



# Value and Recognition of Youth Work

*Conference in Zagreb, Croatia*

*4 to 7 December 2023*

## Appendices



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## 1. OPENING SPEECH

Opening speech by Antonia Gladović, Director of the Croatian National Agency for Mobility and EU programmes

Participants of the Value and Recognition of Youth Work conference: decision-makers in the youth field; representatives of the European Commission, EU Council and Youth Partnership; university professors; researchers; international trainers in the field of youth; representatives of national youth councils; representatives of youth umbrella organisations; youth workers - welcome to Zagreb!

In cooperation with the German National Agency for the EU youth programmes, other partner NA's and SALTO RCs, Agency for mobility and EU programmes has been working for months on the preparation of this conference. We hope that the prepared content will serve as a basis for further development of the Bonn Process, will raise awareness and offer good practices that you can take over and implement in accordance with your roles and responsibilities. As you might know, this conference is a part of the strategic partnership of 16 National Agencies and four SALTO RCs, which are keen to implement and strengthen the European Youth Work Agenda through the Bonn Process.

Everyone, who does or communicates youth work in any way, can notice that young people have a need for a space where they can safely and tolerantly discuss topics that are important to them, and which are often not part of the curriculum or family education. It is important for young people to be part of the society, to be asked, to participate in decision-making, to be further educated, to share experiences with their peers, to be in solidarity with their communities. Thus, the need for the development of youth work is clear and comes directly from the needs of young people.

The Erasmus+ programme supports the development of youth work by financing projects focused on the guidelines of the European Youth Work Agenda, making it one of the unquestionable actors of the Bonn Process. It is clear that, in addition to the National Agencies, there is a long list of relevant actors that we have gathered at this conference and that we want to hear, we want to empower and learn from each other. All to establish the continuity and stability of the Bonn Process.

For one, we have youth organisations. It is important for youth organisations to be aware of their daily contribution to the sector through direct work with young people. They need to be aware that what they are doing is a part of the Bonn Process and that their contribution is significant. We have national bodies in charge of youth with their important policy role. But there are also a number of other relevant stakeholders (research, educational and other institutions) that can and should contribute with their knowledge and expertise and help strengthen the community of practice.



This conference will specifically tackle the recognition and validation of youth work as a layered process. When we say layered, we talk about four dimensions of recognition: personal, social, political, and formal. Concrete conclusions on how to systematically and better work on all four dimensions of youth work recognition will be extremely valuable. Which kind of support is needed and how recognition of youth work can be supported are questions for which we need answers, tools, and methods.

So, all of us, who can contribute, and that's why we're here, should contribute a little bit more, during and after the Value and Recognition of Youth Work conference, here in Zagreb.

After the opening speeches it was important to hear from the participants about their views on and understanding of recognition. The Mentimeter was also used to gain an understanding of what they know about recognition.

[illegible]

A bar chart with three bars representing responses to the question 'Do you have a good idea of what you want to do?'. The x-axis labels are 'Yes', 'No', and 'Not sure'. The y-axis represents the number of responses, with a scale from 0 to 60. The 'Yes' bar is blue and reaches a value of 53. The 'No' bar is pink and reaches a value of 1. The 'Not sure' bar is red and reaches a value of 4.

Response	Count
Yes	53
No	1
Not sure	4

## Have you seen the positive effects of recognition?



## Comments

### Talking about youth work

The subject of youth work is being spoken about by new people and fields.  
 More topics concerning young people are being discussed in talk-shows and political podcasts.  
 Stakeholders coming together and thinking about how to proceed to achieve more recognition (formal, like education, fair pay).

### Changes in attitude

More confidence among the people working in the field.  
 Associations coming together to support the creation of a common language and ground in youth work.  
 More people want to get involved.  
 Increased quality of work.  
 Starting a productive dialogue in society about youth and with youth.

### Finances

The planned budget cuts of youth work in Germany were taken back after massive campaigning and advocating.  
 More financial support to youth club projects from the government.  
 More public money available for youth work.

### Governmental

Official government documents recognising the importance of youth work.  
 More support of youth work from local authorities/at local level (more funding).



Youth work in Malta recognised as a profession in 2014.  
Visible Value - Youth Partnership.

## Learning

New Competence Frameworks - flexible enough to be adapted to different realities and give common language.

Youth worker training is now mapped in the Austrian National Qualifications Framework registry.

Learning outcomes gained through non-formal learning are more and more visual and accepted as important.

### 3. COMMUNICATION CAMPAIGN

The conference adopted a communication strategy to promote the conference and its results, including examples of practice. This was led by Domagoj Moric, who is a communications expert.

The aim also included the implementation of different specific objectives. The specific objectives are:

- to inform youth workers, trainers, organisations, and policy makers about situation in youth work recognition;
- to share practice examples in the field of youth work recognition;
- to create more interest around the topic of recognition at different levels (what it means; why is it important in youth work and encourage exchange and reflection);
- to update and communicate developments around the conference (information before the conference, venue, etc.);
- to provide different platforms for discussion on the topic of recognition (Facebook group, WhatsApp group);
- to encourage active participation of people on social media before, throughout, and after the event;
- to create engaging and motivating communication material – photos and a video during the event;
- to regularly write articles about practices.

Domagoj researched and presented examples of practice and impact stories about the recognition of youth work, especially those with links to existing and upcoming initiatives. He wrote thematic and event-related articles based on interviews with individuals connected to the conference based on the conference topics. These were published in various formats as website articles and social media posts. He also published social media posts during the conference.

The audiences targeted were:

- youth workers
- youth work trainers
- youth work researchers
- policymakers
- SALTO RCs
- National Agencies
- other relevant institutions

All these audiences were important for increasing the visibility of the Conference. Most of them were interested in the topic and benefited from the communications. The communication strategy was aimed at both those attending the event and those online.



## SNAPSHOTS:

During and after the conference, snapshots of the conference were shared online, below are four examples:

### CONFERENCE SNAPSHOTS

*We shouldn't lose focus. Our field is very dynamic and we shouldn't lose focus in persisting and advocating for the recognition at the different dimensions.*

The conference is part of the SNAC EYWA and it contributes to the Bonn Process. It is funded by the programme Erasmus+ Youth.

### CONFERENCE SNAPSHOTS

*We are all responsible for recognition, but there are different degrees of responsibilities and one of the biggest part goes to the government, the policymakers, but each of differently according to our responsibilities.*

The conference is part of the SNAC EYWA and it contributes to the Bonn Process. It is funded by the programme Erasmus+ Youth.

### CONFERENCE SNAPSHOTS

*It's really good to have qualifications or standards, but understand that youth work is innovative and ever changing and you can't put it in a box.*

The conference is part of the SNAC EYWA and it contributes to the Bonn Process. It is funded by the programme Erasmus+ Youth.



### CONFERENCE SNAPSHOTS

*Being recognised means getting a thank you.  
Thanks for what you're doing, it's very  
important. That for me is recognition!*



The conference is part of the SNAC EYWA and it contributes to the Bonn Process. It is funded by the programme Erasmus+ Youth.

## 4. RAPPORTEURS ROLE

The reporting role was expanded beyond that of just writing the report. The rapporteur had a much closer relationship with the organisers and the facilitators. Several new roles were introduced at the conference.

The Vox Populi (voice of the people) was a series of pre-planned questions based on the content of each session. After each session during the break up to three participants were asked a question. Their responses were recorded and then projected on the main screen during the break and at the beginning of the next session.

The Rapporteurs Closing Statement also consisted of questions to participants. This was a semi-staged interaction - meaning nine participants were presented with a question in the morning and asked to come up with a 90 second answer for the afternoon input. The participants were not brought to the stage, but the rapporteur went into the audience and asked the question to each one in turn.

There were three topic areas: what is still missing; recognition; and the future. There were three questions for each topic area.

### VOX POPULI

Below are the questions and a selection of the quotes gained from the participants.

#### First evening

##### **How does it feel to be here?**

“Good. I'm looking forward to meeting all the colleagues from all over Europe to connect and reflect together.”

##### **What are you expecting from tomorrow?**

“I expect a lot of ideas, exchange of experiences and practices, especially from the countries which have already recognised youth work.”

##### **What is recognition for you in one sentence?**

“The young people themselves, the stakeholders, and the parents see the value of our work and see the young people first.”

“Being recognised means getting a thank you from everyone around me. Thanks. For what you're doing, it's very important. That's recognition for me.”

“Well, it's understanding what youth work is and how it is implemented.”

## Day 1

### **How do you feel about the programme for the next two days?**

“Amazing to be here and to know all the work that they had been doing for a long time to talk about this topic.”

“Excited to see and learn more about the programme process, what is happening on EU level, and how I can intertwine this in my direct youth work, so really excited.”

### **Who is responsible for recognition?**

“All of us, but there are different degrees of responsibilities and one of the biggest parts goes to the government, the policymakers, but to each differently according to our responsibilities.”

“We have started to invite people to events to talk to youth workers, new things come up from those meetings, those people, those journalists like they propose to do things with us so that we can become more visible.”

### **Which milestone stands out the most for you?**

“The value of what is learned by youth work. By the youth themselves. And how can you connect this to education, the work area, the whole society? So, it's also about lifelong learning.”

### **Which dimension of recognition do you relate to the most?**

“Self-recognition, definitely. I am a youth worker, so this is my personal job.”

### **Concerning the “state of play”, what needs to change?**

“There needs to be a clear process towards the future of recognition in every country, but Europe focused.”

### **Which workshop did you attend? What is your main take-away from it?**

National Competence Framework for Youth Workers:

“It's really good to have qualifications or standards but understand that youth work is innovative and ever changing and you can't put it in a box.”

National network for different stakeholders:

“My main take-away is that there are so many different realities across Europe. It is really complex, not really chaotic, but very interesting.”

### **Which dimension of recognition do you think we should be focusing on as a field?**

“As a sector for me it is the political dimension, because it is necessary, but I think the social dimension is maybe the most challenging.”

### **What has been the most important piece of information you heard today?**

“The fact that we are going to have a good continuation of the process in Malta. It makes me excited, I feel very, very good. I see the future already.”

**From what you have heard so far, what would you like to do about recognition when you get back home?**

"I think I will start in my organisation by spreading the word that Europe has to offer a lot connected to youth work."

**How can we be working with other sectors to inform them about the value of youth work?**

"We know our profession and we know what the results look like – the abilities to make change, to lead people, to inspire. We should be speaking about this to other sectors."

## Day 2

**What was the most important thing you heard from the Panel discussion?**

"That we will have a lot of work to do in the future, I didn't know about so many of the challenges in youth work."

**What does youth work evolution mean to you?**

"Youth work evolution in a way is how we transform to survive so many influences."

**What is the most important future trend that you are aware of?**

"Mental health is one of the biggest issues we will face, so many things are affecting it, like synthetic drugs, climate change, stress, migration..."

**What are the possible dangers of recognition?**

"I don't see any specific possible dangers in recognition, rather only the fact that we shouldn't lose focus. Our field is very dynamic, and we shouldn't lose focus in persisting and advocating for recognition in different dimensions."

**What was the key thing that came from your stakeholder discussion?**

"That youth work works, and that youth workers need to be working on their self-recognition and social recognition while fighting and advocating for political recognition."

"We should approach youth work holistically. That's how we can achieve full recognition."

"Being divided into the stakeholder groups, we could know each other better and see the differences that affect our realities as youth workers from micro to macro."

**Thinking about the future, what has inspired you the most from the conference?**

"I realise that there is a whole community around Europe that strives for recognition. This is something hopeful for the future of the community – recognition will eventually come through!"

## THE RAPPORTEURS CLOSING STATEMENT

Below are the topic areas and questions for the closing statement.

### What is still missing

- 1 - What is still missing for you, that we have not talked about but should be?
- 2 - What have you heard people talking about here that is not being put on the agenda?
- 3 - Do you feel there are still gaps in what we have been covering, what are they?

### Recognition

- 4 - What do you see as the biggest barrier to recognition?
- 5 - What have you heard that encourages you that recognition is on a good road?
- 6 - What do you feel are going to be the most important areas of recognition that we need to be focusing on right now?

### Future

- 7 - How do you feel about the future of youth work?
- 8 - Which emerging plans for youth work would you want to see further developed at the political level?
- 9 - From the conference, which trending initiatives and ideas do you want to see that we put into practice?



## 5. WORKSHOP REPORTS

In the afternoon of Day 1, a number of participants had been pre-asked to present their work in recognition in the form of a workshop. Each of the workshops was an example of work linked to one of the dimensions of recognition. The following are short reports of each of the workshops.

### SELF-RECOGNITION

#### **#youthworkworks - the impact of youth work on children and youngsters: self-recognition on fire!**

Geert Boutsen, UCLL sociaal-cultureel werk and Lisa Franken, De Ambrassade

The workshop explored the concept of youth work and asked questions, such as the why, the what and the how of youth work. The main discussion focussed on the impact of youth work, covering the personal, environmental, social-civic, and political outcomes it can or should have. They also discussed how impact needs to become a trend. It has to be a mindset, and it is a process. Every aspect of impact has to be tailored to its audience, and it needs continuous support and motivation to happen.

Youth work is about planting seeds, not just the seeds that support the personal and social development of young people but also seeds into society which then have an impact. Self-recognition means understanding and recognising the impact of your own work.

#### **Tools for recognition of competences (Youthpass and ProfilPASS)**

Kristiina Pernits, SALTO Training and Cooperation Resource Centre  
Goran Jordanoski, German Institute for Adult Education Leibniz Centre for Lifelong Learning

##### **ProfilPASS**

It is a tool for systematic competence assessment, the tool originates from Germany but is used in other countries as well, especially in the Western Balkans. The persons using it can adapt it completely to themselves based on their own learning, experience, and personality. It focuses on competences acquired through non-formal and informal learning. It is available for both adults and young people.

ProfilPASS currently has 200 000 users. To access the youth edition, a young person meets with a counsellor for up to six sessions, which supports them to fill it out and provides them direction and knowledge of how to get the most out of the tool. The young person downloads it as an interactive PDF and fills it out on their computer. With the support of

Erasmus+, ProfilPASSes now has formats for specific target groups, such as young women, NEETs, and young people with a migrant background.

ProfilPASS visualises a young person's competencies, is seen to be increasing young people's self-esteem, helps them to be able to talk about their competences and skills, and supports them to work on objectives for their next steps in life.

### Youthpass

Youthpass is the EU's tool for the recognition of learning achieved by participants projects funded by Erasmus+ Youth and the European Solidarity Corps. It is available for both adults and young people. Young people can use the Eight Key Competences and youth workers can use the ETS Competence Model for Youth Workers. Youthpass showcases the process of learning in Erasmus+ projects by getting the user to reflect, document, and describe their learning and thereby the competencies they have developed. Youthpass, especially for young people, needs to be a dialogue process between the learner and the team leader, coach, or trainer they are working with in the project they are a part of.

Tools such as ProfilPASS and Youthpass primarily support the recognition of learning of the individuals who use them. In the broader concept of the recognition of youth work, they support recognition because they showcase what young people (and adults) have gained and learned through their participation in youth work. Thereby both tools help promoting youth work to those around them.

## SOCIAL RECOGNITION

### Micro credentials (Open badges) and their role in recognition

Jorine van Egmond, Stichting Bloom and Nynke Coenraads, MDT/Alfa College

Micro credentials are something quite specific, and it is a typical term to be found in formal education. Here it is in reference to youth work activities where the young people can earn badges as a form of recognition for what they have done and or learnt. To earn a badge, sometimes evidence is required but not always. Some people add them to their CV to add weight to their education or job applications.

For many young people, badges represent the gamification of learning and can be of particular interest to those who have struggled at school. For some it can be the first positive experience related to learning. Badges act as a stimulus for the young people to reflect on the things they are engaged in and as a way to help them recognise what it is they have learnt. Badges help young people communicate their skills and competences.



Badges earned through youth work also act as a symbol of recognition of what can be achieved by young people in youth work, therefore promoting the value of youth work to other institutions and the business sector.

## Spotlight on youth work and youth information advocacy

Karolina Kosowska, Eurodesk Brussels Link, and Manon Assa, Jugend Prais

### Jugend Prais

Youth Prize is run by the National Youth Service in Luxembourg and is an example of how youth work can be promoted through a competition on youth work projects, which is judged by a jury of young people. It is organised every two years and calls on young people to enter their youth projects through an open call. The action as a whole is supported by some internet influencers.

The finalists are presented at a ceremony with an audience of more than 200 people and the winning project receives a prize of 1 500 Euros to invest in their work. The best projects are promoted on the organisation's website and social media.

Although the organisers express that more outreach and public promotion is needed, this is a highly visible project that is supporting and developing the recognition of youth work. This recognition work targets young people, their friends, families, and communities, it is reaching the general public and has influencers promoting the concept.

### Eurodesk

The main mission of Eurodesk is to raise awareness among young people on the mobility opportunities in Europe and to encourage them to become active citizens. It also has a competence framework that provides a common language on youth work. The work of Eurodesk includes:

- Opportunity Finder:  
This helps young people to navigate over 250 mobility opportunities and programmes and has reached 2.74 million visits.
- European Youth Portal:  
Eurodesk co-created the Youth Portal with the European Commission.
- Eurodesk Newsletter:  
There is one for youth workers and one for young people.
- Eurodesk Awards:  
The award makes visible the day-to-day work of local multipliers.
- Pool of Young Journalists:  
This was established in the European Year of Youth 2022.
- Time to Move Campaign:  
Implemented every October, has a huge outreach, includes gaming offers around the mobility topic

Youth information is important for recognition, because it provides information and understanding about youth work to young people. The young people who access these services talk about their opportunities and experiences gained. Recognition is also through the projects they support. For example, one project from Egypt was on storytelling about the opportunities of going abroad for girls, this was done through short videos. These videos helped to convince girls and young women to join projects, but the biggest impact was on the families, who gained information and understanding about youth work.

### National network for different stakeholders

Magnus Tveten and Thea, Ungdom og Fritid (Youth and Leisure Norway)

Youth and Leisure Norway is an umbrella organisation with over 700 youth clubs and 120 000 young people attending between ten and 24 years of age. Young people from every aspect of life attend, though there tend to be more young people from lower socio-economic backgrounds. The youth clubs are run and funded by municipalities. Each youth club is an open space where the young people decide for themselves the activities, they want to engage in. Activities can include gaming, music, dance, film, and photography. There are also cultural activities the young people can join in with such as involvement in festivals.

Because of the work of the youth clubs in providing opportunities for young people to connect with cultural events, there is a lot of cooperation with culture departments in the municipalities. The youth clubs also work cross-sectorally with the areas of justice, children and families, and health. Sometimes the youth clubs are given a focus, for example, crime prevention. When this is the case the offer to the young people is structured to this - though the young people are still free to choose what they want to do. In this particular case, the youth club would be looking to work cross-sectorally with schools, the police, and other relevant agencies.

Although for many youth workers there is still a feeling of being “invisible”, the work being achieved by the youth clubs is starting to be noticed. For example, after the elections of 2021, the government began providing more funding for the youth sector. In terms of social recognition, it is the work of youth work itself, the benefits of youth work for young people becoming more visible, that is the best recognition tool.

## Potential of the EU youth programmes for 'pushing' recognition through projects

Silvia Crocitta, EuroDemos Youth Mobility NGO and Sandra Miladin, Croatian NA

The project “Focus Youth Work” was born at the 2014 Bridges for Trainers event. The concept was to form a coalition of organisations from seven regions in Italy to explore the European Training Strategy. The aims were to promote youth work and the role of the youth worker in Italy through structured dialogue, to design youth work policies and practices on a national scale based on the active participation of young people, to create a space for youth workers and political decision makers to communicate, and to contribute to the creation of innovative, digital, and quality tools for the strengthening of youth work.

The project engaged with several European institutions and policy documents, these included: Europe Goes Local, the Italian National Agency, the European Charter on Local Youth Work, and the Bonn Process.

The project gathered youth workers who were able to determine what social and political relevance means for them. They developed recommendations which were presented to the local/regional stakeholders.

A key aspect of the project was the broad range of target groups, each was communicated within their own context and language. These target groups included: youth workers, young people, political decision-makers, schools and universities, the youth sector as a whole, and researchers.

The project has so far achieved social recognition through six areas, though 2024 will see more achievements:

1. Elaboration of key points on the European Youth Strategy (needs of young people and future territorial projects);
2. Collective proposal on the skills of the professional figure of the youth worker in Italy;
3. Definition of youth work by young people and local/regional stakeholders;
4. Collection of young people's opinions and experiences on a local and regional scale;
5. Caught interest from regional stakeholders and more collaboration from new sectoral organisations;
6. Young people and public understand better the Erasmus+ Youth programme and its benefits (and they ask for more).

## Linking the youth sector and schools

Tina Kosi, Office of the Republic of Slovenia for Youth

Young people face many issues that schools and teachers are generally not equipped to deal with. For example, young people experience gender issues, mental health, a lack of self-esteem, or engage in self-harm. Many teachers do not know how to deal with violence, and many are unfamiliar with how to work with migrant young people or young people with disabilities, etc. It is common for schools to create priorities about these issues and groups of young people but then lack the resources and knowledge to actually do anything about them.

Getting to a position where youth work and schools are collaborating can be challenging. It is often difficult to establish contact and gain access, many school principals are very protective of their schools and not so open to “outsiders”. They don't immediately recognise the value and importance of youth workers working with their young people. Therefore, it is important to have the right person making the connections and initiating the process. Once a good relationship has been built between the youth workers and the school, the benefits for the young people and the school can be huge.

Tina Kosi has been appointed by the Ministry of Youth to assist with the linking of youth work and schools. Tina's work is the definition of social recognition in action. For schools to be open to youth work and youth workers, they need to understand the benefits of what youth work can provide, therefore what youth work is. Tina's background in youth work is key for this to happen because she can talk from personal knowledge, especially for making the links between formal and non-formal education aspects.

## POLITICAL RECOGNITION

### Policy framework for youth work in North Macedonia

Gjorgi Tasev

The workshop provided some historical background to the developments of youth work in the last 30 plus years. There are several milestones that have been achieved in the last years. There is the definition of “Youth Work” as now described in the Law on Youth Participation and Youth Policy. There are ten youth centres that are recognised as places that support the wellbeing of young people and their personal, social, and professional development. The local government is responsible for providing at least a limited level of support to these youth centres, and the employed youth workers must have passed the basic youth work course. There is also a National Youth Strategy 2023-2027.

This level of political recognition took time to achieve, it took time to convince public administration departments of the relevance and importance of youth work. One of the things that has now happened is that we pushed youth work onto the agenda so much that it has become a political trend right now, especially with the elections that are coming up. Youth work is on the political agenda and has become a political talking point. Informal factors were very important in this process, once the decision-makers in the youth field personally convinced to push, it worked. This process took many years of lobbying, discussions - informal and formal - and just being persistent and believing in ourselves and what we wanted to achieve.

## FORMAL RECOGNITION

### Youth worker qualification, occupational standard, and code of ethics

Heili Griffith

The Estonian Youth Worker Association awards the youth worker qualifications to youth workers. In 2023 there were approximately 600 youth workers applying for or renewing their youth worker qualification. Youth workers have to renew their qualifications every five years or if they have the master's degree, the qualification is for life. There are three universities in Estonia where you can study youth work at Bachelor level, one of which, Tallinn University, also provides a Master's programme.

The Association acted as the main force for the introduction of and implementation of the occupational standards or code of ethics for youth work. It has several levels and youth workers engage with it through a self-assessment tool. Each level has its own descriptions, required skills and performance indicators. There is a new youth work occupational standard in development and will soon be published.

Strength, and in this case also recognition, comes from the occupational community itself. They are people with the same sets of values, ethics, and professional identity and when such an occupational community works together, different aspects of recognition are possible.

### National competence framework(s) for Youth Workers

Verena Frühwirth-Mock, AufZAQ

The Austrian national Competence Framework for Youth Work comes under the National Qualification Framework (NQF). The NQF is based on the European model of qualification frameworks. AufZAQ is one of the six service providers for NQFs in Austria but is the only

one specialising in youth work. AufZAQ offers the certification of basic and further education and training courses for people active in youth work. So far over 40 training courses have been certified. After a training course is certified there are continual quality assurance measures which the training provider agrees to fulfil to ensure the certification stays valid.

Between 2015 and 2017 AufZAQ developed the Competence Framework for Youth Work. It outlines the necessary competence criteria for those who work with young people and covers open youth work and the work of children's and youth associations. In Austria, the AufZAQ Competence Framework is regarded as the binding standard for the training of youth workers.

The formal recognition of youth work is boosted by the certification and qualification processes of youth worker training. The more courses for youth workers that are certified - either within the formal education system or outside of it - the more youth work as a whole is recognised.



## 6. COUNTRY FOLLOW-UP

At the end of Day 2, participants were divided into country groups and in some cases, there were combined country groups. These groups had a short period of time to discuss future steps:

- What from this conference has made us think/what inspired and motivated, what moved us?
- What from this conference can we take back into our youth work system and in our context?
- What and to whom could we communicate key messages/ideas from this conference?
- How could we support each other to keep being engaged in youth work recognition?

Below are summaries of these discussions.

### CROATIA

We will promote the conclusions of the conference to youth work practitioners across the country. Develop more resources for the promotion of good practices. Develop a national campaign to promote the value of youth work, and work on the visibility of the youth sector at the national level.

### SWITZERLAND

We want to work on the broader recognition of youth work at the local level - especially in rural areas. This is mainly the social recognition dimension. We will develop an experts' working group on international youth work.

We will explore further the 'profilpass' with the aim of implementing it. We are planning job shadowing opportunities with Croatian NA. We will develop closer cooperation between Eurodesk Switzerland and the Swiss NA.

### ESTONIA

We will begin to widely share the success stories and results of youth work. We want to develop a common message about youth work which each organisation could use as part of a promotional campaign.

We want to create the position of "spokesperson" of the youth sector, someone who would give responses or interviews in mainstream media when youth and youth work issues arise. We also want active communication with the media by sending information out about youth work on a regular basis.

We can develop articles for social science publications and share youth work research.

We will develop a continuous communication strategy to introduce youth work to the public. Build a wider audience for and about youth work inside the country, using existing blogs and info letters, etc. We need to find effective methods for engaging target groups and Erasmus+ Youth cooperation.

We will start reaching out to other sectors and engage with professionals from other sectors to talk about youth work. We need more cooperation inside the country between different institutions: how to engage active people and how to motivate cooperation.

### **TURKEY**

We need to raise awareness in wider society about youth work. Youth work should be seen as a profession and an area that does not mean the same as voluntary jobs. We will organise events (locally) where we can share good practices and good results of youth work.

We need to communicate with the Ministry of youth and sport, the Ministry of labour, NGOs, and Sports clubs. We need to define a youth worker qualification.

### **BELGIUM, FRANCE**

We want to see the position of European ambassador for youth welfare created. We want to interlink European processes with our national processes.

We need to recognise that we are already working on recognition though we need a more strategic approach to it, and we need to disseminate our knowledge on recognition.

We need to explore cross-sectoral cooperation.

### **IRELAND, MALTA, GEORGIA, ITALY, AZERBAIJAN, EGYPT**

Recognition work can be overwhelming, but we recognise that it is okay to delegate or outsource, even to private service providers, for communications and marketing about youth work.

We need to be creative about exchanging information on good practices, we can use podcasts, memes, reels, etc.

### **GREECE AND CYPRUS**

We need to be aware that with recognition comes greater responsibility. Quality youth work will be even more important. We can seek inspiration through best practices, success stories, and youth work recognition from the rest of Europe. Any campaigning for youth work must have a clear message.



## LUXEMBOURG

We need to be supporting each other. ProfilPASS and Youthpass need to be promoted more to both young people and employers. Make things like Youth Prize more visible among the broader public and give certificates to participants.

We want to start a campaign informing people about youth work and to erase clichés. We need different approaches for different target groups; politicians, general public, young people, parents...

We need to be collaborating more with other stakeholders.

## AUSTRIA

Through stronger networking, we would like to start lobbying for political recognition. We can use messages from young people and youth workers, we can use personal and emotional stories next to facts and figures. We need to include municipalities in the process and ensure that we have an inclusive process.

## POLAND

There is a need to open platforms between trainers, project managers and project coordinators. Motivation is coming from networking. We need to collectively be working towards recognition at the national level.

## SPAIN

We found inspiration through the values and aims we shared with each other. Dignifying and recognising the essential role of youth workers is a goal we have to follow. We will follow the example of countries where this is already happening and find common ground and points to defend.

We want to focus more on social and political recognition. Both correlate, as social recognition would cause political concern and political importance, recognition would create an identification process in society as a whole. Social campaigns mean sharing in social media and social events.

We must keep in touch with our NA and Eurodesk/EuroPeers community. We need as much contact as possible with city councils, social media, other youth organisations, NGOs, and the European commission.

## ALBANIA AND HUNGARY

We would like to see wider campaigns aiming to move forward the recognition of youth work. We want to see that youth work becomes a strong focus for the next few years. We need stronger motivation to address youth work issues in a political context. We need a readiness to address uncomfortable topics and to receive them and reflect on them.

## SLOVENIA

We want to develop a national experts' group for the whole youth sector. We need to explore how we can support each other better within the community of practice. We want to develop meetings and conferences where we can build good relationships and be able to engage in information exchange. The motivation of others motivates us.

We need to keep working on the Bonn Process and better understand the four dimensions of recognition and how they are all connected.

## NETHERLANDS

Togetherness is the key, different sectors, inter-generations, and international.

"While we are struggling as youth workers, we still have the freedom of reflecting on societal topics."

Anonymous

## GERMANY

The civic dimension and its relevance and importance has given a lot of food for thought. We can use the power of networks that are active and existing, we don't have to make new things.

Meet-ups (regular and open) for mentoring or interventions can serve as spaces for support and growth. We need to ensure that the institutions work together instead of fighting for their agenda. We want to find a way to better organise ourselves and our structures and our work. We want better cooperation, reflection, and networking.

We can create interviews and videos with European politicians talking about the importance of youth work and we create interviews and videos of young people sharing about the difficulties of their day to day lives and the role of youth work in supporting them.

We need to be reaching out beyond the cities, to get to rural and smaller areas.

We need to make recognition a topic on our agenda. We can identify the areas where schools and youth work can work together. We want to explore what processes can be connected to the European Youth Work Convention 2025.

## 7. EVALUATION

The conference evaluation was conducted on Mentimeter, below are the results of the evaluation.

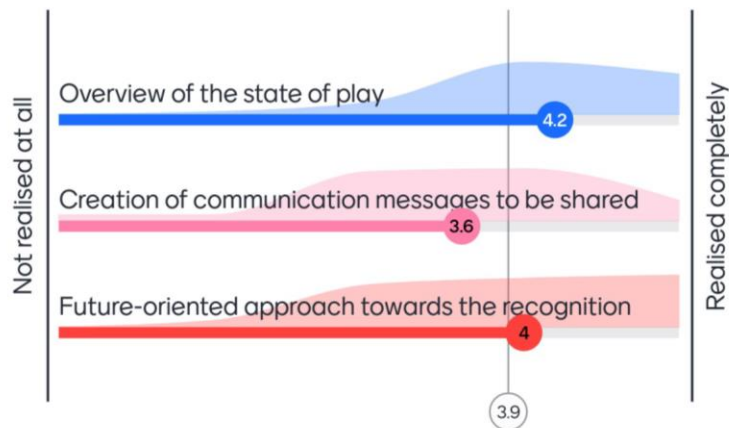
MENTIMETER

**How was the conference for you?**

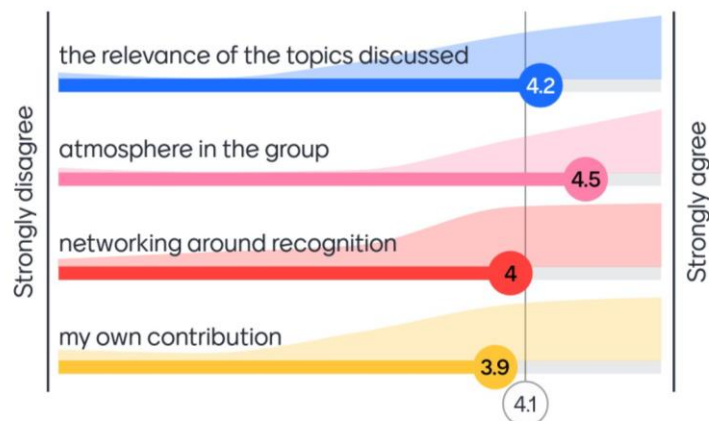


One person expressed that the conference for them had been a journey “from frustration and worry to excitement and thrill”. The conference was revealing uncomfortable truths but also countering this with exciting developments in youth work for handling the seemingly impossible. For example, in one moment information from the panel felt overwhelming, they were sharing about many future trends that are not positive and that feel like they are too much for youth work to handle. However, the panel also shared how youth work encourages the sharing of spaces, power, and resources which effectively puts us in a position to tackle these difficult issues and support the young people affected by them.

## The intentions of the conference were...



## I am satisfied with...



### Level of satisfaction

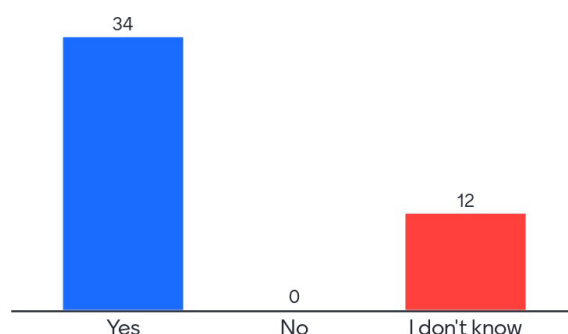
Overall participants felt the conference intentions were met and were satisfied with the relevance of the conference, their own contribution, the atmosphere, and the possibilities for networking.

Participants felt they had gained knowledge, understanding, and resources about recognition. They had learned about how the dimensions of recognition are related and while each dimension needs to be worked on in its own right, they also need to be addressed together. They learned that recognition is needed for youth workers to do their job properly and that it is a process and not a goal in itself. Others were inspired to start engaging in recognition work and understood the need for lobbying to make part of this happen.



In other aspects and with links to future trends, participants recognised that youth work is political, that democracy needs youth work, and we need to be putting civic education onto the agenda.

## Would you be interested in regular, informal, digital meetings around the topic of recognition?

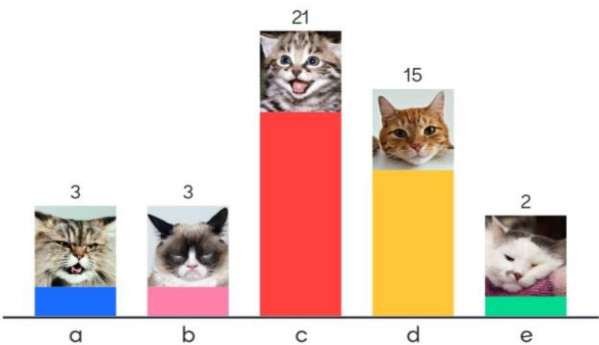


## What topics should be on the agenda at these meetings?

- Networking.
- How to create better communication and information strategies.
- Sharing good practice.
- Recognition of learning outcomes.
- Solutions and concrete actions.
- Planning common campaigns.
- Identifying specific steps for achieving recognition.
- Peer support.
- Preparing ideas on recognition for the 4th EYWC.
- Exchange of information.
- Define profiles inside youth work.
- More exchange on local realities.
- How to work with other sectors.
- Community building.
- Societal relevance of youth work.



Thinking about the future of youth work recognition I feel...



## 8. FINAL WORDS

The final words were given to the participants. A4 cards with round and square speech bubbles were handed out and participants were asked to state an achievement on one and a commitment on the other. They were then asked to take a selfie and upload their statement photo to social media. Below is a selection of the results.

### ACHIEVEMENTS

Created space for self-recognition (connecting youth workers)  
Commitment to stay connected and to take concrete actions in our own field  
Community building and networking  
A deeper understanding of the concept of recognition  
EYWA and Bonn Process became real and feasible through exchanging with people involved in it  
Youth recognition  
We did not give up

### COMMITMENTS

To speak out and share the message, make youth work visible, and pass along the empowerment we have felt during these days.  
Keep on learning, connecting, and strengthening each other.  
Contribute to the dialogue between different actors of youth work regarding the four dimensions of recognition.  
Our commitment to the core values of youth work.  
The cooperation, living the values, community of youth work, diversity, improvement of youth work.  
Bring the agenda of recognition outside and beyond this room.  
Having recognition on the agenda.  
To further influence and inspire and be open and be inspired.  
Concrete action plan and steps in direction of fulfilling the Bonn Process.  
Checking how far national realities are in this process.  
Playing an important role in the process of recognition of youth work.  
Keep up networking.  
Mainstream the term youth worker.