



DDP-YD/ETD (2021) 53

Strasbourg, 3 June 2021



Enter! Long-term Training Course for Youth Workers 2021-2022

Advancing Youth Workers and Projects in
Disadvantaged Neighbourhoods

COURSE PRESENTATION

Enter! – Addressing poverty, discrimination, violence and exclusion

The *Enter!* project was introduced by the Council of Europe to promote access to social rights for young people, in particular of those exposed to social exclusion, discrimination and violence, through a variety of local, national and European interventions involving policy-makers, youth work actors and young people.

This has been supported by the adoption, in 2015, of the [Recommendation CM/Rec\(2015\)3](#) (*Enter!* Recommendation) in which the Committee of Ministers recommends that *the governments of the member States develop and implement sustainable, evidence-based public policies that take into consideration the specific situations and needs of young people from disadvantaged neighbourhoods. These policies should aim at preventing and eradicating the poverty, discrimination, violence and exclusion faced by young people [...].*"

The recommendation also details the areas where governments should act by providing accessible, affordable and youth-friendly public services and other measures in the fields of education and training, employment and occupation, health, housing, information and counselling, sports, leisure and culture.

The Joint Council on Youth carried out the first review of the implementation of this Recommendation in 2019 in order to identify how the *Enter!* Recommendation has impacted on youth work and youth policy responses to improve the access to social rights of young people from disadvantaged neighbourhoods in member states. The conclusions of the review process ([available here](#)) identified several conclusions and proposals to strengthen the access to social rights for young people from disadvantaged neighbourhoods.

The review process was strengthened by the feedback and proposals of the participants in the *Enter! Youth Week – Our Rights, Our Lives*. In their message to the Council of Europe the participants emphasised the need to "continue supporting youth leaders, youth organisations and youth workers in their work for the advancement of democracy, human rights and the rule of law" as part of the process of rights-based approach to youth work based on the *Enter!* Recommendation.

In May 2020 a consultative meeting was held with key stakeholders involved in the *Enter!* project in order to explore and prioritise the issues and recommendations of the review and operationalise them into possible activities in the medium and long-term of the Youth Department. The consultative meeting developed proposals for activities within the programme Youth for Democracy, notably:

- A new edition of the *Enter!* long-term training course for youth workers (LTTC)
- Support measures for policies and projects implemented to local and regional authorities
- Advocacy and Human Rights Education activities with youth organisations, notably through study sessions at the European Youth Centres with an emphasis on social rights and youth participation.

In 2021, the COVID-19 pandemic aggravated the condition of many young people in disadvantaged neighbourhoods, as they are often disproportionately impacted by the economic recession, the digital gap, the quality of services such as education and healthcare and limited access to culture and leisure activities.

Youth work in disadvantaged neighbourhoods

Social inclusion has always been at the core of youth work provision in Europe. The Declaration of the 3rd European Youth Work Convention sets out guidelines and suggestions for the implementation of a strong European Youth Work Agenda stating that “the ambition of the youth work community of practice should be to aim high: to develop and expand the youth work offer, reaching out to and involving more young people, especially to ensure that young people from all backgrounds, including those with fewer opportunities, have access to youth work.” The European Youth Work Agenda calls for youth work to be highly accessible for young people from a diversity of backgrounds and profiles. Youth work offers should therefore include a clear strategy to enhance social inclusion and diversity among participating young people.

The Council of Europe’s [Recommendation on Youth Work \[CM/Rec\(2017\)4\]](#) encourages member states to develop and strengthen youth work policies and practice. Youth work in disadvantaged neighbourhoods should also strongly benefit from the overall processes of youth work development. The recommendation also includes proposals for maximising the positive contribution that youth work can make, through co-operation, peer learning and collaboration.

The Youth Work Recommendation draws special attention to the fact that youth work 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. The provision of youth work in disadvantaged neighbourhoods therefore also should benefit from such coordination and improvement in policies, education and training offers.

The Council of Europe [Youth Sector Strategy 2030](#), adopted by the Committee of Ministers in 2020, sets youth work as a priority area of action, with a focus on:

- strengthening, recognising and advancing youth work policies and practices by embedding youth work within youth policy frameworks
- improving the quality of youth work delivered by both volunteer and paid youth workers;
- extending the access and attractiveness of youth work and non-formal education/learning for the benefit of wider populations of young people.

The 2021-22 edition of the *Enter!* LTTC is organised to reflect these expectations placed both on the Council of Europe, youth workers and youth work providers, and youth policy actors at national and local level by promoting a *rights-based approach* to local youth work practised with young people in *disadvantaged neighbourhoods* within a *European/multilateral* learning setting and perspective.

The new *Enter!* LTTC

The 4th edition of the *Enter!* LTTC is set out to be an example of European level youth worker training which contributes to the quality, access and diversity of youth work and its social and political role in addressing violence, discrimination and exclusion faced by young people in disadvantaged neighbourhoods.

The youth workers taking part in the LTTC will be both learners and experts. They will learn and help others learn on approaches and practices of youth work and will implement projects to improve access to social rights of young people in disadvantaged neighbourhoods. They will also be able to add a European perspective to their local experiences, ideas and everyday challenges and connect them to local, national and European youth policies.

The function of the course is to better equip youth workers with knowledge and skills to support their local communities in accessing social rights. More specifically, the course supports better understanding of the links between youth work provided at grassroots level in disadvantaged neighbourhoods and access to services, spaces, support, opportunities for young people.

The LTTC will equip youth workers with knowledge and skills to provide support and develop joint local approaches that improve the access to social rights for young people from disadvantaged neighbourhoods. It will support youth workers to engage and work closely with the Council of Europe in developing and implementing specific youth work projects aimed at improving access to social rights (education, housing, health, transport, culture, employment etc.).

The **objectives** of the course are:

1. To motivate participants/youth workers to revise and strengthen local youth work provision through enhanced cooperation between youth work and other service providers in the framework of social rights
2. To enhance the competences of youth workers in their professional practices by providing complementary learning opportunities for rights and value-based quality youth work with a focus on:
 - Human/social rights and human rights education to address discrimination, violence and exclusion
 - Participatory youth work
 - European/international perspectives in combating inequalities and their impact on well-being of young people and their communities
 - Project planning and management based on youth participation and the articulation of youth work and youth policy
3. To empower youth workers to support young people's access to social rights through Council of Europe standards, such as the *Enter!* and the Youth Work Recommendations
4. To promote the further use of the Enter! Recommendation and the results of its review, in youth projects and policies supporting young people to know and access their social rights
5. To innovate in youth work provisions and delivery through local youth projects and local partnerships
6. To collect experiences and information about the relevance of youth work and local youth policies in promoting Council of Europe human rights standards and the European Youth Work agenda
7. To improve the usage and relevance of Council of Europe resources for youth worker training, including the Council of Europe Youth Work Portfolio.

Competences addressed

The learning programme of the *Enter!* Long-term training for youth workers will make usage of the functional competences of youth workers based on the [Council of Europe's Youth Work Portfolio](#). The portfolio is a tool to help those doing youth work, primarily youth workers and youth leaders, but also managers and administrators, to assess and further develop their youth work competence and that of the people under their supervision.

The course will address competences from all 8 functions identified in the portfolio, notably:

Function 1: Addressing the needs and aspirations of young people

The course will focus on learning for and from youth work projects based on the needs, agency and participation of young people. It will also provide experiences and capacity building to conduct needs assessment with young people directly.

Function 2: Providing learning opportunities for young people; Function 6. Supporting collective learning in teams

The youth workers in the course will learn and exchange experiences in applying human rights education, intercultural learning and non-formal education in promoting the autonomy and social integration of young people. They will be encouraged to take leadership and role as multipliers in guiding other youth workers and youth leaders.

Function 3. Supporting and empowering young people in making sense of the society they live in and in engaging with it

The course supports youth workers to empower young people to engage with different societal stakeholders. It addresses the ability to work in partnership between civil society and local and regional authorities.

Function 4. Supporting young people in actively and constructively addressing intercultural relations

Intercultural communication and cooperation in multicultural teams is at the core of *Enter!* LTTTC. The participants will also be able to understand the concepts and act upon manifestations of exclusion, discrimination and violence and their effects on young people.

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

The participants will receive guidance and support to shape, adjust and update their projects, and to practice evaluation so that they deliver activities which provide a new experience of youth work for them, their organisation and young people.

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

The course is centred around the role of local policy and project development using a human right's based approach. In order to impact the local policies and programmes, the participants will be supported in developing competences in advocacy for access to social rights with local policy-making processes and institution.

Function 8. Develop, conduct and evaluate projects

Project planning, management and evaluation is an important feature of the course. The projects are based on partnerships with other social actors for policy development and enhancement of dialogue between young people, youth workers and decision-makers.

Throughout the course the participants can also expect to improve and develop their understanding of the work of the Council of Europe youth sector and seek for connections which can add value to their local advocacy and programmes.

Methodology and calendar of the *Enter!* LTTC

The long-term training course comprises two intercultural residential seminars with a practice/project phase in between and supported by an e-learning programme, mentoring and networking opportunities. It will take place from August 2021 to December 2022. The LTTC is composed of several phases which all participants are required to follow:

Preparatory phase August -September 2021	Preparatory activities. The participants will get to know each other and create first links with the local and regional authorities so they can further develop projects together.
Training seminar 1 7-14 September 2021 (working days) European Youth Centre Strasbourg	The training seminar is an essential element of the course, allowing for participants to develop and ownership of the training process, set up objectives for learning and development, mastering the institutional and educational frameworks of the course and develop improve their competences on the key curriculum elements. The project ideas will be reviewed, revised and developed. Learning objectives will be set with trainers, mentors and organisers.
Distance learning, and mentoring September 2021 – September 2022	E-learning modules will support competence development and cooperation. Mentoring by trainers and experts, as well as peer-support groups will support the individual youth workers development, project development and problem-solving.
Professional practice September 2021 – September 2022	Participants will develop and implement local youth projects in cooperation with local authorities, based in their sending organisation or institution. Regional meetings, mid-term meetings and visits to participants' projects might be organised depending on the issues and needs encountered in the project implementation work.
Training seminar 2 Budapest, October 2022	The participants will evaluate their learning and the impact of their projects on the local level policies, the young people and the local authorities. The seminar will also include training elements in order to consolidate participants' competences development.
Closing phase October-December 2022	Evaluation of the LTTC as a whole; personalised learning portfolios and certificates.

The methodology of the course combines a variety of approaches and resources developed within the youth sector of the Council of Europe, with an emphasis on:

- *Experiential learning*, recognising youth workers experiences and supporting learning based on these experiences
- *Intercultural and dialogical learning* whereby the youth workers will play a role in the learning of other participants and enhance cooperation and communication competences by learning and living together in the intercultural environment of the European Youth Centre
- *Blended learning* opportunities whereby the e-learning complements and consolidates previous learning and the understanding of previous experience and group learning
- *Holistic learning* based on personal development combined with professional skills and competences and valuing youth work practices combining with reflection and critical think skills.

The role of the youth work projects in the LTTC

Experiential and holistic learning rely on the possibility for participants to innovate their work practices through a youth project that is developed and implemented within the framework of the LTTC.

This local youth work project should logically be based on active participation of young people and addressing specific challenges that they face in their access to social rights. The projects should be an example in implementing the *Enter!* Recommendation through youth work and provide a practical basis for learning about promoting the social rights of young people and how best to link specific policies with youth work. They should be implemented in co-operation with local authorities so as better impact at the local community level.

The projects developed within the Enter! LTTC will follow the specific [quality criteria](#):

- I. The project supports the implementation of the Enter! Recommendation
- II. The project seeks to improve the outreach, impact or quality of youth work
- III. The project is connected to the values and work of the Council of Europe
- IV. The project is based on clear partnership/s with local and/or regional authorities
- V. The project is based on needs of young people
- VI. All projects must also:
 - a. Be based on a consistent project cycle (needs analysis, preparation, implementation, evaluation, follow-up)
 - b. Have specific, measurable, achievable, realistic and time-framed (SMART) objectives
 - c. Have a clear action plan and consistent activities
 - d. Be based on realistic expected results and foresee time for follow-up
 - e. Be feasible

The Council of Europe will not provide funding for projects; this is the responsibility of the youth worker/participant, the sending organisation and the local authority. However, information about potential funding opportunities will be provided, in addition to project management competences.

The [European Youth Foundation \(EYF\)](#) as an instrument of the Council of Europe's youth sector will be presented and closely associated with the Enter! Long-term training course for youth workers. The EYF supports actions which address young people's needs or challenges at a local level through the pilot activity grants.

Profile of participants

The course is designed for youth workers (regardless of the academic or professional status, and including volunteers) who:

1. Are directly working with young people in disadvantaged neighbourhoods likely to face exclusion, discrimination and violence or difficulties in accessing social rights (such as education, health, housing, employment, transport, culture and leisure, participation spaces, information)
2. Carry out their activities within a non-governmental entity (for example, a youth or community organisation) or in a local authority (for example, local community centres, youth centres, information office of a Municipality, school communities, etc.)
3. Are motivated to further develop their professional and personal competences for quality youth work
4. intend to remain active and apply their learning in their organisation/institution for the next 2 years
5. Are aged between 18 and 35 years, with exceptions possible
6. Are resident in a country signatory of the European Cultural Convention
7. Are able to work in English or in French
8. Are available for the full participation in all the phases of the course
9. Are supported by their organisation for the full duration of the course. This implies that:
 - The organisation provides a support letter in the application phase
 - The sending organisation makes it possible for the youth workers to attend the two training seminars and supports the development and implementation of the project during the practice phase within the framework/programme of the organisation
 - The organisation will provide input and visibility to the project(s) developed by the participants (in turn, the Council of Europe will acknowledge and provide institutional visibility to the sending organisations).

The Council of Europe will select up to 35 participants - youth workers and other professionals with a variety of profiles reflecting thematic areas linked to social rights.

Support by the Council of Europe

The Council of Europe youth sector is committed to apply the highest quality standards in non-formal education and mobilise all its instruments for the successful implementation of the LTTC which includes the professional development of participants, the success of their projects and the reinforcement of the capacity of the sending organisations in supporting access to rights of young people from disadvantaged neighbourhoods. This includes:

1. Institutional support

The Council of Europe will support the participants-youth workers to establish connections with local and national authorities and work together to implement their projects. This will be mainly done through contacts with the members of the Joint Council on Youth as well as, through the contacts with the Congress for local and regional authorities. The Council of Europe will also issue support letters to the youth workers for their projects, as well as, provide institutional visibility and recognition of their work by sharing updates on the official

Council of Europe youth pages, presenting the local projects to different stakeholders and certifying the achievements and learning outcomes of the participants of the course.

2. Educational support

The participants of the Enter! long-term training for youth workers will be provided with educational support, by a team of trainer with relevant experience in youth work and access to social rights for young people. The Council of Europe will also encourage an exchange with experts in the fields relevant to Enter! and will make available its resources, publications, other educational tools as well as, the research useful for youth work and social rights in disadvantaged neighbourhoods.

3. Financial support (please elaborate on travel, B+L, project funding...)

The residential seminars will be held at the European Youth Centres, where accommodation and meals will be provided by the Council of Europe. Travel expenses to and from Strasbourg/Budapest will be reimbursed according to the rules of the Council of Europe. Selected candidates will be informed in due time regarding travel procedures. A participation fee will be deducted from the travel reimbursement. Visa costs will be reimbursed by the Council of Europe according to the rules.

The Council of Europe has set up a small project funding available for the participants of the Enter! long-term training course for youth workers, especially those participants whose projects are not eligible for funding elsewhere. The small project funding aims to support the implementation of local youth work projects in disadvantaged neighbourhoods which also have a learning dimension for the participants of the course.

Recognition of learning and competences

The youth workers taking part in Enter! will reflect on their learning process and outcomes together with the trainers from the team, as well as, the other participants, their colleagues and the young people they work with. The outcomes of this reflection process will be synthesised in a *learning portfolio* which will accompany the certificate for participation at the Enter! Long-term training course 2021-2022.

The Council of Europe will promote the experiences, achievements and work of the participants in the Enter! project on its platforms as well as, on different meetings with interested stakeholders. In such way, it is expected to have a wider societal recognition of the learning and competences of the participants and the role of youth work on access to social rights for young people in disadvantaged neighbourhoods.