

**WP3 Cluster 2: “ROLE AND COMPETENCES OF YOUTH WORK AND OF YOUTH WORKERS
DEALING WITH YMRA IN A CROSS-SECTORAL DIMENSION”**

MEETING REPORT 14th-15th May 2018

Venue:

CJD Bonn
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53117 Bonn
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1. Introduction and opening

The meeting was opened by Manfred von Hebel from the organising German National Agency, JUGEND für Europa and Assunta de Nicola on behalf of Agenzia Giovanni, Italian National Agency and coordinator of the project “Becoming a part of Europe”. Following some information on program and agenda and general background information on the project, its architecture, concept and past activities, the aims and objectives of Cluster Group B “ROLE AND COMPETENCES OF YOUTH WORK AND OF YOUTH WORKERS DEALING WITH YMRA IN A CROSS-SECTORAL DIMENSION” were presented, including the focus questions which are meant to inform and guide the work of the group. A summary of agreements and results of the prior online meetings concluded this session.



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ClusterB_HJS.PPTX 1st virtual meeting.c



An information exchange on professional experiences of the participants, their organisational backgrounds and exchange on specific professional experiences regarding cross-sectoral cooperation followed (see short description of each project and participants in annex 3).

2. Results of the meeting

A **cross-sectoral dimension in youth work** dealing with YMRA covers at least the following areas: education and training, labour market, social and health services, psychological affairs and well-being, legal affairs and leisure activities. Youth work plays diverse roles and applies various approaches in both, its daily work activities as well as when dealing with other structures. An incomplete list of potential roles in regular work and when cooperating with others reads as follows: advocacy, case management, empowerment, personal contact and availability, civic education based on non-formal education principles, outreach work, peer-to-peer approaches and role models, volunteering, awareness raising and contribution to local communities. Youth work and youth workers must be open to all young people and act as persons of trust as well as bridge builders and mediators. They bring different fields and experts together while coordinating networks and facilitating cooperation structures and links to diverse services. Sometimes youth work even substitutes other services and bridges gaps due to lack of particular services. In many cases youth and social work are closely connected.

A list of specific, but holistic and integrated **approaches of youth work**, not necessarily exclusively applied in the work with YMRA, reads as follows:

- Information provision and guidance, dealing with media, including digital media
- Local and community development, coordination and networking
- Identification of competences, talent and skills, competence development, training, formal and non-formal education, talent development and,
- Psychological support, including sexuality, family affairs and dealing with trauma, resilience and confidence development, motivation
- Cultural awareness and sensitivity, values and traditions, including respect
- Private life, housing, family support and social control by family structures
- Leisure and outdoor activities to promote cooperation and interaction with the local community / youth.

Competences, understood as knowledge, skills and attitudes, needed by youth workers and their respective **training needs** can be summarized thusly¹:

- Flexibility and adaptability, open mindedness and tolerance, passionateness, empathy, patience, trust-building, creativity, humility, show vulnerability, honesty and correctness, mutual respect and tolerance, non-patronizing behaviour and meeting on equal footing, expressing emotions
- Dealing and coping with difficult situations, such as trauma, deportation, horror stories, dealing with taboos and sensitive issues such as gender, sexuality, sexual orientation, partnerships, problem solving, conflict resolution, and mediation skills (e.g. to stop escalation of hate and discrimination), creating a safe space for cross-cultural interaction and empowerment, dealing with prejudices, anti-discriminatory approaches and attitudes

¹ Obviously youth workers do NOT need all the competences listed here and related expertise (e.g. how to deal with traumas etc.). However, they need some knowledge about it, how to identify a trauma and how to connect to other specialists and services. This applies to migration issues and legal affairs; most youth workers will hardly know all facets of the legal system for refugees, they just need to know the basics and the experts, structures or organisations more specialised.

- Understanding human rights issues, clear attitude towards open and democratic societies, intercultural awareness and knowledge, knowledge of youth issues and youth perspective
- Communication skills and strategies, how being heard by public authorities, decision makers and local communities, how recognising and deconstructing hate speech and fake news about and propaganda against YMRA, media literacy, verbal and non-verbal communication skills, using media and narratives
- Networking, cooperation and coordination skills with internal and external stakeholders, knowledge of other actors and organisations dealing with YMRA, measurement of social impact, knowledge of environment of young people
- Counselling and coaching skills, mentoring, empowerment, psychological support, motivation, self-reflection
- Education skills, including non-formal learning approaches and teaching methods, identification and recognition of talents and skills, moderation and facilitation skills, group dynamics, team building, peer-to-peer learning strategies
- Background knowledge about and interest in migration issues and understanding individual backgrounds of YMRA and their current environment (home, school, friends, family, street...), basic knowledge of legal affairs, rights and obligations, asylum and social welfare systems, knowledge of European and individual countries' context and policies of integration,
- Project management, planning and entrepreneurial skills, IT knowledge, knowledge on data protection
- Language skills, including "easy language use", dealing with different language levels and skills
- Humour, humour, humour and patience, patience, patience

Accordingly, **recommendations towards policy and youth work practice** are as follows:

Policy

- A need for a long-term vision, including related programs (no one-off-events for masses of people) and long-term agreements with NGOs; more flexibility in project planning according to needs; fund youth work for all young people, no single target group projects; fund in particular programs against hate speech and fake news, different forms of discrimination and stereotyping, civic education
- Giving youth work a respective role in integration strategies, amongst including youth workers in different entities such as job agencies / centres
- Encouraging cross-sectoral cooperation, e.g. by including it in funding proposals and better coordinate funding of projects
- Support bi-annual trainings, meetings, conferences, round-tables with all institutions working with YMRA (mandatory) on a regional level
- Elaborate integration plans for YMRA to be developed by municipalities together with stakeholders and YMRA themselves, including legal counselling and guidance
- While supporting volunteering and recognizing it, not building on volunteering only due to the needs of long-term projects

- Provide support for education and training of youth workers, including teaching skills of staff and specific training of youth workers on human rights, intercultural competences and democratic citizenship
- Adapt language and orientation courses for YMRA better to realities and needs by involving YMRA role models in the process of designing these courses
- Include and promote success stories in media, take YMRA as role models and show heterogeneity of YMRA, but don't put all responsibilities on YMRA themselves
- Organise local participation strategies and projects and revise integration approaches by using youth work and non-formal education methods
- Develop ways to recognise competence levels of YMRA and ways to build on prior learning achievements

Youth Work Practice:

- Enabling interaction between all young people, including YMRA, no separation; make use of existing youth work projects while not specifically targeting YMRA; involve YMRA in development of youth work projects and make them community leaders; develop holistic and integrated approaches in youth work; create more opportunities for communication and interaction in daily life of local communities
- Building on talents and skills of YMRA and make use of it, work with success stories and role models against stereotypes, develop courses on entrepreneurial skills and key competences to develop hard and soft skills; improve knowledge on required skills and behaviour/attitude in the labour market; balance between formal and non-formal education and informal learning and create suitable activities for all kinds of people; provide YMRA with information on lifestyles and working styles and enable them to practice acquired language skills
- Building multi-professional teams, increase and facilitate networking and cooperation; develop and implement a coordination model for co-working; create networks between NGO's (working with YMRA) and youth-oriented services, include in the networks responsible for schools, labour market, health services etc.
- Youth workers and volunteers need to use an inclusive, non-paternalistic communication style and be able to react to hate speech and fake news in a constructive way, while improving knowledge on resistance against racism and xenophobia; youth workers need skills in project planning, intercultural sensitivity and dealing with trauma
- Support and encouragement of young people to volunteer and recognizing volunteering, promote international opportunities for youth workers and YMRA under Erasmus+ program and describe and promote good practices within EU; organise international / European meetings for sharing experiences

3. Agreements on follow-up:

30th May: draft report of the meeting / 17th June: feedback on draft report / 22nd June: revised and final report / 25th June, 15h00-17h00 2nd Skype meeting / 25th -28th September: 2nd European Peer Learning Conference in Slovenia

Annexes:

1. Programme
2. List of participants
3. Project description of participants and national contexts

Annex 1: PROGRAMME

Monday, 14th May

14h30 *First session:*

- Opening and welcome by JUGEND für Europa
- Information on program and agenda, today and tomorrow
- Introduction round of participants (short)
- Background information on “Becoming a part of Europe”
 - The project architecture and concept
 - What happened so far?
 - Introduction of Cluster Group B: background paper and focus questions
 - Information on work plan, tasks and expected results, work division and roles
 - Summary of agreements and results of online meetings
- Information exchange on professional experiences of participants:
 - Organisational background and professional profiles in youth work
 - Exchange on individual professional experiences regarding cross-sectoral cooperation

16h00 Coffee break

16h30 *Second session:*

- Focus on diversity of target groups of YMRA (status, age etc)
- Analyses of best practices, country by country: results of homework
- Analysis of learning needs in youth work, country by country: results of homework
- Summarizing and structuring results of the discussion in a matrix
- Exchange on expected recommendations and on measures for implementation

18h30 Dinner

15th May 2018

08h00 Breakfast

09h00 *Third session:*

- Analysis of current policies in the field cross-sectoral cooperation in migration & integration strategies, how identify policy windows?
- Exchange on expected recommendations and on measures for implementation

10h30 Coffee break

11h00 *Fourth session:*

- Agreements on remaining tasks and homework till next online meeting
- Preparation of final virtual meeting (date and agenda)
- Conclusions and closing

12h30 Lunch

14h00 End of meeting

Annex 2: PARTICIPANTS LIST

- Rebecca Arbter, Project 'Empowered by Democracy' at AdB – Germany
- Mohammed Bayzeed, Gemeinsam leben und lernen in Europa - Germany
- Philipp Boetzelen, Institut für Deutsche Sprache - Germany
- Alessandra Coppola, APICE - Italy
- Susana Costa, Refugees Welcome Porto - Portugal
- Assunta De Nicola, Agenzia Giovanni – Italy
- Tarik Hamdiui, Netherlands Youth Institute - The Netherlands
- Gunilla Lundberg, Enter Sweden IT-Guide - Sweden
- Simon Schembri, Agenzija Zghazagh - Malta
- Hanjo Schild, consultant and rapporteur
- Anneloes van Osselaer, Project CURANT Antwerp - Belgium
- Manfred von Hebel, JUGEND für Europa – Germany
- Perdita Wingerter, Gemeinsam leben & lernen in Europa - Germany

Annex 3: PROJECT DESCRIPTION OF PARTICIPANTS and CURRENT NATIONAL CONTEXTS

- **Rebecca Arbter, AdB – Germany**



Introducing
AdB.pdf

- **Philipp Boetzelen, IDS – Germany**



Short presentation
P. Boetzelen.docx

- **Alessandra Coppola, APICE – Italy**



Presentation
Alessandra Coppola

- **Susana Costa, Refugees Welcome Porto - Portugal**



SusanaCosta_short
summary.pdf



Portugal's
situation.pdf

- **Tarek Hamdiui, NYI – Netherlands**



Description NJi and
Tarik.docx

- **Gunilla Lundberg, IT-Guide – Sweden**



Bonn Presentation
IT-Guide 14 May.pdf



Gunilla Lundberg,
Sweden, IT-Guide.pdf



National context
Sweden.pdf

- **Simon Schembri, Agenzija Zghazagh – Malta**



Simon Schembri -
Personal Bio.docx



Info About
Agenzija Zghazagh |

- **Anneloes van Osselaer, CURANT Antwerp - Belgium**



Profile Anneloes
Van Osselaer CURANT



The current
situation in Belgium

- **Perdita Wingerter, Mohammed Bayzeed, Gemeinsam leben & lernen in Europa – Germany**



Short
description_integrat

- **Hanjo Schild, consultant**



current situation
YMRA DE.PDF