



DDP-YD/ETD (2022)191

Budapest, 26 August 2022

# Youth Work Lab

Report of the study session held by  
**Erasmus Student Network (ESN AISBL)**

in cooperation with the  
European Youth Department of the Council of Europe

European Youth Centre Budapest

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.

# Table of Contents

<b>Executive summary</b>	<b>3</b>
<b>Overview</b>	<b>4</b>
Background & the topic	4
Aims and objectives	4
Profile of the participants	5
Preparatory Team	6
<b>Programme</b>	<b>8</b>
Day 1: Introduction and Teambuilding	8
Day 2: Deep-Dive into Youth Work	10
Day 3: Youth Work Characteristics	14
Day 4: Group Work	16
Day 5: Finalisation and Closing	16
<b>Outcomes</b>	<b>17</b>
<b>Follow-up activities</b>	<b>18</b>
<b>Conclusion</b>	<b>19</b>
<b>Appendices</b>	<b>20</b>
Appendix 1: Educational Resources	20
Appendix 2: Final Programme	20
Appendix 3: List of participants	22
Appendix 4: Visibility	23

## Executive summary

From the 6th to the 10th of June 2022, the study session “Youth Work Lab” took place at the European Youth Centre, in Budapest. It was organised by the Erasmus Student Network, in cooperation with the Council of Europe.

The study session “Youth Work Lab” provided space for the participants to gain a strong understanding of Youth Work, its principles and the approaches related to it, and it also allowed the participants to share the realities related to their own countries. They were able to brainstorm solutions for overcoming the challenges that youth and youth workers face along with the influence that youth policies hold. This turned out to be an important milestone for them as it helped them realise how Erasmus Student Network as an organisation can fit into the landscape of Youth Work.

The participants had the opportunity to explore their own skills and competencies gained through their involvement in our network, which proved to be an important step in the process of youth work recognition. This reflection allowed them to create a bridge with their Youth Work competences and brainstorm about how these can be used in an external environment. In the last part of this study session, the participants developed materials that will allow them to further empower the youth and its involvement in their respective societies and identify their next steps.



# Overview

## Background & the topic

The topic of youth work, validation of competencies that youth workers develop as well as their recognition for a better position of youth in the labour market, and education and training of youth workers is one of the main focal points for the Erasmus Student Network. Our volunteers are key actors in their local communities who mobilise the international and local youth to actively contribute to their communities and become more involved in the topics of relevance to youth. In the process, they don't only develop themselves, they develop their peers and offer them a platform to become active citizens who actively shape their communities, and contribute to the elimination of barriers to participation and creation of new opportunities for youth.

For this reason, we have been working on designing and implementing actions that will help our volunteers learn and understand the importance of youth policies that shape youth work in their countries, the value of education and training opportunities, the benefits and importance of having a competence development framework as well as building a validation process leading towards the certification of their competences.

## Aims and objectives

The aim of the study session was to empower the participants to make the (first) steps towards the recognition of youth work and competencies of youth workers by cooperating with the key actors on the local, regional and national levels.

The objectives of the session were therefore defined as follows:

- Define youth work and increase awareness of the ways of reaching and including young people in activities;
- Increasing the awareness of the role and importance of youth work;
- Increase the awareness of the state of youth work and connected policies and practices in place across Europe;
- Increase the awareness and understanding of participants about the key documents in the field of the youth work - Committee of Ministers Recommendation CM/Rec(2017)4,

European Youth Work Agenda and the Final declaration, Compass - Manual for Human Rights Education with Young People and how it relates to them;

- Raise awareness about struggles and potential solutions on the topic of recognition of youth work, the key actors and how to achieve and nurture it;
- Participants mapping the next steps they can take.

## **Profile of the participants**

The open call for participants resulted in 30 selected applications, coming from thirteen countries: Croatia, Czech Republic, Finland, Georgia, Germany, Greece, Italy, Poland, Portugal, Romania, Serbia, Spain, and Turkey. The selection was done based on the following criteria:

- Gender and geographical balance,
- Most of the participants were between 18-30 years old,
- All participants had a good knowledge of English,
- Participants were persons actively involved in youth organisations, either as students or volunteers,
- Participants had diverse background and experience on the topic,
- Participants were interested in the topic, wanted to learn more about it and gain skills on how to bring the perspective into the local communities and organisation,
- Participants clearly defined their plan on how they will share the knowledge and skills gained in the project with their organisation and the local community,
- Participants confirmed that they will be able to get actively involved in the full duration of the study session.

All the participants are Erasmus Student Network volunteers and most of them are enrolled in a study programme in their country of residence. We had volunteers who are active on the local level, and many of those were members of national and international bodies of the network, thus connected to decision-making bodies as well as international project teams.

Some participants are part of ESN's pool of trainers (the Eduk8 Programme) who will be able to adequately facilitate training sessions, workshops, etc, at various local, national and international gatherings of the network.

## Preparatory Team

The preparatory team consisted of:

- **Céline Guerin - Course director**

Céline is the Events and Projects Officer at ESN. She holds a double Bachelor in Foreign Languages from the Catholic University of Angers, and a Master in International Relations and Intercultural Cooperation from the University of Lille. She previously worked for the French Ministry of Foreign Affairs and was based at the French Embassy in Laos, where she managed scholarships and organised activities and events to promote international mobility. Celine joined ESN first as an international student in Finland in 2014, then as a volunteer for ESN Lille in 2016, and since 2022, she is working in the Headquarters in Brussels. She coordinates projects and events related to competence development, recognition and validation of youth work and volunteering activities.

- **Margarita Kuvaldina - Training coordinator**

Margarita is a coach, facilitator, and personal development trainer. Since 2017 she has already impacted over 1500 people through delivering training on time management, team and personal efficiency, motivation, communication, and self-actualisation. Through her engineering background and professional experiences in IT consulting, NGOs, and the banking sector, she brings a broad understanding of different topics and environments to the table. Her technical background also gives her an edge in explaining concepts easily and productively. She lived long-term in 4 different countries and led multiple international teams, emphasising inclusion among members and respect for each other and different backgrounds.

- **Kacper Olczyk - Trainer**

From Łódź to Warsaw via Vienna, Berlin and Brussels - this was Kacper's path in the past decade. He worked as an engineer and graphic designer, and now with a degree in innovation management, he is a consultant at a company building startups. In ESN he has always been involved in training and communication, up to the position of Communication Manager on the International Board, where together they introduced the new logo, structure, strategy and Causes of ESN.

- **Niki Moraiti - Trainer**

Niki discovered non-formal education early in her student years through an Erasmus+ Youth Exchange in 2016 and since then she has been actively involved in local and international

organizations as a volunteer youth worker, facilitator and trainer. She has been in many positions and projects in ESN, including board member of her local organization, Training Coordinator of ESN Greece and Communication Officer in ESN's international training programme "Eduk8".

- **Alkistis Athanasopoulou - Trainer**

Alkistis, is studying Classical Philology at the University of Ioannina and was always passionate about education. After joining ESN in 2019, she discovered non-formal education during the pandemic when she delivered her first workshops. That was a starting point for her as she realised she wanted to gain more knowledge about NFE so she participated in the Training for Trainers events of ESN, joined the national pool of trainers and participated in a variety of training events as a trainer and training coordinator.

# Programme

	ARRIVAL	DAY 1	DAY 2	DAY 3	DAY 4	DAY 5	DEPARTURE	
	<i>Sunday</i>	<i>Monday</i>	<i>Tuesday</i>	<i>Wednesday</i>	<i>Thursday</i>	<i>Friday</i>	<i>Saturday</i>	
Time	<i>5th June</i>	<i>6th June</i>	<i>7th June</i>	<i>8th June</i>	<i>9th June</i>	<i>10th June</i>	<i>11th June</i>	
8:00 - 9:00	A r r i v a l s	Breakfast						D e p a r t u r e s
9:30 - 11:00		#1 Opening	#3 Youth policies	#5 Intersectionality	#7 Creation of deliverables	#7 Finalising deliverables		
11:00 - 11:30		Coffee Break						
11:30 - 13:00		#1 Teambuilding	#3 Youth work challenges	#6 Youth Worker Competences	#7 Creation of deliverables	#7 Presentations		
13:00 - 14:30		Lunch						
14:30 - 16:00		#2 Sharing realities	#4 ESN and youth work	#6 Recognition of Youth Work	Study Visit	#8 Next steps		
16:00-16:30		Coffee Break				Coffee Break		
16:30 - 18:00		#2 Introduction to Youth Work	#4 Guest speaker	#7 Establishing Working Groups	Free Time	#8 Evaluation & Closing		
18:00 - 18:30		Reflection						
19:00 - 20:00		Dinner				Self organised dinner	Dinner	
21:00 - 23:00	Welcome activities	Power Point Karaoke training room	Karaoke disco room	Open Evening disco room/ training room/ outdoors	"Night Out"	Goodbye! Disco room		

## Day 1: Introduction and Teambuilding

### Summary of the day and outcomes:

At the very start of the day, participants were introduced to the trainers' team as well as to each other by learning some fun facts about each group member. Afterwards, the aims and objectives of the study session were presented, followed by an interactive activity that provided an overview of the training schedule and the different sessions and topics that would follow.

After providing some practical information and a short coffee break, participants were given the time to reflect on their needs from the study session in relation to 1) the programme 2) the group 3) the team as well as their contributions when it comes to 1) the programme 2) the group process or 3) anything else. All input was gathered on a flipchart, and some popular responses or highlights were read in front of the group. All the input was then put on display in some part of the training room for the entire duration of the study session. Then, participants were introduced to the concept of a social contract and were asked to suggest and agree on the common rules that the whole group would follow during their days working and learning together. To kick off the group work and group dynamics, participants took part in a team-building "Mission Impossible" game, where they were given 20 tasks to complete while working together against the clock.



Following the team-building activities, the participants had the opportunity to learn more about the activities of the Council of Europe by participating in an interactive quiz and asking questions. Shortly after that, we touched upon the topic of this study session first providing the space to the participants to share their own realities related to the field of Youth Work. Being divided into five groups based on their countries or countries with similar realities the participants had the space to discuss and brainstorm the following questions:

- 1) How is youth encouraged to be actively involved in your country/region?
- 2) What are the challenges that young people face in your country/region?
- 3) What kind of discrimination does youth experience in this specific area?
  - Political
  - Social
  - Financial
  - Educational
- 4) Do you believe that your place of residence influences the opportunities (or lack of them) for youth development and why?
- 5) What are the good practices that your countries have in terms of inclusiveness?

The purpose of this activity was first to recognise and discuss their realities and then share their unique experiences with all the participants. This discussion was the connecting bridge between their external experiences and their involvement in the Erasmus Student Network focusing on how this shaped their perspective and actions regarding youth-related topics. As our aim was to provide a deeper understanding of the topic of youth work, the participants were divided into three smaller groups and did a rotation in three different stations:

- a) Youth work definition
- b) Aim of Youth Work
- c) Principles of Youth Work

Following that, the participants returned to the big group where we discussed the previous activity and the participants had the opportunity to form their questions of what remained unclear to them. This allowed us to create the first base of knowledge regarding the topic of youth work to build on in the upcoming sessions.

## Day 2: Deep-Dive into Youth Work

### Summary of the day and outcomes:

At the beginning of the second day, our goal was for the participants to understand the role and importance of youth in society along with the challenges they face. In order to achieve this, we provided some space for the participants to brainstorm and share the challenges they face. Following that we introduced the three different categories that challenges can fall into :

- individual
- relational
- societal

Our next step was to highlight the importance of active youth and establish a connection between the challenges that youth face and the role of youth policies. The participants watched [this introductory video](#) on youth policies and then had the space to reflect on what they saw, guided by the following questions:

- Based on what you saw, how does youth policy benefit the integration of youth people in society?
- What is your opinion about how governments/public authorities view young people?
- Do you have anything that you would like to share from your own reality/country/experience?

As we also wanted to provide some theoretical input to our participants, we initiated a knowledge hunt where the participants had to go through certain documents in groups of three and present the main key points of each document. After providing all the theoretical information to the participants about youth work & youth workers, youth challenges and youth policy we moved on to the challenges that youth workers face. The participants while working in pairs had to brainstorm about the challenges that youth workers face and then distribute them accordingly to one of these settings:

- Political Environment
- Economic Environment
- Social Environment
- Technological environment

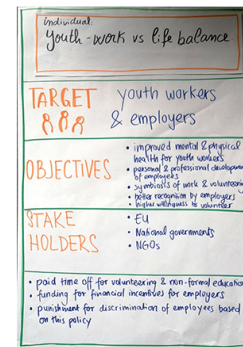
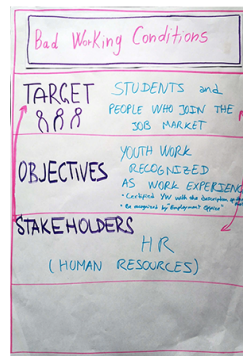
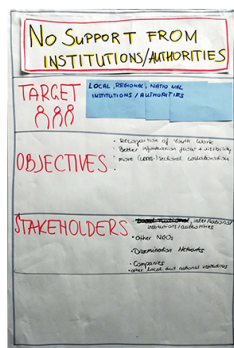
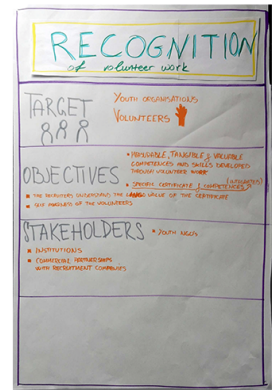
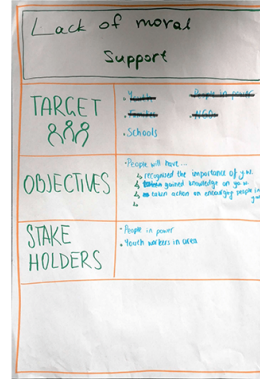
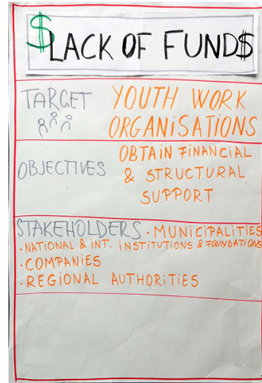


As our main principle throughout this training was learning by doing, in the next activity the participants were divided into groups and choosing some of the challenges written above they had to come up with their own youth policy strategy. As guidelines, we provide these keywords to facilitate the process for them:

- target group
- objectives
- tools that can be used
- stakeholders who want to involve

And optionally

- opportunities & potential threats
- final outcome/goal/connection to future.



Following that, the group gathered back together to reflect on the process of creating specific strategies for their chosen target audience. Each group had a designated time to share the outcomes of their group work and discuss the challenges they faced while doing this activity. These were mainly located to define the objectives that could be beneficial for their target and agree upon the stakeholders that could help them achieve their goals. Through the discussion that followed the activities, the participants exchanged their ideas and suggestions on how to take strategic decisions when it comes to creating policies. Additionally, they realised the importance of having a plan with concrete steps but also that every plan is not set in stone and that it should be adapted according to the existing reality and circumstances.

In order to bring our attention and focus to the work we do in ESN, the speed-dating method was used and participants got to share some memories, highlights and best practices of ESN/Youth Work activities they have been involved in. Afterwards, using the "Where I stand" method participants got to express their opinion and arguments to the question "Is every ESN member a

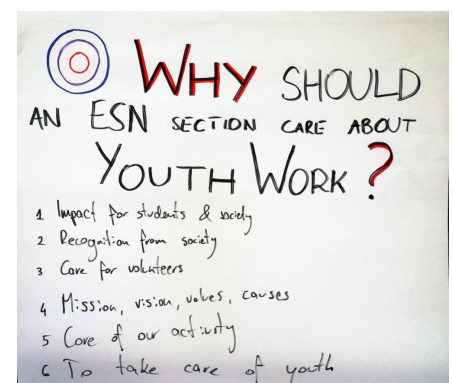
youth worker?”. The majority of participants were ESN volunteers being Youth Workers as in almost every way the work that ESN volunteers do falls under the definition, principles and examples of Youth Work that had been discussed previously. On the other hand, a few people were hesitant, unsure or outright against every single ESN member being classified as a Youth Worker, as they have previously seen people showing up in ESN mostly in a participatory way and not necessarily actively involved in planning, executing or delivering youth work activities and projects. Following that, participants brainstormed on examples of Youth Work activities they had seen or experienced in ESN in each one of the themes of Youth Work in ESN according to the [ESN & Youth Work Info Note](#):

- Youth Participation;
- Gender Equality;
- Inclusive Societies;
- Intercultural Dialogue;
- Mental Health & well-being;
- Recognition;
- Other.

We ended up with an extensive list of very broad and different Youth Work activities and best practices that ESN volunteers had already been implementing in their local and national organisations. The connection between ESN and Youth Work was put in the forefront as the session ended with a “Snowball” activity where participants started individually, and then in smaller and bigger groups had to identify and prioritise the most important reasons “Why should an ESN section care about youth work”.

The common consensus ended up including the following 6 points:

1. To create an impact for students and society;
2. To get recognition from society;
3. To take care of our volunteers;
4. Because it’s related to our network’s mission, vision, values and causes;
5. Because it’s at the core of the activities we do;
6. To take care of (local and international) youth and young people.



The day ended with a visit from a Guest Expert Speaker Ms Vanda Kovács who used storytelling and interactive digital media to offer us an external perspective about what is Youth Work, shared her personal experience with Youth Work throughout the past decades, provided examples of local and international Youth Work and answered our questions.

### **Day 3: Youth Work Characteristics**

#### Summary of the day and outcomes:

The day started with a creative recap presentation of the previous day by the participants. Afterwards, participants got to explore some of the characteristics that make up their identities by creating their own 'Power Flower', and they had the opportunity to reflect on the extent to which they consider themselves privileged or underprivileged in the context of their own societies. Afterwards, the group was introduced to the concept and definition of "Intersectionality" with a help of a short video. When the concept was clear enough, participants got to "talk" or rather write their thoughts and opinions about the role that intersectionality plays in youth work and ESN in a silent discussion format.

At the beginning of the second session of the day, the participants took part in a short, guided meditation where they were invited to think about their past selves before they joined ESN, or before they started participating in youth work. Then they were given time to reflect on how different and in how many ways they have grown until the present moment, and discuss with their peers all the things they weren't able to do that they are now.

Following that, the triadic competence model of Knowledge Skills and Attitude was introduced alongside an illustration of the "Perfect Youth Worker". The participants worked in groups to determine the most important competencies a perfect youth worker should possess. Some common outcomes included: specific target group knowledge, transversal knowledge, knowledge about non-formal education, knowledge about their environment, society and intersections, emotional intelligence, stress management, teamwork, problem-solving skills, communication, open-minded, not being afraid to ask for help, self-reflective, empathy and passionate about youth work.



Afterwards, each participant got to create their own “Pizza chart” and select the 6 competencies that were most relevant to them. By filling in each pizza slice to a different level, they showcased to what extent they feel they have developed each competence through their experience. Once all pizzas were complete, the participants gathered in small groups and discussed their chosen competencies and the type of work, activities or projects that helped them develop each one.

Gaining or improving our competencies has significant importance. Knowing how to best present ourselves during an interview comes with certain difficulties. By doing a role-play the participants gained some knowledge and tips about how to act during an interview and how to present their volunteer experience in an effective way.

Following that the participants went through the four different types of recognition:

- Self-recognition
- Social recognition
- Formal recognition
- Political recognition

During this activity, the participants were divided into four smaller groups and had the space either to discuss or perform certain tasks in each station. Coming back together, we presented to the participants certain tools that can be used in the process of youth work recognition and then provide the space for them to exchange best practices from their realities. After that, we summarised what happened during the sessions and highlighted the key learning points.

At the end of the day we presented the four desirable outcomes:

- Mapping relevant actors and creating an advocacy plan for better recognition of youth work in the participants’ home countries;
- A Charter containing examples of youth work policies and practices across the organisation;
- Designing two Training Session Outlines
- Dissemination plan for the Toolkit

The participants had the opportunity to learn more information about each of the objectives, ask questions and then finalise their decision on what they would like to work on. At the end of the day,

the groups were formed based on the preferences of the participants and established a first outline of the tasks to work on.

## **Day 4: Group Work**

### Summary of the day and outcomes:

At the beginning of the day the participants presented in a creative way what happened during the previous day. For the biggest part of the day, the participants were working on their outcomes. During that, the team members were available to provide support or to answer any questions that the participants may have. Additionally, as our goal was to provide all the necessary information to the participants a short presentation was held with some communication guidelines, tips and tricks. Following that, the group visited a local youth centre that organises activities to improve youth integration and competencies development. There, the participants had the opportunity to gain some insight and information regarding how youth integration and development can be improved.

## **Day 5: Finalisation and Closing**

### Summary of the day and outcomes:

The day started with us providing feedback to each group and the work they have done so far. Following that they had some time and space to implement the feedback and the given advice and finalise their work. After all the groups were done, we gathered together and each group used the allocated time to present their outcomes, and then listen to the feedback and the questions of the whole group.

Just before closing this study session, a short presentation was held about SMART goals, timeline planning and the importance of having an action plan when it comes to the next steps. Then the participants dedicated some time to think about their individual action plans, setting a specific timeline (12, 9, 6, 3, months) and thinking about who or what can help them achieve their goals, what challenges they may face and how/what they can do to overcome them. In the last activity, we highlighted the importance of taking initiative and that each and every one of us has the power but also the responsibility to take these decisions that will bring them close to the fulfilment of their needs and goals.



## Outcomes

Whilst undertaken by the international office of ESN, the study session contributed to the organisation's efforts to empower its local branches to increase their involvement in their local, national and regional realities. The results of the session are vital in allowing ESN to execute its vision to, by "2025, be the global network of the Erasmus Generation (...) fostering intercultural understanding and creating positive change in society".

The study session created an understanding of what "Youth Work" is, and the various forms it can take. The participants also developed an understanding of the Council of Europe's work in the field and became aware of the Council of Europe's Youth work recommendations (Recommendation CM/Rec(2017)4). Additionally, it provided the link between the daily work of the ESN volunteers and the topic of Youth Work. The participants reported that after the study session, they felt knowledgeable and motivated to disseminate the topic within the network and apply what they had learned in their local realities.

By empowering young people, our volunteers, to make the first steps toward Youth Work and Youth Work competencies recognition we contributed to the "Youth Work" priority of the Council of Europe's Youth department. Through this study session, the participants have increased their capacity to develop Youth Policy and Youth Work, which will in the end increase their democratic participation.

Lastly, our volunteers got inspiration and resources to implement activities in their sections to advocate for Youth Work and its recognition. ESN strongly believes that effective Youth Work recognition is essential to a healthy society and focuses on building the capacity of its local members to take a meaningful part in democratic processes.

## Follow-up activities

After the training, the participants worked within their 4 groups to finalise their groups' work: the Charter, the TSOs, the Map of Stakeholders and the Dissemination Plan and each group was supported by one trainer. This resulted in the finalisation of the Youth Work Toolkit.

The multiplying effect is also on the top of the priority to-do list after the study session, since its main aim is to reach the volunteers on both local and national levels. The potential of the multiplying effect was already taken into account already at the stage of the participants' selection, as the priority was given to those applicants who could clearly demonstrate the willingness and the motivation to engage with the young people and key actors in the local communities. The Youth Work Toolkit is now the main resource that is supporting them in achieving their goals and planned actions. By co-creating the Toolkit, the participants have taken ownership and are now further motivated to use and promote it. Even though produced in the international setting, the Toolkit is rooted in the interpretation of the Charter from local, national and regional perspectives in order to increase its applicability.

After having created the Training Session Outlines which will support the facilitation of workshops on local and/or national levels, participants will have the opportunity to deliver such sessions on various occasions: at local and national trainings, but also more importantly during our Regional Platforms. These events are 5 training events that will take place at the end of October 2022, and will receive approximately 150 participants each. Lastly, the participants also have the opportunity to take part in the next Erasmus Generation Meeting, where approximately 800 people will meet in April 2023, and will have the chance to deliver a workshop on Youth Work there.

Finally, creating the biggest impact will be on the participants who will work on the advocacy plans for their organisations. They will be the ones making sure the plans are implemented and the necessary steps are taken.

## Conclusion

In general, all of the participants felt like their expectations were met, both in terms of atmosphere and content. They managed to grow strong connections with one another, which also reinforced the link between ESN International's headquarters and its local and national sections, allowing for a strong future collaboration. The diversity of the preparatory team and of the participants enriched the discussions and outcomes and allowed everyone to bring in their expertise and experience, empowering all to gain skills, experience and knowledge.

The study session programme enabled the participants to realise that they are not only volunteers but that they are also youth workers as well as helped them understand how they can better target the policymakers to advocate for better recognition of Youth Work.

Thanks to the creation of the Youth Work Toolkit, the participants will be able to help ESN local and national sections to approach the topic of Youth Work and its recognition more adequately and efficiently. This also helped them identify the many assets they have as part of ESN as an organisation.

Whilst undertaken by the international office of ESN, the study session contributed to the organisation's efforts to empower its local branches to increase their involvement in their local, national and regional realities. The results of the session are vital in allowing ESN to execute its vision to, by "2025, be the global network of the Erasmus Generation (...) fostering intercultural understanding and creating positive change in society".

We are incredibly thankful to the Council of Europe's Youth Department for their support in our project, which ensured the production of such rich outcomes, for both the participants and our organisation. We strongly believe that the event had a positive impact on all, and we are excited to see the multiplying effect of the study session take place throughout all levels of our organisation.

# Appendices

## Appendix 1: Educational Resources

To prepare the programme we drew information, activities and supporting guidelines from the following resources:

1. [Recommendation CM/Rec\(2017\)4 of the Committee of Ministers to member States on youth work](#)
2. [The Council of Europe Youth Work Portfolio](#)
3. [Growing Youth Work Throughout Europe - the Bonn Process explained](#)
4. [Toolkit on Quality Standards for Youth Policy](#)
5. [Youth Policy Essentials](#)
6. [Youth Work Info Note](#)
7. [Youth Work Essentials](#)
8. [3rd European Youth Work Convention - Final Declaration](#)

## Appendix 2: Final Programme

### Monday, 6 June 2022

- 09:30 Opening with an introduction to study session,  
Intro of aims & objectives of the study session / Expectations & programme.
- 11:00 Break
- 11:30 Team Building activity - *getting to know each other.*
- 13:00 Lunch
- 14:30 Defining “Youth Work” - *building a common understanding of the topic of youth work.*
- 16:00 Break
- 16:30 Sharing realities - *understanding the different realities of each participant’s country.*
- 18:00 Reflection groups

### Tuesday, 7 June 2022

- 09:30 Looking into Youth Policies - *expanding knowledge on Youth Policies.*
- 11:00 Break
- 11:30 Discussing the challenges faced by Youth Workers - *understanding how Youth Policies can and should address these challenges*
- 12:30 *Lunch break*
- 14:00 ESN And Youth Work - *realising how ESN fits into the Youth Work landscape and ESN activities are connected to Youth Work*
- 16:00 Break
- 16:30 Sharing good practices with an external speaker - **Vanda Kovács: Youth Work Expert**

18:00 Reflection groups

**Wednesday, 8 June 2022**

09:30 Competencies of Youth Work - *discussing the skills and competencies of Youth Workers.*

11:00 Break

11:30 Recognition of Youth Work - *getting participants to recognise their competencies as Youth Workers*

13:00 Lunch break

14:30 Intersectionality - *understanding the concept of intersectionality and how it is connected to Youth Work*

16:00 Break

16:30 Working Groups - *Participants work on deliverables of the study session.*

18:00 Reflection groups

**Thursday, 9 June 2022**

09:30 Working Groups - *Participants work on deliverables of the study session.*

11:00 Break

11:30 Working Groups - *Participants work on the deliverables of the study session.*

13:00 Lunch

14:30 Discussion with a representative of a local organisation - *getting perspective on Youth Work from a local Youth Work organisation.*

16:00 Free Afternoon in the city

**Friday, 10 June 2022**

09:30 Finalizing Outputs - *finalising the deliverables of the study session.*

11:00 Break

11:30 Finalizing Outputs - *finalising the deliverables of the study session.*

13:00 Lunch

14:30 Presenting the Outputs - *participants present the deliverables.*

16:00 Break

16:30 Evaluation and Closing - *Evaluation of the training and closing time.*

### Appendix 3: List of participants

	First name	Last name	Country of residence
1	Ivana	Verveger	Croatia
2	Anja	Miljković	Croatia
3	Adéla Terezie	Hurtová	Czech Republic
4	Alexandra	Vuoristo	Finland
5	Eveliina	Kuusisto	Finland
6	Marta	Bekuraidze	Georgia
7	Tatia	Rusishvili	Georgia
8	Tamta	Chkhenkeli	Georgia
9	Kirsty	Saretzki	Germany
10	Zoi	Papakonstantinou	Greece
11	Christina	Athanasiadi	Greece
12	Ira	Vontitsou	Greece
13	Giuseppe	Mansella	Italy
14	Giulio	Del Giudice	Italy
15	Kaja	Kaczkięto	Poland
16	Anna	Kowalczyk	Poland
17	Katarzyna	Magiera	Poland
18	Marta	Nerkowska	Poland
19	Beatriz	Martins	Portugal
20	Maria João	Alves Baía Rodrigues	Portugal
21	Margarida	Sena	Portugal
22	Luís Miguel	Santos Dias	Portugal
23	Rita	Silva	Portugal
24	Rares	Gherasim	Romania
25	Nicoleta	Vlad	Romania
26	Andrei-Alexandru	Iozsa	Romania
27	Marija	Kuzmanović	Serbia
28	Irina	Urban	Serbia
29	Evelyn Lisseth	Rojano Fernandez	Spain
30	Ceren	Kalinbacak	Turkey
<b>Team</b>			
1	Céline	Guerin	France

2	Margarita	Kuvaldina	Czech Republic
3	Kacper	Olczyk	Poland
4	Alkistis	Athanasopoulou	Greece
5	Niki	Moraiti	Greece
6	Zora	Csalagovits	Hungary

## Appendix 4: Visibility

Here are several examples of the information circulated about the study session:

