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# VALUES-BASED YOUTH WORK IN WAR CONTEXTS

Study visit and seminar for youth workers and representatives of  
youth centers providing youth work during war time in Ukraine

4-11 December 2022, Strasbourg, France  
**Room 0.1**

## Report

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## I. EXECUTIVE SUMMARY

*"Inspired by the principles of the Council of Europe - they are integral, you can observe them in attitudes, interaction, and work. It would be great if in Ukraine the same values will work but in reality as we live through double standards. We talk about these values, we teach about these values but we do not follow them. We need to learn to profess values themselves"*

This report summarises the delivery and findings of the study visit and seminar for youth workers and representatives of youth centres providing youth work during war time in Ukraine which was held from 5 to 10 December 2022 at the European Youth Centre in Strasbourg.

The activity was organised by the Council of Europe Youth Department together with the Ministry of Youth and Sport of Ukraine. The project Youth for Democracy in Ukraine: II Phase also contributed to the activity.

The study visit and seminar was developed based on the experience of previous study visits to the European Youth Center in Strasburg and training seminars for Ukrainian youth experts and Youth workers were organised in 2014 and 2019.

The study visit focused on ways to increase youth work in Ukraine through motivation of the specialists who recently have started to provide youth work and response to challenges in their communities caused by military aggression of the Russian Federation against Ukraine. The participants met with Council of Europe officials, explored the educational resources and policy approaches of the youth sector, met with other youth workers from Strasbourg and beyond and shared their experiences and aspirations as youth workers committed to value-based activities that support young people in times of conflict.



It should not only provide the reader with a general overview of the session's developments, but also to help in understanding the conclusions and experiences shared during the sessions, as well as show follow-up activities that may be implemented in the future.

## II. INTRODUCTION

### Background

*"It is important to integrate to youth work the sense of values and approaches of the Council of Europe."*

The Council of Europe and the Ministry of Youth and Sports of Ukraine signed in 2021 a five-year Framework Programme for Cooperation in the field of Youth Policy, hereafter referred to as the Framework Programme, to continue the systematic co-operation which has been in place since 2012.

The Framework Programme has supported youth policy reforms in Ukraine and the implementation of relevant strategy programmes, notably the National Youth Strategy 2030, the State Target Social Programme "Youth of Ukraine" 2021-2025, and new legislation in the field of youth policy and youth work in Ukraine. The priorities and modes of intervention reflect the orientations of the Council of Europe [Youth Sector Strategy 2030](#).

The Framework Programme foresees three main priorities of action:

- education for human rights and democratic citizenship (youth participation, democratic governance, human rights education, etc.);
- strengthening youth work policies and practices, supporting the recognition of youth worker as a profession (development of a qualification framework and a professional standard);
- improving the quality of youth work in youth centres, supporting the development of youth centres.

The Framework Programme correlates strongly with the [Council of Europe Action Plan for Ukraine 2018-2022](#), and its project [Youth for Democracy in Ukraine: Phase II](#).

*"In addition to the fact that we were trained in the 2nd phase of the "Youth for Democracy in Ukraine" programme, this visit allowed me to understand exactly the filter of values of the European youth policy and how to inform young people about it."*

### Youth Work and the War in Ukraine

*"We need to document the practices of youth work in Ukraine as they are unique."*

*"We are just youth workers. We should not take a burden on us".*

*"Peace education and inclusion do not work now in Ukraine."*

*"Realising that I got used to focusing on the majority and have not thought of the minority."*

*How can we as youth workers meet the needs of minorities?"*

Following the armed aggressions of the Russian Federation against Ukraine, youth work stakeholders responded fast to the situation caused by the war in Ukraine by providing humanitarian aid and youth services for internally displaced young people.

The Ukrainian youth policy and youth work stakeholders have relevant experiences and outreach in these difficult times, including supporting young people and communities affected by war traumas, internally displaced people and refugees (notably in Moldova, Poland and Romania).

The youth work sector was also directly hit by the armed aggression, with several youth centres destroyed and many youth workers facing displacement, having to leave the country and other forms of disruption of their professional activity and personal wellbeing.

Thus, Ukrainian youth workers need not only support but also can share their experience and expertise for the Council of Europe's youth sector as well. The war in Ukraine has also affected other youth work stakeholders and young people all over Europe who organise and deliver support to the refugees from Ukraine, namely in Moldova, Romania and Poland etc.

In the current context of continuing uncertainty and growing needs of support to young people in Ukraine, youth centres and youth work providers have also specific needs in relation to, for example:

- Support competence-development of youth workers to deal with new challenges;
- Provision of youth work for young refugees from Ukraine;
- Supporting internally displaced young people;
- Absorbing the impact of the war on the youth sector;
- Dealing with stress, trauma and risks of burn-out;
- Adopting a rights-based narrative to youth work in a context where human rights are massively ignored or violated.

The Council of Europe has been addressing some of these needs through the project "Youth for Democracy in Ukraine: Phase II" with a series of valuable activities. Since March the project follows the current situation in the field of youth policy and youth work in war time in Ukraine. A survey carried out in cooperation with the Ministry of Youth and Sports of Ukraine and the UNDP office revealed that 60% of youth workers (out of a total of 188 who took part) were internally displaced. Yet, 4 out of 10 youth workers continued to provide youth work, and 5 out of 10 remained partly active in youth work.

The activities in this project, however, can only be held online for safety reasons. It is nonetheless important for youth workers and responsible youth centres, especially those most exposed to the conflict and its consequences, to be able to "recharge" their motivation, develop their competences based on their recent experiences and contribute to the resilience and rebuilding of the youth work sector in Ukraine.

## The Study Visit and Seminar

*"Conditions for communication between youth centres were created, which contributed to establishing new connections and building interaction. The union of youth centres made it possible to find out common aspirations and values for building further tasks and goals."*



The study visit responded to this need by bringing together youth workers and representatives of youth centres who provide youth work during war time in Ukraine to strengthen their competence and motivation for youth work based on the Council of Europe values and resources of its youth sector.

The aim of the study visit is thus to bring together youth

workers and representatives of youth centres who started recently and continue to provide youth work during war time in Ukraine to improve their competences to provide youth work taking into account the Council of Europe youth sector's tools and resources.

#### *Objectives of the activity*

- to develop participants' knowledge about the Council of Europe as an international organisation founded to uphold human rights, democracy and the rule of law in Europe;
- to acquaint the participants with the mission and activities of the European Youth Centre in Strasbourg;
- to showcase youth work practices in Ukraine to protect democracy, human rights and rule of law;
- to develop participants competences to use Council of Europe Youth Department tools and resources for the youth work, including the European Youth Foundation and the Quality Label for Youth Centres project;
- to develop relations and possible support networks with other youth centres and youth workers, including in the city of Strasbourg;
- to explore, analyse and to reflect on existent forms, tools and methods of youth work at European, national and local levels, on their accessibility, efficiency for diverse environment, conditions and groups of young people in Ukraine;
- to discuss current context and recent initiatives of youth centres and youth workers as respond to war in Ukraine;
- to contribute to improving dialogue and cooperation among participants for developing network that sustain or strengthen youth work in Ukraine.

#### *Learning outcomes*

*"We identified a bank of needs for us as youth workers. But it was not easy."*

*"There is a process and there is a destination. Sometimes it is difficult to influence the outcome, but you can influence the process."*

For the study visit the following learning outcomes were identified:

- gain knowledge on different tools and resources of youth work and be able to apply them in their local context;
- learn and explore forms, tools and methods of youth work at European, national and local levels, on their accessibility, efficiency for diverse environment, conditions and groups of young people in Ukraine;
- develop their own ideas how to improve local initiatives of youth work in different conditions;
- understand the system and network of Youth sector of the Council of Europe;
- learn practically various forms of work with young people and other groups;
- share and analyse their experiences and practices on youth work.



### III. PARTICIPANTS AND PROGRAMME

#### Participants (profile and background, selection process)

The participants of the study visit were 29 youth workers, representatives of youth organisations, youth centres, youth councils and also representatives of regional youth departments who provide youth work during war time from different regions of Ukraine. The participants were selected by the internal call organised by the Ministry of Youth and Sport of Ukraine and through consultations provided by the project "Youth for Democracy in Ukraine". Among the participants there were 3 representatives of the Ministry of Youth and Sport of Ukraine. Only female participants could take part in the study visit due to the martial law which restricts male youth workers from leaving the territory of the country.



#### Expectations of participants

*"My expectations were about rethinking my activity and practical things."  
"My expectations from the meeting were met to the fullest extent, since new knowledge was obtained regarding the tools of the youth sector of the Council of Europe."*

The expectations of the participants were selected during the preparatory meeting which was organised online on 18 November. The following expectations were shared during the meeting:

- to have meetings with "real" representatives of civil society organisations, youth centres and local authorities and listen to the first-hand experience;
- to share the challenges of working with young people during wartime;
- to find the answer on how to combine programme activities with young people and overcoming the humanitarian crisis;

- to learn about the real mechanism of intersectoral cooperation;
- to compare Ukrainian experience with the experience of France;
- to talk about joint projects/events that can be organised;
- to get information on how the youth policy is financed in Strasbourg;
- to learn about challenges which French youth face;
- to exchange the experience with colleagues working in the "fields";
- to listen to official positions and feedback on the situation in the youth sector in Ukraine;
- to understand how youth policy works in France and adopt practices;
- to get acquainted with new ways and methods that can be implemented in a youth centre;
- forms and methods of work with modern youth;
- to establish a partnership with the youth centres and youth organisations;
- to establish communication with student organisations;
- to present the activities of the European Student Union;
- to see the youth centre of the Council of Europe;
- discover something new for yourself, impressions and new ideas for implementation.

Additionally, the expectations of the participants were collected during the first session of the first working day. Among the expectations shared by the participants were the following:

- to learn how the framework programme of cooperation with Council of Europe looks like;
- to learn how to receive the quality label for the youth centre in Ukraine;
- to develop a common understanding and a vector of youth work in the war time;
- to learn about possible financial support for new projects and renovation of a new centre;
- to have the opportunity to communicate and interact with colleagues offline;
- to learn about successful cases of activities in different youth centres and youth work;
- to get out from the bubble;
- to get inspired from the conversations and rest.

## **The programme and methodology of the training**

*"We had the opportunity to talk with colleagues about youth work, having an opportunity not only to listen but to share and to be heard."*

The study visit focused on ways to increase youth work in Ukraine through motivation of the specialists who recently had started to provide youth work and response to challenges in their communities caused by military aggression of the Russian Federation against Ukraine. The participants met with Council of Europe officials, explored the educational resources and policy approaches of the youth sector, met with other youth workers from Strasbourg and beyond and shared their experiences and aspirations as youth workers committed to value-based activities that support young people in times of conflict.

The detailed programme of the meeting is in Appendix 1.

### **Day 1**

#### *Session 1. Welcoming in the Belgian Bar*

During the welcoming night the participants got-to-know each other and the youth centre through different getting-to-know each other activities.



## Day 2

### *Session 1. Opening. Expectations and needs of participants. Presentation of the programme and working methods*

During the session the participants got-to-know each other and the team of the study visit as well as built a common ground around the study visit.

At the beginning of the session the welcoming words were made by:

- RUI GOMES, Head of Division Education and Training, Youth Department of the Council of Europe
- MARYNA POPATENTO - Deputy Minister of the Ministry of Youth and Sport
- MARIE FARIGOULES - Executive Director of the European Youth Centre in Strasbourg

After that the participants were invited to the Welcome space dedicated to building a common ground about the study visits where they explored methodology, programme, aims and objectives of the study visit, shared their expectations, learning needs and ways to contribute to the common learning space as well as built the network of connections in the group.

### *Session 2. Introduction to the Council of Europe and the Youth Department*

During the session RUI GOMES, Head of Division Education and Training, made a presentation about the values and bodies of the Council of Europe, the structure of the Youth Departments and focus on the activities of the Youth Department. In his presentation he pointed out the importance of being professional in youth work and brought up the discussion with the participants on what it means. In the end of the presentation, he invited participants to reflect on the question "Is education a journey or a destination"

Based on the discussion in small groups, the general idea expressed by the participants is that education should combine both without an organised journey and a reflection on the way we cannot reach the destination.

### *Session 3. Meeting with the Permanent Representative of Ukraine to the Council of Europe, Ambassador BORYS TARASYUK, with an introduction by MATJAŽ GRUDEN, Director of Democratic Participation, Council of Europe*

The Director MATJAŽ GRUDEN expressed his solidarity with Ukraine and emphasised the importance of the Council of Europe's support of Ukraine, namely youth work. MATJAŽ GRUDEN noted the significance of this study visit for the Directorate of Democratic Participation, in particular the expertise and experience of the participants.

During his speech the Ambassador BORYS TARASYUK introduced the activities of the Permanent Representative of Ukraine to the Council of Europe and its role after 24 February 2022. He highlighted the big support to Ukraine from the member states of the Council of Europe. The questions raised by the participants were connected with the exclusion of the Russian Federation from the Council of Europe and its responsibility for the war crimes and crimes against humanity as well as with the presence of Russia in international organisations such as the UN. Another block of questions were connected with the support of Ukraine in the process of reconstruction. During the meeting the participants brought the discussion about the role of the civil society and opportunities for participation in the actions focused on support of Ukraine.

### *Session 4. The participants and the Council of Europe: relations and expectations*

During the session the participants were invited to reflect on the values of the Council of Europe and their personal values and find the links in between. They also recalled their experience of their involvement in Council of Europe projects and shared it with each other.

During the debriefing the participants made the following conclusions:

- it was easy and obvious for some of the participants to find the connections between personal values and the values of the Council of Europe as they have been working with different activities before which are focused on promotion of the values;
- it was difficult for some of the participants to see the connections and they got confused on what to do if they did not see any links. Mainly they were those participants who introduced organisations which are focused on promotion of national patriotic education on the local and national levels.

#### *Session 5. Debriefing of the day. Introduction of the next day*

General impressions of the participants from the day were positive. They enjoyed the process, presentation and discussion with RUI GOMES about the purpose of education and the role of youth work and communication with the Ambassador BORYS TARASYUK.

They felt very good about themselves in the team of the participants as some of them knew each other from before.

The participants highlighted the atmosphere of equality and participation and appreciation of their expertise from the side of the trailers' team. They appreciated having the dialogue.

They learned about the activities of the Council of Europe in the support of Ukraine and highlighted the importance of sharing this information with others.

Highlight from the day:

- There is a process and there is a destination. Sometimes it is difficult to influence the outcome, but you can influence the process.

### **Day 3**

#### *Session 1. Visit to the headquarters of the Council of Europe. Visit to the European Court of Human Rights. The European Convention on Human Rights and the role of the Court, with MYKOLA GNATOVSKYY, ECHR judge elected in respect of Ukraine*

During the walk to the headquarters of the Council of Europe the participants were invited for the activity "Walk and Talk" to have conversations in pairs with the help of the leading questions about themselves and their professional life.

During the visit to the headquarters of the Council of Europe they were introduced to how the assembly looks, like, how the decisions are taken. At the end of the meeting the participants were shown a video about the Council of Europe and the Conventions of the Council of Europe.

During the visit to the Court of Human Rights the participants were introduced to the building and had a walk around it.

During the meeting with MYKOLA GNATOVSKYY, ECHR judge elected in respect of Ukraine, the participants were introduced on how the Court works, how decisions are taken. The judge answered the questions of the participants about the role of the court in the protection of human rights, implementation of the European Convention on Human Rights, the situation of human rights in Ukraine, the changes in the procedures of the Court responding to the Russian aggression towards Ukraine. The participants began a discussion with the judge about the mechanisms and challenges in the international judicial system, within the framework of the European Court of Human Rights, to overcome the systematic violation of human rights and their protection.

After the meeting with the judge there was a discussion with the participants related to the vertical of human rights, values of human rights, culture of human rights as the background for implementation of human rights in Ukraine.



### *Session 2. Introduction to the youth policy standards of the Council of Europe and the role of the European Youth Foundation (EYF) and the Quality Label of Youth Centres*

During the session CLEMENTINA BARBARO, Head of the Youth Policy Division introduced the youth policy standards and priorities of the Council of Europe based on the Youth sector strategy 2030.

GORDANA BERJAN, Head of the EYF, introduced the opportunities of the European Youth Foundation and a special call to support young people from Ukraine. GORDANA BERJAN also presented the Council of Europe Quality Label for Youth Centres, a community which consists of 14 labelled youth centres in 11 member states and possibilities for their cooperation with youth centres in Ukraine.

### *Session 3. The role of co-management and intergovernmental cooperation in the Council of Europe youth policy*

CLEMENTINA BARBARO, Secretary to the Joint Council on Youth, introduced to the participants the role of co-management and intergovernmental cooperation in the Council of Europe youth policy: what is the structure and how the decisions are made. The participants discussed with the expert how the decisions are made, how the recommendations can be provided from Ukraine, and how to get into the Advisory Council.

ANTJE ROTHEMUND, Head of the Youth Department, introduced to the participants the role of youth policy and youth work in supporting young people's autonomy and resilience. The participants expressed their interest in sharing their experience



of youth work in Ukraine during war as well as expressed the need in having manuals and guidelines to work with IDP and people who overcame traumatic experience.

The participants asked to share contact with youth councils abroad to exchange experience and practices and to support peer learning.

#### *Session 4. Youth Participation*

During the session the participants were introduced to the definition of participation from the Revised European Charter on the Participation of Young People in Local and Regional Life as well as the approach to ensuring youth participation RMSOS. The participants were invited to work in small groups focusing their discussion around one of the concepts of RMSOS.

Outcomes from the group discussions on the ideas of the entry points for young people's participation considering today's context in Ukraine:

- mentoring (motivating young people, demonstrating example, showing the opportunities);
- access to opportunities, resources, educational activities: opportunities (governmental programmes, grant support, exchanges), existence of a joint platform of opportunities, knowing the platforms with the information about opportunities for participation;
- needs assessment of young people and considering the needs of different groups of young people;
- the rule of law (understanding the processes by young people and presence of rights);
- creation of safe space and inclusive approach;
- education on youth participation;
- programmes focused on the development of competences;
- policies and procedures which will not limit the participation of young people (discriminative programmes);
- focus on senses and values in the youth work activities;
- informational support/campaigns about human rights;
- intersectoral cooperation;
- face-to-face exchanges.

#### *Session 5. Debriefing of the day*

During the debriefing of the day the participants highlighted the importance of values in youth work, the need for the development and implementation of quality projects, strategic thinking, and the importance of following the values of the Council of Europe and implementing them in everyday life and work activities.

### **Day 4**

#### *Session 1. The Council of Europe Action Plan on Ukraine*

During the session the participants had the opportunity to get to know about the Council of Europe Action Plan on Ukraine and receive the answers from OLENA LYTVYENKO, Desk Officer in charge of Ukraine and Republic of Moldova of the Directorate of Programme Coordination on the questions related to the Plan. In her speech OLENA LYTVYENKO pointed out that almost all ongoing projects of the Council of Europe Office in Ukraine will be continued, particularly Youth for Democracy in Ukraine. The information about them is available on the official website of the Council of Europe Office in Ukraine. OLENA LYTVYENKO also encouraged the participants to involve other projects of the Plan to activities in their communities with the purpose of solving a wider range of problems. To initiate additional proposals the participants might send an official letter with their ideas to the Council of Europe Office in Ukraine with the Ministry of Foreign Affairs of Ukraine and Ministry of Youth and Sport of Ukraine in copy.

### *Session 2. The role of the Ukrainian diaspora in assisting refugees and responding to the war*

In the second part of the session LUDMYLA ILCHUK, President of the PromoUkraina association in Strasbourg, introduced the activities of Strasbourg community to support Ukrainian refugees and the activities of the PromoUkraina association in Strasbourg in assisting refugees: intergenerational activities, cultural activities, charity activities, language courses, psychological support, support with finding accommodation, humanitarian support to Ukraine. LYUDMYLA ILCHUK shared the experience of the diaspora association in response to the war, in particular, the mobilisation of Alsace resources to provide humanitarian aid in various forms for the cities of Ukraine.

### *Session 3. Sharing realities of youth work in war time*

During the session the participants were invited to the World Cafe activity where they explored the realities of youth work in war time. Each table has a question to share and discuss.

Outcomes of the World Cafe in the Appendix 2.

In panel debriefing there was a discussion about what could be done with the outcomes and how they could be transformed into recommendations for youth workers in Ukraine or international partners.

During development of follow up initiatives these outcomes were used for choosing a sphere of activities and further follow ups.



### *Session 3. Priorities and means of youth policy during war time in Ukraine. Introduction to the findings of the project Youth for Democracy in Ukraine regarding the needs of youth workers and youth centres in Ukraine*

During the session MARYNA POPATENKO, Deputy Minister for Youth and Sports of Ukraine, introduced the priorities and means of youth policy during war time in Ukraine, ongoing programmes and adaptations. There was a request from the participants to have specialist trainings for youth workers on trauma-informed youth work, work with internally displaced young people.

During the presentation of OLENA CHERNYKH, Senior Project Officer of the project "Youth for Democracy in Ukraine" the outcomes of both phases of the project were introduced and plans for the new project were announced.

### *Session 4. Parallel workshops from trainers*

#### *Workshop 1: Do No Harm principle in youth work*

During the session the participants explored the aspects of principle 'do no harm' and a safe space as one of the aspects of the principle. They have reflected on how their organisations' activities can meet the needs of young people, taking into account the principle of 'do no harm'. This workshop was based on the developed [manual of the Trauma Informed Youth Work training programme](#) which has been implemented by the Council of Europe project "Youth for Democracy in Ukraine: Phase II" in cooperation with the Ministry of Youth and Sports and the Council of Europe project on Internally Displaced Persons in August-November 2022.



## *Workshop 2. Living library as a methodology of youth work for social cohesion*

During the session participants share their experience with a method as the living library, share their understanding of the method and have the opportunity to explore it in practice. Four participants try the role of “book” and tell their stories, the rest try themselves as librarians and readers. On debriefing participants shared that all of them have positive experience in participation in a living library in all roles. Participants reflected that they can use this methodology in their own communities to reduce tensions between locals and IDPs. Participants were informed about [the Living Library organiser’s guide “Don’t judge a book by its cover!”](#) translated in the Ukrainian language by the Council of Europe project “Youth for Democracy in Ukraine” in 2021.

## *Session 5. Debriefing of the day*

During the debriefing of the day the participants pointed out the opportunities to talk with colleagues about youth work, having an opportunity not only to listen but to share and to be heard. They mentioned that the workshop on Living Library was useful for them as they learned a new tool for promotion of social cohesion.

Thoughts shared at the debriefing of the day:

- there is a support in our network
- the quality of the trainings for youth workers should be reconsidered and improved
- partnership is very important. There is a need to develop the culture of honest and fair networking
- it is important to integrate to youth work the sense of values and approaches of the Council of Europe
- it was important to reflect on the needs of youth workers during the session of youth work realities
- it was important to hear the outcomes of the project “Youth for Democracy in Ukraine” especially if you were a part of it
- there are already ideas for the projects - it is important not to give up on them (one is about strengthening the visibility of young people)
- “I started to be ashamed own feelings and attitudes”
- meeting with the representative of the PromoUkraïna
- realising that we are all just people and we need to have rest
- realising that I got used to focusing on the majority and have not thought of the minority. How can we as youth workers meet the needs of minorities?
- the principle of “do no harm ” and creation of a safe space - first ask then act.

## **Day 5**

### *Session 1. Actions of the Council of Europe youth sector in relation to Ukraine:*

- *European Youth Foundation (EYF)*
- *Working Group of the Joint Council on Youth*
- *Working group about national implementation of the youth policy*

During the session the representative of the European Youth Foundation MÁRCIO BARCELOS made the detailed presentation about the Foundation, how the organisation from Ukraine can register at the platform, which organisations can apply, what are the requirements for the projects and procedures to apply pilot activities for the special call to support young people from Ukraine.

After that CLEMENTINA BARBARO, Secretary to the Joint Council on Youth, introduced the working group of the Joint Council on Youth and the Working Group on Ukraine.

## *Session 2. Working Groups on areas of interest of the participants*

- Working group with the representative of EYF:

During the working group with the representative of the European Youth Foundation the participants had the opportunity to clarify the questions regarding the criteria for the projects, registration procedure, and ask questions about specific project ideas.

- Joint Council on Youth Working Group on Ukraine:

The following discussion were structured into possible directions of activities:

- 1) Expert support of youth workers and youth centres in Ukraine and development of recommendations and methodologies based on current needs of youth work, for example in matter of:
  - local youth council based on the Council of Europe standards;
  - how to provide youth work in time of crisis;
  - arrangement youth space without physical space;
  - adapt the youth work to the needs and interests of young people;
  - how to return youth centre and youth work to de-occupied territories (towns, villages, communities);
  - how to plan/design a new youth centre or space from scratch;
  - safe and secure inclusive space for youth work - open minded space;
  - services for asylum seekers or migrants: legal, career, psychological;
  - safety for youth workers working in the fields or neighbourhoods;
  - engagement of vulnerable young people;
  - division of youth work based on the needs of young people, how to involve young people.
- 2) Expert community for peer learning and peer exchange between youth centres from Ukraine and Council of Europe Quality Labelled Youth Centres where Ukrainian youth centres can learn practices and share their expertise in matters of crisis management, youth work with/for asylum seekers or migrants.
- 3) Cooperation online platform for partnership building within Ukraine and beyond.

- Working group with the representatives of the Ministry of Youth and Sport of Ukraine

The budget on the youth programmes on the regional level is frozen. It is important to raise funds through partner NGOs. Youth departments can act as a partner (this will be an additional plus for donors). Possible donors for the activities – “DOBRE”, “Hoverla”.

The Ministry can support through consultations, but a description of the project proposal is required in order to advise something.

The offices of international organisations have moved to the western region - the authorities are consulting with them about what can be done. It will be helpful to hold a joint meeting of various donors at the initiative of youth departments.

There was a request on the educational programmes for safety skills. The representatives of the Ministry suggested that there are different manuals and booklets, the cooperation with the patrol police is possible as they organise such activities. Other organisations which can be contacted are Red Cross, Plast, course on Prometheus.

## **Day 6**

### *Session 1. Introduction to Strasbourg and its youth policy at the European Youth Centre, with VÉRONIQUE BERTHOLLE, Deputy to the Mayor of Strasbourg*

During the session VÉRONIQUE BERTHOLLE, the Deputy Mayor of Strasbourg introduced to the participants the youth policy of Strasbourg. VÉRONIQUE BERTHOLLE noted that the new

priorities of the youth policy of Strasbourg were developed only this year, and that the City Council constantly attracts young people to internships in its units. In her opinion, Ukraine has extremely valuable experience in the decentralisation of governance.

### *Session 2. Visits and meetings in youth centres and with youth workers in Strasbourg*

During the study visit the participants joined 4 groups. Each group visited one of the organisations working with young people in Strasbourg.

#### **Group 1: Social and Cultural Center of Elsau**

The organisation carries out their activities for people of different ages: children, youth, families, adults and the elderly in order to:

- participate in the life of a district;
- exchange, meet;
- be united because everyone is useful...



#### **Group 2: Specialised Regional Association for Social Action, Education and Animation (ARSEA)**

The specialised regional association for social action, education and animation (ARSEA), with more than 1,300 employees, provides support to almost 18,000 beneficiaries every year through more than 50 institutions and services grouped into three interdepartmental sectors of activity. Directions:

- support for youth with psychosocial difficulties;
- diversified and adapted activities for people with disabilities and autism;
- attention to adults with numerous difficulties and the elderly.



#### **Group 3: TessLab**

They help young people become aware of their ability to act, to acquire cross-cutting skills that will allow them to integrate into life more easily. Directions:

- development of soft skills;
- training in programming and application development;
- development of the entrepreneurial mindset of younger generations through meetings and training camps.





The organisation introduces young people to the start-up world and teaches them project management, lean start-up, digital marketing, and more.

#### **Group 4: Foyer Notre Dame**

The Foyer Notre Dame Association currently takes care of 14 institutions and services. They accompany almost 1,500 people every day.

Youth activities now focus on young workers, young people who have left the welfare system as children and unaccompanied minors.

The Asylum Center for Refugees works on the entire chain of asylum applications, starting with the first reception and ending with the support of refugees with status.



#### *Session 3. Youth work experiences and cooperation perspectives with Quality Label youth centres*

During the session four youth centres which have the quality label of the Council of Europe introduced their activities and forms of work. The following youth centres were introduced by:

- Berni SMYTH, CEO of KDYS Killarney Youth Centre (Ireland);
- Mihai Adrian VILCEA, President of Timis County Youth Foundation (Romania);
- Tessy BEMTGEN and Jang RICKAL, Team of Centre Cinqfontaines/Service national de la jeunesse (Luxembourg) ;
- Stefaan Meeussen, Coordinator of educational service of De Hoge Rielen (Belgium).

#### *Session 4. Follow-up through the co-management system of the Council of Europe youth sector. Cooperation and follow-up initiatives*

At the beginning of the session JUOZAS MELDŽIUKAS, member of the European Steering Committee for Youth, introduced different possibilities for the follow-ups through the co-management system of the Council of Europe youth sector.

After that the participants were invited to write the ideas of actions and place them into one of three areas.

1. **Future Action Plan on Ukraine** (Resilience, Recovery and Reconstruction):
  - Setting-up contacts with youth diaspora;
  - Informational platform e-youth;
  - Mentoring programme for communities on the development of youth policies;
  - Expert council: architects, designers, practitioners for reconstruction of youth centres - development of the model;
  - Renovation or creation of the youth centres where there are none. Extension of the national programme "Vidnova:UA";
  - The project "How to talk with warriors at home to make it comfortable";
  - Implementation of volunteering in school programme;
  - Work with young people from de-occupied territories;
  - Help to youth centres in covering basic needs to let youth workers implement educational programmes;
  - Programme of psychological support for youth workers;

- Development of national patriotic education in Ukraine;
- Involvement to reconstruction young people who left the country;
- Educational programmes for youth workers: trainer's competences, standards and approaches of Council of Europe, human rights;
- Twin support centres;
- Project on social cohesion among young people from different regions of Ukraine;
- Advocacy of participation of young people in the national plan of reconstruction of Ukraine.

## **2. Exchange and cooperation with youth centres:**

- Twinning;
- Job-shadowing of the youth centres of the quality label;
- Study visits to the youth centres of the quality label;
- Webinars and educational programmes on different topics by the youth centres from quality label;
- Youth exchanges.

## **3. Networking within Ukraine:**

- Development of the methodologies of youth work during war time;
- Reconstruction and recovery of youth centres and youth spaces in Ukraine;
- Regional exchanges between student youth;
- Joint national platform of youth events;
- Exchange of experiences between Ukrainian youth centres;
- Educational programmes for youth workers (values-based youth work, training competences);
- Creation of case-studies based on the experience of youth organisations during war-time;
- Regional youth boosters;
- Development of the network Club of informational technologies;
- Mentoring programme for newly established youth centres from the youth centres with sustainable positive working experience;
- Professional development of the youth workers according to the European standards.

The representatives of the Quality labelled Youth Centers took part in a working group on exchange and cooperation with youth centres. Olga Donets (Donetsk Youth Debate Center), Anzhela Tymchenko (Nizhyn City Youth Center), Iryna Symonova (Chernihiv Regional Youth Center), Olena Arutiunian (Kirovohrad Regional Youth Center) showed their interest to learn experience of Quality labelled Youth Centers in practising the outreach youth work and detached youth work, as well as human right education for youth workers and young people.

### *Session 5. Debriefing of the day*

During the debriefing of the day the participants highlights experience of development of youth policy in Strasbourg shared by VÉRONIQUE BERTHOLLE, Deputy to the Mayor of Strasbourg, the observation from the visits in the youth organisations in Strasbourg that the youth work should integrate social work, the improvement of the quality of the youth work in Ukraine considering the needs of young people.

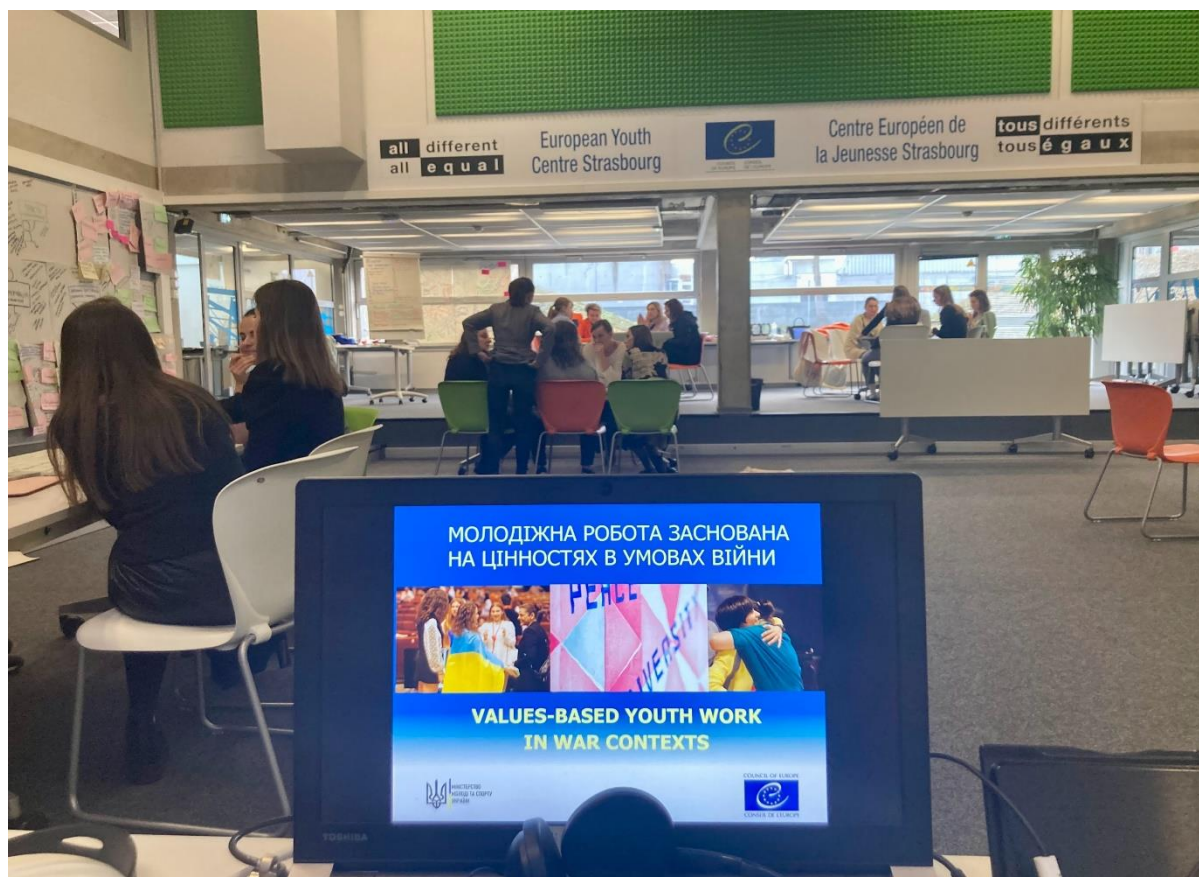


## Day 7

### *Session 1-2. Cooperation and follow-up initiatives*

During the first two sessions of the day the participants continued working in the project working groups on development of the project ideas around three thematic areas.

The list and description of the projects is in the part of the Follow-up of this report.



### *Session 3. Evaluation of the seminar and study visit*

The participants introduced 9 project ideas which they developed in three action areas:

- Future Action Plan on Ukraine (Resilience, Recovery and Reconstruction) - 6 project;
- Exchange and cooperation with youth centres - 2 project;
- Networking within Ukraine - 1 project.

During the presentations the participants received feedback from their colleagues and facilitators.

After presentations the participants were invited to recall the programme of the study visit and share the moments and elements of the programme they remembered and enjoyed the most. The following activity of the session was dedicated to collection of ideas and feedback about the study visit from the participants focusing on 3 questions:

1. What will you take with you?

The participants pointed out that they would take with them new ideas, inspiration, international and national connections in the field of youth work, experience of youth work if international and Ukrainian youth centres, information about the Council of Europe, European Court for Human Rights, Action Plan for Ukraine of Council of Europe, projects of Ministry of Youth and Sport. The participants gained understanding of the challenges in youth work and the needs of

youth workers in Ukraine, reconsidered the values in youth work, learned about the opportunities for the youth centres and mechanisms for applying the projects and receiving grants.

2. What would you delete from the programme?

3. What would you like to change in the programme of the visit?

Following the last 2 questions the participants mentioned that they would appreciate more free time, changing the format of reflections, minimising or changing the format of presentations from speakers, changing the process of participants' selection, having a bigger focus on Ukrainian experience, and having more time for visits to local organisations.

After that the closing words were provided by

- MARYNA POPATENKO, Deputy Minister for Youth and Sports of Ukraine
- SPYRIDON PAPADATOS, Chair of the Advisory Council on Youth
- MIHAI ADRIAN VILCEA, President of the Timis County Youth Foundation
- RUI GOMES, Head of Division Education and Training of the Council of Europe

At the end of the session the participants received from each other their certificates for recognition of their participation in the programme of the study visit.

## IV. FOLLOW-UP OF THE STUDY VISIT AND SEMINAR

*"Had the opportunity to fully develop their own ideas for improving local youth work initiatives in various settings."*

*"There have already been ideas about sharing experience with the local team, ideas for new intercity and interregional projects considering European approaches to youth policy and youth work."*

*"It was interesting to work out one's own idea in a circle of like-minded people and develop it."*

During the study visit the participants developed follow-up initiatives which were focused on the three action areas:

- Future Action Plan on Ukraine (Resilience, Recovery and Reconstruction);
- Exchange and cooperation with youth centres;
- Networking within Ukraine.

**9 project ideas** were elaborated in groups and individually. Here is the **short description** of the ideas **for each area of actions**:

*Future Action Plan on Ukraine (Resilience, Recovery and Reconstruction)*

1. **A long-term programme of psychological anti-crisis support for youth workers.** The project includes: - survey of youth workers regarding their needs; - study the experience, find parterres who are ready to sign up for it; - communicate separately with the Armed Forces and their psychological service; - compile the structure of the Programme and part of the content (what methods, how it happens, internal processes, what internal products are in the program, duration, modularity, etc.) for that, there should be a joint working group with the development of all that (psychologists + youth workers + donor\organiser); - draw up the financial and organisational structure of the program. It can be another working group; - Implementation: assemble a team of psychologists, conduct information. campaign, do what is provided (Oksana Malchenko and Nataliia Kalantaienko);
2. Workshop **"How to talk to defenders when returning home"**. The project includes training for our youth workers and psychologists (group work), who will then implement the acquired experience on the ground + online support from foreign mentors and supervision groups (Svitlana Oleksiichuk);
3. **Restoration or creation of youth infrastructure facilities**, as well as youth involvement in reconstruction: 1. Exchange of youth from different regions of Ukraine. 2. Which will contain an educational component and the processes of restoring the youth infrastructure (with the aim of creating a safe space for self-realisation of youth and the work of youth workers). The project is planned to be implemented in May-September 2023 (Mariia Sakuta, Olha Skrypnyk, Mishchuk Veronika);
4. **Development and recovery of national patriotic education (NPE) in Ukraine** by raising funds on development of safety and life skills of young people and training representatives of the civil society in international granting opportunities. The project includes: 1. Events for representatives of NGOs to train about international funding opportunities (pitfalls, features, secrets, etc.) or a series of events to understand the values and true future plans of the participants. 2. Submission of projects to international partners from Ukrainian NGOs and support of this process from consultants. 3. Implementation of educational activities within the framework of the NFE, i.e. camps,

trainings, schools, which fit into the framework of acquiring safety and life skills of young people (Kateryna Hlushchenko and Daria Sherstiuk);

5. **"Youth from de-occupied territories"**: creation of a "document"/recommendations on the development of the NEW youth policy in the de-occupied territories (with youth and youth NGOs). The project includes: - analysis of the needs of the youth of the de-occupied territories; - conducting a strategic session (camping, offline meeting with the youth who left) to form a new concept of working with the youth of the de-occupied territories; - formation of a document (programs, concepts, recommendations) for presentation to authorities. It is planned to be implemented in April-June 2023 (Tatiana Nesvat);
6. **Advocacy of participation of young people in implementation of the Recovery Plan of Ukraine** through participation in the National Youth Council, creation of the initiative youth group (Karolina Svyryda, Juliana Nazo, Alina Kozytska).

#### *Exchange and cooperation with youth centres*

1. **"European platform for Cooperation of Youth Workers"**: establishment and strengthening of international cooperation between European youth centres and organisations for the purpose of continuous professional growth and improvement of work with youth. The project includes learning together: bank of learning needs, study visits; expending resources: using spaces of each other; exchanges: internships in QL centres; consultations: global calls, individual support. Thematic priorities of the project: working with youth from disadvantaged neighbourhoods, inclusive society, capacity building for teams of youth workers, working with trauma (Anastasiia Golovchenko);
2. **Detached youth work**: development of teams in regional centres for the implementation of detached youth work through cooperation with QL youth centres: adaptation of experience through approbation in Ukrainian realities; creation of a programme for implementation in Ukraine. The project is planned to be implemented in the 1st half of 2023 (Olga Donets).

#### *Networking within Ukraine*

1. **Retreat programme for emotional support of youth workers**: programme of personal development, recovery of resources of youth workers, prevention of burnout, opportunities for networking and exchange of experience, work on improvement of Youth Worker programme (Tetiana Deriabkina, Anna Biloshapka, Natalia Rudnytska, Anastasiia Kozak, Oksana Malchenko, Yuliia Chereda).

The participants identified their next steps to implement the follow-up ideas after the study visit. Among them they pointed out connecting with team of people who developed joined project ideas, building up cooperation, networking with different NGOs and youth centres, searching for donors to implement the project idea, using the opportunity of the European Youth Foundation (registration of the organisation on the platform, apply for the pilot project), getting together with the team and sharing gained information, strategising the activity of the youth centres for the next year with the involvement of young people in this process and focusing on their needs, attracting more young people to work with the regular activities, improving awareness, in particular among young people from among IDPs.

## V. CONCLUSIONS AND RECOMMENDATIONS

*"It was important to reflect on the needs of youth workers during the session of youth work realities"*

Sharing the realities of youth work among participants on the 4th day becomes one of the core sessions of study visit. There were many highlights and ideas after it.

*"Realising that I got used to focusing on the majority and have not thought of the minority. How can we as youth workers meet the needs of minorities?"*

*"There are already ideas for the projects - it is important not to give up on them (one is about strengthening the visibility of young people)"*

The **core conclusions** from the tables of world cafe are:

- **Youth work in war time is needed because** it helps to make evaluation of values, adapt and find connections for young people, local authorities and youth workers, locals and IDPs, create feeling of belonging, provide different kind of support and develop many competences;
- There are **challenges in** providing classic **youth work** in war time such as: new teams and need to manage them and to improve their capacities, a lot of work with humanitarian aid too, burning out of youth workers, volunteers and target groups, new safety norms, issues of reintegration into the Ukrainian context of young people from de-occupied territories and young people who fled abroad from war, absence of partnership culture among youth centres and NGOs;
- There are **new answers on those challenges and lifehacks**: crisis management has been mastered (time and resource management, safety measures on first place, always prepared plan B, using generators and alternative sources of energy), new level of digitization was achieved, not looking on weak culture of partnerships they still continue developed with new organisations and groups, business, IDPs and self-organised groups of locals, many programs in youth work were actualized and Ukrainian youth workers learn how to take care of yourself and not taking all responsibilities;
- There are also a change in **needs of young people** which can be a pathway for future youth work: except being sure in tomorrow and fulfilment of basic needs especially on newly de-occupied territories (food, clothes, heating, electricity, safety place for studying, communication with like-minded people, health care), there are request for media literacy, development of first-aid skills and language skills (Ukrainian and English), special support as psychological or legal, feeling of belonging to community and feeling of justice, opportunities for improvement own capacities with help of formal or non-formal education, recognition and respect for volunteering the did;
- **Needs of youth workers** can be at the same time motivation and challenges for future youth work: quality rest, recovery and retreats, need in regular exchange of experiences with colleagues and feedback from them and donors (to feel connection to community, to check situation around, not to feel alone in this fight, support each other), complex psychological support, team-building to improve own teams and motivate them for work, raising qualifications of workers, financial support and physical place for activities for relocated centres and centres which were destroyed in the process of Russian aggression, complex analysis of youth needs to understand in which way to build future youth work.



These conclusions gave opportunity to develop 9 project ideas which can be found in part of the report about follow-ups.

According to evaluation forms where participants mentioned that the most important in overall study visit were meetings with guests, representatives of different institutions of Council of Europe and not only, visits to youth centres and institution, sharing own experiences with colleagues and practical learning we would make a conclusion that such study visits are needed and programme of next visits can be build around mentioned elements.



### **For the Council of Europe**

- to take into account suggestions from participants and not to make so full visit;
- to propose for youth workers the regular educational activities as a reason to meet, share own realities and challenges;
- to create opportunities for youth workers, youth centres, youth organisations from Ukraine to develop and implement common initiatives for a few Ukrainian organisations to improve culture of partnership;
- to create opportunities for youth centres from Ukraine to meet (online or offline) with youth centres with Quality Label to discover each other's experience and build a base for cooperation;
- to inform more intense about opportunities of education and financial support for project's implementation from Council of Europe (through partners too);
- to organise educational activities for youth workers and representatives of youth centres about values-based youth work.

### **For the Ministry of Youth and Sports of Ukraine**

- to make more transparent process of participant's selection;
- to initiate the online meetings for participants to inspire them to keep in touch;
- to share results of study visit with other opportunities of Council of Europe to inspire other youth workers, youth centres and youth organisations to use these opportunities;

- to continue implementing ideas on research of youth workers needs and collection working formats on one platform;
- to reconsider the Youth Worker Programme from the perspective of values-based youth work;
- to develop and implement specialties training courses for the youth workers focused on trauma-informed youth work and social cohesion.

# Appendix 1 – Programme

## Sunday 4 December

Arrival to Strasbourg

18:00 Getting to know the environment and the group

19:00 Dinner at the European Youth Centre

20:30 Welcoming in the Belgian Bar

## Monday 5 December

08:30 Breakfast

09:30 Opening

Expectations and needs of participants

Presentation of the programme and working methods

11:00 Break

11:30 Introduction to the Council of Europe and the Youth Department, RUI GOMES, Head of Division Education and Training

13:00 Lunch at the European Youth Centre

14:30 Meeting with the Permanent Representative of Ukraine to the Council of Europe, Ambassador BORYS TARASYUK, with an introduction by MATJAŽ GRUDEN, Director of Democratic Participation, Council of Europe

16:00 Break

16:30 The participants and the Council of Europe: relations and expectations

18:00 Debriefing of the day

Introduction of the next day

19:00 Dinner at the European Youth Centre

## Tuesday 6 December

08:30 Breakfast

09:15 Visit to the headquarters of the Council of Europe

10:15 Visit to the European Court of Human Rights

10:45 The European Convention on Human Rights and the role of the Court, with MYKOLA GNATOVSKYY, ECHR judge elected in respect of Ukraine

12:45 Lunch at the European Youth Centre

14:15 Introduction to the youth policy standards of the Council of Europe, by CLEMENTINA BARBARO, Head of the Youth Policy Division

14:30 The role of the European Youth Foundation (EYF) and the Quality Label of Youth Centres, with GORDANA BERJAN, Head of the EYF

15:00 Exercise on youth participation

16:00 Break

16:30 The role of co-management and intergovernmental cooperation in the Council of Europe youth policy, introduction by CLEMENTINA BARBARO, Secretary to Joint Council on Youth

- 17:15 The role of youth policy and youth work in supporting young people's autonomy and resilience, with ANTJE ROTHEMUND, Head of the Youth Department
- 18:15 Debriefing of the day
- 19:00 Dinner at the European Youth Centre

### **Wednesday 7 December**

- 08:30 Breakfast
- 09:30 The Council of Europe Action Plan on Ukraine, with OLENA LYTVYNENKO, Directorate of Programme Coordination
- 10:30 The role of the Ukrainian diaspora in assisting refugees and responding to the war, by LUDMYLA ILCHUK, President of the PromoUkraina association in Strasbourg
- 11:00 Break
- 11:30 Sharing realities of youth work in war time  
(in parallel: meeting of the Steering Committee of the project Youth for Democracy in Ukraine)
- 13:00 Lunch at the European Youth Centre
- 14:30 Priorities and means of youth policy during war time in Ukraine, with MARYNA POPATENKO, Deputy Minister for Youth and Sports of Ukraine
- 15:30 Introduction to the findings of the project Youth for Democracy in Ukraine regarding the needs of youth workers and youth centres in Ukraine, with OLENA CHERNYKH, Senior Project Officer
- 16:00 Break
- 16:30 Activities with trainers  
Debriefing of the day
- 19:00 Dinner at the European Youth Centre

### **Thursday 8 December**

- 08:30 Breakfast
- 09:30 Actions of the Council of Europe youth sector in relation to Ukraine:
- European Youth Foundation and a special call to support young people from Ukraine with MARCIO BARCELOS
  - Working Group of the Joint Council on Youth
  - Quality Label of the Council of Europe: expectations and opportunities from the peer exchange and peer learning between youth centres and youth workers
- 11:00 Break
- 11:30 Working Groups on areas of interest of the participants
- 13:00 Lunch at the European Youth Centre
- 14:30 FREE AFTERNOON
- 19:00 Dinner in town

### **Friday 9 December**

- 08:30 Breakfast
- 09:30 Introduction to Strasbourg and its youth policy at the European Youth Centre, with VÉRONIQUE BERTHOLLE, Deputy to the Mayor of Strasbourg

10:30 Visits and meetings in youth centres and with youth workers in Strasbourg

- [Social and Cultural Center of Elsau](#)
- [Specialised Regional Association for Social Action, Education and Animation \(ARSEA\)](#)
- [TessLab](#)
- [Foyer notre dame](#)

13:00 Lunch in town

15:15 Youth work experiences and cooperation perspectives with Quality Label youth centres, with:

- [KDYS Youth Centre, Fairhill, Killarney, Co. Kerry](#) (Ireland)
- [Timis County Youth Foundation](#) (Romania)
- [De Hoge Rielen](#) (Belgium)
- [Centre Cinqfontaines/Service national de la jeunesse](#) (Luxembourg)

16:30-17:00 Break

17:00-18:00 Follow-up through the co-management system of the Council of Europe youth sector - with JUOZAS MELDŽIUKAS, member of the European Steering Committee for Youth and SPYRIDON PAPADATOS, Chair of the Advisory Council on Youth

18:00-18:30 Cooperation and follow-up initiatives

- Future Action Plan on Ukraine (Resilience, Recovery and Reconstruction)
- Exchange and cooperation with youth centres
- Networking within Ukraine

18:30 Debriefing of the day

19:00 Dinner at the European Youth Centre

## **Saturday 10 December**

08:30 Breakfast

09:30 Cooperation and follow-up initiatives (cont.d)

11:00 Break

11:30 Preparing follow-up plans and projects (conclusions)

13:00 Lunch at the European Youth Centre

14:30 Farewell to Strasbourg (free time)

16:30 Evaluation of the seminar and study visit

19:00 Dinner at the European Youth Centre and Ukrainian cultural evening, opened to guests and participants in the meeting

## **Sunday 11 December**

08:30 Breakfast

Departure of participants



## Appendix 2 - Outcomes of the World Cafe “Realities of the youth work in Ukraine during war time”

**Table 1: What is the role of youth work in war time?**

- adaptation (support to locals and IDPs, to new situation in general) and integration;
- volunteering, donating, fighting;
- connection between youth and youth workers or services for youth;
- feeling of belonging for young people and social benefits;
- creation of safe and comfortable space;
- humanitarian aid as a risk factor, work with humanitarian aid stops from going back to classical youth work because it's took time;
- improvement of competences;
- organisation of the meaningful leisure time;
- motivation of young people;
- fast reactions, flexibility;
- information and psychological support of youth;
- part of national patriotic education;
- classic youth work on territories where it is possible with the aim of forming social active citizens;
- social function provided by youth sector instead of local authorities (for example, social services and consulting how to make documents, where to receive humanitarian aid, creation of database of IDPs, informing of target groups about new opportunities on rebuilding houses or humanitarian aid);
- fundraising through common grant writing;
- creation of links with local authorities in communities: youth work helps to see youth engagement in common fight against aggression and gave understanding to local authorities the need of youth work in war times;
- cross-sectorial interaction: youth work as platform for additional education;
- lobbying and advocacy of youth interests;
- saving connections with thus who flee out of Ukraine and support those who plan to come back;
- empowerment of existed capacities;
- assistance in social cohesion and building social connections;
- opportunities for young people to find their place and implement their potential (develop activism, involvement of young people in community's processes);
- help to make evaluation of values and values of young people.

**Table 2: What are the challenges for providing youth work in wartime?**

- hard not to lose your team and keep it motivated (staff turnover, youth fleeing from Ukraine);
- you have to spent time for teaching newcomers;
- changing of profile of work and forming a new stereotype that youth work is only about humanitarian aid;
- new technological challenges (learn how to work with generator, inverter);
- weak financial capacity – not all people know how to work with international donors;
- priority on satisfaction of basic needs;
- army migration;

- how to come back to classical youth work?;
- humanitarian aid took a lot of time;
- non-engagement of IDPs and locals into activities;
- youth workers do not know how to work with different target groups;
- burning out of youth workers and target groups;
- youth workers are overload with a work;
- youth worker takes the role of a psychologist (superhero);
- correct administration of resources;
- negative impact of local authorities who takes our achievements;
- how to motivate youth to come back from abroad to Ukraine?;
- old formats are not working and there no time to think about new formats which we can propose to young people;
- adaptation of activities to safety norms;
- checking of NGOs and youth centres by Ukrainian security service;
- substitute of definitions nationalism=Nazism and it's hard to explain to international donors that if you from one of work topics in your NGO is national patriotic education it's doesn't mean that you are Nazis; prejudices even among Ukrainian colleagues;
- absence of partnership culture among youth centres and NGOs;
- reintegration into the Ukrainian context of young people from de-occupied territories.

**Table 3: Life-hacks (findings) in providing youth work in wartime?**

- crisis management has been mastered;
- mental resources;
- building partnership with colleagues (for example, move where the electricity is still on) and reducing competition due to the need to cooperate;
- organising groups of support for target audience;
- creating a cosy and comfortable atmosphere;
- having always a plan B;
- digitalization (to keep everything on USB, not Google drive);
- adaptation of formats of activities, mobility, flexibility;
- considering safety measures in organisation of activities (shelters, blur effects for photos);
- actualization of programs (sport orienting, first aid);
- team building as way of support: developing and keeping agreements in team, being honest with yourself, your team, community;
- time and resource management;
- raising resources which came in Ukraine to support Ukrainians;
- using generators and alternative sources of energy;
- dealing with business and finding a partners;
- engaging IDPs to activities;
- teaching your team to say "no";
- taking care of yourself and not taking all responsibilities.

**Table 4: What are the needs of young people?**

- food, clothes, heating, safety (youth centre or space);
- media literacy (learn where to find opportunities);
- belonging to community and impact on victory, to find friends, own community;
- accessible leisure;
- psychological support;
- self-fulfilment;
- first aid;
- development of language competences: Ukrainian, English;

- non-formal and formal education (support during transmission between universities, Internet, electricity, laptop);
- being sure in tomorrow;
- feeling of justice (some young people can react very aggressively on inequality, on territories of war actions can exist subconscious expectation that you will not receive something because it will be given to somebody who needs it more, "IDPs receive more");
- support from youth workers, consulting, monitoring;
- recognition and respect for volunteering;
- quality medical help;
- financial literacy;
- legal support;
- feeling of belonging for those who are abroad, not to be forgotten, support;
- comfortable place for receiving different services;
- programme for self-fulfilment.

**Table 5: What are the needs of youth workers in war time?**

- support (not to feel yourself the only one who did such work, to feel connection with other youth workers and youth centres (online or offline), share experiences inside of region or between regions);
- exchanges of experiences at very local level – to see something new, because grass-root youth workers are often do not have a lot of experience;
- complex psychological support;
- feedback from donors (did we make our tasks as it was in the donor's vision? To see ourselves on changes and our small contribution in change);
- not obstructing the youth work by the local authorities;
- healthy competition for humanitarian aid or audience;
- financial support (to find ways for municipal institutions to work officially with grant money);
- analysis of youth needs;
- quality rest, recovery, retreats;
- team-building;
- raising qualifications of workers (needed good personnel officers, courses "How to be a principal in a municipal institution?", for new workers needed: project management, volunteer management, standards of accountability and transparency, project evaluation, how to work with donors, leadership, SMM and public communication, financial literacy, how to work with finances and invoices);
- delegation of tasks to other people;
- physical place for activities for relocated centres and centres which were destroyed in the process of Russian aggression.

## Appendix 3 – List of the participants

### YOUTH WORKERS, REPRESENTATIVES OF YOUTH CENTRES

Iryna SIMONOVA	Chernihiv Regional Youth Center
Anzhela TYMCHENKO	Nizhyn City Youth Center
Yuliia CHEREDA	NGO "Okhtyrka Youth Center"
Olena ARUTIUNIAN	NGO "Youth centre of Kirovograd region"
Diana PRIDMA	Educational Center of Kyiv oblast "PLAST"
Oksana MALCHENKO	NGO "Equal Opportunity Space"
Anastasiia GOLOVCHENKO	All-Ukrainian Youth Centre
Anastasiia MOLDOVAN	Vinnytsia Regional Youth Center "KVADRAT"
Svitlana OLEKSIICHUK	Youth centre of Chernivtsi "YOUTH RESIDENCE"
Yelyzaveta BALACHINA	Youth Center of Dnipro
Juliana NAZO	NGO "Youth Council of Odesa region"
Alina KOZYTSKA	Ukrainian Youth Councils Association
Viktoriia BEZSMERTNA	Youth centre of Zhytomyr Region (based on the Institute of Creative Innovations NGO)
Iryna SAVCHENKO	Department of science, education, youth and sport of the Transcarpathian Regional State Administration
Ievgeniia BLAZHEVSKA	Chernivtsi Regional State Administration
Olha SKRYPNYK	Public organisation "Active citizens town"
Nataliia KALANTAIENKO	Ukrainian Volunteer Service
Olena LUPOVA	Building Ukraine Together "BUR"
Veronika MISHCHUK	Volyn Youth Center
Karolina SVYRYDA	NGO "3.5 percent" and Youth hub "Aware Zone"
Tetiana DERIABKINA	NGO "Youth Platform" (project "Dialogues of victory")
Anastasiia KOZAK	NGO "National Assembly of Students of Ukraine"
Tatiana TRASHUTINA	Donetsk Regional Children and Youth Center
Viktoriia RADCHUK	Youth Centre "Gurkit"

Olga DONETS	Donetsk Youth Debate Centre
Anna BILOSHAPKA	SpivDiia
Kateryna HLUSHCHENKO	Youth National Congress
Dariia SHERSTIUK	Union of Ukrainian Youth in Ukraine
Tetiana NESVAT	NGO "People.ua"

## **TRAINERS**

Yuliya IELFIMOVA	Consultant with the project "Youth for Democracy in Ukraine: Phase II"
Olena GLAZKOVA	Consultant with the project "Youth for Democracy in Ukraine: Phase II"

## **GUEST SPEAKERS**

Marcio BARCELOS	Expert of the European Youth Foundation
Ludmyla ILCHUK	President of the PromoUkraïna association in Strasbourg
Mihai Adrian VILCEA	President of Timis County Youth Foundation (Romania)
Berni SMYTH	CEO of KDYS Killarney Youth Centre (Ireland)
Tessy BEMTGEN	Centre Cinqfontaines /National Youth Service of Ministry of National Education, Children and Youth (Luxembourg)
Jang RICKAL	Centre Cinqfontaines/ National Youth Service of Ministry of National Education, Children and Youth (Luxembourg)
Véronique BERTHOLLE	Deputy to the Mayor of the Strasbourg
Pierrette SCHMITT	Director of Social and Cultural Center of Elsau, Strasbourg
Nadia KECHID	Director of ARSEA - Specialised Regional Association for Social Action, Education and Animation (Strasbourg)
Hakim El HADOUCHI	Co-Founder of TessLab (Strasbourg)
Clementine PEREIRE	Representative of Foyer Notre Dame Association (Strasbourg)

## **MINISTRY OF YOUTH AND SPORTS OF UKRAINE**

Maryna POPATENKO	Deputy Minister
Iryna BIELIAIEVA ( <i>online</i> )	Director of Youth Policy Department



Mariia SAKUTA	Head of division regional youth policy and youth initiative support
Nataliia RUDNYTSKA	Senior Specialist, Division on Support of Youth Social Welfare

## **COUNCIL OF EUROPE**

### **Permanent Representation of Ukraine to the Council of Europe**

Borys TARASYUK	Ambassador Extraordinary and Plenipotentiary Permanent Representative
Oleksandr KULIKOVSKYI	Deputy to the Permanent Representative

### **European Court of Human Rights**

Mykola GNATOVSKYY	ECHR Judge elected in respect of Ukraine
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### **Joint Council on Youth**

Spyridon PAPADATOS	Chair of the Advisory Council on Youth
Juozas MELDZIUKAS	Member of the European Steering Committee for Youth

### **Directorate of Programme Coordination**

Olena LYTVYENKO	Desk Officer in charge of Ukraine and Republic of Moldova
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### **Council of Europe office in Ukraine**

Olena CHERNYKH	Senior Project Officer of "Youth for Democracy in Ukraine: Phase II"
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## **DG II / Directorate of Directorate of Democratic Participation**

Matjaz Gruden	Director
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### **Youth Department**

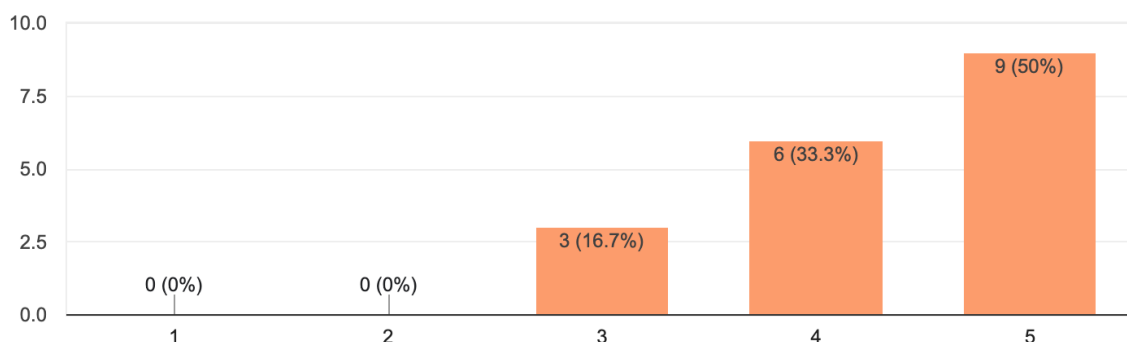
Antje ROTHEMUND	Head of Department
Clementina BARBARO	Head of Youth Policy Division
GORDANA BERJAN	Head of European Youth Foundation
Rui GOMES	Head of Education and Training Division
Anna ARANZHII	Programme Officer of Education and Training Division

## Appendix 3 – Evaluation and follow-up

### Evaluation of the study visit and seminar by the participants

The evaluation forms after the study visit were filled out by 18 participants. Based on the responses the study visit met the **expectations** of 50 % of the participants.

18 responses



In their comments the participants pointed out that their expectations were met. However, there were some comments regarding the lack of free time and focus mainly on the work of youth centres and the focus of youth councils was missing.

### The aim of study visit:

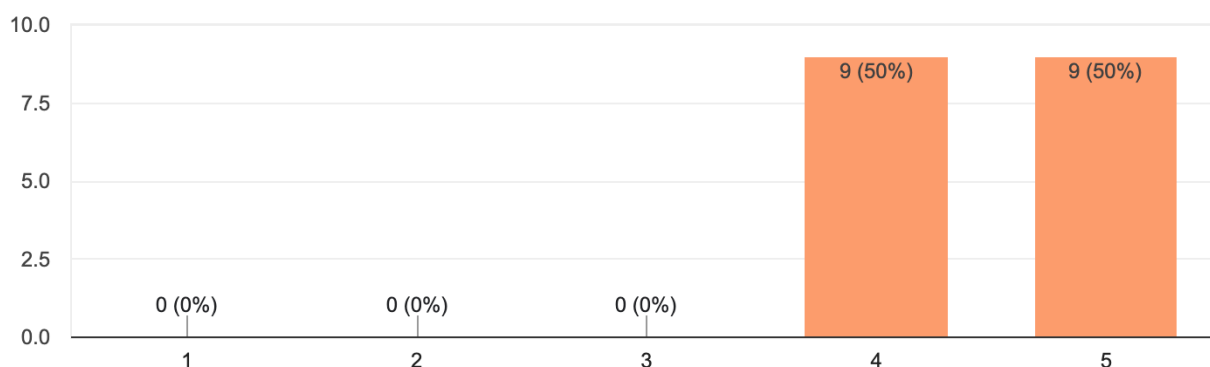
*"The aim of the study visit was to bring together youth workers and representatives of youth centres that have recently started and continue to provide work with youth during the war in Ukraine, to improve their competencies in providing work with youth, taking into account the tools and resources of the Council's youth sector of Europe in my opinion, all the goals have been achieved"*

The participants evaluated the **achievements of the results** of the study visit in the following way:

1. The participants will gain the knowledge about different instruments and resources of youth work and will know how to apply them in a local context

*"The knowledge gained is necessary for the expansion of the worldview. In our reality, not all the tools that were obtained are relevant for implementation in the local context."*

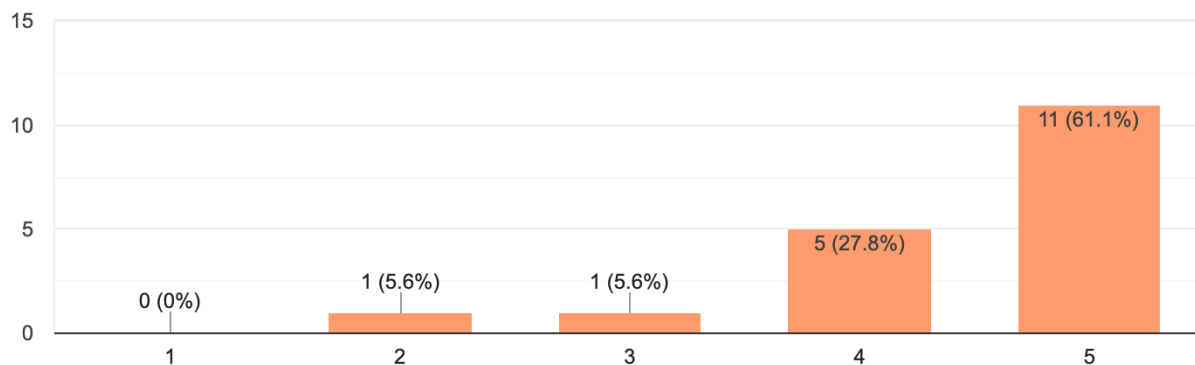
*"We were informed in detail about the programs and projects of the Council of Europe, which can support specific practical cases in the activities of our youth centres."*



2. The participants will learn and explore forms, means and methods of youth work on European, national and local levels regarding their accessibility, effectiveness for various environments, conditions and youth groups in Ukraine:

*"Various means and methods of working with youth were considered. The availability of their implementation in relation to various conditions was investigated."*

*"We had a variety of forms of work regarding the development of this topic, both with the help of involved European experts, and thanks to the work with the members of the group, we exchanged experience at the national level."*

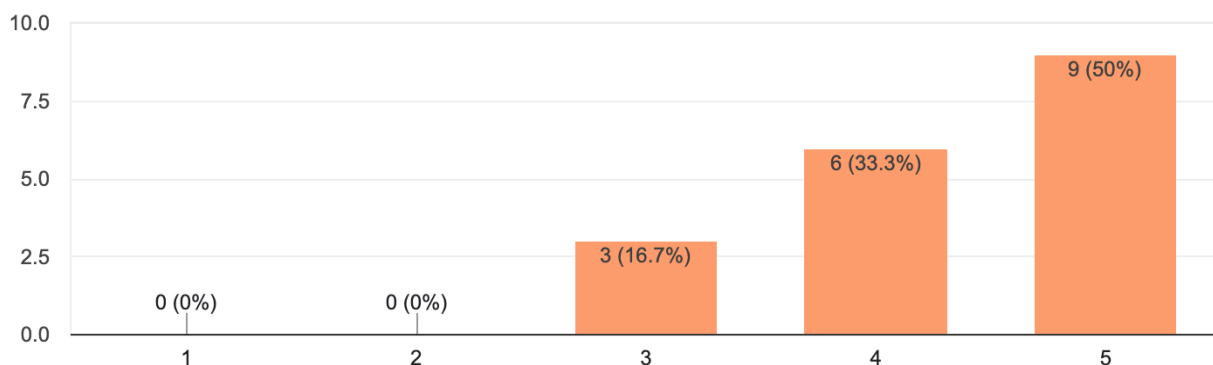


3. Participants will develop their own ideas for improving local youth work initiatives in different settings:

*"The participants voiced their ideas, among which many responded."*

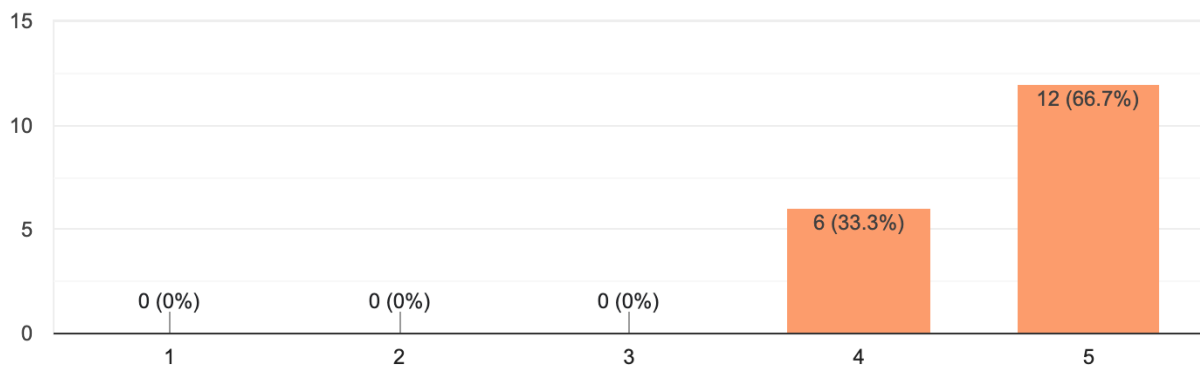
*"I took everything that my mental state allowed me. I added several ideas to the "cup" and chatted informally with colleagues; I realised that everything is normal with us."*

*"Very interesting and innovative cases were obtained."*

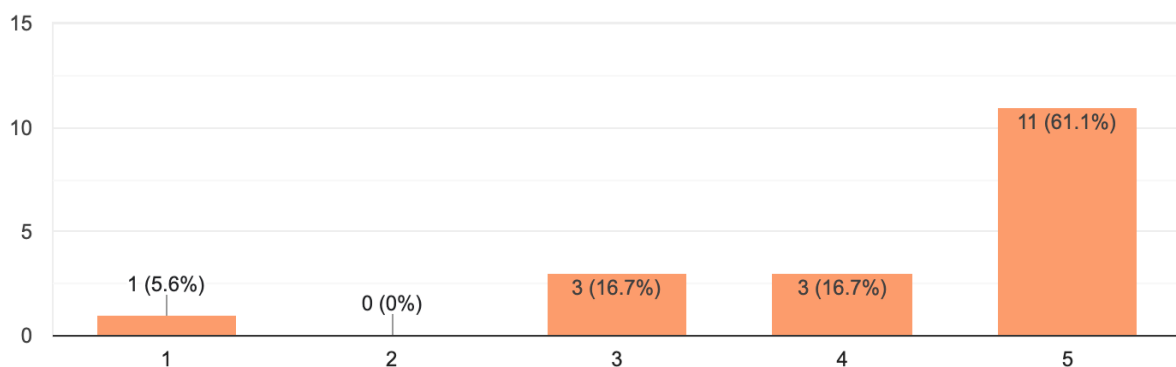


4. Participants will understand the system and network of the youth sector of the Council of Europe

*"I understood how everything works, especially for Ukraine."*



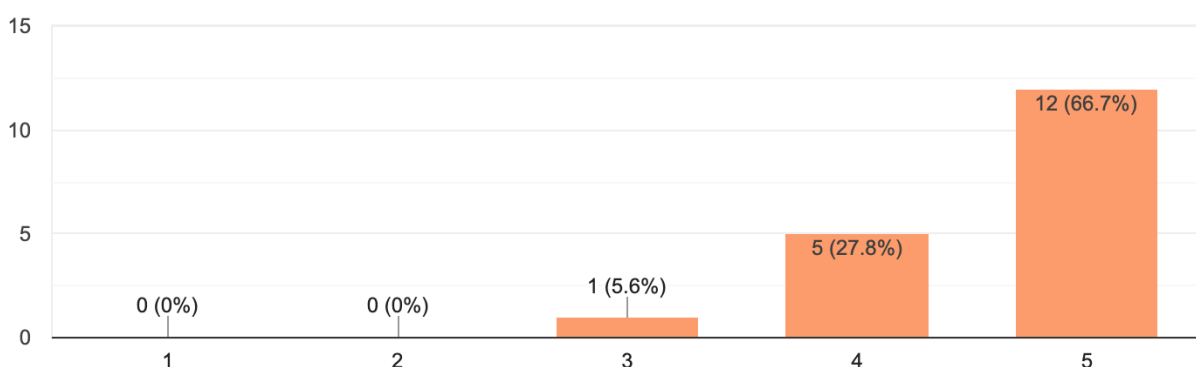
5. Participants will learn various practical forms of work with youth and other groups



*"I discovered for myself the details of conducting a living library, which before that I knew only from the position of a participant."*

*"There were many exercises, methods of working with young people that I can apply in your work."*

6. The participants will share and analyse their experience and practices of working with young people



In general, the participants are satisfied with the content and elements of the study visit.

**The most useful** during the study visit for the participants was understanding the recovery programme and priorities of the Council of Europe regarding Ukraine, visits to youth organisations and Council of Europe institutions in Strasbourg, acquaintance with the structure of the work of the Youth Department of the Council of Europe, discussions with officials, getting to know the work of youth centres with a Quality Label and the opportunity to work together with the representatives of these youth centres ("not just what we listened to, but precisely

those moments when they sat in a circle with us, observed our work and gave their practical pieces of advice”), sessions on living library and trauma informed practices (principle of do no harm), information about European Youth Foundation opportunities, practical cases of work from the invited speakers, sharing realities of youth work in Ukraine during war time and work in groups in general, reflecting on values, sharing the experience with each other and the colleagues from other countries, developing further steps in the youth field in Ukraine.

The aspects of the study visit which the participants considered not useful are:

However the participants pointed out in the evaluation forms that the programme was overloaded, packed with the invited speakers and reflections of the day were long.

*"If the next visits will be during the active phase of war actions, then it is worth considering that exhaustion is not just about fatigue. This is about the inability to withstand such an educational load at all. Maybe we need less intensity and more about "staying" and talking. For example, the idea of a photo exhibition was very cool. But when I realised that I had to sign in English, glue and frame ALL 5 photos, I simply threw 3 in the trash, because it was too much effort for me."*

The work of the facilitators:

The general satisfaction by the facilitation process is expressed by the participants.

*"The facilitators really professionally coordinated the work and created a constructive space for joint work."*

