

## Youth Work Policy in Europe: It's Up to Us!



Report of the study session held by  
**European Confederation of Youth Clubs (ECYC)**

in co-operation with the  
European Youth Centre of the Council of Europe

European Youth Centre Strasbourg  
11-15 March 2019

This report gives an account of various aspects of the study session. It has been produced by and is the responsibility of the educational team of the study session. It does not represent the official point of view of the Council of Europe.

# YOUTH WORK POLICY IN EUROPE: IT'S UP TO US!

Study Session in Strasbourg, France

11-15 March 2019



**ECYC**

European Confederation  
of Youth Clubs



Photo EU – CoE youth partnership, video on youth policy strategy development

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## **1. Executive Summary**

From 11 to 15 March 2019, the European Confederation of Youth Clubs (ECYC) and the Youth Department of the Council of Europe organised the study session "Youth Work Policy in Europe: It's Up to Us!" in Strasbourg, France. The main topic was the Recommendation on Youth Work adopted by the Committee of Ministers of the Council of Europe in 2017 and currently under implementation in its member states. In particular, the study session explored the value of this Recommendation within national, regional and local youth work contexts in Europe. ECYC strongly believes in the importance of this document for the establishment and development of youth work across the continent and fully commits to its dissemination among youth workers and their organisations.

The study session aimed to inform 32 youth workers and youth leaders from 20 member states of the Council of Europe and train them to integrate the Recommendation on Youth Work in their organisations' advocacy work. Over the course of 5 days, participants became familiar with the Recommendation, reflected on their youth work contexts and developed advocacy action plans that tackle the challenges that youth work is facing. To support them, trainers, guests and participants gave inputs on how to successfully advocate for youth work, including tips, tools and resources, exchanged best practices and provided feedback on the action plans. The study session has also led to a better understanding of the Council of Europe and its work on youth work, the European Youth Foundation and the EU-CoE Youth Partnership.

The outputs of this study session are feeding into the 2019 ECYC work plan on the CoE Recommendation on Youth Work. Moreover, ECYC commits to supporting the participants' action plans at the best of its possibilities. The study session received positive feedback from participants, who declared to be satisfied or very satisfied with the activities and their learning process. The team of trainers worked very hard and was always prepared, helpful and in a good mood. The support of the Youth Department of the Council of Europe was fundamental for the success of this study session and we particularly wish to thank Educational Advisor Stefan Manevski for his invaluable help.

## 2. Introduction

This part of the report aims to provide some general information about this study session by answering these and some other questions: Who organised it? What was the study session about? Why choose this particular topic? What did the session aim to achieve? Who took part in it?

### 2.1. Brief presentation of the organisation

The European Confederation of Youth Clubs (ECYC) is a European non-profit, non-governmental organisation that supports youth clubs and other forms of neighborhood **youth work** in Europe. ECYC's vision is to empower young people through youth work and **non-formal learning** in order to promote democratic and civil society and to encourage them to be actively involved in their communities.

Born in 1976 with the aim to collectively ensure that young people across Europe have access to **quality** youth work opportunities, today ECYC gathers 20 national or regional organisations that support and promote youth work in 18 Council of Europe countries, thus reaching over 1.2 million young people all over the continent.

### 2.2. Topic and background of the study session

In 2017, the Council of Europe adopted the **Recommendation** CM/Rec(2017)4 of the Committee of Ministers to Member States on Youth Work<sup>1</sup>, the first document of its kind to focus exclusively on youth work. This Recommendation encourages member states of the Council of Europe to develop and **strengthen** youth work policies and practice. More specifically, it draws attention to the fact that youth work in Europe needs legal and political support, sustainable funding and structures, improved co-ordination across sectors and between the local and the national levels, a competency-based framework for the education and training of youth workers and appropriate forms of review and evaluation of the impact and outcomes of youth work.

ECYC is convinced that this Recommendation represents a valuable instrument for the development of youth work in Europe. We also believe that its implementation is not the responsibility of member states only, to whom this Recommendation is addressed, but that practitioners should keep policy-makers accountable for their decisions and work closely with them to ensure that their commitments lead to positive change for society. As a European umbrella organisation, ECYC has the duty and ability to inform youth workers, youth leaders and youth work associations across Europe about this Recommendation and train them to engage with its implementation process, as well as with the Council of Europe's work on youth work in general. This is why the idea of the study session "Youth Work Policy in Europe: It's Up to Us!" came to our mind.

By focusing on the CoE Recommendation on Youth Work, this study session contributed to the second priority area "Youth participation and youth work" of the "Youth for Democracy and Human Rights" programme of the CoE's Youth Department. It is worth pointing out that

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<sup>1</sup> [https://search.coe.int/cm/Pages/result\\_details.aspx?ObjectId=0900001680717e78](https://search.coe.int/cm/Pages/result_details.aspx?ObjectId=0900001680717e78)

ECYC's work on the Recommendation goes beyond this study session. This year, we are running an annual **work plan** that includes a Massive Open Online Course (MOOC) on the implementation of the Recommendation, a research project on youth work policies in several European countries and a training course for youth workers. This work plan is co-financed by the European Youth Foundation (EYF).

### *2.3. Aims and objectives*

The aim of this study session was to empower youth workers and youth leaders to engage in the process of integration of the CoE Recommendation on Youth Work in the programmes of youth work organisations and relevant youth policies in different European countries.

The study session had multiple objectives:

1. To introduce the **CoE Recommendation on Youth Work** among youth workers as a tool to support development of youth work across Europe;
2. To explore how the **measures** in the CoE Recommendation are linked to practice;
3. To increase the participants' understanding and knowledge of youth work **policies and structures** in Europe;
4. share experiences and good practice regarding **advocacy on youth work**, such as policy making, funding, etc.;
5. To support participants to plan **concrete actions** for engaging in the implementation of the CoE Recommendation on Youth Work through their organisations.

### *2.4. Profile of participants*

The study session was open to:

- **Youth Workers** – volunteer or employed, full or part time - working directly with young people and who are involved in planning and implementing the youth work activities of their organisation or service
- **Youth Leaders** who are engaged in the decision-making structures of their youth work organisations

Who also:

- Have an understanding of policy processes relevant to youth work in their country (structures and existing policies) or have experience in national / regional debates on youth work development
- Have interest in advocacy on youth work related issues on behalf of their youth work organisation and have the capacity and organisational support to lead a follow-up advocacy action.
- Aged between 18 and 30 (few exceptions are possible)
- Resident in one of the 50 countries signatories of the European Cultural Convention
- Able to work in English
- Available for the full duration of the study session

The call for participants remained open for a month, between the 17<sup>th</sup> of December 2018 and the 17<sup>th</sup> of January 2019. We received a total of 261 applications, out of which around 230 were identified as meeting all of the criteria (e.g. some of the applicants' countries of residence were not among the 50 countries signatories of the European Cultural Convention).

The preparatory team selected 35 participants on the basis of the profile outlined above and ensured a balanced group with regard to gender, geographical regions, different types of experiences, cultural backgrounds and organisations. All but one accepted to attend the study session. However, the day before the start of the study session, two more people cancelled their attendance due to the impossibility to travel to Strasbourg because of adverse weather conditions.

Participants "in numbers":

Total number of participants (excluding team):	32
Number of participants who identified as female:	18
Number of participants who identified as male:	14
Number of countries of residence:	20
Average age of participants:	23,3

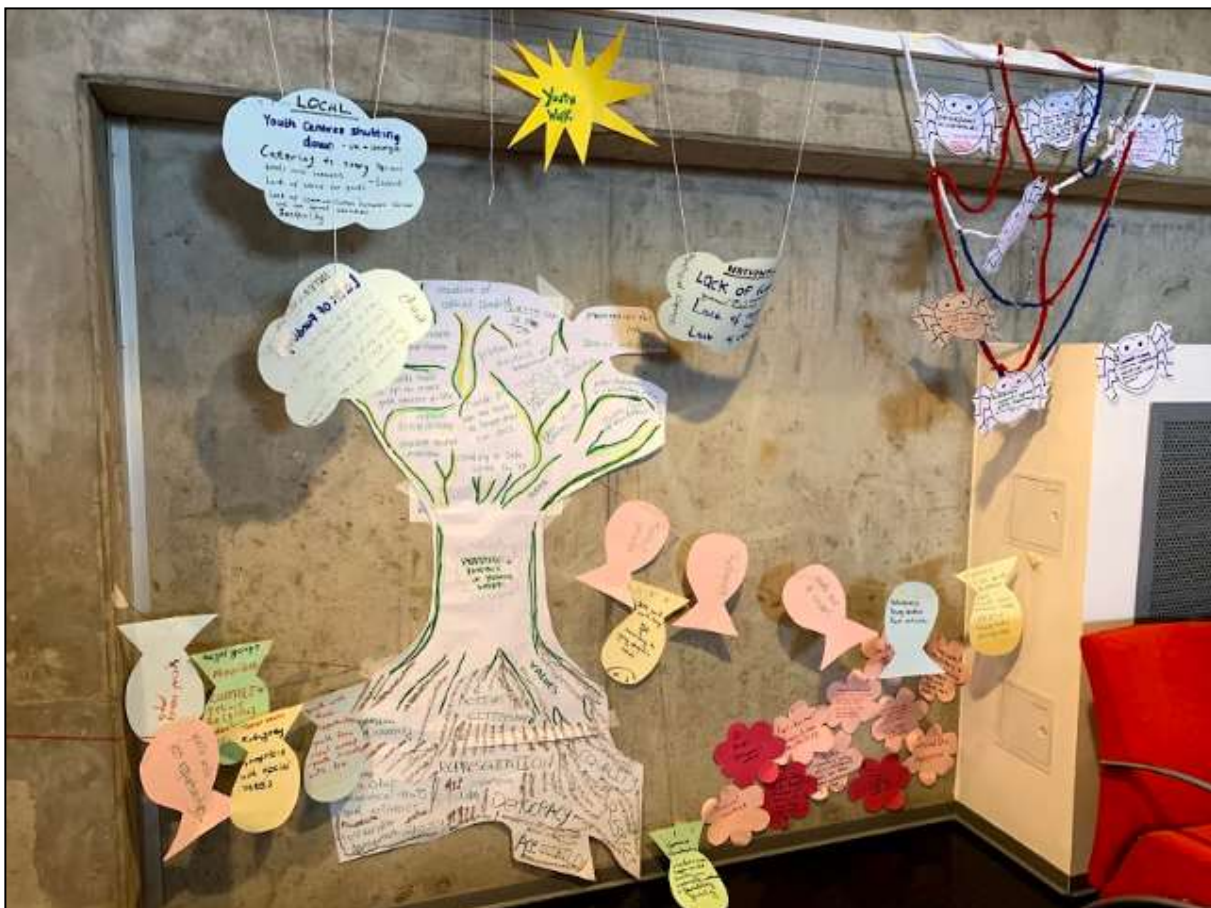
### 3. Programme – inputs and discussions

The programme of this 5-day study session was divided into two main parts. The first half of the week focused on defining youth work, becoming familiar with the Council of Europe Recommendation on Youth Work and acquiring new advocacy skills, and mainly aimed to provide participants with the necessary knowledge and competences so that they would be able to develop action plans during the second half. Participants would then implement their action plans after the study session.

In this report, instead of a detailed description of each day, we'll focus on the four main **activity blocks** of the week defined as: 1) Jungle of youth work; 2) CoE Recommendation on Youth Work 3) Advocacy and 4) Action plans and we'll only describe in greater detail those activities that we believe were particularly resourceful and, therefore, should be used for other training courses. Although not specified later, we played name games and energizers before each activity and, at the end of each full day, we gathered in small reflection groups.

#### 3.1 Expedition into the Jungle of Youth Work

Part of day 1 revolved around getting to know each other and building a team. Among other things, we played name games, worked on a group agreement and looked at participants' expectations. In the afternoon, the group started to dive deep into the topic by exploring the "**jungle of youth work**".





This activity was designed so that participants would develop a common understanding of what "youth work" means. The group was divided into smaller groups and each was assigned a "spot in the forest" (tree, fish, flowers, spiders, clouds). Then, participants discussed the questions they found on the paper cut-outs. Here are some of their answers:

- What is the purpose of youth work?

Create safe spaces for young people, provide tools for young people to make good choices in life, quality use of free time, positive role models etc.

- What are the values of youth work?

Equality, respect, active citizenship, accessibility, expression of creativity etc.

- Which types of youth work practices are there?

Centre-based youth work, faith-based, detached, outreach youth work, school-based, digital, anywhere young people are etc.

- Who are youth work's target groups?

Young people with fewer opportunities, rural youth, young people in conflict with the law, minorities (LGBTQI+, ethnic, religious, indigenous etc.), young people not in school, NEETs, orphans, homeless young people, refugee young people etc.

- What are the challenges in youth work today?

Lack of spaces for young people/youth centres shutting down, lack of communication between formal and non-formal education providers, lack of funding, not enough recognition etc.

- What is the role of a youth worker?

Support participation, inform young people about their opportunities and rights, identify young people's needs and desires and advocate for them, create opportunities, be a positive role model, care about young people, develop young people's active citizenship etc.

- How are online practices changing youth work?

More accessible, requires youth workers to develop new competences, use social media to reach out to "new" young people, young people's social skills are suffering etc.

Each of these questions came with a short set of further questions for participants to debate, such as "does the purpose of youth work change depending on the target group?", "what kind of boundaries should be put in place between a youth worker and a young person?" and "what do all types of youth work have in common?".

After each group presented the outcomes of their discussions, we went back to the title of this activity. We called it the "jungle of youth work" because, as participants' answers showed, youth work is exceptionally **diverse** and does not look or take place the same way everywhere in Europe.

To conclude the activity, Stefan briefly presented the history of youth work and highlighted different existing definitions of youth work (Annex 4.1). He also presented the Council of Europe Youth Work Portfolio (Annex 4.2.) and helped participants fill out their own portfolio.

#### **Reflection questions used for the activity**

##### **The purpose and the impact of Youth Work**

1. What does youth work aim to achieve?
2. What are the values that youth work is built on?
3. What are the needs of the young people, the local communities and the society that youth work is responding to?

##### **The role of a Youth Worker**

1. What is the main role of the youth worker?
2. What kind of boundaries should be put in place between a youth worker and a young person?
3. What kind of power the youth worker has within their role?

##### **Different approaches to the Youth Work**

1. What are the different types of the youth work practices (for ex. detached youth work, outreached youth work etc.) and what are the specific aims and expected outcomes?
2. Where does Youth Work happen?
3. What do all type of youth work practices have in common (correlation between different approaches)?

##### **Different target groups in Youth Work**

1. Who are the target groups in the youth work (please specify as many groups as possible, for ex. Refugees, Roma, Youth Leaders etc.)?
2. Does the aim of youth work and the youth workers role change depending on their target group? If so, what do we need to take into consideration?
3. Are there any common (general) characteristics that 'fits' to all target groups?

##### **Youth Work practices online**

1. How do online practices challenge and change Youth Work?
2. How can we use online world to strengthen the impact of youth work on the local, national and international levels?

##### **The challenges in Youth Work today**

1. What are the main challenges that youth work is facing today in:
  - a.) your local context
  - b.) your national context
  - c.) international context
2. How would you explain to your grandmother what does Youth Work mean?

### *3.2. Getting to Know the CoE Recommendation on Youth Work*

The second day focused entirely on the CoE Recommendation on Youth Work. Discussing the content of policy documents and making it interesting for participants is challenging, but the prep-team managed to come up with fun and engaging activities, in particular a **treasure hunt**.

After a brief introduction about what "recommendations" are and how such documents are developed within the CoE, participants were split into 5 groups and assigned to a different prep-team member. The latter had to give the group a clue that, once solved, would take them to a different space in the EYC (cafeteria, plenary room, entry hall etc.). There, they would find the text of one of the **7 recommendations** of the CoE Recommendation on Youth Work - in no particular order. To help participants better understand the meaning of the recommendation, each facilitator would ask a set of questions and facilitate a discussion on the topic. After a while, the group would receive the clue to the next stop/recommendation and continue the treasure hunt.

Questions used to introduce the Youth Work Recommendation in a treasure hunt:

Recommendation 1

How does your state support youth work? (ex. are there national laws on youth work? How is youth work funded?)

Recommendation 2

How do you become a youth worker in your country? Is it a profession?

Recommendation 4

What do you think is the role of European organisations in supporting youth work? What's the role of CoE and ECYC?

Recommendations 5 & 6

Where should I look to find research on youth work in your country? How would you "sell" youth work in one sentence?

Recommendation 7

What qualities should the youth centre of your dreams have?

Participants' answers to these questions show that **youth work differs** from one European country to another not just with regard to practices, but also when it comes to policies (ex. some countries have several national strategies for youth work, some have none), funding (ex. youth work financed through the lottery, by the Church or no public funding), education of youth workers (ex. University degrees in some countries, few or no training opportunities available in others), recognition (volunteer-led youth work vs. paid youth workers), research and more.



The aim of this activity was for participants to **map youth work** in their realities and become familiar with 6 of the 7 recommendations. It was evaluated by many of them as one of the most interesting and fun parts of this study session, highlighting how they would have not been able to understand the content of these recommendations if it wasn't for the questions and discussions afterwards.

Following the treasure hunt, we spent some time analysing the **principles** of youth work and the **measures** listed in recommendation 3. Participants were asked to match 6 principles (voluntary and active participation, equality of access, openness and flexibility, rights-based, inclusive and centred on young people) with their descriptions, but the activity turned out to be confusing for some of them, as some descriptions could have matched different principles (ex. "openness and flexibility" and "inclusive" were often mismatched). They also received a diagram indicating "very important" and "not important" on a vertical line and "happens a lot" and "never happens" on a horizontal line. With their own realities in mind, they placed the different measures along the lines of the diagram.

According to several participants, meeting the Head of the Youth Department of the Council of Europe **Antje Rothmund** was *the* most interesting part of the study session. Antje gave some background information (Annex 4.3.) on the Recommendation on Youth Work ("the purpose of this Recommendation is to tell others that we are superheroes!", she said) and delivered an inspirational speech on the impact that participants' engagement in the implementation of the Recommendation will have. In particular, she encouraged them to be strong **advocates** for youth work, promoting youth work as such and not as a means to something else, and to practice their ability to describe the outcomes of youth work to decision-makers. With regard to their action plans, she advised participants to think about what gaps they should try to fill and what is missing in their realities. Lastly, participants asked Antje a variety of questions, including on topics such as duties and responsibilities of youth workers, the CoE quality label for youth centres, recognition of the profession of youth worker and how to prevent the instrumentalisation of youth work.



After a long, content-heavy day, participants gathered in regional groups (ex. southern-European countries, Eastern countries etc.) and reflected on their realities with the help of the following guiding questions:

- What does youth work look like where you live? Is it similar to someone else's here?
- Thinking about the "jungle of youth work", what are the main challenges that *you* as a youth worker or youth leader face?
- What should be done to support the development of youth work in your reality?
- Now that you know of this Recommendation, what makes you excited? What worries you?

This way, participants started to think about which gaps their action plan should aim to fill and how the Recommendation can help them do that.

### 3.3 Advocacy for Youth Work

The focus of days 3 and 4 was on strengthening participants' understanding and knowledge of what youth policy and advocacy are. We started by asking them to answer the following questions in small groups:

1. What makes a policy a **youth policy**?

It's focused on young people and their issues, endorsed by young people, uses input and feedback by young people, young people have taken part in decisions etc.

2. Why are youth policies necessary?

To represent young people's views, create uniformity of rules across a region or country, support youth work, promote young people's rights, tackle challenges of young people, empower youth workers etc.

3. Who are the main stakeholders in youth policy?

Young people, youth organisations, youth workers, youth clubs, civil society, students, schools, Universities, municipalities, institutions, politicians, media, parents, private sector, CoE etc.

The facilitators further analysed the concept of youth policy with the help of the CoE's definition (Annex 4.4.) and the video "Introduction to Youth Policy"<sup>2</sup> developed by the EU-CoE Youth Partnership. Then, participants received copies of the CoE publication "Self-assessment tool for youth policy"<sup>3</sup> and filled out some of its parts, starting with a self-assessment of youth work in their realities (page 13). They also received copies of the European Youth Forum's "Toolkit on Quality Standards for Youth Policy"<sup>4</sup>.



In connection to the concept of policy, we introduced "**advocacy**" as the presentation to decision-makers of a policy-based solution to an issue. We highlighted some of the features of advocacy for youth policy (rights-based approach, evidence-based, no instrumentalisation, involving young people and their perspectives), gave some tips on how to advocate successfully and discussed good practices with the help of short plays by the participants. Indeed, small groups acted out different advocacy scenarios, such as a youth club leader asking for funding to their municipality, youth workers setting up a campaign about better

<sup>2</sup> <https://www.coe.int/en/web/youth/about-youth-policy>

<sup>3</sup> <https://rm.coe.int/self-assessment-tool-for-youth-policy-english/16808d76c5>

<sup>4</sup> [https://www.youthforum.org/sites/default/files/publication-pdfs/Toolkit\\_Quality\\_Standards.pdf](https://www.youthforum.org/sites/default/files/publication-pdfs/Toolkit_Quality_Standards.pdf)

recognition for youth work and experts participating in a high-level roundtable. Although some participants felt uncomfortable playing a character in front of others, several of them found the activity useful to understand better the different forms that advocacy for youth work might take.



Discussions on advocacy continued on day 4 with presentations of advocacy practices by participants' own organisations. We called this activity the "Market of Advocacy Ideas", as each participant had the chance to present, as well as to visit various "shops" and listen to presentations by their peers. These focused on a range of topics, including a campaign on recognition of youth work in Serbia, the "Logbook" by Swedish youth work organisation KEKS, Youth Work Ireland's campaign on sexual education, Slovakia's first regional Youth Strategy and more. In order to collect ideas for their action plans, participants were requested to fill out a "shopping list", while listening to the presentations. The list contained the following questions:

- *People* - Who are supporters of youth work? Who could be against?
- *Places* - Which institutions were presented as places where decisions are made for youth work? Please, map here conferences and other important events for youth work.
- *Power* - In the example you just heard, who had the power to decide? Was it a formal power (because of someone's job or role) or informal power (friendships, connections, experiences)?
- *Tools* - Which activities were done to advocate for youth work in this example? Were specific advocacy tools used? Which strategies worked well?

Speaking of tools, the following activity aimed to provide a list of resources that could be useful to participants when implementing their action plans. We welcomed Céline Guth and Susan Cross from the **European Youth Foundation**, who explained how to apply for funding for activities (Annex 4.5.) and took the time to answer participants' questions and doubts. Then, Andrea presented ECYC's #ValueYouthWork campaign and how ECYC can play a supporting role in participants' actions. Lastly, Stefan gave an overview of the work of the EU-CoE Youth Partnership on the topic of youth work.

### 3.4 Developing Action Plans

As a final step before diving into the development of action plans, participants were asked to do a SWOT analysis to assess the needs of their **organisation** and, this way, develop a clearer idea of what they could implement and achieve. To guide their assessment, the team prepared a set of questions:

- Strengths - What is a success story of your organisation in youth work? What are the human resources, capacity and competences of your organisation in youth work? What do you do better than other youth work organisations?

- Weaknesses - What are the biggest internal challenges that your organisation is facing at this moment? Does your organisation have the capacity to undertake new initiatives/ project/ advocacy campaigns? What does your organisation need to advocate better?

- Opportunities/Threats - Are there any youth work policy developments in your country at the moment? Who could support the implementation of the CoE Recommendation on Youth Work in your country? Who could be against it? What kind of resources does your organisation have access to and what is missing?

Afterwards, participants started working on their **action plans**, either individually or with someone from the same organisation. Their task was to develop an advocacy action that they would implement with the support of their organisation and that would refer to the CoE Recommendation on Youth Work. To help them, the team prepared a template with several guiding questions:

- What is the context in which this action plan is developed?
- Which are the issues that you want to address?
- What do you want to achieve with this plan?
- How is your action plan related to the CoE Recommendation on Youth Work?
- What concrete activities do you need to implement in order to meet the expectations you have for this action plan?
- Who are the *people* in your action plan? - Who is most likely to support your action plan? Which groups, organisations or individuals might disagree with your plan?
- Which *places* are relevant for your action plan?
- Who has the *power* to make the change that you want? Who decides for youth work and how do you approach them? Who doesn't have power?
- How do you foresee to work with the different stakeholders? (public institutions, other NGOs, ECYC, CoE etc.)
- How are you going to fund your action plan? What kind of external support are you going to use?
- Why *only you* can do this?

While participants worked on the action plans, the prep-team stayed at their disposal for questions, inputs or feedback. In some cases, participants expressed the feeling that they didn't have the authority to make their organisation commit to something. Others admitted that they didn't know their organisation well enough to be able to say with certainty what would be achievable. In these occasions, the prep-team's support was helpful and allowed participants to feel more confident about their action plan ideas. This said, other opportunities for requesting and providing feedback were made available throughout the final day of the study session. Before finalising their action plans, participants got to pitch their ideas to their peers,

as well as to Liva Vikmane from the European Youth Forum and Sebastian Vogt from the Advisory Council on Youth of the CoE, who are members of the **high-level task force** set up in the framework of the Recommendation on Youth Work to oversee and support its implementation. Via conference call, Liva and Sebastian listened to participants' ideas and provided updates on the work of the task force.



The study session ended with presentations of the action plans, followed by a closing evaluation and wrap-up. Participants were invited to deliver a one-minute pitch and "sell" their action plan ideas to the rest of the group, who could, in the meantime, write down feedback on post-its or, once the presentation was over, talk about it with the presenter. Participants' ideas for action plans were interesting and exciting - you'll find them listed in the next session of this report!





#### **4. Results and follow-up activities**

The assessment completed by participants and the prep-team at the end of the week showed that the study session fully met its aim and objectives. What follows are the main conclusions that can be drawn from the discussions that took place throughout the different activities.

Firstly, youth work in Europe really is like a jungle. Practices, policies, strategies, funding systems and levels of recognition, just to mention a few aspects, often differ not only from one country to another, but even between regions within the same territory. This said, youth work across Europe does present some commonalities, such as the values it is founded on and its dedication to the well-being of young people. While all participants agreed that the status of youth work in their country needs to improve, it must be pointed out that countries such as Sweden and Norway are more advanced than others (i.e. Romania and Armenia) when it comes to recognition and support for youth work. Therefore, one of the difficulties has been to identify different approaches to solve distinct challenges. The Recommendation on Youth Work provides a useful framework for this, as it encompasses different aspects of youth work and is broad enough to be used to advocate for diverse measures and actions at all levels.

Secondly, it was stressed several times that this Recommendation would not be properly implemented without the intervention and support of youth workers and youth leaders across Europe. Unfortunately, as Antje Rothmund put it, youth workers often restrain (or are prevented) from getting involved in advocacy and policy implementation. This needs to change. The Recommendation on Youth Work represents a key that opens the doors to decision-makers' rooms and is useful to ensure that positive change for youth work does take place. Participants recommended that the CoE continues to provide opportunities for youth workers to learn all about the Recommendation and highlighted the relevance of being supported by transnational networks such as ECYC. Moreover, there is a multitude of useful tools out there that practitioners are still unaware of, such as the CoE Youth Work Portfolio and the youth policy self-assessment tool, which would play an important role in supporting youth workers' claims and actions. Further efforts are needed to make them known to practitioners.

Lastly, the spotlight must go to the most concrete outcomes of this study session: the **action plans** that participants developed during the last two days, but actually spent the whole week conceiving and planning using the information they received. They are quite diverse and tackle different aspects of youth work, such as education of youth workers, national quality standards for youth work and legislation. Some refer to the Recommendation as a whole, while others focus on determined sections or single recommendations. They also differ when it comes to the timeline: they cover time frames that go from a few weeks to over a year. Here is a summary of all action plans as presented on the final day of the study session:

##### UK Youth - UK

Plans to ensure that the Recommendation is referenced within organisational policy and to engage in awareness raising activities about the Recommendation within the five nations regional youth work cooperation.

##### Youth Council of Prešov Region - Slovakia

Organise a study session for youth workers from the Prešov region and train them to engage in municipal advocacy.

Federação Nacional das Associações Juvenis (FNAJ) - Portugal

Focus on online competency-based portfolio for youth workers, using the CoE Youth Work portfolio as a basis. They will also use their close relationship with the state to advocate with the Recommendation on key reforms, such as introducing paid youth workers and formal education pathways i.e. vocational college credits for volunteer work.

Youth worker from Montenegro

An ambitious plan to engage municipal political actors in dialogue to create a national action plan on the development of youth work in the context of the Recommendation.

Youth Work Iceland Samfés - Iceland

Lack of coherence of education frameworks: each municipality has diverse understandings of what constitutes a youth worker. Using the Recommendation, they will work to harmonise these frameworks.

DEIS Association - Romania

Coordinate grassroots initiatives to advocate regionally for paid youth workers, as well as organise a national push on the matter.

Federation of Youth Clubs of Armenia (FYCA) - Armenia

Elaborated plan that includes translating the Recommendation into Armenian, disseminating it, using it to identify the main principles of youth work for the Armenian context and engaging in advocacy with the state on a legal framework for youth work.

Ungdom og Fritid - Norway

Use the Recommendation to develop a quality standards framework for youth work. Digital dissemination campaign on the Recommendation and the quality label for youth centres.

National Assembly of Youth Organisations of the Republic of Azerbaijan (NAYORA) - Azerbaijan

Engage rural youth via projects and with the support of member organisations. All while referencing the Recommendation.

Youth Work Ireland - Ireland

Reform youth participation structures at national level to ensure that the implementation of policies is youth-led.

Youth Worker from Greece

Plan to advocate for quality standards for youth centres. Begin at regional association level and then advocate nationally.

KOKEN - Cyprus

First research decision-making structures regarding youth work policy in Cyprus, then find entry points for advocacy on strengthening youth organisations.

NAPOR - Serbia

Organise a national conference on the value of youth work with the aim to create a series of regional and national advocacy plans.

### PRONI – Bosnia and Herzegovina

CSOs and the Ministry will together create and sign a memorandum of agreement on youth work drawing on the Recommendation. This document will strongly push a cross-sectorial approach to youth and youth work in Bosnia and Herzegovina.

### KEKS - Sweden

Engage with national stakeholders and form a series of quality standards for youth work drawing on the Recommendation. Also, create an online platform for the assessment and display of competences of youth workers.

### CRH Asbl - Belgium (Wallonie)

Very specific advocacy plan to amend the decree on youth work (including the extension of "youth" from 26-year-olds to 30).

### FORMAAT - Belgium (Flanders)

Advocate for the introduction of paid youth workers. Build a municipal coalition and advocate at local level for more support.

### Youth Worker from Ukraine

Use the Recommendation to promote the concepts of media literacy, Non-Formal Education, critical thinking skills, quality youth work and youth work as a means to prevent radicalisation in Ukraine.

### Ungdomsringen - Denmark

Provide more international opportunities for young people and promote them more to other regional associations. Engage with DUF (Danish Youth Council) and attempt to bring youth work higher on their agenda.

### Youth Worker from Georgia

Use the Recommendation to help establish a legal framework for youth work. Connect regional platforms together to form a national platform that can push this framework. Focus on financial support for youth work.

The main **follow-up** to the study session is the implementation of these action plans. Ever since the end of the study session, participants have been posting updates on their action plans in a closed Facebook group<sup>5</sup>, this way keeping others motivated to move forward with their own action plans. It's been a joy seeing participants leave the study session full of enthusiasm and witnessing that the majority of them is, two months later, still excited about contributing to the establishment and development of youth work in their country with the help of the Recommendation and of everything else they learned in Strasbourg. As one of the participants said during the closing moments of the study session, "it really is up to us now".

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<sup>5</sup> <https://www.facebook.com/groups/248036036136230/>



**Thomas Petit**  
March 20

Actionplan in Action! An update for the ones interested.  
Had a productive meeting yesterday with the Alderman of Youth, the regional youthclub organisation Formaat and some boardmembers of the youthclub. The Alderman of Youth is convinced of the importance of a paid youthworker. It will be harder to convince her colleges. We're not there yet but we're definitely going to a more productive coöperation between the local government and the youthclub.  
Greetings from Belgium!



👍👏🙌 23

3 Comments · Seen by 37



**Maty Mihafko**  
Founding Member · March 22

Board members (including me) of the Youth council of Prešov Region have just approved my action plan for the Recommendation and sending you lots of love 🇸🇰🇧🇪🇨🇿❤️ #itsuptousnow



👍👏🙌 22

3 Comments · Seen by 37



**Garik Khachatryan**  
Founding Member · March 28

Dearst!  
Today, on 28th of March, we did an info session at Federation of Youth Clubs of Armenia (FYCA). We told Armenian Youth workers about our study session, Action plan and our future steps! The meeting was so productive so the best is yet to come ❤️❤️



👍👏🙌 17

3 Comments · Seen by 38



**Harun Sabanovic** is with @Jasmina Banjaluckic.  
April 23 at 8:26 PM

Hi people, here is our conference that we have implemented today. One of the subjects was Recommendations of the Committee of Ministry on youth work to member states. Participants comes from Youth councils, Institutions on entity and national level. Also UN organisation IOM, and OSCE in BiH. That was in my action plan from Strasbourg, I am so happy about it.





**Gayane Barseghyan** shared a post  
March 26

Hey hey here we goooo... we got great news for You...  
Ready made Armenian translation of the Recommendation done by our Armenian team...  
We did it so that more young people and youth workers could have an access to it here in Armenia. As we planned in our action plan the next we will share with you will be the meeting with youth clubs and organizations. So keep up with us 😊 and see what we Armenian team together did with the following link.  
<https://www.facebook.com/115757744615673/posts/1239698289488274/?app=fbi>



**Maty Mihalko** shared a link  
Founding Member - April 29 at 10:54 AM

Hey guys. 😊 I just wanted to mention that I just received translated version of the Recommendation into Slovak from the government for the correction 😊  
It's up to us now! 🙌



👍🙌🔥 18

4 Comments Seen by 36

## *Annex I - Programme*

### **Sunday, 10<sup>th</sup> March 2019**

Arrival of participants

19:00 Dinner

21:00 Welcome evening

### **Monday, 11<sup>th</sup> March 2019**

09:15 Opening with welcoming words from Tina Mulcahy, Executive Director of the European Youth Centre Strasbourg

Introduction to the Council of Europe

Introduction to the European Confederation of Youth Clubs

Introduction to the Study Session, aims and objectives,

Presentation of the team, working methods

Presentation of the Programme and participant's expectations

11:00 Break

11:20 Team Building activity

Discussing ways for working together

12:50 Lunch

15:00 Youth Work: Finding a Common Understanding

Mapping of different youth work realities in Europe

Reflection on the purpose, approach, target groups, challenges, roles of youth workers and online dimension of youth work

16:30 Break

17:00 Conclusions on the diversity of youth work in Europe:

Introduction to the Council of Europe's Youth Work Portfolio

18:30 Reflection group

19:00 Dinner

21:00 Intercultural Evening

### **Tuesday, 12<sup>th</sup> March 2019**

09:15 Introduction to the Council of Europe's policies supporting youth work, notably the Committee of Minister's Recommendation on Youth Work

Understanding the content of the Recommendation on Youth Work

- Recommendations to member states for supporting youth work

- Definition and scope of youth work

11:00 Break

11:20 Understanding the content of the Recommendation on Youth Work

- Principles of the Recommendation

- Measures proposed within the Recommendation

12:50 Lunch break

15:00 Input and exchange with Antje Rothmund, Head of the Youth Department, on the Recommendation on Youth Work

16:30 Break

17:00 The role of the Recommendation in the youth work field

Matching youth work realities with youth policy

18:30 Reflection group

19:00 Dinner

21:00 Karaoke Night

**Wednesday, 13<sup>th</sup> March 2019**

09:15 Introduction to Youth Policy  
Assessment of own Youth Policy  
11:00 Break  
11:20 Advocacy 101  
12:50 Lunch break  
Visit to the Council of Europe's Palais  
Free Afternoon in the city  
19:00 Dinner out in the city

**Thursday, 14<sup>th</sup> March 2019**

09:15 Presenting good practices of advocacy activities to promote / develop youth work  
11:20 Break  
11:30 Tools & Resources for further local / national work on youth work development  
- Presentation of the Partnership between the Council of Europe and the European Union in the field of Youth  
- Funding opportunities from the European Youth Foundation  
12:50 Lunch  
15:00 Building organisational action plans  
Needs Assessment – Identifying the gaps in youth work development  
16:30 Break  
17:00 Creating organisational action plans  
18:30 Reflection group  
19:00 Dinner  
21:00 Evening activity to promote sharing of ideas and networking

**Friday, 15<sup>th</sup> March 2019**

09:15 Finalisation of the Action Plans  
11:20 Break  
11:30 Presentation of the Action Plans  
12:50 Lunch  
15:00 The Future of Youth Work: Exchange with Members of the High-Level Task Force on Youth Work  
16:30 Break  
17:00 Evaluation of the Study session  
Closing  
19:00 Dinner  
21:00 Farewell Party

**Saturday, 16<sup>th</sup> March 2019**

Departure of participants

## *Annex II - List of participants*

### **Participants**

#### **Armenia**

Gayane Barseghyan - FYCA, Federation of Youth Clubs of Armenia

Hrayr Poghosyan - FYCA, Federation of Youth Clubs of Armenia

Garik Khachatryan - FYCA, Federation of Youth Clubs of Armenia

#### **Azerbaijan**

Fatima Valiyeva - NAYORA, National Assembly of Youth Organizations of the Republic of Azerbaijan

Huseyn Mammadov - NAYORA, National Assembly of Youth Organizations of the Republic of Azerbaijan

#### **Belgium**

Giulietta D'Ugo - Coordination CRH

Thomas Petit – Formaat

#### **Bosnia and Herzegovina**

Harun Sabanovic, PRONI

#### **Cyprus**

Meropi Zymaride - KOKEN, Cyprus Youth Clubs Organisation

Marinos Petrou - KOKEN, Cyprus Youth Clubs Organisation

#### **Denmark**

Emilia Chantell Lind - Ungdomsringen

#### **Georgia**

Ana Mosiashvili

Margush Akopyan

#### **Greece**

Charalampos Kyritsis

#### **Iceland**

Arnór Gauti Jónsson - Samfés, Youth Work Iceland

Elsa Gehringer - Samfés, Youth Work Iceland

Sandra Jónasdóttir - Samfés, Youth Work Iceland

#### **Ireland**

Deborah Fakeye - Youth Work Ireland

#### **Italy**

Fiorella Spizzuoco



## **Montenegro**

Miloš Marković

## **Norway**

Kristoffer Mathisen - Ungdom og Fritid

Trine Ottosen - Ungdom og Fritid

## **Portugal**

João Carlos - FNAJ, Federação Nacional das Associações Juvenis

Inês Silva - FNAJ, Federação Nacional das Associações Juvenis

Diogo Gaio Chaves - FNAJ, Federação Nacional das Associações Juvenis

## **Romania**

Raul Fozecaş - Asociația pentru Dezvoltare prin Educație, Informare și Susținere, DEIS

Bianca Ioana Tătar - Asociația pentru Dezvoltare prin Educație, Informare și Susținere, DEIS

## **Serbia**

Nedeljka Borojevic, NAPOR

## **Slovak Republic**

Matúš Mihalko, Presov Youth Council

## **Sweden**

Mia Herman – KEKS

## **Ukraine**

Svitlana Nazaruk

## **United Kingdom**

Jamie Scriven - Youth Cymru

Maya Darnton - UK Youth

## **Preparatory team**

Andrea Casamenti - ECYC, European Confederation of Youth Clubs

Ioana Maria Șurubaru - ECYC, European Confederation of Youth Clubs

Robert Nesirky - ECYC, European Confederation of Youth Clubs

Diana Yeghiazaryan - ECYC, European Confederation of Youth Clubs

Aiste Slajute - Eurobug, International Youth Work Training and Collaboration Ltd.

## **Council of Europe**

Sebastian VOGT, Advisory Council on Youth (visio)

## Secretariat

Antje ROTHERMUND, Head of the Youth Department, Council of Europe

Susan CROSS, European Youth Foundation

Céline GUTH, European Youth Foundation

Stefan MANEVSKI, Educational Advisor, Youth Department

Nina KAPOOR, Programme Assistant, Youth Department

*Annex III - List of links where information about the study session was posted online to ensure visibility*

### **ECYC website:**

<https://www.ecyc.org/news/call-open-study-session-youth-work-policy-europe-its-us>

### **Council of Europe website:**

<https://www.coe.int/fr/web/youth/-/call-for-applications-study-session-youth-work-policy-in-europe-it-s-up-to-us->

[https://www.coe.int/en/web/youth/-/youth-work-policy-in-europe-it-s-up-to-u-1?fbclid=IwAR2quZRTx-Br\\_JcnwayGzgwXnDP3q1rml-bqDDZIG\\_InCTf0RcSattZuZEo](https://www.coe.int/en/web/youth/-/youth-work-policy-in-europe-it-s-up-to-u-1?fbclid=IwAR2quZRTx-Br_JcnwayGzgwXnDP3q1rml-bqDDZIG_InCTf0RcSattZuZEo)

### **ECYC Facebook page:**

<https://www.facebook.com/EuropeanConfederationofYouthClubs/posts/10156984419727509>

<https://www.facebook.com/EuropeanConfederationofYouthClubs/posts/10157000170967509>

<https://www.facebook.com/EuropeanConfederationofYouthClubs/posts/10157024013132509>

<https://www.facebook.com/EuropeanConfederationofYouthClubs/posts/10157056617052509>

<https://www.facebook.com/EuropeanConfederationofYouthClubs/posts/10157068210382509>

<https://www.facebook.com/EuropeanConfederationofYouthClubs/posts/10157082096397509>

<https://www.facebook.com/EuropeanConfederationofYouthClubs/posts/10157203464537509>

<https://www.facebook.com/EuropeanConfederationofYouthClubs/posts/10157206291177509>

<https://www.facebook.com/EuropeanConfederationofYouthClubs/posts/10157209741587509>

<https://www.facebook.com/EuropeanConfederationofYouthClubs/posts/10157214832127509>

<https://www.facebook.com/EuropeanConfederationofYouthClubs/posts/10157245363102509>

<https://www.facebook.com/EuropeanConfederationofYouthClubs/posts/10157255637937509>

Each post reached no less than 2000 people.

Posts promoting the study session were also shared on Facebook groups and pages not run by ECYC (ex. member organisations, partners, other youth organisations etc.).

Closed **Facebook group for participants** in the study session:

<https://www.facebook.com/groups/248036036136230/>

### **Instagram posts:**

[https://www.instagram.com/p/Btbfnt5hWQe/?utm\\_source=ig\\_share\\_sheet&igshid=yp1848udww9h](https://www.instagram.com/p/Btbfnt5hWQe/?utm_source=ig_share_sheet&igshid=yp1848udww9h)

[https://www.instagram.com/p/BvKDTKpB5fk/?utm\\_source=ig\\_share\\_sheet&igshid=prcswswtk00d](https://www.instagram.com/p/BvKDTKpB5fk/?utm_source=ig_share_sheet&igshid=prcswswtk00d)

**Shared folder** with pictures, presentations and publications:

<https://drive.google.com/open?id=1IFXUqrO2XZrUbS2GXqPMINgd5yYfyySR>

*Annex IV - List of references used*

CoE Recommendation on Youth Work

<https://www.coe.int/en/web/youth/adopted-texts?fbclid=IwAR3U23Z3WfnUQNDreyj6ggSSJFU2g7jMGa7CBHy8OBBRQu05z1MXeyyS4S4>

Mapping the educational and career paths of youth workers - Part I. Report by EU-CoE Youth Partnership

[https://pjp-eu.coe.int/documents/1017981/11516594/01-Mapping\\_for+printing\\_without+maps.pdf/192e0cd5-5e74-7d38-76cd-2ba3d108bb43](https://pjp-eu.coe.int/documents/1017981/11516594/01-Mapping_for+printing_without+maps.pdf/192e0cd5-5e74-7d38-76cd-2ba3d108bb43)

Mapping the educational and career paths of youth workers - Part II. Diversity of practice architectures by EU-CoE Youth Partnership

[https://pjp-eu.coe.int/documents/1017981/11516594/02-138018\\_partII-SCRIB.pdf/c35f1d87-b007-6cdb-24a9-825d6c57605f](https://pjp-eu.coe.int/documents/1017981/11516594/02-138018_partII-SCRIB.pdf/c35f1d87-b007-6cdb-24a9-825d6c57605f)

Self-assessment tool for youth policy by Council of Europe

<https://rm.coe.int/self-assessment-tool-for-youth-policy-english/16808d76c5>

A Toolkit on Quality Standards for Youth Policy by European Youth Forum

[https://www.youthforum.org/sites/default/files/publication-pdfs/Toolkit\\_Quality\\_Standards.pdf](https://www.youthforum.org/sites/default/files/publication-pdfs/Toolkit_Quality_Standards.pdf)

Introduction to youth policy video by EU-CoE Youth Partnership

<https://www.coe.int/en/web/youth/about-youth-policy>

Essentials of Youth Policy by EU-CoE Youth Partnership

[https://pjp-eu.coe.int/documents/1017981/7110668/Brochure+Youth+Policy+Essentials.pdf/79333ff6-5d54-cc68-bc4f-305168a6b3a9?fbclid=IwAR1C6bbAe\\_bJBMqoNpDPJA7zG5OdVmvnLFQT41AC1IvpkIMZCKRtEfpIW1k](https://pjp-eu.coe.int/documents/1017981/7110668/Brochure+Youth+Policy+Essentials.pdf/79333ff6-5d54-cc68-bc4f-305168a6b3a9?fbclid=IwAR1C6bbAe_bJBMqoNpDPJA7zG5OdVmvnLFQT41AC1IvpkIMZCKRtEfpIW1k)

#valueyouthwork campaign by ECYC

<https://valueyouthwork.com/>

“A Vision for European Youth Work” MOOC by ECYC

<https://europeanyouthwork.com/>

History and definitions about  
**Youth Work...**



'Youth work is a broad term covering a large scope of **activities of a social, cultural, educational or political nature both by, with and for young people**. Increasingly, such activities also include sport and services for young people. Youth work belongs to the area of 'out-of-school' education, as well as **specific leisure time activities** managed by **professional or voluntary youth workers** and youth leaders and is based on **non-formal learning processes and on voluntary participation**'

Resolution on a renewed framework for European co-operation in the youth field, Peter Lauritzen

**A brief history of youth work**

-  Between school systems and poverty relief
-  Wandervögel, patronages or oratorio (Don Bosco)
-  social practice between private aspirations of youth and public expectations for youth
-  Video: <https://www.youtube.com/watch?v=1L4v0X00>

**Defining youth work**

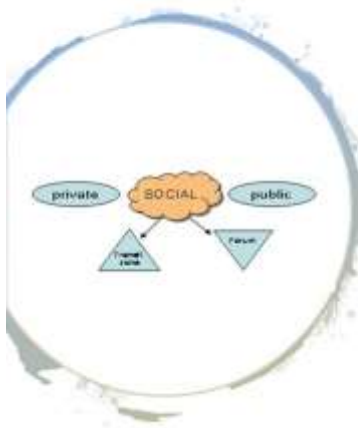


Youth work helps young people to reach their full potential. It encourages personal development, autonomy, initiative and participation in society.

- Youth work has three essential features:
1. Young people choose to participate
  2. The work takes place where the young people are
  3. It recognises that the young person and the youth worker are partners in a learning process

European Commission, EU Youth Strategy

**A brief history youth work**



- Baden-Powell – Scouting 'guided without dictation' (transit-zone approach)
- Cardijn - the Catholic Worker Youth (social forum)
- Non-democratic Youth Work (any ideas?)
- Youth work within other (education, social work, culture, sports)

**Defining youth work**

Actions directed towards young people regarding activities where they take part voluntarily, designed for supporting their personal and social development through non-formal and informal learning



Quality Youth Work: A common framework for the further development of youth work Report from the Expert Group on Youth Work Quality Systems in the EU Member States (2015)



- What's your definition of youth work?  
*National/local/organisational?*
- Why history matters when we talk about youth work?
- Why definitions matter when we talk about youth work?

## Annex 4.2.



Online tool that helps individuals, teams and organisations doing youth work to understand and develop their competence



This tool can also be used by trainers, youth work managers and policy makers and all those interested in youth work

### My Portfolio



Competence is the "ability to do something successfully or efficiently".

When one person is competent, they can apply what they know to do a specific task or solve a problem and they are able to transfer this ability between different situations.



## What do the competences mean?

Function 1: Address the needs and aspirations of young people

2: Provide learning opportunities for young people

3: Support and empower young people in making sense of the society they live in and in engaging with it

4: Support young people in actively and constructively addressing intercultural relations

## What do the competences mean?

5. Actively practise evaluation to improve the quality of the youth work conducted

6. Support collective learning in teams

7. Contribute to the development of their organisation and to making policies / programmes work better for young people

8. Develop, conduct and evaluate projects

## Function 1. Address the needs and aspirations of young people

### **COMPETENCE 1.1 Build positive, non-judgemental relationships with young people**

*This involves:*

- Skills: democratic leadership, active listening
- Attitudes and values: curiosity, empathy, self-awareness, confidentiality, interest in young people's views

### **COMPETENCE 1.2 Understand the social context of young people's lives**

*This involves:*

- Knowledge: situation, status and condition of (youth in) society
- Skills: analysis, information management

### **COMPETENCE 1.3 Involve young people in the planning, delivery and evaluation of youth work using participatory methods, as suitable**

*This involves:*

- Knowledge: interests, concerns and needs of young people
- Skills: active listening, identification of aims, needs analysis, facilitation, group management
- Attitudes and values: honesty, patience, interest in young people's views, openness

### **COMPETENCE 1.4 Relate to young people as equals**

*This involves:*

- Knowledge: ethics of youth work
- Skills: representing one's own identity as a youth worker
- Attitudes and values: being ready to be challenged, solidarity, interest in young people's views

### **COMPETENCE 1.5 Demonstrate openness in discussing young people's personal and emotional issues when raised in the youth work context**

*This involves:*

- Knowledge: ethics of youth work
- Skills: management of one's own emotions
- Attitudes and values: active listening, openness, patience, sensitivity, emotional stability, trustworthiness, honesty, transparency, confidentiality, empathy, interest in young people's views

Annex 4.3.



**Recommendation CM/Rec(2017)4**  
of the Committee of Ministers  
to Member States on  
**Youth Work**

[www.coe.int/youth](http://www.coe.int/youth)



The **Committee of Ministers**  
is the Council of Europe's  
(highest) statutory **decision-making body**.

It is made up of the  
**Ministers for Foreign Affairs of 47 member States**



**Committee of Ministers' Recommendation**

- Are **not binding** for member States
- Are **accompanied by an explanatory memorandum** (to make it easier to understand and explain the context)
- In the youth field, there are **roadmaps with concrete steps for the implementation of recommendations** allowing for the **involvement of many stakeholders**



**Why a recommendation on youth work?**

- **Access to youth work is unequal across Europe**
- **Youth work quality is not guaranteed**

**Young people should get**

- a "package" of enabling and formative experiences, **support possible to help young people on their way to grow up and to become autonomous and active citizens**
- **space to experiment, develop and learn** outside of school and family
- **access to quality youth work** equally all over Europe



**Content of the Recommendation**

- Preamble
- Scope and purpose of the Recommendation
- Definition and scope of youth work
- Principles
- Measures
- **Recommendations to Member States**

The recommendation is accompanied by an explanatory memorandum and a glossary



2016- 2017 Drafting Process of 18 months

↓  
**Inclusive  
Participative  
Transparent  
Collaborative**

↓  
**Adoption by the Committee of Ministers in May 2017**

Drafting Group: 4 CDEJ members, 3 CCI members, a representative of the European Youth Forum (EYF), 8 representatives of youth work organisations, 1 representative of the European Youth Information and Counselling Agency (ERYICA), and the General Rapporteur for the 2nd European Youth Work Convention, Council of Europe Youth Department Secretariat.



Expert Group for Mapping Educational Paths of Youth Workers and Gathering Knowledge on Youth Work



????? In your country, is there.....a ?????

- Legislative frame for youth policy
- Legislative frame for youth work
  - a definition of youth work
- Professional associations/trade union of youth work
  - Training for youth workers – paid/volunteers
  - Vocational training, higher education

Recommendations to member States

- 1) Establishment/further development of *quality youth work* to be safeguarded; pro-actively supported within local, regional or national youth policies
- 2) Establishment of a *coherent and flexible competency-based frame for the education and training of paid and volunteer youth workers*
- 3) Support for the initiative of the CoE's youth sector to set up an *ad h* **high-level taskforce** of the relevant stakeholders in youth work in E
- 4) Fostering of *national and European research* on the different forms youth work and their value, impact and merit
- 5) Support of the development of *appropriate forms of evaluation of outcomes of youth work*; reinforcement of dissemination and impact CoE Youth Work Portfolio
- 6) Promotion of *CoE Quality Label for Youth Centres*
- 7) Contemplation of *measures and principles* proposed in Appendix

Principles (appendix)

Design and delivery of youth work are underpinned by:

- Voluntary and active participation
- Equality of access
- Openness and flexibility

Youth work should be:

- rights-based
- inclusive
- youth-centred



One specific measure

Establishment of a coherent and flexible competency-based framework for the education and training of paid and volunteer youth workers

- Development of a set of expected core competences of youth workers with relevant stakeholders
- Establishment of frameworks, strategies, programmes and pathways for the training of youth workers
- Validation, certification and recognition of their competences
- Boosting the importance of the recognition of non-formal and informal learning



Some steps in the roadmap for implementation 2018-:

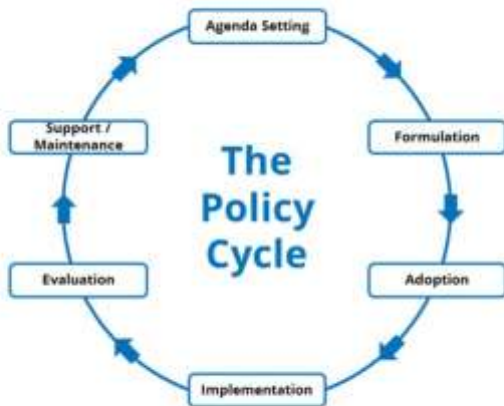
- **Ad hoc high-level task force on youth work** (3<sup>rd</sup> Mee Helsinki, 18-20 Feb 2019)
- **Seminar on Education and Training Pathways for Youth Workers**, CM Chairmanship of Finland, 20 -22 Feb 20
- **3<sup>rd</sup> European Youth Work Convention**, CM Chairmanship of Germany and EU Presidency 2020
- **A seminar to review progress** made after three years (2019/20)
- **Examine the progress in the implementation of the recommendation** after five years (2023)
- **YOUR SUGGESTIONS AND CONTRIBUTIONS AND HELP IN DISSEMINATION?**



Your footprints on the roadmap

**YOUR SUGGESTIONS  
CONTRIBUTIONS  
HELP IN DISSEMINATION  
????**





## Rights-based approach

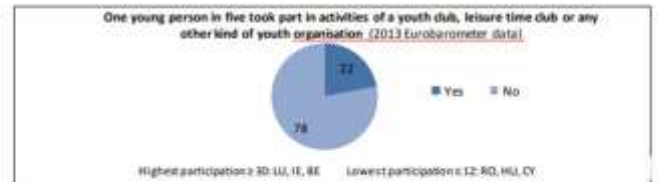
Needs based approach	Rights based approach
Young people deserve to take full part in decision making processes	Young people have a right to participate in decision making processes on all levels;
Young people need to be part of youth centers, and not stay on the streets;	Young people have the right for a quality personal development and out of school engagement, and authorities have the duty to provide quality youth support systems;
Young people should be employed	Young people have the right for quality support in job seeking

## What is a youth policy?

Youth policy is the set of policy measures that aim to support the development of young people in achieving their full potential.

Youth policy covers different policy areas and involves a wide range of stakeholders, both institutional and non-institutional.

## Evidence-based



Example:  
 An existing survey of young people showed that more than one young European (aged 15 to 30) in two participated (during the 12 months prior to the survey) in activities of at least one type of organisation named3 . Though not all organisations named always offer youth work, this data indicates that the reach of youth work is possibly significant.  
 Source: Flash Eurobarometer survey "European Youth: Participation in democratic life" (N.375).

## Centred on young people

### CoE & Youth Policies

According to the CoE, youth policies should promote these principles:

- be opportunity-focused rather than problem-oriented
- be based on human rights and democratic standards
- involve young people in their formulation and implementation
- create conditions for learning, opportunity and experience
- be based on robust data collection
- display a commitment to reducing 'policy gaps'



Centred on young people



Centred on young people



**HUMAN RIGHTS, DEMOCRACY AND THE RULE OF LAW** / **DROITS DE L'HOMME, DEMOCRATIE ET ETAT DE DROIT**

**COUNCIL OF EUROPE**

**EUROPEAN YOUTH FOUNDATION**

**COUNCIL OF EUROPE**

**3 PILLARS**

- HUMAN RIGHTS
- DEMOCRACY
- RULE OF LAW

**47 MEMBER STATES**

Not to be confused with the European Union.

**STRUCTURE**

**YOUTH DEPARTMENT**

- EDUCATION AND TRAINING DIVISION
- EUROPEAN YOUTH CENTRES
- EUROPEAN YOUTH FOUNDATION
- YOUTH POLICIES

EYF: A Division in the Youth Department of the Council of Europe Directorate of Democratic Citizenship and Participation

**EUROPEAN YOUTH FOUNDATION (EYF)**

- A fund set up in 1972 to provide financial support to European youth activities;
- Office: European Youth Centre in **Strasbourg** (France);
- Annual budget of approximately **3.7 million euros**;
- Around **800 youth organisations** registered;
- In 2017, **150 projects** (186 individual activities) were supported, out of **318 applications**.

**THE EYF SPIRIT**

**SUPPORT YOUTH NGOS**

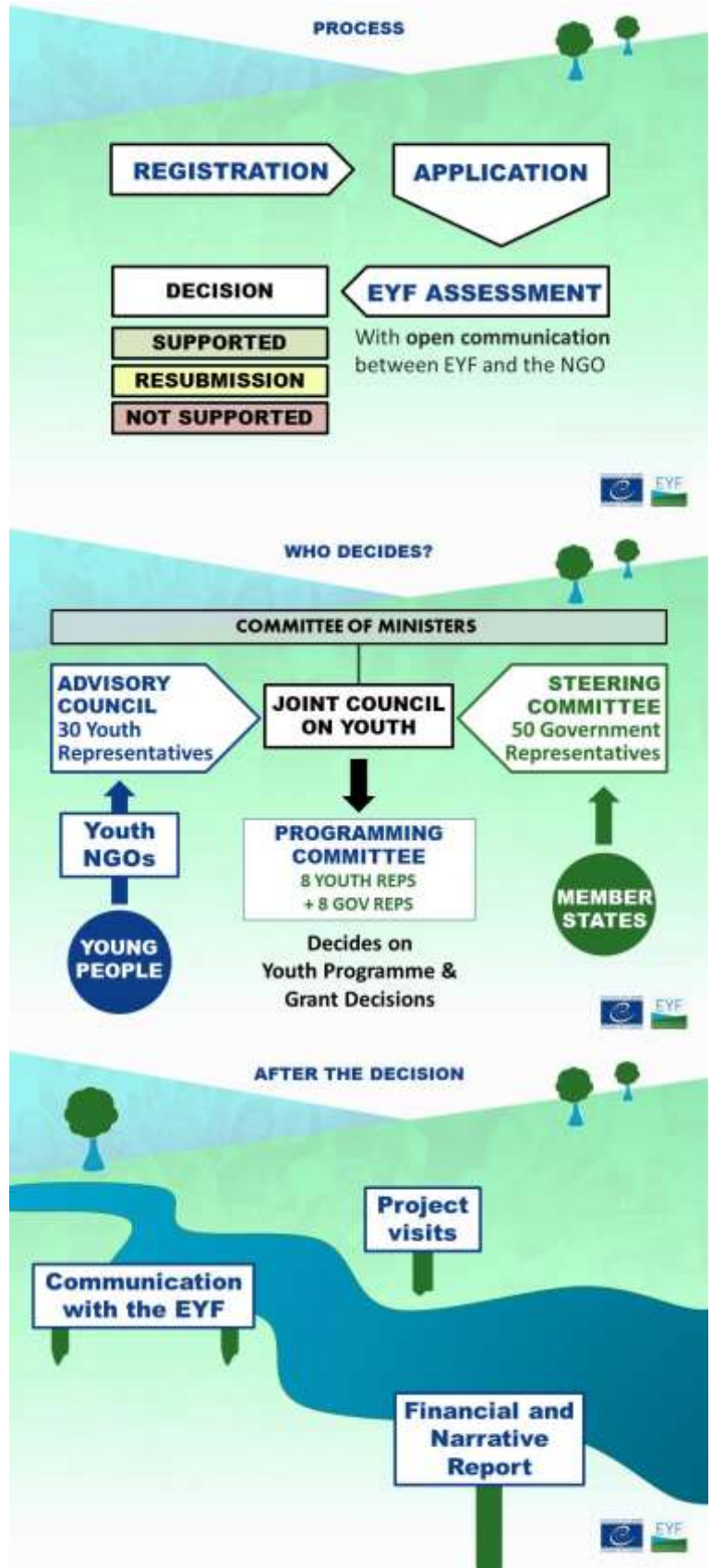
**PARTNERSHIP NOT JUST A DONOR**

**FOCUS ON CONTENT & METHODOLOGY**

**TWO-WAY COMMUNICATION**

**WHAT THE EYF SUPPORTS**

- BY, WITH AND FOR YOUNG PEOPLE
- NON-FORMAL EDUCATION
- YOUTH PROJECTS
- COE YOUTH SECTOR PRIORITIES
- GENDER PERSPECTIVE



## VISIBILITY



**#eyfcoe**

EYF also promotes your projects

## INFORMATION

This and more information is on our website

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