration such as reaching NEET young people.

According to Siurala, one of the most important limitations of youth work is heavy dependency on project funding. Youth work needs to receive more sustainable public support to enhance its impact. To reach sustainable funding, youth work sector needs a legal framework which supports (and secures) the sector both financially and in the practice processes; a representative body which will represent the needs and demands of the youth work sector on the local and national governmental level and a coalition among the actors of youth work field for lobbying and advocacy on the local, national and European level.

Input of Nikos Papakostas:

Nikos Papakostas shares his experience with the "Life beyond EU Funding" Campaign" and the backstage (the reasoning and context) of the campaigning. In this campaign, Papakostas argues for a different scheme of funding for youth work organisations and youth workers, particularly, in Erasmus + programme. Inter Alia has started a campaign called the "Life beyond EU Funding" Campaign, which aims to increase operating funding within Erasmus+). Papakostas underlined the shortcomings of "project-based" funding at the beginning of his presentation. According to Papakostas, project-logic does not focus on social impact rather on the "Specific and measurable indicators of success" of the project. Also, project-logic hinders the social transformation particularly considering the youth organisations since it pushes them to service providing role instead of recognising them as "agents of change" and supporting them in participating in the decision making processes. Last but not least,



project-based funding forced youth organisations to change their directions (aims and processes) in order to find additional funding instead of contributing to the policy processes with their preferred subject area and limit them to managerial positions. The campaign advocates for operational funding to conduct needs analysis and impact assessment activities, which is not financed by Erasmus + currently; to reach out to young people under threat (marginalised); to build alliances among youth and youth work organisations for advocacy and lobbying; to support autonomous and “field-focused” youth work organisations.

Participants underline the need for a supportive and strengthening framework for sustainable funding; to create cross-sectoral alliances and collaborations on local, national and international level and improvement in the evaluation and monitoring processes such as including youth workers as key outcomes of the session.



**Date and time:** Wednesday 9th December 2020

**Title of session:** 4.1 Cooperation structures for exchange and peer learning

**Rapporteur(s):** Elizabeth Kasa-Mälksoo

**Headline:** Strengthening continuous forms of co-operation and exchange within the youth work community of practice

The aim of this workshop, repeated twice, was to explore ways in which sustainable and effective cooperation structures between European and national, regional and local levels within the youth work community of practice can be created and sustained. Two contributors gave an overview of current existing forms of cooperation. First, **Özgehan Senyuva** from **the Pool of European Youth Researchers (PEYR)**, described the potential of the link between research and practice and give examples of existing cooperation structures such as the European Platform on Learning Mobility (EPLM), the Pool of European Youth Researchers (PEYR), the RAY Network and the CoE-EU Youth Partnership. **Judit Balogh** presented **Europe Goes Local**, a strategic cooperation project aimed at enhancing local youth work, initiated after the second European Youth Work Convention, in 2015, as well as tools like **European Charter on Local Youth Work** and **The Changemakers Kit**.

These presentations were an invitation for the attendees to further reflect on how we can use more efficiently the existing forms of cooperation, as well as what else is needed, in which way cooperation and exchange could contribute to the improvement of youth work and how can cooperation and exchange contribute to the European Youth Work Agenda. The group of participants was a good mix of policy and practice representatives (8 in the morning, 6 in the afternoon, so a total of 14 people).

The participants were appreciative of what currently exists in Europe, namely information (also via initiatives as EGL) and inspiration (coming from meetings between practitioners from the field), networking and a lot of good practices at national level, or created by umbrella organisations acting at European level, awareness about these initiatives as well as significant impact. Participants considered that more resources are still needed, as well as a central point to get access to all information about what is out there. Impact assessment is still needed to summarise the results of youth work and also a way to learn from each other (peer-learning). Action spaces could be created, in connection with a common issue that affects local or national communities and the same can be done between countries. This could be piloted at youth centres level. Youth centres can also set an example of getting different stakeholders involved in developing youth work (examples of stakeholders are start-ups, freelancers, other organisations, informal groups)

The community of practice would definitely benefit also from evidence based-practice. Such results are good for visibility – not only is this useful for educational purpose and practical activity, but it is also good material for showcasing what youth work does. The quality of local youth work be developed in particular through enhanced cooperation between various stakeholders that are active at municipal level. Measuring the long-term impact of youth work could help local decision makers as well as the cooperation with the for-profit sector.



**Date and time:** Wednesday 9th December 2020

**Title of session:** 4.2 Future perspectives on (digital) platforms for youth work

**Rapporteur(s):** Eneya Georgieva

**Headline:** Youth work needs a special place on the Internet

Dozens of niche platforms support youth work and according to the critical mass of users on them this method for cooperation is quite successful for youths. The participants of the 3rd European Youth Work Convention believe European Commission should develop proper tools for already existing online spaces in order **to promote cooperation and exchange within the youth work community** of practice across Europe for analysing, examining and discussing common approaches and of youth work development in Europe.

Therefore, the new platform should provide added value and cover the gaps between already existing ones. It is important to build community, because youths see lack of opportunities to share ideas with like-minded people. The crucial point here is the contribution of all stakeholders. Their proposals should be taken into account –they know their needs and how to meet them. “Events like the EYWC is quite important for youths and I agree that new platform can give **space for sharing ideas** in order to develop young people’s lives. We are in a constant challenge of environment even despite COVID-19. Youth work needs support more than ever.” - says Manfred von Hebel.

In order to spread massive communication and information between organisations it is needed a special space where youths can support each other in real time asking questions. Digital learning platforms are popular because **opportunities for new knowledge are pillars of youth work**. There are dozens of websites for education, so it is crucial to make a decision how to develop some of already existing tools instead of creating new online space from scratch.

First of all, the staff team running the platform should represent as many countries as possible due to different points of view for every culture and only diversity is able to create a multinational platform which works for **every county in the EU and beyond it**. Bear in mind that the main idea behind this project is to build open spaces for youth workers where they can share and create their own contents. The platform has to include a central search engine for resources and tools because now there is no one space for all opportunities.

It is important to be mentioned that stakeholders are not sure that a new platform for youth work will grab young people’s attention. It is possible to be unsuccessful or to go close to social media. However, **perspectives of all stakeholders should be taken into account** for the sustainability of the project. As Dr. Christina Bertran said during 3<sup>rd</sup> EWYC: “Digital platforms for education can define positive aspects from COVID-19 pandemic. Also, a lot of youths are looking for like-minded people in order to exchange knowledge and we should create space where to find them.”



**Date and time:** Wednesday 9th December 2020

**Title of session:** 4.3 Unfolding the potential of cross-sectoral cooperation

**Rapporteur(s):** Evi Koutsospyrou

**Headline:** The future should be shaped by young people!

The workshop was implemented in two rounds of very vivid sessions with motivated and active participants, ready to share their opinions, ideas and proposals on the key question that was *"how should cooperation between the youth work community of practice and other sectors relevant for youth (education, employment, health, social affairs, justice, ...) be established and sustained?"*. A very interesting discussion took place that could be expanded for even more time if possible. The profile of both groups consisted of a variety of representatives from stakeholders groups.

The aim of the workshop that was to build up a common understanding of cross-sectoral youth policy and explore the potential of cross-sectoral cooperation for the youth work community of practice was achieved through two inspiring inputs that were presented and the discussion followed, focusing on the requirements needed for the functioning and success of this cooperation, in general and when implemented at local level.

The expert contributors were responsible for the inputs: a. Dunja Potočnik, from Institute for Social Research in Zagreb, Centre for Youth and Gender studies, who presented the research perspective. Her input explored the definitions required for such a discussion, the challenges and the values of the cross-sectoral cooperation in the youth field, what is needed for a sustainable cooperation but also how the system of cross-sectoral youth policy can be clear, transparent, classifiable and sustainable. b. Raluca Diroescu, from Youth@Work, the Strategic Partnership on Youth Employability and Entrepreneurship of Erasmus+ National Agencies, who presented the good practice project perspective. The second input presented the Youth@Work Partnership's mission, history and objectives and how the theme and the priorities of the Partnership is a call for cross-sector collaboration, operating as a platform which provides resources that can make several outcomes possible, concluding on recommendations that can be success factors and transferred to other fields.

The discussion in plenary was based on the following questions: a. what are the major challenges when it comes to strengthening cross-sectoral collaboration? b. why to go for cross-sectoral cooperation? c. how should cooperation between the youth work Community of Practice and other sectors relevant for youth (education, employment, health, social affairs, justice ...) be established and sustained? and d. ideas for the future.

The main conclusion point from the discussion was that no matter the challenges and efforts needed for a holistic human approach to be achieved, based on cross-sectoral cooperation, we all know that young people's voices are needed to be heard loud and clear and the future should be shaped by them!



**Date and time:** Wednesday 9th December 2020

**Title of session:** 4.4 Increasing research and knowledge of youth work

**Rapporteur(s):** Weronika Koralewska

**Headline:** The more research, the more recognition

During the two rounds of workshops titled “increasing research and knowledge of youth work”, four contributors presented their perspectives on the topic. First, Tomi Kiilakoski (Ph.D., senior researcher, Finnish Youth Research Society) summarised the state of and the latest developments of youth work research. Second, Giulia Paolini (on behalf of EACEA) presented the initiative of the Youth Wiki. Third, Cécile McGrath (consultant of ICF on behalf on DG EAC) summarised the report on the ongoing Study on Youth Work. Fourth, Andreas Rosellen (head transfer e.V., DE) talked about the intersection between research and practice in the realm of youth work.

The speeches were followed by questions and discussions from the participants. Everyone agreed that there is a strong need for **structural funding** for the research on youth work (apart from the project-based funding). It was concluded that the transformative potential of youth work calls for long-term sustained funding for both youth work itself and the youth work research. Moreover, it was agreed that there is a need to distinguish the research on **youth work and the research on youth**.

What is more, the group of participants and contributors agreed that more research on **youth work and its outcomes was needed**. Specifically, it was emphasised that there is a demand for more **in-depth, qualitative research** on youth work and its effects on young people’s life. The qualitative results should not be undervalued by the policy-makers and should be treated equally with quantitative results. The group also concluded that there are many **valuable methodological approaches** to study youth work that already **exist**, but they need funding to be realised more broadly and on a larger scale. The research should be comprehensive. This requires understanding discourses and cultures, the material and economic realities and social and political examples related to youth work.

Another crucial topic that was raised during the discussion was the need to strengthen the recognition of youth work research. It was agreed that one can achieve that on two levels: first is to establish a **Journal on Youth Work**, while the second path is striving to gain recognition and voice within **already existing disciplines and interdisciplinary journals**. During the discussions, the participants also proposed specific ideas on how to strengthen the recognition and value of youth work research could be practically implemented. For example, one of the ideas was to extend the Horizon Funds to fund research specific to youth work. Another idea was creating a PhD programme (international) in Youth Work. Moreover, everyone agreed that there is a need for a research platform on youth work - a transparent accessible searchable place where youth work research will be stored and the youth work researchers can exchange ideas.



**Date and time:** Wednesday 9th December 2020

**Title of session:** 5.1 Framing and strengthening quality youth work

**Rapporteur(s):** Mustafa Gündoğdu

**Headline:** Coordinated European Research to Support Local Practices for Quality Youth Work

The quality of youth work is essential to achieve two objectives: to attract young people with youth work offers and to legitimise the public support and recognition of youth work and its providers. Hence, the development of a European system for quality assurance in youth work as a framework for quality youth work offers an opportunity to go a step beyond the current status quo. In this regard, the workshops addressed how such quality systems or frameworks could be further developed, based on existing principles and practices.

The workshops started with a presentation by Dr Frederike Hofmann-van de Poll on the topic, according to who the quality of youth work was addressed around three dimensions: structure, offers, and practice. The discussions mainly focused on the existing structures and disseminating them.

Both workshops had a strong focus on the relevance of context. There are basic principles forming a common ground, such as participation and diversity, which makes it possible to have a shared framework and a common bank of indicators/standards. On the other hand, context matters a lot, and thus implementation of quality systems must be adapted to the specific context of each organisation/project, since "youth work is there to support individual young people, not young people as a homogenous group" as Dr Hofmann-van de Poll put it. This points out the need for basic methodologies that can be shared by youth work organisations to develop their specific indicators and standards.

Although there are existing European indicators and standards regarding youth work, such as the EU Dashboard of Indicators in the Field of Youth, these are not sufficiently known and implemented. Besides, there are various good practices such as the National Quality Standards Framework (NQS) for Youth Work of Ireland and the Intercity Youth project, which can be taken as examples of how to provide a unified approach towards quality assurance at a broad level. However, there is no sufficient coordination across diverse research and framing initiatives concerning the measurement of youth work's impact. There is a clear need for a common methodology towards gathering more in-depth data on the impact that youth work has on the participating young people's lives, based on which context-specific indicators and standards can be developed.

Above all, there is a need to bring together what we already have, e.g. the examples mentioned above, expert group reports on quality etc., and use them as a basis. Discussions should be held on structures and channels to deliver them to local communities of youth work. Indicators should be developed at local level, guided by the larger research area in terms of methodology. For this reason, there is a need for



a common platform to conduct this work. For example, “Europe Goes Local” can be used for this purpose.

In this context, in order to build a common methodology for developing indicators and measuring impact, a stronger network must be built among European researchers of youth work and a common exchange platform must be established for them.



**Date and time:** Wednesday 9th December 2020

**Title of session:** 5.2 Competence frameworks for education and training of youth workers

**Rapporteur(s):** Florence Murlon

**Headline:** Ensuring a better recognition of youth work through competency-based frameworks

The two contributors for these Congress workshops were **Hilary Tierney, Lecturer at the Maynooth University Department of Applied Social Studies in Ireland** and **Natalia Chardymova, Educational advisor within the Youth Department of the Council of Europe**.

For Hilary Tierney, “this topic is core to the progression of the Agenda.” Indeed, youth work, involving both paid and volunteer youth workers, allows young people’s participation and inclusion in their communities and in decision-making. Competences of youth workers are at stake because, as Natalia Chardymova explained it, “cultural, technological and demographic changes require the readiness to continuously learn, reflect and act upon new challenges”.

The contributors underlined that a competence is a complex notion, the interlinking of knowledge, skills, attitudes/values and behaviours, and implies some transferability. A competency-based framework should be a starting point, not only for youth workers, but also for public authorities, which have the responsibility to help the youth sector by providing an adequate system of lifelong learning. Natalia Chardymova pointed out that the context of education should also correspond to certain conditions and values, such as the promotion of human rights and social justice.

Among some of the existing tools, the contributors focused on the Council of Europe Youth Work Portfolio and the European Training Strategy (ETS) in the field of youth.

Hilary Tierney warned the participants: “A competence model has the tendency to be very complex and no one should underestimate it. The model has to fit the purposes of youth work.” Indeed, competence frameworks should work as an inspiration, but raise some difficulties when they appear as too long, too broad, too formal or require a very developed skill set. In many situations, youth workers are volunteers, or youth work is not the main occupation of practitioners. Thus, some simplification is needed, as well as some case studies, to bring real examples.

Participants underlined another challenge: while there is a need for frameworks in order to ensure a common ground for recognition of youth workers’ competencies, these frameworks should take into account the diversity of youth workers and local realities. Therefore, existing models could be used as “skeletons” for adapting competences to different contexts and local realities. Thus, Hilary Tierney called for the development of frameworks that could be “flexible, dynamic, responsive, evolving and sustainable”. Some participants suggested that competency-based frameworks for youth workers should be value-based and general - focusing on “baseline”



competences - and then different types of youth workers could go to more specific frameworks as breakdowns.

Besides, it was acknowledged that assessing attitudes and values is not an easy task. Some youth workers do these assessments, but not until the end, or not regularly/systematically, because they don't have the time or the skills required to reflect thoroughly. In that respect, Hilary Tierney pointed out the fact that "self assessment is part of a process, but part of the learning should also be social, relational" (like youth work is).

Some participants also highlighted the need for support and collaboration in this process: the support of the community of practice, including policy and research; the creation of "bridges" and "ladders" within and between non-formal and formal learning environments; a support - and not a control - at all levels, local, national as well as international, to create some links between the different accreditation and validation processes. Practitioners acknowledged that this requires a high level of coordination and also sufficient resources.

As a conclusion, Hilary Tierney recommended to "enact a process that "models" the practice it is seeking to develop". For the future, some participants advocated for the dissemination of the models at local and national levels, to all stakeholders, in order to reach a common ground or common language and finally to make a real change.



**Date and time:** Wednesday 9th December 2020

**Title of session:** 5.3 Youth work in promoting the democratic values and active citizenship

**Rapporteur(s):** Maja Drobne, Antonela Kotsoni

**Headline:** There is a need for radical solidarity - massive disagreements and conflict need to be in the centre of youth work - they bring transformation.

The workshop had 3 inputs:

- Filip Cousee – Gent Universtiy
- Melanie Jacobs – SALTO ESC Resource Centre
- Yael Ohana - Open Society Foundation

The three inputs were very inspirational. Filip Cousee focused more on the role of the society in youth work and the role of equality and democracy. Melanie's focus was on the role that youth work plays in society to make it more solidare. All the challenges we have are now a big topic - pandemic, climate change, people are in need of solidarity. She presented the 4ththought study - Cake of solidarity - Four cornerstones of solidarity: Active Citizenship, Human rights, Empathy and Inclusion. She as well emphasised the importance of solidarity being put into our languages and how European Solidarity Corps has become a new programme to be used as a tool, increasing political dimension. Yael Ohana has opened up the speech with the emphasis that youth work is political work, not only educational and social – politics is the means of organising people in society and that it's also civic work - it's the object of political struggles and also resulting politics around Europe. European YW has become increasingly de-politicised with the approaches used in international youth work. The risk of many of the structures are mostly recognition, outcomes, learning mobility have replaced the intercultural dialogue, various diversity, no more long term training, no more critical thinking true long term processes for trainers for training. She pointed out the need for a new narrative - Wheel of power and privilege - initiates the people and revamps the terms of the European Youth work discourse. YW needs to be intersectional, just as the challenges of youth are. Youth work must unlearn and rethink what youth work is for and leave the liberal paradigm behind. The educators should be provocateurs - There is a need for radical solidarity - massive disagreements and conflict need to be in the centre of youth work.

The debates after the inputs brought some interesting insights from the participants: Youth work should not be afraid of sensitive topics and take them up and should provide a safe space for young people to express ideas - also confronted, challenged, to be heard. The youth is the future of Europe, the future of your countries, so the Youth should address politically sensitive topics.

On the question of how we can strengthen critical engagement and solidarity among young people the answer was a straight yes - youth work should not be afraid of sensitive topics and take them up. Youth work has the tools at hand to do this - it is also about the mindset of youth workers about what they do in their work - see youth work as a broader field. There is a need to bring more tools to young people for



participating in decision making for example youth councils and student boards - To be intentional and create a sense of belonging & mutual support.



**Date and time:** Wednesday 9th December 2020

**Title of session:** 5.4 Grounding youth work in human rights education

**Rapporteur(s):** Aune Lillemets

**Headline:** Lively discussions on youth work and human rights issues with Maari Põim

Workshop "Supporting the ability of youth work to tackle emerging challenges by fostering the impact of human rights as basic principle of youth work" had an inspirational input from Maari Põim, a project manager from Estonian National Agency. This was followed by a discussion among the participants.

Maari Põim shared her experience with a project "Youth for Human Rights" that explored the connection between youth work and human rights education and was initiated by the National Agencies of the Erasmus+ Programme. The key findings were that the connection is value based: youth work should stand for values of the human rights; it helps to establish democratic values in the society. Youngsters bring different values and youth work can be a platform where they can debate and discuss different issues. After the project finished, they found it quite hard to keep the human rights project topic as a priority. It was also a deep learning experience for the national agencies, how to cooperate and also working on the controversial issues.

During the discussions, participants mentioned that human rights issues is a controversial topic that can be hard to tackle. It was mentioned that some youth workers don't want to address the human rights issues, because they are afraid of the controversy like parents getting angry. In some countries there is a challenge of finding who is really responsible for the human rights issues on the governmental level. It can be seen as an extra topic that is mostly covered by initiatives and not part of formal education. Since the issues have become worse in Europe, it has still become more important in discussions. All the youth workers should be trained in the human rights issues and be able to address the issues.

Covid has given us a feel of how it's to function under restrictions and there are less rights to everybody. This can be a good joint platform to discuss human rights issues. Youth work should challenge inequality in society, increase social justice. The human rights topic can be intrinsic and not mentioned, but is (or should be) in the core of the youth work. It is also important to remember that youth workers already sometimes do it, but don't call for it and don't want to have it pushed on them.

In one of the workshops there was a discussion about youth work being political. Some youth workers say that youth workers should be very apolitical and they are not willing to share their own opinions. Definitely they shouldn't force their political views on youngsters, but if youth workers think that politics in general are bad, then that gets transferred to the young people's mentality. Youngsters should be able to hold politicians accountable and raise issues, questions and ideas. It was also mentioned that even choosing where and what to buy or which music to listen to is a political decision.



Participants shared some good examples and advice. Voluntary organisations in Germany had young people themselves making workshops on the human rights topics with their help and guidance. Another idea that emerged was to have a web-based mentoring for the trainers and youth workers on how to address these issues could be potentially a way to go forward with the challenges of approaching controversial topics. There was also a recommendation to look at the practical manual "Bookmarks" which can help youth workers to address this issue of hate speech.



**Date and time:** Wednesday 9th December 2020

**Title of session:** 6.1 Monitoring and analysing trends relevant for youth work

**Rapporteur(s):** Adina Maria Serban

**Headline:** Youth Research is Slow!

The Congress workshop was a great opportunity for the representatives of the youth field – youth workers, policy makers and youth researchers to come together and to discuss youth research – in terms of analysing and monitoring trends – and on how to make youth research approachable to the general public. The speakers invited also had the chance to share the outcomes of their work – the Finnish Youth Institute on the national activities and the representative of the Pool of European Youth Researchers on the mapping exercises that were made in 2020 trying to map out the local, national and European research networks.

While working on the theme, all groups concluded that youth research had the tendency to be rather complicated and communicated in a complicated language, it comes quite late – because the research processes are slow, at times, the outcomes are being seen by the youth researchers rather part of history than of the youth needs and interests. Also, most of the time, run by academia, due to the complicated language, the research seems to be dedicated to academia rather than to the youth researchers to document their projects and programmes or to the policy makers than to be included to the policy processes.

Another important and interesting point was related to the need of having young people involved with the research processes and to have participatory processes integrated. And youth workers can help youth researchers to reach out to young people. But in order to be involved with the research processes, young people need to understand what is the purpose of their participation – What is the ROI on their involvement? And for this, the scope of the research processes should be communicated in a concise way.

What the European institutions should also consider is the fact that common research projects are needed. In Norway and Sweden, every two years, a common research project is being developed so it is easy to compare the outcomes and to reflect on the situation of young people. So this is an example that the European institutions could take and expand to a European project and then the indicators and outcomes could be comparable. The participants confessed that they could hardly think of any project where comparable data is used and it is necessary, in order to develop coherent projects and policy documents, to know exactly what to compare and how to compare. And having the set of indicators and a monitoring mechanism in place is needed – and that would definitely serve to follow in a clear and logical way the implementation of the European Youth Work Agenda.



**Date and time:** Wednesday 9th December 2020

**Title of session:** 6.2 Innovation in youth work

**Rapporteur(s):** Rachel Hurtado

**Headline:** Aiming at social innovation in the youth programmes

The workshop ran twice with contributors Naomi Thompson (Goldsmith University, UK) and Sonja Mitter Skulj (European Academy on Youth Work).

Naomi shared her vision of innovative youth work ("Youth work is necessarily innovative since it adapts to the needs of Young people"), which was later on complemented by one participant. We can therefore speak about **Economic innovation** (aimed at the market - feasibility and availability) vs **Social innovation** (aimed at people - viability, desirability and sustainability), with the 2nd one not supported by the Erasmus+ programme, for example.

Naomi presented 3 innovative responses:

1.- There should be cooperation between the different realities: EU schemes, interreligious cooperation, grassroots organisations, state services, etc. She criticised the culture of competition over collaboration that persists in both policy and practice. And insisted on the need to encourage innovation and cooperation in order to create political alternatives to neoliberalism and capitalist ideologies and governments built around fear.

2.- Start seeing youth as vulnerable and in need of protection, rather than as a thread to be managed; with youth justice interventions focus on support over punishment.

3.- Recognise the need to protect. Shift from prevention to protection, because "Not seeing youth as vulnerable leads us to dismiss them when they need protection."

After her, Sonja talked about the European Academy on Youth Work (EAYW), a long-term cooperation between NAs and SALTO RC and currently developing a permanent European platform to support innovation and quality in Youth Work and youth policy. EAYW aims to understand how innovation works in Youth Work and to define actions needed to support innovative approaches. They researched about what it is, why/when is needed, and how to support it. Some factors they found help innovation in Youth Work are: youth workers (as innovation is often driven by them), support - including financial, and cross-sectoral cooperation (professional external input). They detected that funding programmes sometimes hinder development and innovation, as they are too focused on quality and outcomes.

Among the inputs by participants, I would highlight the following: Innovation in Youth Work should be aimed at all levels: European, national, regional and local. And the practices should always be **deeply connected to grassroots practice** (the changes needed, the objectives, and also relevant to young people) **and retrofedded** (a bidirectional feedback between European and grassroots levels is essential). With the key for Youth Work being to keep the balance between pragmatism and innovation, and being **critical** with our practice, the young people we work with and the institutions that sponsor our work.



To the EYWA it was asked to take into account existing structures/instruments (i.e. the EAYW), to ensure that recommendations and funding for quality implementation of innovative youth work transfer into the national and local levels, and also two types of funding, one for innovation but also a sustainable structural funding - meaning safe spaces with resources for innovation (such as Quality Label Youth Centres) to encourage experimentation and failure, as those are critical for innovation.

Some remaining questions where:

- How to make space/time for innovation in everyday youth work practice?
- How do we innovate when working with disadvantaged groups (disabled, rural, refugees, etc.)?



**Date and time:** Wednesday 9th December 2020

**Title of session:** 6.3 Youth work responding to social, political and digital challenges

**Rapporteur(s):** Rachael Stockdale

**Headline:** Inclusive and Accessible Digital Youth Work – Alongside Face to Face Youth Work

The session was opened by the facilitator who welcomed the participants into the room. The facilitator allowed some time for getting to know each other, sharing names and roles in the youth field. The facilitator then introduced Prof. Dr. Christian Spatschek, an expert on Theories and Methods of Social Work at Faculty of Social Sciences, City University of Applied Sciences, Bremen, Germany and Suvi Tuominen, from Verke, the National Centre of Expertise for Digital Youth Work, Finland.

Prof. Dr. Christian Spatschek gave a presentation on “Youth work, political challenges and social transformations – Key approaches and strategies for youth work education.” Prof. Spatschek listed the current political challenges and transformations in six categories: austerity, populism / democracy, digitalisation / data sovereignty, ecological crises / pandemics, migration / diversity and social / economic inequality. Prof. Spatschek then identified two potential approaches to tackling these issues: the spatial approach and the systemic approach.

Then there was a presentation on “Youth Workers’ Digital Competencies” from Suvi Tuominen. Suvi discussed how digital youth work means proactively using and/or addressing digital media and technology in youth work but is not a youth work method - digital youth work can be included in any youth work setting (open youth work, youth information and counselling, youth clubs, detached youth work...). Suvi explained that digital youth work has the same goals as youth work in general, and using digital media and technology in youth work should always support these goals. She also stated that digital youth work can happen in face-to-face situations as well as in online environments - or in a mixture of these two. Digital media and technology can be used either as a tool, an activity or a content in youth work, and highlighted that it is underpinned by the same ethics, values and principles as youth work. Suvi identified seven training needs for digital youth work: understanding digitalisation of society, knowing how to plan, design and evaluate digital youth work, supporting young people in information and data literacy, supporting young people in communication skills, supporting young people in digital creativity, supporting young people in safety skills and knowing how to reflect and evaluate own work and skills.

A general discussion followed. Insights from the group included a discussion around the need for face to face youth work which prompted an instant consensus in the group: “Digital youth work can never replace face to face youth work – both must exist.” (Suvi Tuominen). Nevertheless, the importance of digital youth work, especially during the Covid19 pandemic was discussed, including the role of young people themselves in forming the framework for digital youth work: “In my opinion, young people are actually the digital experts. Young people and youth workers can benefit from peer learning.” (Diana Fazlitdinova - Advisory Council on Youth of the Council of Europe).



Some participants spoke about accessibility in youth work: "From the perspective of disabled people, digital youth work presents some potential issues. For example, it may not be accessible to them, or organisations may rely on digital youth work and ignore the accessibility issues in face to face youth work because they will tell disabled people to just do the digital options instead." (Kamil Goungor). Several participants also criticised the convention for not being fully accessible: "Indeed, neither sign language or captioning is available in this convention. There's still a lot to be done." (Kamil Goungor). After the discussion the rapporteur shared the key insights from the workshop and sought consent from the group. The facilitator ended the session by asking participants to say one word as a takeaway from the session.



**Date and time:** Wednesday 9th December 2020

**Title of session:** 6.4 Youth work engaging for sustainability

**Rapporteur(s):** Neringa Tumėnaitė

**Headline:** Time to mainstream Sustainability in Youth work

For climate change the safe limit, which, according to current model calculations, keeps global warming below 1.5 degrees is a concentration of carbon dioxide of 350 parts per million. The atmosphere now has reached 400. As for the loss of biodiversity, we are in an even more dramatic situation, which means there is an urgent need to actively tackle climate change in all sectors, including youth work.

Within this context, the workshop focuses on the *sustainability lens* in youth work with an emphasis on the status quo, challenges and needs for the future. The scene was set by three expert contributors from ERYICA (Imre Simon), Eurodesk (Safi Sabuni) and Naturefriends (Tobias Thiele), who presented their view on the needs and existing best practices.

Participants have identified that in mainstream youth work (and even during one of EYWC panels) there are many people from all stakeholders groups, who do not see a clear link between sustainability and quality youth work. Which is unfortunate, because youth workers and experts should act as role models (the way we produce our promotional items, manage our offices or run our events is sending a message to young people about the importance of sustainability and general awareness about the climate crisis).

Among the key needs identified and discussed, included (1) Working to enhance media and information literacy on climate change narratives, (2) Promoting active citizenship and engagement on environmental sustainability and green practices, (3) Ensuring Greener Youth Programmes through incentives, awareness raising, (4) The need to promote Education for Sustainable Development and sustainable/Social Entrepreneurship (in school, higher and non-formal education), (5) Mainstreaming the SDGs in youth work action and (6) Establishing a common platform for greening youth work and exchange of good practice.

Overall, the participants and experts stressed the need for education and awareness raising and incentives to engage in sustainable practises for them to become *mainstream*. **This said, there has been a consensus on the need to ensure that sustainability is not treated as just a *fad*, which can go away, but that we work towards a whole systematic paradigm shift, where sustainability is an integral part of youth work and its policies.**



**Date and time:** Wednesday 9th December 2020

**Title of session:** 7.1 A common message to promote youth work

**Rapporteur(s):** Gianluca Rossino

**Headline:** *Quality in youth work information is a challenge: it can be overcome by valorising the existing best practice but also by planning communication outside our own bubble.*

Contributors: Georg Feiner and Meelika Hirno from SALTO PI, Audrey Frith from Eurodesk Brussels Link

The contributors introduce themselves and their expertise in the field of youth. The first MENTI explores what “youth information” actually is, the perspective of Eurodesk defines it as a public service. Audrey Frith stresses that youth information data in Europe is not enough, there’s a need for more evidence. There’s a lack of information on the concept and very diverse systems across countries and local/regional authorities. Audrey Frith closes her presentation with a message on setting up a “broad communication” strategy, focusing a lot on videos (storytelling) to transmit emotions to viewers. Meelika and Georg stress that activities should be designed and implemented with young people. They also underline how cooperations with other stakeholders are vital and how translated contents are needed to reach young people across Europe and make resources more accessible. The group overall reflection addresses the “common message” to promote youth work. Young people should share their perspectives to inspire their peers but the very different national frameworks could make it very complex to develop one unified message. A shared concern emerging from the group is that the language of communication is actually influenced by the official reports and criteria they are called to fill out to have access to fundings. One of the major challenges to be faced by the community of practice is, therefore, represented by the tradeoff between quality of youth work and youth information and the need for responding to criteria to have access to regular fundings. On a more optimistic note, the group believes that the lessons learned from the recent past (including Covid19 pandemic) will push increased awareness and innovative communication. They also stress how research is a crucial factor in these processes, matching the need for basing your promotion and messaging on data, attitudes/values and by knowing the target groups as best as possible. To navigate in the information jungle, it is crucial to create diversified working groups and resource pools. Up-to-date information can only improve the quality of youth work.

A “common message” could be elaborated by the EU and CoE but then should be broken down by National agencies and forwarded to umbrella organisations, to be finally spread to youth workers and youngsters. At the same time, a bottom-up approach can take place valorising even more young people’s voices and peer learning. As they earlier referred to the different target groups, a general recommendation is to focus and promote strategic communication with well-defined target groups (young people are not a homogeneous group, neither are all decision-makers). Another crucial element to be considered is the need to create connections in local communities, in this regard policymakers should be witnesses of positive stories. Promotion of youth work can only benefit from this increased awareness of



positive examples happening within local and regional communities across all Europe. As the community of practice is encouraged to disseminate good practices and tools produced across Europe, some were underlined during both sessions for this workshop (such as the competence framework developed by Eurodesk, the Youth information strategy and the profession of youth information worker by Eurodesk and ERYICA, the European Charter on Local Youth Work by Europe Goes Local, the Resource Pool with over 600 tools and resources by SALTO PI). The workshop ends with a shared message from the group.

The efforts of all stakeholders should also be looking at networking activities and dissemination of good practices and resources, which have already been produced throughout any given year.



**Date and time:** Wednesday 9th December 2020

**Title of session:** 7.2 Recognition and validation of youth work

**Rapporteur(s):** Maria Roidi

This is an amalgamated post convention summary report of the 2 workshops that happened on the 9<sup>th</sup> of December 2020. The aim of the workshops was to explore the validation and recognition of youth work. Darko Markovic and Kristiina Pernits were the 2 contributors who supported the discussion with their input on trends, tools and strategies related to the validation of learning in youth work and its validation. Youthpass was the tool that had been highlighted during the discussions. We discussed the 4 **dimensions of recognition**.

1. Self-recognition, 2. Formal recognition, 3. Social recognition, 4. Political recognition. Also more about the Youthpass Strategy here are the planned measures:

- Further development of Youthpass
- Support to the quality of its implementation
- Explore and explain
- Cooperation and synergies
- Promote and inspire quality approaches

Then the participants worked in their breakout rooms and discussed the needs for a better validation of learning, the new kind of validation tools and the different processes and contexts these tools can be used in. Below you can see some of the points that participants made during the discussions.

There is always a need for validation that appears from the youth worker or volunteer to the management or a higher ranking member (ex: As a volunteer coordinator there was requested to give feedback inputs and appreciations on the activities and new skills developed) this can be something that organisations that implement the Youthpass keep in the process.

Moreover, the need to combine more validation tools - not just Youthpass has been mentioned. For this, it is needed to disseminate better in youth work community Funding Need to be able to quantify the work being done to show impact - but a lot of it is invisible and hard to measure. Important to have a common (and simple/accessible) framework.

The systematic approach, and integration of non-formal education, youth work in Formal educational institutions.

Coordinated approach between learning outcomes gained through youth work and NQF and EQF (using ECVET principles) We discussed, that the option for "validation" could be added to Youthpass procedures - after people have done their self-reflection (massively important). That would keep the spirit and give people the freedom to move.



Tools for social recognition. If self recognition is step 1, then social recognition is step 2. It is important to make the impact and importance of youth work visible to society. An impact measurement tool-set could help with this step. Proper documentations.

It should be a tool that everybody knows and recognises. Cooperation between states on this topic - to apply European recommendation on the recognition of non formal education Maybe we don't need something new, just to improve the old.

Need for more dialogue with employers (human resources managers especially) in order to expand social recognition of youth work into something more.



**Date and time:** Wednesday 9th December 2020

**Title of session:** 7.3 Recognition of education and training pathways of youth workers and trainers

**Rapporteur(s):** Max Fras

The workshop involved 17 participants, three guest speakers, 1 facilitator and 1 rapporteur. The workshop started with three guest speaker inputs. **The first speaker**, Rui Gomes, Head of Division – Education and Training, Council of Europe, talked about the relevance of youth worker training and education, current trends in the field and the place youth worker training issues occupy in Council of Europe's work. Recognition of youth work education plays a key role in the Agenda, in the recommendation and also in the Agenda 2030 of the Council of Europe youth sector which sets youth work as one of the four priorities of the strategy. Four types of recognition of youth work and non-formal education can be distinguished, including formal recognition with validation and certification of learning outcomes, political recognition by the inclusion of non-formal learning/education in political strategies, social recognition with the acknowledgement by social actors of the competences and experiences acquired and self-recognition means the assessment by the individual of learning outcomes and the ability to use these learning outcomes in other fields. Formal recognition is largely beyond the scope of non-formal education as we practice it; it is progressing and altogether that is good news. There has been great progress on political recognition thanks to the combined efforts of many stakeholders. It is the last two: social and self-recognition that CoE, and most notably its European Youth Centres in Strasbourg and in Budapest, focus on primarily. Our work in this area focused on three aspects contributing to recognition and validation: quality and competence-based programmes and methodologies and innovation. Quality is the first and most prominent area. Non-formal education is creative, voluntary – and usually fun. Its ability to resist any standardisation or formalisation is directly proportional to the sector's own legitimate claims for recognition and professionalisation. Minimal quality standards are welcome; they apply to CoE education and training activities and which trainers and youth workers are expected to follow. The quality standards are first of all a guarantee for the learners, the young people, the participants or just "our customers", that we'll do our best to meet their expectation and especially to live up to the expectations we created. Quality also means that we have mechanisms in place to evaluate and especially to support the trainers and youth workers running activities with us. CoE quality standards are also supported by a network of peers, mostly the trainers in our Trainers Pool. This has contributed to an improved communication of and about our work within a certain community of practice. Adoption of common or similar quality standards will progressively enhance further the social recognition of our work also at national level. Competence-based programmes are also a key focus area. By forcing us to identify and define competences or learners associated with our programmes and activities CoE is shifting the emphasis from the trainer, the programme and the institution to the learner. Competences in non-formal education, especially in intercultural activities, are sometimes broadly defined. But this does not mean that they are meaningless. The Council of Europe Youth Work Portfolio was one of the first instruments developed to encourage youth workers to look at their work and their learning



process based on functional competencies. Finally, innovation seems to be specifically inherent to youth trainers: we seem to be always in search of the new methodology, tool, approach, technique. To impress the participants and to amaze ourselves. In the youth sector, we are always learning, responding to new realities, adapting to new requirements. In the youth centres we have strengthened value-based learning programmes, introduced campaigns like the No Hate Speech Movement and new training formats, including the long-term training courses for youth workers and for trainers. The sector needs to continue this tradition; this is why CoE is preparing a new LTTC for trainers based on blended learning. **The second speaker, Hanna Kraemer-Erklavec, Head of Office, AufZAQ**, talked about Austria's national youth worker competence framework. The project came out of the needs of the sector, and the framework was largely developed in 2015-2017. The last push and support came from the Austrian federal government and South Tyrol regional government; both institutions wanted a competence framework, compatible with Austria's National Qualification Framework (NQF). The framework can help people act competently in their work and is widely applied in the youth work sector in Austria. The framework covers both professional and voluntary work - both types of youth work are considered equally valuable. The framework is linked to Austria's NQF, defined by federal law. To get certified, learners need to follow a curriculum. AufZAQ's job is also to further develop courses to be aligned with NQF. As an organisation, we also help develop an entire support system: evaluation, job-related updates, links to NQF. All documents are available online in English (see links below). **The third speaker, Marcus Vrečer, Project Manager and Trainer at the International Youth Work Trainers Guild**, introduced the Appraiser trainer assessment programme, developed by the Guild. IYWTG started in 2015 – community of practice. The Guild members commit to a certain form of behaviour and have a code of practice. The Guild does not claim to represent the entire sector but tries to represent trainer views, we are also consulted on many issues. The Guild encourages self-assessment as well as feedback from what is called '3 Cs': clients, contractors, colleagues. Appraiser development started with a survey – most trainers agreed it is a good idea. Appraiser approach is based on four principles: goal-oriented design, design thinking, 360 degree feedback and review and appreciative inquiry. It is digital, it is flexible. It includes both self-assessment as well as feedback. The Guild based its Appraiser on the European Training Strategy (ETS) competence model, with its eight core competences: designing educational programmes, intercultural competence, facilitating learning processes, being civically engaged, communicating meaningfully with others, cooperating meaningfully with others, cooperating successfully in teams, learning to learn and digital competence. Competence development and appraisal is important, but recognition is also key. Job reality is a crucial element of it – e.g. pandemic cancellation clauses. We need to keep pathways flexible, customisable, keep a focus on quality. We need to keep looking outside our youth trainer bubble. The key critical questions: what is the market need, how to balance standardisation of learning with youth work diversity, and finally - if we go for 'hard' recognition – what authority do we trust. The Guild's recommendations are to keep a strong digital dimension in youth worker education, make things collective and focus on innovation. AI is also a very interesting dimension (and an emerging aspect of youth work that Rui Gomes also touched upon). The third input was followed by a **question and answer session** and a free-flowing discussion on various aspects of youth worker



training and education. Participants wanted to know what was the process leading up to AufZAQ development, and Hanna Kraemer-Erklavec outlined the participatory process based on practitioner inputs and a final conference. Rui Gomes also commented on the need to promote youth work outside the youth sector as an effective way to raise interest and recognition of its achievement and impact. A discussion on professional representation and sectoral representative bodies followed, with both participants and panellists united in agreement that youth work needs representative bodies but that they should be formed through an organic process and not top-bottom approaches. Another discussion thread pertained to the role of international organisations and European bodies and policy instruments in youth work development. Rui Gomes encouraged international institutions to be modest and to acknowledge their complementary role, referring to the principle of subsidiarity and highlighting that youth work is primarily local and this is where its most important dimension is. A participant from Turkey noted that European youth work is a social organism and as such cannot have a single structure or mechanism. He suggested fostering mutual and peer learning to promote a shared youth work value culture. Another participant from Ireland noted that it is very important for non-formal education and formal education to talk to each other. In most environments, youth work training and education share the same values and approaches. Even academic qualifications are practice-based. She concluded by saying we need to work towards a common, shared goal of quality education for all.



**Date and time:** Wednesday 9th December 2020

**Title of session:** 7.4 Advocacy strategies for youth work

**Rapporteur(s):** Tiphaine Coulardeau

Following a short introduction of the facilitator Anna Yeghoyan about the theme of the workshop and an online review of the profiles of the present participants, the experts proceeded with their input:

Līva Vikmane (EU institution coordinator, European Youth Forum, Belgium) opened up her presentation “Strengthening advocacy strategies for youth work, from the perspective of youth organisations” by introducing the European Youth Forum, its structure, role and activities. The expert highlighted that lobbying is often seen as negative whereas it should be seen as particularly crucial and important as it conveys the needs, concerns and interests of youth in Europe. The approaches and strategies which are applied in advocacy and campaigning work by the EYF include Ground work such as survey, research, policy papers, etc.; Visibility such as the EU Youth Dialogue, European Youth Capital, etc. and Advocacy for instance creating and/ or strengthening spaces and opportunities for youth engagement and linking local, national and European levels.

Claudius Siebel (JUGEND für Europa, Germany) presented the structure, programme and results of the international blended training programme “Lobbying for youth work” made of several residential training modules, webinars, local meetings and individual lobbying initiatives led by participants in their local communities. Following a contextualisation of political youth work and on the role of lobbying, the expert highlighted that most practitioners defend the idea that the framework of youth work is no longer matching current needs and challenges faced by youth and that therefore structural changes in youth work must occur. The 25 international participants who completed the training programme “Lobbying for youth work” gained key competences in advocacy and lobbying and beyond this, discovered that using lobbying in youth work effectively is ethically permitted and justified and must be context tailored to bring about successes.

Following the presentations of the experts, the participants (all in all 21 participants) had the chance to ask questions and share their perspectives on the subject. Most agreed that more attention should be given to lobbying and advocacy in youth work and that youth workers and youth stakeholders should contribute to advancing the sector by raising their skills in strategic communication. Most of the participants agreed that both youth workers and young people should engage and lead advocacy and lobbying campaigns for improving youth work. Youth workers should play the role of bridges between vulnerable or excluded youth and other stakeholders, including policy-makers. As well, a strong advocacy base needs to be built also among unorganised young people, which would request to invest a lot of time, as this is a long democratic process to gather the opinions of non-engaged or unorganised young people. Last but not least, there was a disagreement if the youth worker competence framework should include advocacy and lobbying skills or not, as some consider that this is key to the profession whereas others consider this should be covered in the



frame of a complementary training for youth workers interested to engage into advocacy work.



**Date and time:** Wednesday 9th December 2020

**Title of session:** 8.1 Impact of the COVID-19 pandemic on youth work institutions and structures

**Rapporteur(s):** Veronica Stefan

**Headline:** The impact of the corona pandemic on youth work in Europe

The sessions were opened by the facilitator who welcomed the participants into the room and explained the technical environment and the tools will be used. An overall presentation of the workshop was provided, including the working methodology, and roles of the speaker, facilitator and rapporteur, as well as the next steps and expected outcomes.

The main guest of the two sessions was Andreas Karsten (researcher at RAY-COR).

The participants were first invited to respond to a set of questions via Menti, aimed at identifying what was the role of youth work during the pandemic, how the pandemic affected youth work, how it has affected their own structure/organisation, how much of their work was already online, how much support they received so far. The responses reflected that the pandemic has affected the majority of them, while the support they have received was mostly assessed as somewhat or very inadequate.

Building on these results, Mr Karsten introduced the outcomes of the RAY research which aims at documenting and analysing the effects of the coronavirus pandemic on youth work in Europe, including the European youth programmes, and the response of youth work across Europe to the pandemic and its effects. The research has engaged respondents from 20+ countries, including literature review, survey (ongoing until Feb 2021) and case studies. Based on the research presentation and group discussions the following main ideas were emphasised: Mental health is an overarching issue from young people to all stakeholders; Youth agenda is (still) focused largely on education and employment, and tends to ignore or downplay questions of mental health and wellbeing, future initiatives need to include this priority higher or on an equal level as the others; Youth organisations are greatly impacted overall, but they might be impacted somewhat differently especially if they activate in rural/ small regions/ grassroots level, this might lead to more organisations closing and more people leaving the field; Youth outreach is a major challenge of the pandemic especially when looking at marginalised young people, youth workers are contributing, but very few have the means and resources to overcome structural problems; The learning curve got very steep, especially due to the lack of access to infrastructure, also, research shows that just up to one-third of youth work has been transferred online, and youth workers are calling for more and more support - funding, technical support, pedagogical support, legal protection (online privacy and data management); The pandemic is causing some new problems but also highlighting some older ones, especially in terms of sustainable funding. On the bright side, it was agreed that youth work is experimenting and adapting while helping many young people to navigate this crisis; The pandemic has also offered new ways of doing things, even if online is not the perfect option, it has triggered more



innovation and faster digitalisation, elements that can stay after the pandemic as well.

The workshops were concluded with the presentation from the rapporteur and a shared interest from the participants to engage in more advocacy initiatives related to youth work recognition.



**Date and time:** Wednesday 9th December 2020

**Title of session:** 8.2 Further developing smart youth work

**Rapporteur(s):** Sebastian Schweitzer

**Headline:** Smart Youth Work – A Holistic Approach for the Future

The two congress workshops “8.2 Further developing smart youth work” fostered a debate on smart youth work and digital and technological innovations as tools for the youth sector.

The workshops were composed of two parts: inspirational inputs from two external experts and a collective work process by the participants elaborating on their view on the potentials of smart youth work in helping to address the current challenges in the times of the pandemic.

The two invited experts Anne Kivimae from Tartu Ulikool, Estonia, and Daisy Kidd from The Tactical Tech, Germany opening the session. While Anne Kivimae explored the concept of smart youth work, Daisy Kidd highlighted important aspects of digital security and digital resilience.

The two expert contributions set the tone of the workshop and framed its focus. Smart youth work is holistic in essence and includes all forms of youth work. This means it is more than just digital youth work, and goes beyond the use of technology for service delivery. It encompasses the utilisation of technology to plan, analyse and proof results of youth work. This means that all forms of youth work have to be smart. On the other hand, technologies do create dependencies and multiple risk factors for young people. Thus, it is the role of youth work to build digital literacy and resilience to make the digital space safe and secure for young people. This particularly as the growing digital space reduces the “backstage” in which youth can be themselves without being seen, observed and judged by others.

Following these inspirational inputs, the participants created their own conclusions in group work and shared them in the plenary. The working groups focussed on the identification of challenges and the development needs of smart youth work.

The participants identified a range of challenges which smart youth work would need to address if it is to ensure its role in youth work. Some of the issues more discussed in detail were the digital divide, the unequal access to internet and digital innovations, lack of information about digital youth work, fake news, misinformation and propaganda in the digital world and social media and digital addictions.

On the side of the potentials the participants stated that online and digital forms of youth work are a great and relatively inexpensive tool. Given that quality is ensured. They urged for the development of National Smart Youth Policies and the creation of learning and qualification opportunities for youth workers and youth on digital technologies and their beneficial use.



The participants expressed their satisfaction with the workshops, and appreciated the (limited) time they had to engage into constructive conversations with their colleagues.



**Date and time:** Wednesday 9th December 2020

**Title of session:** 8.3 Reaching ALL young people affected by the COVID-19 pandemic

**Rapporteur(s):** Bastian Bender

**Headline:** Consequences of the pandemic for youth work, reaching out to ALL young people

The workshop ran twice with contributors Perdita Wingerter (Gemeinsam leben und lernen in Europa e. V., Germany: Wake UP! Young Europeans becoming Change Makers for a better Europe) & Jan Lai (only 1st round: Youth Worker come stai? - an Italian reaction to the spring lockdown)

The facilitator Jan Lai welcomed all, introduced each other and the contributor Perdita Wingerter. Conclusions for the first part is the context in which the workshop was run: ensuring equal access to ALL young people to youth work (consider digital divide and limited opportunities), supporting a meaningful participation of young people and strengthening the voice of young people, strengthening the role of youth work in the new normal, investing in crisis-resilience of youth work. These main parts resonated with the participants. While the following topics were tackled in the workshop: relevance and consequences of the pandemic for approaches, methods and measures in youth work at local and regional level and how to reach out to ALL young people, how can strategic development, approaches and measures of youth work be strengthened to master the impact of the COVID-19 crisis at local and regional level, how can youth work make sure to reach out to marginalised and socially excluded young people, which measures, methods and approaches are needed and which instruments. Perdita shared her approach and described her project "Wake UP! Young Europeans becoming Change Makers for a better Europe". The presentation was created under participation of young volunteers. Starting from the "old normal" at which self-lead, innovative and self-invented projects from the young volunteers in the topics of active citizenship, European citizenship, democratic citizens, creating connections between and informed citizens took place. They went over to the "new normal" with various on- & offline projects in their cooperation between 9 different organisations and countries. Perdita stressed the importance of peer to peer learning and giving young people the freedom, space and support to develop themselves. Volunteer engagement without hierarchy and peer to peer contribution is therefore key in adapting to the "new normal" and reaching out to all. These conclusions and outcomes were also highlighted in the group discussions between the participants and contributors. The outcome was dominated by the different perspectives but lead to similar conclusions like the following possibilities to reach all young people: Peer to peer work, support volunteers in their needs, use volunteer networks, rely on creativity, power, ideas and projects of young people, involve young people as main actors, not focusing on special marginalised groups rather design activities which are open to ALL, reduce barriers, communicate it open to all and via all channels, adapt to the communication realities of the young people and don't push them to your channel. The group stressed also special needs in crisis for young people: involvement of young people in policy-making and give them access to political decision making, advocacy for young people in crisis situations especially in crisis situations which affect intergenerational issues, PR support for young people and their



needs in disrupting and fast decision-making situations, need on mental health of young people increased during crisis. Finally specific online participation possibilities were collected which can be found in the reporting form of the workshop. Overall recommendation is to focus on future and constructive oriented ideas based on your experience so far, share power and involve young people



**Date and time:** Wednesday 9th December 2020

**Title of session:** 8.4 Youth work responding to the coronavirus pandemic

**Rapporteur(s):** Maria Pia Napoletano

**Headline:** Finding a new balance between digital and analogical youth work

The two workshops had a low numerical participation (6+2 participants), but the overall feeling was of satisfaction: the attendants had the possibility to ask detailed questions to the speakers and extensively discuss good practices and ideas. The conversation focused on the impact of the Covid-19 Pandemic on young people and youth workers, with a focus on the differences between the attitude during the “first wave” and the change of behaviour in the “second wave”.

The two speakers were Massimiliano Mascherini, Head of Unit at [Eurofund](#), and Ashley Pitschmann, researcher at the [RAY Network](#).

Massimiliano Mascherini talked about Eurofund’s recent research that investigated the impact of Covid-19 on Young People, underlining the negative impact that the pandemic had on the mental health and the socio-economic status of youngsters, and the correlation between the effects of the 2008-2013 recession and the ones of the current crisis.

Ashley Pitschmann presented the outcomes of the recent research that the RAY network carried out on the impact that the pandemic had on the youth work sector. She highlighted positive and negative impacts on youth organisations and youth workers and the changes that are needed for the future, to ensure a sustainable, open and efficient youth work.

Before the presentations, a short activity to get to know each other was proposed. The participants were asked to share on padlet some significant things about themselves and their professional experience with youth work.

After the two presentations, the discussion with the attendants was then carried out in the plenary, and supported by a Padlet that the facilitator prepared and proposed.

On the Padlet there were different questions, asking participants to think about good practices during the lockdowns and reflect about future perspectives of youth work.

Most of the participants remarked that the pandemic was particularly bad for young people with less economical means, that had few devices and insufficient bandwidth or data. Important reflections were made about the lack of support to youth workers during the recent lockdowns and the difficulties that followed the interruption of funding. The attendants agreed that many youth workers do not have enough digital skills, and this is reflected in the quality of their job.

Important opinions were shared when talking about the future of youth work. All participants agreed that the digital activities will stay as a part of youth work, but that they cannot be the only activities carried out. Young people, especially the



disadvantaged ones and the ones with disabilities, need contact and in-person activities. Furthermore, during the "second wave", both youth workers and young people are suffering from digital fatigue, and online activities had to reduce in numbers.

The workshop ended with the attendants recognising the importance of continuing the reflection and discussion about the future of youth work.



**Date and time:** Wednesday 9th December 2020

**Title of session:** Open Workshop A - Shaping the agenda top down and bottom up

**Rapporteur(s):** Maja Drobne

**Headline:** Monitoring of the European Youth work Agenda is important

We started the debate with who the stakeholders are and mapped Stakeholders on the "top" level: European Commission, Regional bodies, Ministries, National agencies, Umbrella organisations. On the "bottom" level: Representatives of organisations, Youth Councils, Youth information workers, Youth workers, etc.

The debate continued about the importance of the focus on the "translators" of the declaration, as they are crucial in the declaration. The mission of all the participants in the Convention is the support, where to get inspiration, where to have good practices, etc. How to make sure that the development and implementation of EYWA is a mutual process, applying both, top-down and bottom-up approaches? Monitoring.

Priority should be given to EU Funding instruments for initiatives supporting EYWA - incorporation that the priority should be given to projects, which are encouraging the fulfillment of the agenda. Involve all actors, create a think tank or sounding board in every country. Mandatory consultations to implement FoA in each country based on their realities and needs. It is important that local organisations have this support.

National Working groups should be responsible to implement the EYWA - including stakeholders from the top and the bottom. The Agenda should be specific, understandable and relatable. Opposites of those characteristics are abstract, unclear and institutional.

There is a need to create a monitoring process and encourage member States to report on the progress of the implementation - it would be very beneficial to have these reports and encourage the monitoring process. Cross-sectional discussions could be done, involving all the stakeholders together, not individually. All the national working groups organise an activity to discuss the proposals of the Agenda with other stakeholders.

There should be a show of the synergy effects for the local and regional Level and explain that the EYWA is a Support for daily work. We need to translate the agenda to local politicians and bring it from European level to the local one.

There is as well the demand for the structural funds to make it happen. It is important to have a national strategy to pass the agenda from national to local level as well. To figure out possible recommendations to our national delegation team. There was a very clear demand to ask all the participants how can we as a team of stakeholders implement this agenda and Bonn Process in the national reality. Advisory recommendations on how to implement it on the local level would be very beneficial.



**Date and time:** Wednesday 9th December 2020

**Title of session:** Open Workshop C - Youth work with refugees

**Rapporteur(s):** Elena Díez Villagrasa

**Headline:** Youth work with all young people, including young migrants, refugees and asylum seekers to foster understanding, tolerance and respect

Youth work for all young people living in Europe (young migrants, refugees and asylum seekers) should be on the Agenda.

The group discusses around 3 open questions, brainstorming long and deep with propositive ideas around the topic. However, it is the third and last question, which requires participants to highlight what needs to be added within the European Youth Work Agenda that leads to a main specific recommendation: the topic needs to be added (and highlighted) within the European Youth Work Agenda overall (in all the strands and the general introduction). It is noticed at that stage that there is no reference at all in the inspirational paper to this specific collective (young migrants, refugees, asylum seekers) or any terms related to the topic (non-discrimination, appreciation of cultural diversity, intercultural learning). This raises the concern the topic may disappear from the Agenda, since many initiatives started in 2015 (while the so-called "crisis of refugees") are not having continuity at present. It is then expressed the wish for the specific inclusion of the topic in the Agenda. However, discussion is raised on how to do so since there is awareness that the inclusion of certain terms is a controversial political topic and that it may face reluctance. In front of the risk of "losing its presence in the Agenda", it is agreed that the declaration should refer clearly at least to "all young people living in Europe". Some of the participants also suggest more stable initiatives to overcome this issue, such a specific steering group for inclusion of Young Migrants/ Refugees/ Asylum Seekers as a tool to give a prospective and multi-annual programme for the field. Inter-sectoral cooperation is also mentioned as a required approach.

The outcomes coming from the previous two questions were also full of relevant proposals. Firstly, an extensive brainstorm takes place on how to effectively reach out to refugees, migrants and young asylum seekers with our youth work practices. Combining educational activities with basic services they might need, or being careful not to use mono-cultural language and approach when promoting youth work activities are some of the ideas shared. However, one of the main points made is that each of those collectives requires a different approach since each of the different groups has different challenges for their integration in society, so the starting point should always be considering their interests and needs.

A second brainstorm takes place on actions to ensure inclusion of migrant youth in our youth work practices. Civic service and volunteering for young people at local and national level is valued as a tool for peer-learning and empowerment; also in-country exchanges and exchanges between different regions within one country, are valued, where with priority should be given to youth from migrant backgrounds. Then discussion raises on whether work has to be done in separate groups or mixed groups of migrants and host country people. However, what is finally agreed is the



importance of not working only with the people “to be included” but also to prepare the communities for the inclusion process; focusing on the youth work level, that would mean for local young people to be included in the process.



**Date and time:** Wednesday 9th December 2020

**Title of session:** Open Workshop D - Creating a common code of ethics based on the common ground of youth work

**Rapporteur(s):** Florence Mourlon

**Headline:** The potential and challenges of a common "code of ethics" in the field of youth work

There were 4 active participants in the workshop, from Estonia, Germany, Malta and the Russian Federation, representing a Ministry, a National Agency, a youth organisation and the field of research linked to youth work.

First of all, participants pointed out the necessity of a common code of ethics in the field of youth work, because "the young person is at the centre of everything" and the objective of youth work is to ensure a quality service for young people, based on some key values. A question regarding the status of youth workers - professionals or volunteers - emerged: should the professional youth work be more regulated? Participants agreed there is a need for ethical standards in both cases.

The added value of a common code of ethics at European level:

Not all European countries have defined a code of ethics in the field of youth work. Furthermore, some are in the process of changing theirs. In some cases, such codes are not legal instruments, since they have been elaborated by non-profit organisations. For instance, in Serbia, the code of ethics is not operational at national level, only members of the national organisation of youth workers use it. Therefore, a top-down approach could be interesting, as a participant suggested, "as a model set of values" in order to inspire countries to make or review their codes of ethics.

The question of implementation:

Even if a code of ethics were elaborated at European level, some challenges would arise. How to implement it? Who would be responsible for its implementation? A participant expressed a concern: "Already it can be a struggle at national level, so how could it work at European level?" Indeed, a practitioner regretted that even if a code of ethics exists in their country, it is not a "live" document. One possible implementation mechanism was proposed by another participant: in all the European-funded programmes, the code of ethics could be a requirement in the application process.

The "grey area":

Another challenge concerning the implementation was pointed out: there can be discrepancies between a code and its practical applications. For instance, is it correct or not/right or wrong to hug a young person when you act as a youth worker? Does it depend on the particular situation you are experiencing? Indeed, as participants agreed on, many ethical questions belong to this "grey area", questions that can't be tried in court but that constitute questionable practices.

The regulating mechanism:



Even if, for a participant, “a body that would regulate youth work across Europe would be ambitious”, it was acknowledged that without strong will, a code of ethics could not work if it is not binding. Participants highlighted the need to make a distinction between what is ethical/unethical and what is legal/illegal. Therefore, some questions arose: To what extent should we support somebody changing their practice and when should we punish? Could we imagine some support processes? Some experiences were shared. In Malta, there is a law on youth work, implying a board elected for 3 years, in charge of advising and also sanctioning. Besides, a system of supervision allows senior youth workers to mentor younger colleagues (even if the spectrum of discussion is broader than ethical questions). In some German Länder, there are independent structures - in Berlin, for instance, a pool of judges, lawyers, supervisors, ... - that can be contacted by young people in case they need to report some questionable behaviours. The system could be disseminated in all Länder. Still, some participants expressed a concern: How to communicate on these mechanisms and bodies without creating some mistrust towards youth workers?

The questions raised throughout the workshop remain open for further discussions implying a broader range of stakeholders.



**Date and time:** Wednesday 9th December 2020

**Title of session:** Open Workshop E - The role of local administrations and municipalities in supporting youth work practice

**Rapporteur(s):** Alexandra Palaisti

The facilitator, Mrs Federica Demichelli, welcomed the participants and everyone introduced themselves. We started with a question, *"Should they (local administrations) play a role? What role do they play in your area?"* and the conversation grew around this topic, by the participants presenting their local state of play. As they came from very different countries, we had the opportunity to get informed about a variety of situations, from absolute absence of any activities related to youth work, to complete and funded youth strategies/policies. We concluded that it is exceptionally important for a local administration to be actively listening, even if it is not exactly applying a local youth strategy. The second question the facilitator put on the table was *"What measures or strategies can local administrations and municipalities put in place to ensure greater access to youth work for young people?"*. This sparked a vivid conversation around local realities and differences among countries, that inevitably affect youth work practices and even its existence. We concluded that it is essential for Municipalities to map thoroughly the areas of interest, in order to discover, primarily, what it is that the young people need. They must detect young people's hobbies, fields of knowledge, demographics (eg. on ethnical minorities) and many more. They must also approach youth organisations (formal and informal) and young people, invite them to a dialogue, listen to them and involve them in focus groups, round tables etc, in order to record their needs, desires, ideas and more. We all agreed that all of the above help with making the right suggestions. Moreover, meeting regularly with the youth workers was found to be essential, in order to hear their needs and receive feedback, so as to decide on future activities, programmes and policies. We also talked about the importance of information points. A local government should always be able to provide information on anything a young person might need, according to the demand. At the same time, we decided that using Youth Organisations and Youth Workers as multipliers is also a very effective strategy, as they can cover a great part of the information routine. Thus, they need to be fully and constantly updated on any changes in youth policies, programmes and strategies. On the occasion that they are not able to answer all questions, they can always re-direct people to the local administration information centre. Lastly, examples showed us that local laws and regulations actually have the power to make changes, as they can even force young people to actively participate in their societies and Municipalities to listen to their voices. We concluded that it is essential to exchange such knowledge and good practices.



**Date and time:** Wednesday 9th December 2020

**Title of session:** Open Workshop G - Training, supporting and recognising different types of youth workers

**Rapporteur(s):** Gianluca Rossino

**Headline:** Developing a framework for education and training of paid and volunteer youth workers is a must, some countries are leading the way and should be taken as virtuous examples.

The facilitator presents the focus of this open workshop: the difference in training, support and recognition frameworks between volunteer and paid youth workers. Participants introduce themselves, the group then proceed with sharing the state of play regarding youth work recognition and training frameworks across the various countries. In Lithuania around 5 years ago they launched a project for certification of youth workers (200 participants received a certificate), only more recently the ministry established the requirement of a degree or relevant professional experience before attending a specific training course to be officially recognised as “people working with young people”. In Georgia, they trained hundreds of youth workers but the certificate does not clarify the difference between paid and volunteer youth workers or integrate anyhow the European framework. The main issue right now is that “certified youth workers” still require training and educational support in the long-term: The positive news is that a professional standard for youth workers is on the way for 2021. In Cyprus, the NA created a proposal for the relevant ministry which is still on the waiting list. There is no formal education for youth workers. They often require supporting documents which many competent youth workers do not have. In Italy, only few Regions recognise the profession of youth workers through renewed youth policies, while still not offering any training path or dedicated financial support. In Ukraine, from 2014 they have an educational programme for youth workers, coming from schools, libraries, municipalities and those responsible for youth policies. After 6 years they managed to raise awareness at least among youth workers. In 2018 a new law on the educational system included the definitions of formal, informal and non-formal education. Moving to the plenary discussion, a major concern expressed by groups is connected to the people in charge of the process of recognition. Do they have the right experience to overview this process?

The first proposal is to set up a system to categorise the background and competence of each individual youth worker and clarify which activities they can support - the scope of their work.

NAs could be entitled to manage the criteria for youth workers, analysing also the differentiation between paid and volunteers. In this regard, a policy proposal in Ukraine to define who can be identified as a youth worker is on its way in Parliament. Another proposal is to draw a process of qualification for youth workers launched with the support of competent experts that can ensure the quality of this certification. This could be made possible both via formal education programmes as well as through relevant professional experience in the field.

Generally speaking, to advance in professional qualification, concepts and educational



programmes, member States should be basing their foreseen developments on research and good practices promoted across Europe. As there is still wide-spread confusion between youth workers and social workers, a wider awareness is also envisaged to progress. Within pretty rigid systems, like in Ireland and in the UK, you cannot call yourself a youth worker if you do not possess the right qualifications, while street youth worker is a recognised and publicly-funded category. In other countries, public investments are directed to youth centres, great examples of safe spaces fostering the inclusion of young people. In Austria and Estonia, you can become a youth worker either via formal education or through certification of your professional experience.

To conclude, the group agrees that simple qualifications could at least ensure a first basic framework for recognition of youth workers.

In this process, the voices of the community of practice should be seriously considered.



**Date and time:** Wednesday 9th December 2020

**Title of session:** Open Workshop H - Strengthening mental health of youth workers in crises

**Rapporteur(s):** Mustafa Gündoğdu

**Headline:** Supporting the Mental Health of Youth Workers during the Pandemic

The workshop started with brainstorming and discussion on the challenges faced by youth workers and organisations due to the pandemic. The group addressed diverse challenges including professional burnout, lack of psychological support, lack of stable income, motivational issues, and insufficient research. Then various solutions were proposed in relation to these challenges, including establishing psychological support programmes and providing additional financial resources.

First of all, it was clearly stressed that the youth workers are going through difficult times just like the young people they are working with, and it is not possible for them to deliver quality services and solve youngsters' problems while the youth workers are dealing with similar problems themselves. Youth workers are experiencing professional burnout due to the increased and complicated workload in the transition to an online working environment, decreased motivation on the part of their participants, lack of support from higher institutions, and inability to conduct their work properly due to the lack of face-to-face interaction. Lack of stable funding is also a major source of burnout for many youth workers. Most youth workers do not have a regular income, and the pandemic made this situation even worse. Lastly, while there is research on the mental health of young people, no research has been conducted on that of youth workers not only in the pandemic period but in general. However, research is needed as a basis for initiatives to increase youth workers' resilience and improve their mental health.

The main proposal by the group in the face of these challenges was to support youth workers to deal with their mental health issues through providing free psychological support/mentorship programmes, as youth workers need to firstly get help for their mental health before they provide services to youngsters who are going through similar problems. Such programmes must be free of charge as youth workers usually do not have the financial resources to access such services.

Another idea for future was the production of videos explaining mental health issues and thus providing guidance for youth workers. This idea was based on an example from Estonia, a TV series made up of 8 episodes each explaining a mental health issue and hosting famous people that have experienced that problem (<https://jupiter.err.ee/1131426/selge-pilt>). This idea also serves the purpose of reducing the stigmatization of mental health issues.

With regard to the practice of youth work, youth workers can give more space in their future activities for the topic of being conscious in using online tools in order to protect their privacy and safety, as now young people tend to spend more time and share more online.



As a financial measure, it was proposed that National Agencies for Erasmus+ can have extra budgets to provide to the youth organisations for their mentorship/mental health services. And in order to encourage youth organisations to actively deal with this issue, the youth grants may include requirements for applying organisations to mention in their project proposals some information on how they will ensure the mental health of youth workers and participants.



Day 4  
Thursday, 10 December 2020



**Date and time:** Thursday 10th December 2020

**Title of session:** Opening plenary and overview of day 4

**Rapporteur(s):** Maja Drobne

**Headline:** "I strongly believe in the potential of youth work around Europe"

The opening of the day was dedicated to the final schedule explanation and happiness and sadness at the same time, as Convention was coming to an end. Convention news was a sum up of the day, Peter Matjašič thought with "Youth is present" from all senses. Marko Kovačič explained the work of the Drafting group. "Openness, compatibility and coherence" was a sum up of Pia Šlogar from the workshops. Party was presented as well, which really created a nice atmosphere for the finalisation of the Wednesday evening.

The delegation teams had fruitful discussions.

The grande finale opened with sign language. Also the graphic facilitator was presented. Judit Lantai started the presentation of the declaration with appreciation to everybody, who participated in the process. The result is 16 pages of the concrete recommendations - for the ones who would like to read more, the report of the convention will be released.

Howard Williamson took over and compared the process with the Wizard of Oz, which was a really playful start of the opening of the presentation. The Wicked witches were the points pointed out that were brought out in this crisis (Mental health, covid,...). Thunderstorm followed - explaining that 1st EYWC was a heart (diversity), 2nd was a brain (common ground), in between spaces and bridges and 3rd one Convention= Courage = Bonn Process.

The main topics of the declaration are:

- Youth provisions
- Quality development
- A common direction
- Beyond the youth work community of practice
- Recognition
- Visibility
- Innovation and emerging challenges
- The policy frameworks

Hans-Georg Wicke opened the political speeches and the variety of stakeholders addressed the importance of the Bonn Process and the contributions all of with this quote "We need to ask ourselves, what we will do for the Bonn Process". There was a whole list of political speeches followed after Hans-Georg. Most of the reflections went in the needed support to youth work, the recognition of it, the money that is needed to implement all of the actions and the visibility of all of the great work youth work does. The graphic facilitator presented a really nice picture with all the important points from the Convention and the important points of the speeches. Also the last mentimeter has shown the great inspiration that the Convention has offered.



The points that Matjaž Gruden brought were actually very nice, especially as he at the start said, he didn't know youth work prior to his mandate, but now strongly believes in the potential developed through the Quality label Youth centres, European Youth foundation and other mechanisms developed in Partnership and CoE.



**Date and time:** Thursday 10th December 2020

**Title of session:** European Delegation - European Institutions

**Rapporteur(s):** Maja Drobne

**Headline:** Vibrant, engaging, interactive. Now it's time to act! – make political commitment come into practice

Monday sessions were more dedicated to getting to know each other, and also, due to a lack of representatives of the European Commission, there were only representatives of Council of Europe and the Partnership, which has changed on Thursday, where everybody met and discussed. They ran debates in two groups, one was cross institutional and one remained the Council of Europe one.

Main points from the cross institutional group is to step up the cooperation and build up the role of the partnership in the intra institutional cooperation. There is a need for mapping of the situation and how the implementation of European Youth work agenda is going so far. Pilot projects of European Youth Foundation in member States should reflect and help to contribute to European Youth work Agenda and use the existing tools to build on the Agenda and its implementation. Commitment of shaping EU process on the EU level

Council of Europe will support the implementation of the YWA with funding. There is a discussion about having a special call, connected to the Youth Work Agenda. They will as well apply the action plans to EYWA. There will be an opportunity to Multi Annual financing, CoE will provide the support for national delegations, who want to push this forward. The institutions need to assure the Intergovernmental cooperation (political recognition of youth work) how it can be implemented more concretely. The quality label youth centre can be used as a network - information and knowledge hub that can provide training and information. The principle of co management shall be there. The good thing is that the youth work agenda is already present in the programme and education part of the quality youth centres. There is a need to enhance the role of the network of the quality label youth centres to become a national level hub for knowledge and training on the youth work agenda. The QL centres can play a strong role to support other youth centres, youth workers, national authorities and civil society to implement the youth work agenda. There can be more connections of the QL youth centres with the Partnership and look into ways how these new tasks of the QL youth centres could also bring some additional knowledge, guidance and financial support for them to take on this role. We need to use the programmes like Enter more. Another proposal is to support the development of quality multipliers in training youth workers through some format for a long-term training course on youth work training which could include other stakeholders in a 50-50 model (50% youth sector, and 50% from public authorities, formal education, social work etc.)

In the 2021 programme there will be a Consultative meeting foreseen in the Youth for Democracy programme, held to discuss the way forward based on the results of the Convention. This meeting can serve as a base to continue the development of these (and other) points of action.



**Date and time:** Wednesday 9th December 2020

**Title of session:** European Delegation - European Umbrella Organisations

**Rapporteur(s):** Adrian Barbaros

**Headline:** Our Agenda, our Future

During the first and second meeting the participants from the European delegation (European Umbrella Organisations) had the chance to get to know each other better, understand the concept behind the EYWC and create personalised channels of communication. Through the activities proposed by the facilitator, the group shared their expectations, fears, as well as how they see their engagement in the Bonn Process.

The third meeting was dedicated to analysing the Bonn Process from the perspective of international umbrella organisations. Therefore, the participants outlined the following ideas: European Year of Youth Work and personalised report for EU Member States.

**European Year of Youth Work** (as 2011 European Year of Volunteering), the participants stressed that at European level many of the objectives envisaged (Council Recommendation, EYWA, EU Youth Strategy) were achieved. In this regard, there are no more aspects to be tackled at European level in terms of policy, but rather on national and local level there is a need to further implement it. By creating European Year of Youth Work the Agenda could be spread and the Bonn Process would be utilised at national level. The format of the Agenda would be translated into different languages and accessible to young people with a youth-friendly language. It was also mentioned the role of European Umbrella Organisations, to create different events and check reality.

Secondly, the need to create a system of **individualised reports** for the member States on the way they implemented the Agenda. At the same time, it was highlighted that this process should come from their constituencies by putting pressure on their national governments. In this case, national organisations would be helped by European organisations, but the national ones will steer the whole process.

The participants concluded that some concrete elements to hold governments and public authorities accountable should exist and European umbrella organisations should give the tools to their members and support them if needed.



**Date and time:** Thursday 10th December 2020

**Title of session:** European Delegation - National Agencies and SALTO RCs

**Rapporteur(s):** Sérgio Xavier

**Headline:** Making the Bonn Process Happen

During the first and second meeting the participants from National Agencies and SALTO Resource Centres had the chance to get to know each other better, understand the concept behind the EYWC and reflect about the EYWC follow-up. Through the activities proposed by the facilitator, the group shared their expectations, fears, as well as how they see their engagement in the Bonn Process.

The third meeting was dedicated to analysing the Bonn Process from the perspective of National Agencies and SALTO Resource Centres. The following are ideas for implementation of the Bonn Process: to promote the European Academy on Youth Work; to articulate the different Youth components in the EYWA (existing programmes as sub-base, SALTO strategies, Youthpass strategy, SNACs, Partnership CoE-EU, NA's as International-national-local articulations and support organisations); to look for ways to reach better - not only national but also - local level youth work, including the *new wave* of community-engaged universities and other synergies beyond the community of practice; to reach out beyond existing programmes; to keep on training youth workers and creating youth resources; to translate and promote the EYWA; to link the EYWA to the Green Transition process; to look to youth work digitalisation beyond the "using tools" discourse; to keep developing the recognition of youth work and its learning value; to not forget about the basis value of youth work and what has been done already.

The group concluded with an evaluation of the delegation process, expressing that it was a useful and productive exchange, but stating that the group could have been bigger – "where were all the colleagues?".



**Date and time:** Thursday 10th December 2020

**Title of session:** European Delegation - Youth work practice organisations and networks linked at the European level

**Rapporteur(s):** Sebastian Schweitzer

**Headline:** A shared Agenda for European Youth Work

During the first meeting of the European delegation "Youth work practice organisations and networks linked at the European level" on Monday morning, the facilitator outlined the function of the recurring delegation meetings as a tool for its members to reflect on the Convention and to develop an action plan for the Bonn Process.

Following the introduction, a short reflection helped the group members to share their feelings and expectations about today and the Convention. People understood today as an introductory day that will bring inspiration, allow for starting to connect with others and help them to orientate at the online platform. Most of the people were excited and curious about the start of the Convention.

The 2nd meeting started with a short recap on the objectives of the delegation working group. This was followed by a short tour de screen of all group members.

During a plenary evaluation of the day, the delegation members highlighted their appreciation of the diversity of the stakeholders represented at the Convention and expressed their confusion on the lack of interactive tools being used on the first Convention day.

In the following group work on their expectations towards the Convention, the participants expressed amongst others their willingness to build and extend their networks, to shape the concrete implementation plan of the European Youth Work Agenda, and to bring the Bonn Process to local youth and youth centres.

The final meeting of the delegation took place on Thursday morning. In the beginning of the session all 11 group members briefly reflected on the EYWC. The findings included a surprised recognition that Europe takes youth work seriously and that its recognition is increasing, while still a lot has to be done to connect youth work stakeholders including youth organisations across Europe.

The core programme component was for the delegation members to explore together their vision for the implementation of the Bonn Process. Within three working groups the group members elaborated their ideas for action including the following:

- Reflect more on youth work on local and national levels and make the Declaration accessible and appealing to all stakeholders including through a translation of the technical language used at the Convention to comprehensible European languages
- Integrate and use the youth work agenda in our networks, translate it into national action plans and undertake measures and activities to disseminate the Bonn Process.



- Promoting European peer-learning and know-how exchange for the implementation of the Bonn Process - rather than overwhelming documents – via a European Youth Work Portal

Two quotes summarise best the group`s perspective on the EYWA:

- “Let`s hope the declaration is not just a document but a tool we can use” (Auberie)
- “This is a shared Agenda born as result of collective work from various stakeholders” (Tim O`Donoghue)



**Date and time:** Thursday 10th December 2020

**Title of session:** The Grand Finale: Declaration and Outlook

**Rapporteur(s):** Neringa Tumenaite, Rachel Hurtado, Sérgio Xavier, Veronica Stefan.

**Headline:** The Grand FInale: We've got a Declaration!

*"You paved the way to the Bonn Process, youth work in Europe is in good hands". - Bettina Bundszus.*

Moderators welcomed the audience after the break, The Grand Finale had arrived! They presented the Graphic Facilitator: Coline Robin. After which, two members of the Drafting Group, Judit Lantai and Howard Williamson, presented the [Final Declaration](#) to the audience.

The content of the Declaration is "rather extensive" (16 pages), including "quite concrete measures", Judit said, and reminded the existence of the longer Convention report. The presenters Drafting Group used a metaphor for The Bonn Process with The Wizard of Oz, with the characters being essential parts of the process: heart (history of youth work), brain (to explore the diversity of youth work in Europe), courage (to put the European Youth Work Agenda into action and take it into all corners of the European community) and even the metaphorical dog 'to-do' (youth work is a dog that takes on many roles: guides, accompanies, etc). They mentioned some of the challenges that youth work was tackling at present, and finished saying that there will always be emerging challenges that youth work will need to tackle, what will remain is youth work capacity to deal with them.

Moderators announced that the Declaration was already published on both the platform, and the EYWC website. And, to conclude, all actors were invited to take action, and not to leave The Bonn Process as an illusion. They called European institutions to make the process happen, not forgetting to put young people at the heart. After which different stakeholders showed their commitment.

A European youth work research agenda was highlighted as a strong need by both, the community of researchers and the decision-makers, in order to support researcher-informed policy and to ensure that the funds are spent to reach the best outcomes.

Representatives of national ministries mentioned their commitment to the Bonn Process and gave some details for their follow-up steps. The Italian representative specifically mentioned the intention to create a national action plan to follow up the Convention. Representatives from the EU and the Council of Europe (Florenca Van Houdt and Matjaz Gruden) expressed mutual commitment for continuing cooperation in the field of youth, and investing into the EU-CoE Youth Partnership to become a driving force behind the European Youth Work Agenda.