



BOOK OF RESULTS

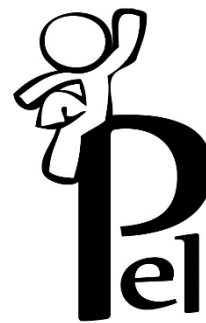


Co-funded by the
Erasmus+ Programme
of the European Union

COORDINATOR



Partners:



Youth Workers international Networks

The idea of the project was to create a path of non-formal education about youth work. SOS Europa wanted to involve European and Non-European partners in a project of education for young people with the aim of improving their skills and experiences as youth workers

For reinforcing international values like peace, coexistence between people, tolerance, sustainable development it is important to create awareness of that values across borders and populations, giving young people the occasion to grow up without looking at walls and edges as limits and giving them the awareness that it is possible acting on society for positive development. For reaching this aim, it is fundamental developing education of youth workers in all ways and creating a good and efficient network of youth workers across different countries. It will help new generations in being active in political and social life of their countries, of Europe and of International Community

So, the scope of the project was to increase leadership of youth workers, through exchange of good practices between European and Non-European organisations and associations; for reaching these objectives, the project started with a Kick Off Meeting, then there were realised two international encounters for young participants from all organisations involved (in particular, a training course and a youth exchange), and the project ended with a Closing Meeting for Capacity building. During project phases each partner had the chance to manage some local works focused on spreading values of the project and dissemination and on evaluating the impact of youth work on their communities.

The idea about the theme of the proposal was born looking at how, for non-profit organisations in general, and for organisations involved in European project in particular, is becoming fundamental give to their members and to young volunteer in general an efficient education about youth work. For creating efficient path of education in this field it was fundamental to create a solid network between organisations from different countries: the created consortium, despite of all difficulties created by the Covid-19 pandemic situation, was really efficient about these aims.

The project activities

The project foreseen some main international activities:

1. Two Capacity Building meetings (The Kick Off and The Closing Meeting):
2. Two mobility activities:
 - A mobility of Youth Workers: a Training course, in which the main goal of the course was to give participants instruments and skills for improving quality of their work in the field of youth, so, becoming better youth workers. At the end of the course all participants became more skilled and prepared in the field of youth, in particular having acquired new educational instruments, methodologies and experiences:
 - A Youth Exchange, in which the main goal was to give participants the occasion to be not only more skilled but also more self-confident and conscious of their level of education. The youth exchange focused on "soft skills" of participants, through exchange of practices and experiences, for increasing their self-confidence and capacity of leadership, that are fundamental in their future activities as youth workers.
 - There were also realised local activities in which partners worked on tools and instruments of youth work and evaluated in particular the role of youth work inside their own communities.

It is impossible to not mention how the project was impacted by the Covid-19 pandemic situation. The beginning of the project was affected by the start of lockdowns in all countries involved. We were forced to suspend the project, the to extend the eligibility period. But the real obstacle was the limitation to travel opportunities, that limited the participation on some partners, especially from countries outside EU. So, the consortium had to adapt the activities to the global situation and to find new solutions.

So, in a certain way, we found the opportunity to grow up, to explore new tools, to acquire new skills and cooperation methodologies between NGOs. We improve our capacity to use virtual instruments for exchanging materials and documents, we realised a Youth Exchange in blended mode, producing a lot of results and good ideas for the future. We had improved, as organisations and individuals, the capability to cooperate in new ways, facing a lot of difficulties.

The Kick Off Meeting – Skopje, 9th of September 2021



The project Youth Workers International Networks had its Kick Off meeting on last 9th of September 2021.

SOS Europa (Italy) had the chance to meet its partners from North Macedonia, Romania, Spain, Ghana and India.

The partners had the opportunity to work on the main topics of the project, and to share the road map for all the project activities, the mobility and the meetings foreseen during next months.

The partners, by their representatives, had the opportunity to confront on project aims, like to increase leadership and skills of youth workers and to:

1. improve quality of participants skills as youth workers, through exchange of good practices, experiences and instruments during youth exchange and training course;
2. improve the network between European partners expanding it to Non-European partners;
3. improve qualities and skills of participating organisations staff and members.

4. spreading through local activities values, qualities and best practices of youth work and non-formal education methods.

All together, the partners started to work on these topics and to reinforce the network!

#youwinproject

#youtworkersinternationalnetworks

#youthwork

Main results: sharing of all details of the project, sharing of expectations, sharing of the road map of the project and potential solutions for facing difficulties created by Covid-19 Pandemic Situation

Mobility of Youth Workers: Training course, Rome, 2nd - 6th November 2021

The main goal of the course was to give participants instruments and skills for improving quality of their work in the field of youth, so, for becoming better youth workers. At the end of the course all participants gained skills and preparation in the field of youth, in particular having acquired new educational instruments, methodologies and experiences, and participating organisations now have the opportunity to involve participants in other activities and projects. The programme had focus on some important themes, like the characteristics of youth work following Erasmus plus programme, the role of youth workers inside non profit organizations, needs and necessities for organizing a youth activity, creating project ideas in the field of youth, reflecting on roles and skills of youth workers.

All working sessions had follow non formal educational methods, aiming to involve participants in being active and protagonists of their learning path, cooperating with other participants and interacting for reaching the objectives of each session.

Here follows the presentation of results emerged by groups work made by participants during the Training Course, that focus mainly on:

- Personal characteristics that youth workers had to reach;
- "Professional" characteristics that youth workers must possess;
- Fundamental elements for organising and managing youth activities.



Co-funded by the
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Mobility of Youth
Workers
Training Course Results

Rome, 2-6 November
2021





- *Programme Erasmus+*
- *Key Action: Cooperation for innovation and the exchange of good practices*
- *Action Type: Capacity Building for youth in ACP countries, Latin America and Asia*
- *Project Reference: 608525-EPP-1-2019-1-IT-EPPKA2-CBY-ACPALA*

Summary of the Project

- The idea of the project is to create a path of non-formal education about youth work SOS Europa wants to involve European and Non-European partners in a project of education for young people with the aim of improving their skills and experiences as youth worker For reinforcing international values like peace, coexistence between people, tolerance sustainable development it is important to create awareness of that values across border and populations, giving young people the occasion to grow up without looking at walls and edges as limits and giving them the awareness that it is possible acting on society for positive development For reaching this aim, it is fundamental developing education of youth workers in all ways and creating a good and efficient network of youth workers across different countries It will help new generations in being active in political and social life of their countries, of Europe and of International Community.
- So, the scope of the project is to increase leadership of youth workers, through exchange of good practices between European and Non-European organisations and associations for reaching these objectives, the project will start with a Kick Off Meeting, will see the organisation of at least two international encounters for young participants from all organisations involved (in particular, a training course and a youth exchange), and will end with a Closing Meeting for Capacity building. During project phases each partner will manage some local activities especially focused on spreading values of the project and dissemination. The idea about the theme of the proposal was born looking at how, for non-profit organisations in general, and for organisations involved in European project in particular, is becoming fundamental give to their members and to young volunteer in general an efficient education about youth work.
- All organisations have great backgrounds and skilled staffs in the field of youth and non-formal education, and are also very experienced in organising local and international projects.

Summary of the Training Course

- The main goal of the course was to give participants instruments and skills for improving quality of their work in the field of youth, so, for becoming better youth workers.
- At the end of the course all participants gained skills and preparation in the field of youth, in particular having acquired new educational instruments, methodologies and experiences, and participating organisations now have the opportunity to involve participants in other activities and projects.
- The programme had focus on some important themes, like the characteristics of youth work following Erasmus plus programme, the role of youth workers inside non-profit organizations, needs and necessities for organizing a youth activity, creating project ideas in the field of youth, reflecting on roles and skills of youth workers.
- All working sessions had follow non-formal educational methods, aiming to involve participants in being active and protagonists of their learning path, cooperating with other participants and interacting for reaching the objectives of each sessions.

Partner no	PIC	Role	Organisation Name	City	Country
P1	923171020	Applicant	ASSOCIAZIONE SOS EUROPA	ROMA	Italy
P2	943942018	Partner organisation	ORGANISATION FOR STRATEGIC DEVELOPMENT IN AFRICA	ACCRA	Ghana
P3	930628865	Partner organisation	DISHA INTERNATIONAL FOUNDATION TRUST	AURANGABAD	India
P4	947026036	Partner organisation	ASSOCIATION FOR PROGRESS, EDUCATION AND LOBBYING NEL SKOPJE	SKOPJE	Former Yugoslav Republic of Macedonia
P5	918737926	Partner organisation	ASOCIATIA TINERILOR CU INITIATIVA CIVICA	GALATI	Romania
P6	918739866	Partner organisation	Asociación Juvenil Almenaras	Málaga	Spain



Group work 1

- Identify 5 main characteristics of a youth worker inside the Erasmus Plus Programme

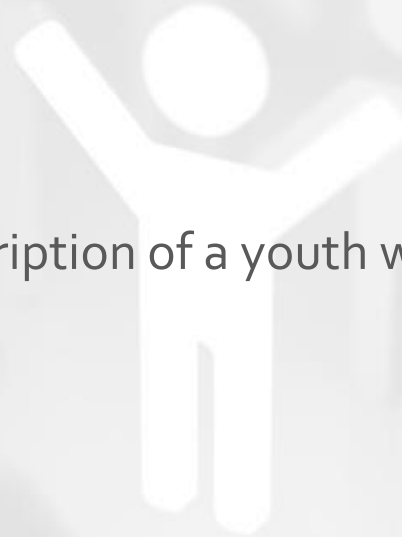
Group work 1

A Youth worker has to be:

- Responsible
- Energetic
- A person with good social skills
- Empathic
- Upright

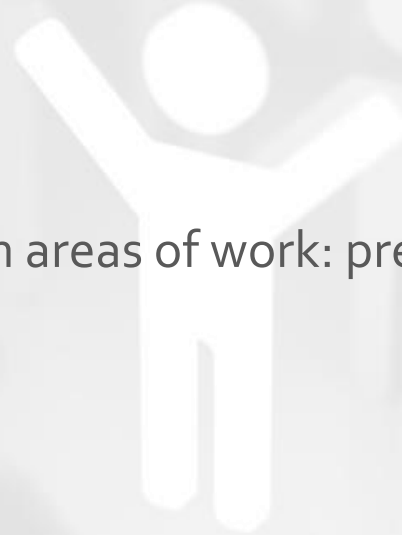
Group work 2

- Job description of a youth worker



Group work 2

- Two main areas of work: preparation and action



Preparation

- Accountant
- Logistics
- Formation
- Management
- Evaluation and analysis

Action

- Mentor
- Coach
- Trainer
- Facilitator
- animator

Group work 3

- The main 5 elements for an activity with young people

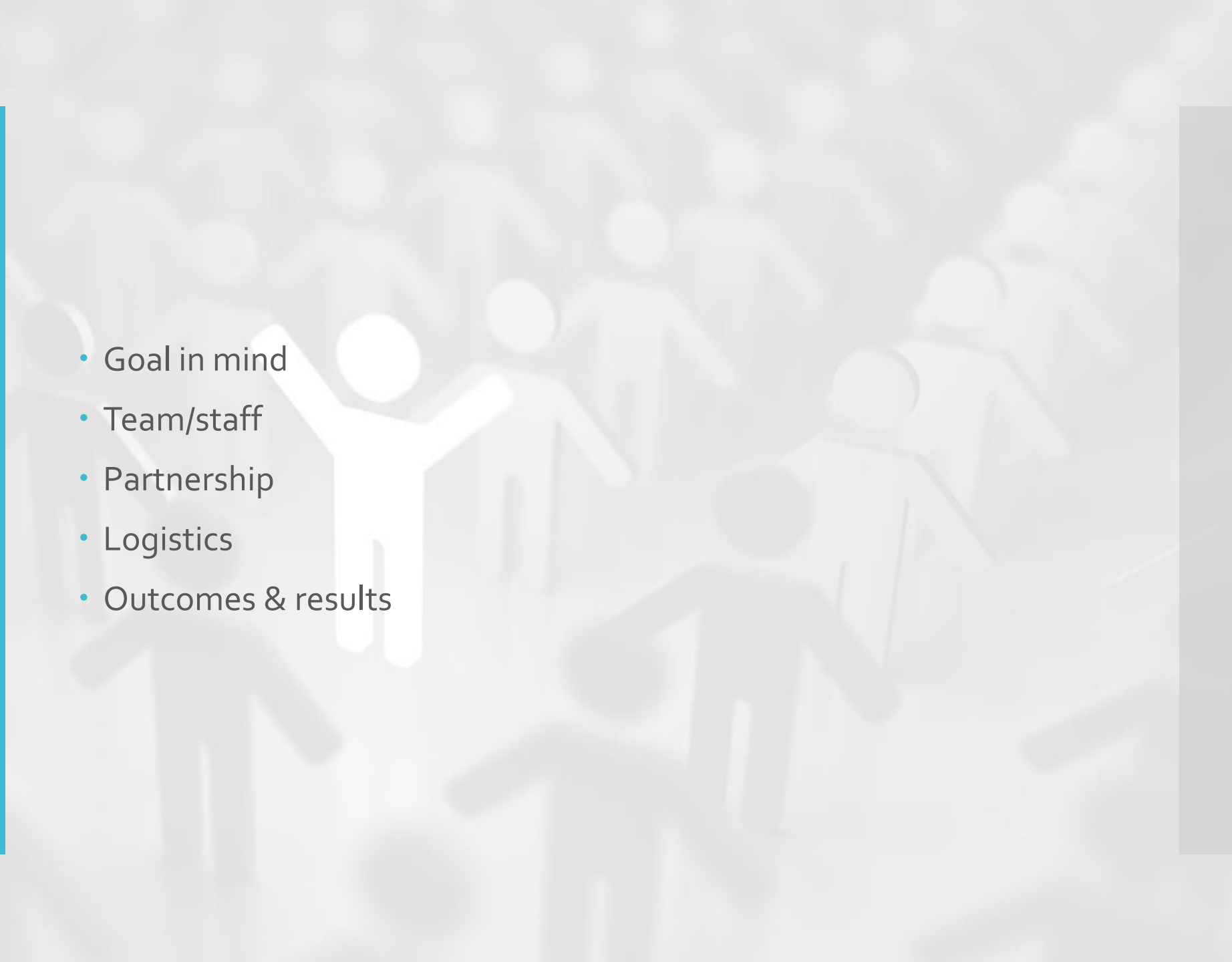


Group 1

- Planning & logistics
- Partnership and participants
- Inclusion
- Good vibes/soft skills
- Evaluation and follow up

Group 2

- Goal in mind
- Team/staff
- Partnership
- Logistics
- Outcomes & results



Project scheme



Youth Workers International Networks
Project Reference: 608525 EPP 1 2019 1 IT EPPKA2 CBY ACPALA

Logframe

Vertical Logic
what the project intends to do.
Clarify the casual relationship

Project Summary	Objective Verified Indicators (OVI)	Means of Verification (MoV)	Assumptions
Overall Objective	- 75% participants identify a stressful situation in their life	Survey	They all have one.
Purpose	- 50% participants decide to go to therapy	Survey	They didn't go before.
Results	Youtube channel Post social media with relevant info	Request a link	They know how to use and manage Youtube social media
Activities	- Every National group implement a workshop during the exchange - forming teams -> choose 5 words related to stressful anxious situations	- to by watching/monitoring	- Partners are going to help them to prepare.

Horizontal Logic
The measurement of the effects of and resources used by the project through the specification of key indicators of measurement (OVI), and the means by which the measurement will be verified (MoV) are having part experiences related
- all the participants have had been in a situation that made them anxious/stressed
- all of them are having part experiences related
- give to the participants some fictive situations examples and they have to say how would they behave in that situation

A day in a youth activity

	SCHEDULE		
	DAY 1	DAY 2	DAY 3
10:00 - 11:30	- get to know each other - energizer	- energizer - form teams, 5 words related to mental health	- energizer - nature trip
	BREAK	BREAK	BREAK
12:00 - 13:30	- intro to the content - the dynamic of the place	- simulations - debate	- nature trip
	LUNCH	LUNCH	LUNCH
15:30 - 17:00	- who make the rules - how to treat others (tips)	- guest speaker/psychologist presenting about mental health - Q & A	- nature trip
	BREAK	BREAK	BREAK
18:30 - 19:00	- normalizing the stereotypes - social prejudice, actual	- presentation of a research of a situation in a local/national level	- evaluation - follow-up
	PARTY	PARTY	PARTY

A day in a youth activity

1st

- Energizer
- "Get to know each other" → presentation, dynamic game and life line
- Presentation of the project
small ~~idea~~ explanation, main ideas etc (youth immigration) * little survey of knowledge
- Presentation of each country team of their immigration 'situation' and their relation with immigrants, experiences etc
- Feedback

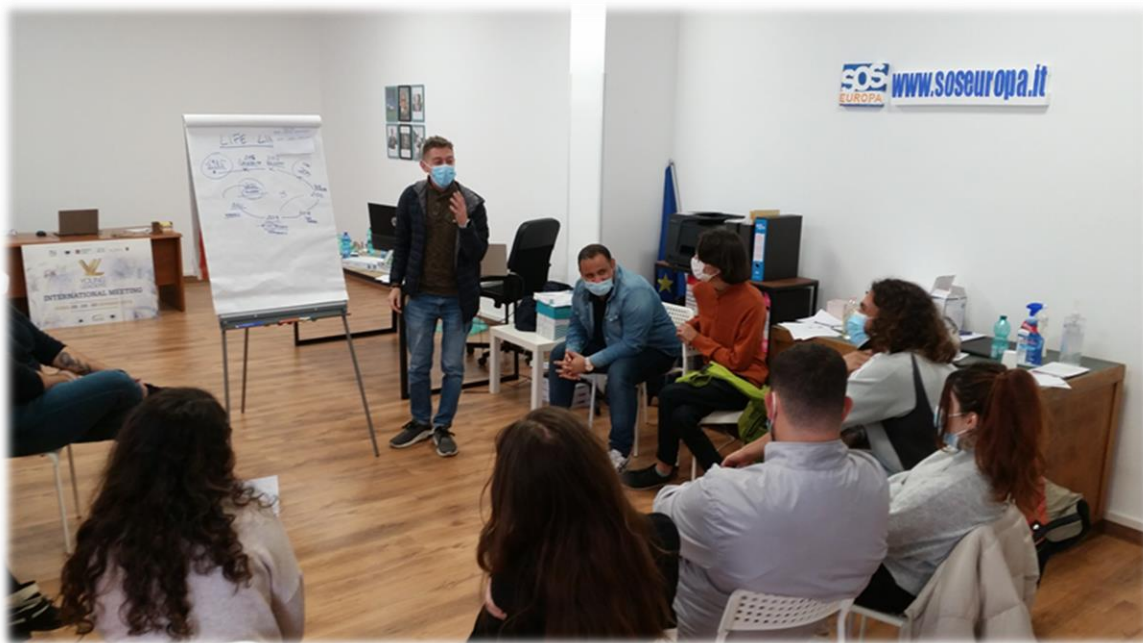
2nd

- Energizer
- Roleplay showing the attitude ^{hands} to immigrants in each country
- Debates in teams about immigration
- Feedback

3rd

- energizer
- Simulation of a presentation in schools
- Final survey to compare
- Big final discussion of what we learned, feedback...

+ Team working, work dynamics...



YOUWIN.
Youth Workers International Networks



CONTACTS

- Project Coordinator SOS
Europa: youwinproject@soseuropa.it
- Website : [http://www.soseuropa.it/youthworkersinternationalnetworks 2/](http://www.soseuropa.it/youthworkersinternationalnetworks2/)

Local Activities

All partners were committed in a work at local level, focusing in particular about:

- The role of youth work inside their communities;
- The best tools and practices for promoting involvement of young people;

Here follows the results of the confrontation and the analysis made by partners.



Capacity Building Local activities

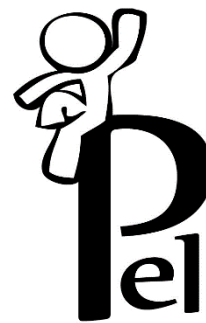


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Partners:



Local Capacity building questionnaire

PEL North Macedonia

Question 1: describe the role of youth work (and of youth workers) inside your community.

Youth work and youth workers play an important role in our community especially because young people do not have many opportunities outside of formal education. They provide tools for self improvement and professional growth to young people which are highly requested on the labor market nowadays and that unfortunately, our formal education system cannot offer them.

Additionally, many young people cannot afford courses that will help them develop their skills and competencies, or even an university degree due to their financial or social background, so they often find themselves in difficult situation even further on in life. So, youth work and youth workers in general provide opportunities for all young people, especially to those that are socially excluded or belong to marginalized groups to educate themselves on different topics and with that gain new skills and competencies that can be helpful for them in the future.

Youth work and workers enable youngsters broaden their horizons, meet new people, get in touch with different cultures, take them out of their comfort zone and provide them an opportunity to share views, knowledge and experiences. Through all of this young people have the possibility to see how other people deal with everyday issues and by doing so they get encouraged and inspired to become advocates in their local community for matters that are important to them. This also leads to improving the community and bettering people's life.

Especially in the last few years youth work had become crucial for young people's development and it has also encouraged many youngsters to make their voice heard and fight for better future for all of us, which is extremely important for the development of our society.

Moreover, the opportunities the youth work and workers offer have shown that being successful and educating yourself has nothing to do with your university degree, but with the skills and competencies a person has gained and developed through the experiences he/she had.

Question 2: explain, according with your experience, which are the best tools and practices for promoting involvement of young people.

Before talking about how the involvement of young people can be promoted it is very important to mention that even though in the past few years there has been an increase in the percentage of the young people involved in the communities, there are still so many youngsters that are not aware of their possibilities and what they can gain from what it is offered to them.

Moreover, many young people are not aware of the power the non-formal education has and how it can change them by providing them opportunities for constant improvement. As a society we still tend to believe that the formal education diploma is still the most important thing a person can gain in their life. So, in order to improve this whole situation there is a need for reaching to as many young people and as early in their life as possible. According to our own experience, young people unfortunately learn about the ways they can get involved in their community when they are at university, some of them even later. Which means that there are lower chances of their involvement as they tend to focus themselves on building a career, looking for a job etc.. This is why, for us, it is crucial to get in touch with youth since they are in high school and even primary school. So, in order to achieve this, there is a need for cooperation with schools. Unfortunately, not many schools are willing to cooperate with youth workers since they are not aware nor know about the benefits the involvement of young people in the society and different kind of non-formal activities can have on themselves and the community. However, by trying to reach schools in multiple occasions can have a positive outcome and once they agree to get in touch with you they realize how good it brings to the young people.

Another important tool for promoting involvement of young people is the online presence. Young people in our country spend a lot of time using the social media platforms, so another thing we implement is being constantly present online. Showing how we implement the activities, share the opportunities, spread information all around social media has helped us get in touch with a lot of new volunteers willing to take part in different types of activities. Also, collaborating with other organizations such as for example sports clubs has brought positive feedback as well. Networking and additionally being in step with the trends of communication young people follow are maybe the most important things to do if willing to reach as many young people as possible.

Local Capacity building questionnaire

AJA Spain

Question 1: describe the role of youth work (and of youth workers) inside your community.

In my community, we can make a difference between:

- Public YOUTH workers: They are usually working for municipalities and they are in charge of making real the policies of the city hall and ~~being~~ bringing to ~~poli~~ decision makers the needs of youngsters.

- NGO workers: We are there where the public bodies don't reach and where they do we wide the i-pact of their actions.

Question 2: explain, according with your experience, which are the best tools and practices for promoting involvement of young people.

Nowadays we need to work in social media. It is basic if we want to reach the most of the youngsters.

We can't forget about the field work.

It is important to evaluate your work frequently and make sure you are attending youth's needs and your objectives.

Inclusion and having into account geographical barriers is needed in order to don't let youngsters behind and being able to have an actual portrait of their reality.

Local Capacity building questionnaire

OSDA-Ghana

Question 1: describe the role of youth work (and of youth workers) inside your community.

1. Be able to mentor young people find their own way.
2. Be a driver of change (change agent) in the community through inspiration.
3. Assist with young people's projection of a positive self-image and inspire them to explore the world.
4. Be able to offer Non-formal education as well as leisure time activities by encouraging young people to do interesting things in their free time.
5. Offer space for self-development and creativity among the youth.
6. Assist the young people rediscover themselves and pursue in order to be aware of their identity and find their place in local society
7. Be a coach for young people and give them an active role in the community in order to make them responsible youth
8. Get involved in the young people's 'way of life', in order to design projects according to their own desires and needs
9. Youth Worker should seek to enhance young people's personal and social development by:
 - a. Enabling them make informed decisions and pursue their choices;
 - b. Supporting their participation and active involvement in society;
 - c. Helping them to become independent and move on when the time is right.

Question 2: explain, according with your experience, which are the best tools and practices for promoting involvement of young people.

1. **Meetings, seminars and conferences**- The usual tool/ methods or platforms used to discuss, brainstorm or impact knowledge/ ideas
2. **Mobile phones** are the single most important means of communication too use to engage the youth.
3. **Festivals**- A platform/tools for youth to raise issues at national level.
4. **Media, including press releases, press conferences and interviews** can be employed to engage the youth in an advocacy project.
5. **Newsletters** help to ensure that everybody receives the same information.
6. **Photos** require a minimum knowledge on how to compose them and handle a camera, and are employ to engage youth- What is important here is how to develop concept photoes.
7. **Radio** are also useful tools for engaging the youth.
8. **Songs/ music** are great entertainment and a good way of passing on a message.
9. **Storytelling**, cases and examples are all ways of illustrating what we mean and are use to engage the youth
10. **Video and documentary** production is a whole lot of fun when employed to engage youth.

Local Capacity building questionnaire

SOS EUROPA Italy

Question 1: describe the role of youth work (and of youth workers) inside your community.

The role of youth work inside our community is extremely important.

First of all is important in general inside NGOs and non-profit organisations, because youth workers (that we can identify as a flexible resource, that works in different topics, areas or contexts related to the youth field) are strong resources for organising, managing, and implementing activities with young people.

Through the action of youth workers, the organisations have the opportunity to realise their programme and activities with young people and, in consequence, developing beneficial impacts on their communities.

In this way, the role of youth worker can explore many areas of action and contexts:

- 1) Youth workers can act on different direct target groups: e.g. young people in general, migrants, young people with disabilities, disadvantaged people, young communities from difficult neighbourhoods, etc,
- 2) Youth workers can act through different fields or type of actions: culture, sports, games, arts, educational paths, etc.

Moreover, with specific regard to EU programmes and Erasmus Plus, youth works open opportunities to young people to participate in European projects, supporting the opportunity to travel and to encounter people from other countries and learn, acquiring knowledge and skills, in many fields of interest.

That opportunities obviously have great impact on the communities:

- Young people can improve themselves,
- Youth worker and youth organisations can improve the quality of their actions.

Question 2: explain, according with your experience, which are the best tools and practices for promoting involvement of young people.

1. Making young people protagonists of activities

When young people have the opportunity to express themselves and their opinion and ideas, without pressure and judgement, the stimulation to participate and be involved is stronger.

In this way, is important to create activities in which youth workers are leaders and guides, but they facilitate the activation of the young participants, not substituting themselves.

2. To address topics and themes with “practical” activities

It is important that participants in the activities can experiment a direct approach with the prosed themes, through activities that consent to be protagonists, like simulation, exchange of ideas, intellectual games that stimulate the expression of opinions and confrontations.

3. To aim to create tangible results

It is important that the work of young people produce concrete results (e.g. documents, proposals, platforms, etc.). In this way participants will feel to be part of something concrete and they also can give, visibility to other people after the activity, of their involvement in something they will feel big and important.

Local Capacity building questionnaire

ATIC Romania

Question 1: describe the role of youth work (and of youth workers) inside your community.

One of our main objectives is the inclusion of local disadvantaged youth through different methods, such as sport, music, theatre, dance and painting.

In order to realize our objectives, we cooperate with families, local authorities, primary schools, high schools and universities and we develop projects with them. In order to realize our objectives, we cooperate with families, local authorities, primary schools, high schools and universities and we develop projects with them.

We work with many talented youngsters that are passionate about music, sport, theater, dance and so on, but because of the obstacles they face (economical, geographical and social), they are not able to practice what they love the most, also they can't afford a teacher. This is where our youth workers step in, helping them achieving their dreams.

Moreover, due to the benefits of erasmus+ program, we were able to give the chance to the young people with fewer opportunities to travel abroad, meet other young people from other countries, taste other cultures, exchange ideas and so on.

Question 2: explain, according with your experience, which are the best tools and practices for promoting involvement of young people.

According to our experience, the approach to the young people is very important. So, we are trying to work as much as possible with teachers or experienced youth workers. For the newcomers, we provide the trainings, also involve them in trainings financed by Erasmus+ program. Moreover, after their participation in such courses, under the supervision of an experienced Youth worker, newcomers will get to practice the skills and abilities they gained during the courses.

The Youth Exchange

The second youth mobility event foreseen within the project, saw the participation of delegations selected by all the partners, and took place in blended mode. During the event, was realized zoom sessions of exchange of experiences and good practices, works carried out remotely by each national group, testimonies from Youth Workers active in the Erasmus world, both still in the initial phase of their career, and very experienced figures.

The exchange focused on the most important soft skills for youth workers, concerning important issues such as group management, organizational and management techniques for activities, approach methodologies to the priorities of the Youth sector, trying to give all participants the opportunity to improve through active participation in each work session. Partners leaders and managers will soon meet in Rome for the Closing Meeting, to analyse the results obtained and imagine new projects together.

Here follows the works made by the national groups during the exchange, from which emerge some main results, particularly focused on:

- Main soft skills of youth workers;
- Main risks for youth activities;
- How to crate a good atmosphere in youth activities;
- How to manage youth activities;
- Imaging youth projects.



Youth Exchange Online

14–18 March 2022

Works and Results

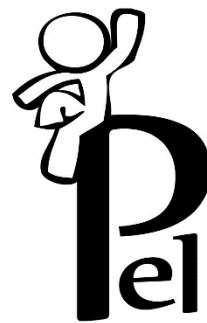


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COORDINATOR



Partners:



Mon 14 March	Tue 15 March	Wed 16 March	Thur 17 March	Fri 18 March
10:30 Zoom Opening Session	10:30 By email, the Coordinator will send a form to all participants. Each national group will work on the form.	10:30 Zoom session: each spokesman will introduce the work of its group to all the virtual assembly	10:30 Zoom session: each spokesman will introduce the work of its group to all the virtual assembly	10:30 Zoom session: each spokesman will introduce the work of its group to all the virtual assembly
11:00 Introduction of organisations and participants	Each national group will complete the form and chose a spokesman that will send the work to the Coordinator (email address: youwinproject@scseuropa.it), with 15:00	12:00 Second group work: the Coordinator will send the related form to all participants by email	12:00 Third group work: the Coordinator will send the related form to all participants by email	11:30 SOS Europa will introduce role models in the youth field that will talk about their experience and about the most important skills
12:30 Introduction of group works		Within 15:00: the spokesman of each group will send the completed work to the Coordinator by email	Within 15:00: the spokesman of each group will send the completed work to the Coordinator by email	13:30 Goodbye

Asociación Juvenil Almenaras

Youth Exchange Online 15th March 2022

Question 1: according to your opinion and experience, describe the 10 main characteristics or soft skills that a youth worker must possess.

To be outgoing. Usually, one goes to work facing the public. In my case, it's difficult sometimes to be extroverted, but I could see that is necessary to change it.

To be honest. The worst thing that a person can do, I think it's lie. Before or after, they will know your lie.

To know how to work as a team.

To know how to react to a problem.

To want to learn.

To know to listen.

To be assertive.

To be empathy.

To be dynamic.

To be funny.

Question 2: if a youth worker leads a group of young people, which are the 5 main risks to foresee? Which are the 5 main elements to take care for developing a positive atmosphere?

The 5 main risks to foresee:

- Not knowing how to show their authority.
- Not knowing how to work in a group.
- Not knowing how to react to a problem with others members.
- Not listening to other people's ideas.
- Not having self-confidence.

The 5 main elements to take care:

- To respect to others.
- To keep track of work in general.
- To empathy each others.
- To recognize the achievements of others.
- To communicate each others.

Youth Exchange Online 16th March 2022

Question 3: describe, according to your ideas, which are the 5 fundamental steps for organising a youth activity (and list them in a time row). Also describe the best youth activity organised by your organisation, or, if you prefer, the best youth activity in which you, or your organisation, were involved."

Set objectives.
Choose the place and date.
Take into account the budget that we have.
Plan and execute.
Evaluation of the entire process.

In an Erasmus, there was a day that we had a debate.
Different groups were made, each one with its theme, they had to expose the problem and say what solutions they gave. Afterwards, each group exposed their case and everyone debated whether to approve it or not.

To control shifts and times, there were 3 people in charge, the president and 2 secretaries (Erasmus' participants).

Youth Exchange Online 17th March 2022

Question 4: select one of the following themes: social inclusion of migrants, social inclusion of disabled people, promoting environmental education, promoting participation in democratic life, promoting healthy lifestyle. Please, imagine a hypothetical activity involving young people about the theme you have selected.

Theme: social inclusion of disabled people

Objective: increasing awareness and normalize of young people about inclusion of disabled people.

Activity: a dynamic focused in a basketball team where there are people with and without disabled.

Young participants will be involved in the following working sessions:

With different people.
In equal conditions
Doing discussions about the topic.

Main results:

Play with different people in equal conditions.
Inclusion and normalization.
We can see different focus, opinions and experiences.

In Cantabria, this project is real. BSR CANTABRIA is an adapted basket team but, if you have or not a disability, you can play.

They've an incredible slogan:

"If you don't have a disability, don't worry, we are inclusive and accept you."

Asociatia Tinerilor cu Initiativa Civica

Youth Exchange Online 15th March 2022

Question 1: according to your opinion and experience, describe the 10 main characteristics or soft skills that a youth worker must possess.

Soft skills are personal habits and traits that shape how you work:

1. Teamwork – ability to work in a team
2. Integrity – ability to be active part of team
3. Creativity – ability to combine more ideas in one new
4. Empathy – ability to accept and understand other people
5. Adaptability – ability to be ready for fast and important changing
6. Critical thinking – ability to see clear the problems and to act without personal wants
7. Problem solving – ability to take out the problems
8. Willingness to learn – ability to be open for learning new things
9. Organization – ability to be organized and to organize everything around you
10. Effective communication – ability to make other people to understand exactly the idea of what you mean

Question 2: if a youth worker leads a group of young people, which are the 5 main risks to foresee? Which are the 5 main elements to take care of developing a positive atmosphere?

Young people who become leaders are ambitious and versatile. They dare to take risks and make changes to improve the atmosphere around them.

But this also comes with some risks as following:

1. Limited experience: You were not born leading a team and you probably do not know how to handle a situation when you firstly find yourself in charge.
2. Lack of self-awareness: Self-awareness is being aware of our thoughts and emotions from moment to moment and, thus, a starting point for leadership, but also a skill requiring years of self-training.
3. Fatigue and pressure: Being responsible for the team safety and performance and keep everyone satisfied at the same time, means stress, physical demands and mental toll.
4. Personal sacrifices: Leadership demands giving of oneself to others, in a way that a leader's life becomes the property of those he/she serves. Don't forget you are at the top, where there is no space for others.
5. Communicating properly: This is a much-discussed issue, but implementation in practice is rather than easy. New leaders may find it difficult to openly communicate with their team about expectations or to bring up issues they are encountering

What you have to do to create a positive atmosphere is to always keep communication open and focus on ten points:

Knowing yourself

Leading by example

Admitting mistakes

Listening for learning

Being human, not humanoid

Staying motivated

Showing trust

Giving the credit

Linking results and goals

Youth Exchange Online 16th March 2022

Question 3: describe, according to your ideas, which are the 5 fundamental steps for organising a youth activity (and list them in a time row). Also describe the best youth activity organised by your organisation, or, if you prefer, the best youth activity in which you, or your organisation, were involved.

1.

- To find a good, interesting and actual topic;
- To learn more about topic's ideas, problems, pluses, minuses, and to UNDERSTAND it, to be good at it;
- To collect different people with different views and to make a TEAM through discussess, games (wich can close people) and understanding everyone, because if someone has a different idea that doesn't mean that he/she is wrong;
- To try to help people who need some help in topic, or in team integration;
- To don't make the project super sireous, you need to look at all problems through smile(if you can) and to try to make more relaxing/positive activities with all teams because good ideas comes just when your mind is clear and not stressed.

2. I choosed to talk about one best activite in wich o participated. The best activity in wich I participated was at the end of one project. The organizers put on the table a lot of cards with different pictures(random pictures like, a knight, tree, car, witches, houses, castles...) and everyone needed to take 3 of them. After what we take our pictures and sit on our places coordinators said to us that we need to correlate the pictures somehow with us. At the start that seems to be strange and hard but actualy it was really easy because everyone subconscious take the picture wich was close to himself. It was like a psychology game wich can help everyone to know themselves better. That was not a teamworking game, that game doesn't help you to improve some of your soft skills, but it hepls other people and you to understand yourseves better.

Youth Exchange Online 17th March 2022

Question 4: select one of the following themes: social inclusion of migrants, social inclusion of disabled people, promoting environmental education, promoting participation in democratic life, promoting healthy lifestyle. Please, imagine a hypothetical activity involving young people about the theme you have selected.

The subject chosen is environmental education.

First we need to raise awareness about the importance of environmental education. This aspect is impacting our environment and obviously our health so we need to educate young people to do a selective trash recycling. This is a huge problem in Romania as not a lot of people is doing the selective recycling. We also need to explain that to the young people that certain substances take a lot of time to decompose, such as plastic.

Because of the chemical compound there is also a high pollution in Romania which affects our health. (plants, animals, air quality)

We propose to organise a series of activities to raise awareness in keeping our environment safe.

We will gather volunteers for cleaning activities like pick up the trash in the cities so people can directly see what we are doing, we will also promote this idea in social media, we will plant trees.

Hopefully this will help the young generation understand how important is to take care of the environment and hopefully they will pass this to the future generations.



DISHA International Foundation Trust

Youth Exchange Online 15th March 2022

Question 1: according to your opinion and experience, describe the 10 main characteristics or soft skills that a youth worker must possess.

This section is an extensive, but not exhaustive, guide to some of the key soft skills sought by employers.

1. Communication

Communication is one of the most important soft skills.

Able communicators can adjust their tone and style according to their audience, comprehend and act efficiently on instructions, and explain complex issues to colleagues and clients alike.

A key, often forgotten, communication skill is **listening**.

Whether you are dealing with a customer complaint or working with your colleagues, good listening skills will help you learn and respond correctly to the circumstance you have been presented with.

Equally as important are your **verbal and non-verbal skills**.

Verbal skills are key to fostering relationships that are collaborative and respectful, and ultimately, productive. This also applies to your written communication.

A lot of business communication is now played out by email, so it's important to know good **email etiquette** and give instructions clearly and concisely.

2. Self-Motivation

Having a positive attitude and the initiative to work well without around-the-clock supervision is a vital soft skill for any employee.

Not only does it demonstrate reliability and commitment, but it also shows that you can fit efficiently into an organizational structure without the need for constant supervision.

To demonstrate your motivation, think about these keys skills:

- Positivity
- Ambition
- Commitment
- Initiative

3. Leadership

Leadership is a soft skill you can show even if you're not directly managing others.

Those with strong leadership skills will have the ability to inspire others and lead teams to success. This is why it is a particularly sought-after skill.

People with good leadership skills will have a range of skills that are useful in the workplace, including:

- A positive attitude and outlook
- The ability to make quick and effective decisions
- Exemplary problem-solving or conflict management skills
- The ability to communicate effectively
- An aptitude for both self-motivating and motivating others

Even if you are applying for an entry-level role, don't be afraid to demonstrate your potential by showing how you have positively influenced others to take a project to success.



4. Responsibility

Responsibility is a seldom talked-about but highly valued soft skill.

Colleagues who fail to take responsibility for their work will be less productive and less successful overall.

To demonstrate a high level of responsibility, make sure you can master these skills:

- Trustworthiness
- Discipline
- Motivation
- Conscientiousness
- Accountability
- Resilience
- Adaptability

Taking responsibility means taking ownership of not only your goals but the wider company goals. This will mean taking the initiative to make improvements, accepting responsibility for any failures and really caring about working your way to success.

5. Teamwork

Like leadership, good **teamwork** involves a combination of other soft skills.

Working in a team towards a common goal requires the intuition and interpersonal acumen to know when to be a leader and when to be a listener.

Good team players are perceptive, as well as receptive to the needs and responsibilities of others.

6. Problem Solving

Problem solving does not just require analytical, creative and critical skills, but a particular mindset; those who can approach a problem with a cool and level head will often reach a solution more efficiently than those who cannot.

This is a soft skill which can often rely on strong teamwork too. Problems need not always be solved alone.

The ability to know who can help you reach a solution, and how they can do it, can be of great advantage.

7. Decisiveness

Decisiveness is characterized by the ability to make quick and effective decisions. It does not mean recklessness or impulsiveness.

Decisiveness combines several different abilities:

- The ability to put things into perspective
- Weigh up the options
- Assess all relevant information
- Anticipate any consequences, good and bad

A decisive employee will take effective and considered action quickly, especially when under pressure.

They take responsibility for the consequences of their decision and can adapt when mistakes are made. This ensures that opportunities aren't missed by lengthy analysis or debate.

8. Ability to Work under Pressure and Time Management

Many jobs come with demanding deadlines and, sometimes, high stakes. Recruiters prize candidates who show a decisive attitude, an unfaltering ability to think clearly, and a capacity to compartmentalize and set stress aside.

Time management is closely related to the ability to work under pressure, as well as within tight deadlines.

Employees who manage their time well can efficiently prioritize tasks and organize their diaries while adopting an attitude which allows them to take on new tasks and deadlines.



9. Flexibility

Flexibility is an important soft skill, since it demonstrates an ability and willingness to embrace new tasks and new challenges calmly and without fuss.

Flexible employees are willing to help out where needed, take on extra responsibilities and can adapt quickly when plans change.

Employers are looking for candidates who can show a willing and upbeat attitude, and who are unfazed by change.

10. Negotiation and Conflict Resolution

This is another of those soft skills which employers look for in **potential leaders**.

To be an adept negotiator is to know how to be persuasive and exert influence, while sensitively seeking a solution which will benefit all parties.

Similarly, **conflict resolution** depends on strong interpersonal skills and the ability to establish a rapport with colleagues and clients alike.



Question 2: if a youth worker leads a group of young people, which are the 5 main risks to foresee?

Running a business takes hard work, which can reap the rewards of customers, revenue and satisfaction. While success is the ultimate goal, business risk may stop you from achieving the goals you set.

But when it comes to risk management, there are steps you can take. Here are seven types of business risk you may want to address in your company.

1. Economic Risk

The economy is constantly changing as the markets fluctuate. Some positive changes are good for the economy, which lead to booming purchase environments, while negative events can reduce sales. It's important to watch changes and trends to potentially identify and plan for an economic downturn.

To counteract economic risk, save as much money as possible to maintain a steady cash flow. Also, operate with a lean budget with low overhead through all economic cycles as part of your business plan.

2. Compliance Risk

Business owners face an abundance of laws and regulations with which they need to comply. For example, recent data protection and payment processing compliance could impact how you handle certain aspects of your operation. Staying well versed in applicable laws from federal agencies like the Occupational Safety and Health Administration (OSHA) or the Environmental Protection Agency (EPA) as well as state and local agencies can help minimize compliance risks.

Non-compliance may result in significant fines and penalties. Remain vigilant in tracking compliance by joining an industry organization, regularly reviewing government agency information and seeking assistance from consultants who specialize in compliance.

3. Security and Fraud Risk

As more customers use online and mobile channels to share personal data, there are also greater opportunities for hacking. News stories about data breaches, identity theft and payment fraud illustrate how this type of risk is growing for businesses.

Not only does this risk impact trust and reputation, but a company is also financially liable for any data breaches or fraud. To achieve effective enterprise risk management, focus on security solutions, fraud detection tools and employee and customer education about how to detect any potential issues.

4. Financial Risk

This business risk may involve credit extended to customers or your own company's debt load. Interest rate fluctuations can also be a threat.

Making adjustments to your business plan will help you avoid harming cash flow or creating an unexpected loss. Keep debt to a minimum and create a plan that will start lowering that debt load as soon as possible. If you rely on all your income from one or two clients, your financial risk could be significant if one or both no longer use your services. Start marketing your services to diversify your base so the loss of one won't devastate your bottom line.

5. Reputation Risk

There has always been the risk that an unhappy customer, product failure, negative press or lawsuit can adversely impact a company's brand reputation. However, social media has amplified the speed and scope of reputation risk. Just one negative tweet or bad review can decrease your customer following and cause revenue to plummet.

To prepare for this risk, leverage reputation management strategies to regularly monitor what others are saying about the company online and offline. Be ready to respond to those comments and help address any concerns immediately. Keep quality top of mind to avoid lawsuits and product failures that can also damage your company's reputation.



Which are the 5 main elements to take care for developing a positive atmosphere?



6. Operational Risk

This business risk can happen internally, externally or involve a combination of factors. Something could unexpectedly happen that causes you to lose business continuity.

That unexpected event could be a natural disaster or fire that damages or destroys your physical business. Or, it might involve a server outage caused by technical problems, people or a power cut. Many operational risks are also people-related. An employee might make mistakes that cost time and money.

Whether it's a people or process failure, these operational risks can adversely impact your business in terms of money, time and reputation. Address each of these potential operational risks through training and a business continuity plan. Both tactics provide a way to think about what could go wrong and establish a backup system or proactive measures to ensure operations aren't affected.

7. Competition (or Comfort) Risk

While a business may be aware that there is always some competition in their industry, it's easy to miss out on what businesses are offering that may appeal to your customers.

In this case, the business risk involves a company leader becoming so comfortable with their success and the status quo that they don't look for ways to pivot or make continual improvements. Increasing competition combined with an unwillingness to change may result in a loss of customers.

Enterprise risk management means a company must continually reassess their performance, refine their strategy, and maintain strong, interactive relationships with their audience and customers. Additionally, it's important to keep an eye on the competition by regularly researching how they use online and social media channels.

10 Creative Ways to Keep a Positive Attitude

1. Start a gratitude journal.

There's so much to be grateful for in life, so why not remind yourself of that on a daily basis?

A gratitude journal is a wonderful way to stay positive every day. Once a day, you jot down at least three aspects of your day for which you feel thankful. They can be as small as seeing a cute dog on your way to work or as large as getting an offer for your dream job. Additionally, they can be something that happened to you on that specific day — such as getting yourself a large latte — or something that exists in your life always — like having a family who loves you.

Whatever you want to write is up to you. All that matters is that you're remembering to feel grateful every day. By retraining your mind to think about all the good things in your life, you can develop a more positive outlook.

2. Treat yourself to some self-care every day.

It's always important to take care of both your physical and mental health. It can feel overwhelming when you're working a full-time job that requires you to constantly interact with people — whether they be customers, prospects, co-workers, or managers — in high-pressure situations.

To keep moving forward with a positive attitude, it's essential that you take a step back and treat yourself to something special. Self-care doesn't always have to involve a nighttime soak in the bath with candles and a glass of wine — although that sounds lovely, too.

Consider the ways you can unwind, de-stress, and have some “you” time. Some examples are doing a face mask, watching a movie, baking, reading, calling a friend, getting takeout, or even just saying “no” to plans and, instead, staying in. No matter what it is, you should get into the habit of practicing something every day. By allowing yourself these moments of rest, you can ensure a more positive attitude when you're on the work grind.

3. Start every morning strong.

It's easier to maintain a positive attitude all day if you implement it right after opening your eyes in the morning. That dreaded moment when the alarm goes off can often lead to irritation, which sets you on the path to have a negative attitude all day.



Instead, think about some ways to make your morning the best part of your day — especially if you're not a morning person. Consider waking up a half hour or an hour earlier than usual. This means getting into bed earlier, too! Give yourself time to do the things you love but may not always have time for; go for a run, relish in a hot shower, have a cup of coffee, and actually make breakfast (and, no, granola bars and frozen waffles don't count). Put on your favorite music or show, or even whip out a book and start your morning doing something you love while enjoying a home-cooked meal.

When your morning is more productive and less rushed, you'll be sure to head to work in higher spirits. That morning glow will spread throughout your day, and then, the cycle can repeat.

4. Avoid spreading gossip.

To many, gossip is their bread and butter. However, the mere act of saying things — whether or not they are true — behind someone's back that you wouldn't say to their face is negative. In the workplace, gossip leads to an unstable, unsafe, and disagreeable environment. After all, if you're spreading rumors about your coworkers, chances are they're doing the same about you ... yikes.

It can be hard to avoid gossip, but simply refuse to get involved. If someone tries to reveal a dramatic story about a coworker, decline and tell them you'd rather not participate. While that may feel odd, you'll actually find that you feel lighter when not carrying the weight of secrets. And, when you're not talking about other people, you can feel more confident that others are keeping their lips zipped about you. And that's a reason to feel optimistic.

5. Crack more jokes.

Humor truly is the best medicine. Laughter has great short-term results on your mindset and body. According to the [Mayo Clinic](#), laughter can increase endorphins, relieve stress, and release tension.

In the long-term, laughter — and the positive thoughts associated with laughter — can release neuropeptides, which fight stress and other serious illnesses. It can also help you cope with difficult situations and make you feel happier. By cracking more jokes, you can make humor out of potentially negative situations at work, and — at the same time — prepare your body and mind for a more positive outlook.

6. Take real breaks.

On a busy, eight-hour day, it can sometimes be difficult to find time for a serious break. That means leaving the workspace, having a meal, and putting away all work-related information. You are legally allowed to have a break, and you should never feel like that rest period is jeopardized.

Working for eight hours straight can make you feel sluggish and irritated. A break — even for 30 minutes — can re-energize you and make you more motivated to continue your work for that day. Give yourself time to refuel your positivity, and you'll be sure to end the day on a better note.

7. Have something to look forward to after work.

You may be tired after a long day of work, but having something planned after 5 p.m. can make the day look a little brighter. Whether it be with your coworkers, family, or friends, a night of fun can make the day go by a lot faster.

Your plans don't always have to involve going out for drinks or dinner. Even planning a Netflix marathon can put a silver lining on your workday. The point is to craft your days to be more than just "work." By penciling in some fun time several days a week, you can find a healthy way to balance your personal and professional life.

8. Practice meditation.

Practicing meditation can do a lot to decrease stress and anxiety, as well as improve mental and spiritual health. Proper meditation can decrease workplace anxiety for those in high-pressure work environments, such as in customer support or service.

Even five minutes a day is a great start to a meditation routine. Practice deep breathing and clearing your mind. Simple methods like this are effortless and will help you find balance in your life, as well as let go of the negativity and stress that you may experience on a daily basis.



9. Focus on the long-term instead of the short-term.

When a conflict arises — either with a coworker or with a customer — your immediate reaction might be to jump to the defense. You want to protect yourself and garner respect, which is a good thing. However, the more conflicts in which you partake, the more negativity will surround your life.

Instead, take a second to step back and view the situation from a third-party perspective. Will participating in this conflict be beneficial in the long run? Or, will it simply cause unnecessary stress and negativity at the moment?

Often, a customer is simply having a bad day, or a coworker is facing stress. Rather than snapping back, you can practice empathy. This might help you get to the root of the problem and end the conversation on a positive, lighter note.

10. Listen to music that matches your mood.

It seems ironic, but sad music may actually help boost your mood. According to a **research study**, many people tune into sad songs as a form of mood enhancement. Many consider sad music to be “beautiful,” which helps people feel better. In addition, sad songs can invoke memories, distract from negative situations, and carry strong messages.

A different **study** states that sad music might evoke positive moods because sadness somehow feels satisfying and cheerful when experienced through art. So, listening to sad music might just lift your mood during or after a long, tough workday. Cue up some **Adele**, and let your negative mood disappear.

When you practice the above tips, you’ll find your attitude much improved. And you’ll find that it comes out through your actions, too. Take a look at some examples of what a positive attitude can look like in your work and daily life.

OSDA-GHANA

Youth Exchange Online 15th March 2022

Question 1: According to your opinion and experience, describe the 10 main characteristics or soft skills that a youth worker must possess.

1. The youth worker needs to commit to young people, try understand and prescribe solutions for resolving their issues (**People Oriented**).
2. Youth workers should have the ability to act with integrity in times of stress as the role can be sometime challenging (**Stress Management Skills**).
3. Interpersonal skills, with the ability to establish good relationships with a range of people (**Interpersonal skills**)
4. Patience, tolerance and flexibility (**tolerant**)
5. Ability to be organised in terms of meeting deadlines, Organising and managing resources, arriving on time and being able to find information as needed (**Organisational skills**)
6. The ability to accurately receive and interpret messages in the communication process (**Listening skills**)
7. Presentation and report writing skills (**Good communication skills**)
8. The ability to treat young people's concerns with respect, tact and sensitivity, whilst remaining confidential and professional (**confidentiality and professionalism**)
9. Ability to manage challenging situations and circumstances that are unfortunately unavoidable in life (**Resilient**).
10. Believing that you are capable of..... (**Self-belief**)
11. Generational Changes (**Empathy and Adaptability**)
12. Collaborating successfully in teams
13. Displaying intercultural competence

Question 2: if a youth worker leads a group of young people, which are the 5 main risks to foresee? Which are the 5 main elements to take care for developing a positive atmosphere?

Challenges	Mitigation
Clash of time/ Generational Changes	Patience, tolerance and flexibility
Stressful	Stress Management Skills
Diversity	Patience, tolerance and flexibility
Clash of cultures	Intercultural competence
Time consuming	Time management/ Organisational skills

OSDA- Ghana

Youth Exchange Online 16th March 2022

Question 3: describe, according to your ideas, which are the 5 fundamental steps for organising a youth activity (and list them in a time row). Also describe the best youth activity organised by your organisation, or, if you prefer, the best youth activity in which you, or your organisation, were involved.

1. **Needs-** What is the NEED of young people in question and Why?
2. **Aims-** The aim should be set to address the needs of the young people in question
3. **Objectives -** Why must something be done, What is to be done and achieved, Where is it to be done, Who is involved and in what way, When is it to be done and over what period? How is it to be done?
4. **Methods-** Method that can enable the youth worker achieve the Smart Objects
5. **Implementation-** The Action Phase
6. **Sustainability-** How to ensure continuity after the project period
7. **Dissemination**
8. **Evaluation-** Assessing the impact

THE BEST YOUTH ACTIVITY ORGANISED BY OSDA

Title : Power to Change

The local project, which was organized under the auspices of Hate Fighters Network and co-funded by the European Union's Erasmus Programme, aimed to strengthen the capacity of young people, particularly those working in the peace-building and music industries, to discourage hate-speech-related activities. It entailed a number of mobility and capacity-building exercises.

A total of 40 young people, mostly Ghanaian emerging artists, participated in the project. Participants learned how to use creative methods like music, mobile reporting, photography, and dance to combat both online and offline hate-speech, as well as how to use counter and alternative narratives as tools to combat hate-speech among Ghana's youth.

Youth Exchange Online 17th March 2022

Question 4: select one of the following themes: social inclusion of migrants, social inclusion of disabled people, promoting environmental education, promoting participation in democratic life, promoting healthy lifestyle. Please, imagine a hypothetical activity involving young people about the theme you have selected.

Theme: Promoting Sustainable Youth Entrepreneurship.

Aim: To promote meaningful, environmentally sustainable and economically stimulating self-employment among the youth within the informal.

Objective:

- To equip the youth with appropriate entrepreneurship education through awareness creation
- To equip the youth with adequate entrepreneurship technical skills
- To equip the youth with suitable entrepreneurship Soft/Life Skills
- To equip the youth with appropriate financial capital knowledge

Activity:

- General Youth Entrepreneurship Education Workshop/Training
- Study Visit to sciences Parks and Entrepreneurship incubators
- Youth Entrepreneurship workshop/Training on financial capital knowledge/ Sources
- Internship/Placement
- Youth Entrepreneurship idea Pitching competition

Project Timeline/Duration:

- 24 months

Project Dissemination Strategies:

- Social Media, Newsletters, Email lists, discussion forums etc
- Networks and communities of practice
- Networking tools
- Meetings, discussions, roundtables and invited presentations
- environmental awareness about daily life environmental impact.

Main results:

1. A group of young people will gain awareness and skills about Sustainable youth entrepreneurship.
2. A group of young people will implement their entrepreneurship ideas for job creation.

Project Sustainability Plan:

- Coming soon

Evaluation:

- Project Review

Association for progress, education and lobbying PEL Skopje

Youth Exchange Online 15th March 2022

Question 1: according to your opinion and experience, describe the 10 main characteristics or soft skills that a youth worker must possess.

Personal and interpersonal skills,
Communication skills/abilities
Presentation skills
Creative thinking/be creative
Leadership skills
Problem solving skills (conflict management)
Listening skills,
Skills for time management,
Empathy
Adaptability/ Flexibility
Teamwork
Positivity
Motivational/inspirational skills
Public speaking

Question 2: if a youth worker leads a group of young people, which are the 5 main risks to foresee? Which are the 5 main elements to take care for developing a positive atmosphere?

Main risks:

Safety/safe environment

Potential conflicts/misunderstandings

Health issues/accessibility (in case having person with different ability)

Lack of motivation or interest

Developing positive atmosphere:

To be open-minded and not to judge

To be respectable

To be tolerant

To be inspirational

To spread positive energy and smile

Youth Exchange Online 16th March 2022

Question 3: describe, according to your ideas, which are the 5 fundamental steps for organising a youth activity (and list them in a time row). Also describe the best youth activity organised by your

Steps for organizing a youth activity:

- Designing the activity
- Planning the activity
- Implementing the activity
- Dissemination of activity's results
- Evaluation of the activity

One of the best youth activities we hosted was a youth exchange "SustainABLE Rural Rebuilding in Europe" in 2019 in Kurshevo, North Macedonia.

During the YE we were discussing the environmental issues, climate change, the ways to protect the environment and how to reuse, recycle and upcycle.

Also, we were learning about the food waste and GMO, what it is, how it affects us and the environment and how to prevent it.

As part of the YE we also had 3 day workshop on how to reuse textile during which they learn how to sew and made their own bags and other products from old clothes and textile waste.

We organized as well a cleaning action, so all the participants helped in the collecting garbage in different parts of the town.

organisation, or, if you prefer, the best youth activity in which you, or your organisation, were involved.

Youth Exchange Online 17th March 2022

Question 4: select one of the following themes: social inclusion of migrants, social inclusion of disabled people, promoting environmental education, promoting participation in democratic life, promoting healthy lifestyle. Please, imagine a hypothetical activity involving young people about the theme you have selected.

Theme: Promoting healthy lifestyle

Objective: increasing awareness about the importance of leading healthy lifestyle and its benefits for our wellbeing

Activity: Local activities in primary schools to teach children how to lead healthy lifestyle

During the activities children will learn and discuss about

- Sport as a tool for leading healthier lifestyle
- The importance of healthy diet
- Creation of table with healthy everyday habits
- Creating outputs for promotion of the healthy lifestyle and motivating children be more active

Expected results:

- Children will become more aware about the importance of the healthy lifestyle and sport for their wellbeing
- They will learn how to implement healthy habits in their everyday life
- Outputs created by children for children on the topic

SOS EUROPA

Youth Exchange Online 15th March 2022

Question 1: according to your opinion and experience, describe the 10 main characteristics or soft skills that a youth worker must possess.

1. Organisational capacity: with particular focus on managing activities created for producing results and impact directly connected with the objective of the project
2. Public Speaking
3. Group leadership
4. Self-control
5. Capacity of coordinating a staff
6. Availability to work together
7. Flexibility
8. Precision and attention to detail
9. Creativity
10. Vision and interest to the world

Question 2: if a youth worker leads a group of young people, which are the 5 main risks to foresee? Which are the 5 main elements to take care for developing a positive atmosphere?

Main Risks

1. Lack of involvement of participants during the activities
2. Lack of interest in the topic
3. Participants are not stimulated in having confrontation between them
4. The activity does not produce tangible results
5. Disorganization with respect to the program of activities

Main elements

1. To introduce topics in a stimulating way
2. Creating activities that can stimulate active participation of people
3. Good balance between relaxing moments and working sessions
4. Paying attention to the “human factor” (e.g. people need to have the chance to talk, exchange ideas, etc.)
5. To close the activities with tangible outputs that emerge from the work of participants

Youth Exchange Online 16th March 2022

Question 3: describe, according to your ideas, which are the 5 fundamental steps (and list them in a time raw) for organising a youth activity. Also describe the best youth activity organised by your organisation, or, if you prefer, the best youth activity in which you, or your organisation, were involved.

5 steps for good organisation

1. A precise identification of topics and impact to make on participants
2. To identify the tangible contents and results expected from the activity
3. A precise table for activities
4. To identify the facilitator with the right skill for making participants real protagonists of the activities
5. To foresee a way for participants to share the experience they lived outside and after the activities

Best activity: Young Leaders International Meeting

This project was a KA3 Erasmus Plus that involved 44 young people (22 men and 22 women) plus 11 political decision-makers or experts in the field of youth policies, for a total of 55 participants (of which 26 with fewer opportunities) from 11 different countries.

The project included a transnational meeting that will take place in Rome from 27th to 31st January 2019 and were organized by SOS Europa in collaboration with all the partners.

Specific objectives were:

1. Encourage the participation of young people in the European elections in 2019 and stimulate their engagement within the formal structures of participatory democracies, such as political parties.
2. Encourage and promote cross-sectoral cooperation and partnerships between youth organizations and socio-educational promoters.

Main results were:

1. Proposals to introduce European laws in favour of young people
2. Suggestions for improvement of the Erasmus Plus Programme
3. Creation of I.A.N.G International Association Networkers Generation

Youth Exchange Online 17th March 2022

Question 4: select one of the following themes: social inclusion of migrants, social inclusion of disabled people, promoting environmental education, promoting participation in democratic life, promoting healthy lifestyle. Please, imagine a hypothetical activity involving young people about the theme you have selected.

Theme: promoting environmental education to young people.

Objective: increasing awareness of young people about the environmental impact of their behaviour

Activity: a youth exchange focused daily life best practices that contribute to environmental respect.

Young participants will be involved in the following working sessions:

1. Focus on daily life aspects with strong impact on environment (e.g. energy consumption, transports, etc.);
2. Waste cycle: participants will be involved in simulation aimed at teach them the virtuous behaviour for wasting and for contribute to recycle;
3. Sharing session: participants will reflect and identify helpful tools and ways for promoting environmental awareness about daily life environmental impact.

Main results:

1. A group of young people will gain awareness about environmental impact of their daily life behaviours;
2. A group of young people will implement virtuous behaviours in their daily lives;
3. A table of best practices for promoting environmental awareness to young people, made by young people.

The Closing Meeting - Rome, 28th of March 2022



During the closing meeting, which is part of the Capacity Building activities and analyzes of the project, the delegations have evaluated all the project activities and the results achieved, assessed the level of participation and identified the good practices that emerged in terms of education of the Youth Workers.



In the final session, the delegations focused on good intentions for the future, imagining the prospects of the partnership and working towards the identification of new common project ideas.



Main results of the meeting were the confrontation between the partners about realised activities and their impacts: in particular the Youth Exchange in blended mode was identified as a good example, because it has a good impact on participants and helped NGOs in improving cooperation for overcoming serious obstacles.

The Training Course was considered a good example of activities for involvement of participants, because all of them acquired good skills and competences, especially about Erasmus Plus opportunities in the field of youth, and how they can be more active in and through Youth Work.

Another important result was the decision of the NGOs to continue to work together and to start to plan new projects together.

Participation

In terms of participation, from the confrontation between the partners especially during the Closing Meeting, emerged a general satisfaction in terms of commitment of participants and results obtained. At the same time, we couldn't ignore that YouWIN project was obviously affected by the Covid 19 global pandemic situation.

So, in the different activities, the travel limitations and the lockdown policies in the involved countries had a strong impact. For example, in the organisation international events there were some travel limitations that prevented the participation of people from some countries, especially the ones outside EU. And the overlap of the project with all the other activities of the organisations, as consequence of the pandemic, have also an impact on management of all activities.

Finally, we couldn't ignore the emotional impact of the last two years on people mindset, that in many cases preferred to not take risks in encountering other people and in travelling to other countries. So, the selection of participants wasn't the same

Anyway, the feedbacks received by participants told to the organisations that the quality of participation was always really good, with really good atmosphere between participants in all the events, with "good vibes" and the spirit of increasing skills and competences and producing good results.

Looking at the produced works and results, the participants had strong commitment in working on the proposed topics and in trying to improve themselves.

In this way, the realization of one of the mobility event in the blended mode, making the different delegations of participants meeting online, permitted the creation of activities with high level of quality and the production of good results in terms of confrontation and exchange of best practices between participants, despite all the difficulties.

Moreover, the leaders, the managers, the representatives of the organisations were strongly committed in the capacity building activities, evaluating results achieved, imagining new activities, starting to think about new projects and about the enlargement of the network.

Perspective of youth work and objectives of the network for the future

Through the project, the perspective of youth work seems clear enough. The youth work is an essential element for the life of the non-profit organisations.

It permits to create activities that make impacts on the needs and necessities that emerge by the local, national and international contexts. It permits to face many topics and issues involving and educating young people. It permits to organisations to grow up and increase the strength of their action.

From the other side, the one of participants, it seems fundamental to increase the involvement of young people in understanding the world of Erasmus + programme from a different point of view. A point in which young people are not only "users" of the mobility events, but they are more aware about the topics, the development of the activities, the work of the organisations and the work of the youth workers that lead the youth activities.

What emerged from the activities was great interest of participants (from the less experienced to the more experienced), in understanding better all aspects of Erasmus Plus project in terms of objectives and priorities and about opportunities offered in the youth field. Opportunities for personal growth as "simple" participants, but mostly for increasing their quality as youth worker and being more and more involved as leaders and organisers of youth activities.

So, the main objectives of the network are the followings:

1. Continue to work together creating new projects and activities (and it is already happening with new project ideas, and some already approved projects),
2. Continue to invest in educating young people to become youth worker or simply to improve their skills as youth workers, through new projects and activities,
3. To enlarge the network including other organisations and involving them in new projects about education of youth workers,
4. To develop programmes and projects about topics in which youth work can be a helpful educational tool.



YouWIN Manifesto for the future of youth work

The partnership of YouWIN - Youth Workers International Networks developed a Manifesto that contains 10 fundamental points that have to be persecuted for improving and promoting the role of Youth Work at local, European and international levels. So, the partnership will commit to promote the following ten points, as organisations and as network.

1. Youth Work is a fundamental tool for contributing to improve young people at local, European and international levels. Youth Work permits to non-profit organisations, NGOs, public institutions to realise effective actions that benefit the education of young people in all sectors of society. The organisations of the network are committed in promoting the role of Youth Work through all the ways: European projects, local projects, relationship with local institutions, actions of communications.
2. Youth Work contribute to improve communities. At local levels, the youth workers committed in the non-profit organisations contribute every day in educating young people, helping them in acquiring skills, experience, awareness, and other values that help local communities to grow up and improve the social contexts. The organisations involved in the network are committed in supporting the local role of youth workers.
3. Youth Work is a key element for European opportunities to young people. All actions reserved to the youth field in Erasmus Plus comprehend an essential role for the youth workers as educator and leaders. Creating youth activities without them is basically not possible. So, the organisations involved in the network are committed in creating projects aimed to exploit Youth Work and to improve quality of youth workers.
4. As consequence, the role of youth workers in reinforcing the European space is fundamental, with particular focus on developing a common sense of EU citizenship through young people. The organisations involved in the network are committed in promoting the recognising of this role by public institutions.
5. Moreover, the role of youth workers is essential for developing good cooperation policies and virtuous relationships with all non-EU countries, making young people aware about the power of dialogue and

friendship across cultures and countries. The organisations involved in the network are committed in promoting the recognising of this role by public institutions.

6. Through Youth Work and the role of youth workers is possible to make easier the dialogue, the connection, the exchange of ideas and opinions of young people with different backgrounds, with different origins and with different cultures. So, the organisations involved in the network are committed in promoting projects that will exploit the role of youth worker and will support them.
7. The Youth Work has the potential to be a professional career, or at least part of it. The more the youth workers are skilled, the more NGOs and non-profit organisation have the power to make strong impact on communities and the society. So, even recognising the importance of volunteering, the organisations involved in the network are committed in promoting the professionalization of youth workers through their projects.
8. Creating youth activities with high quality level is important for creating good projects and to make good impact on young people. The commitment of the organisations involved in the network is to involve youth workers with good levels of skills and experience for ensuring the quality of their projects.
9. For reinforcing the strength of the action of NGOs and non-profit organisations, it is important to involve young people in understanding what youth work means and how much it is important in the youth activities. The organisations involved in the network are committed in creating moments of explanation and promotion of awareness in all youth projects.
10. As consequence, it is important to involve young people in paths that overcome the simple participation in youth and mobility activities and that give them the opportunities to experience the youth work as key actors. SOS Europa and its partners are committed in proposing and promoting these experience to young people involved in their projects.

