

# ON TRACK III – DIFFERENT YOUTHWORK APPROACHES FOR DIFFERENT NEET SITUATIONS

22-26 OCTOBER 2019

ISTANBUL – TURKEY

## CONFERENCE REPORT



## Background context

The international conference “**On track 3 - Different youth work approaches for different NEET situations**” took place from 22nd to 26th of October 2019, in Istanbul Turkey. The conference was organised by SALTO Inclusion & Diversity in cooperation with the Centre for European Union Education and Youth Programmes (CEUEY) - Turkish National Agency.

The event was a cross-sectoral conference that addressed the NEET issues and showcased good practices, with the emphasize on cooperation between youth work and other sectors (formal education, employment, social & business sector). This event is part of a long term cooperation strategic approach to reach young people who are excluded from the system and see how different sectors can work together and can reconnect them to society and improve their opportunities in life. Part of the same approach the SALTO ID publicated the research on NEET issues "[On track](#) - Different youth work approaches for different NEET situations" in 2015. The 1st edition of the conference took place in Slovakia in 2016 and the 2nd in Turkey in 2018.

The 2019 edition of the conference, brought together 89 participants, amongst whose were young people, guest speaker and representatives of several national agencies from 30 countries.

The conference had as **general aim**: to support collaboration and exchange between professionals from different sectors in order to create better opportunities for young people in a NEET situation and enable their active involvement in society and integration into the labour market.

The aim was reached through four objectives:

- **To explore different NEET realities across Europe** and different types of practices or tools at all levels.
- **To exchange the variety of ways of working** with young people in a NEET situation and highlight the possibility of cross-sectoral partnership projects.
- **To share resources** on working with young people in a NEET situation, such as the SALTO Inclusion and Diversity study “On Track”.
- **To promote the value of international youth work** for young people in NEET situations and the possibilities of Erasmus+ and European Solidarity Corps programmes.

## Programme

Arrival evening 22nd of October 2019, Departures 26th of October 2019

23 <sup>rd</sup> October	24 <sup>th</sup> October	25 <sup>th</sup> October
<b>Getting on Track</b> Intro to programme Intro to the team and participants 9.30- 11.00	<b>What NEET track is Europe on?</b> Input from external speakers - Cross-sectorial approaches for NEETs 9.30 - 11.00	<b>International Journey</b> External Speakers; Impact of International Cooperation Perspective outside Europe 9.30 - 11.00
Coffee break 11.00-11.30	Coffee break 11.00-11.30	Coffee break 11.00-11.30
<b>What NEET track is Europe on?</b> Expert Input Concepts 11.30 - 13.00	<b>What routes can we take?</b> Sharing good practices and projects 11.30 - 13.00	<b>What vehicles can we use?</b> Role of E+, ESC and other tools and resources 11.30 - 13.00
Lunch 13.00 - 14.30	Lunch 13.00 -14.00	Lunch 13.00 - 14.30
<b>Who is on the train?</b> Input from Young People 14.30 - 16.30	<b>Stopping at local stations:</b> Visit to Local Projects 14.00-18.00	<b>Who with we travel onwards with?</b> Networking - speed dating 14.30 - 16.00
Coffee break 16.30-17.00		Coffee break 16.00-16.30
<b>Who is on the journey with us?</b> Different realities 17.00 - 18.30		<b>Looking back at our journey</b> Evaluation 16.30 - 17.30
Dinner at hotel 19.00	Dinner at hotel 19.00	Dinner and boat tour 18.00
Interactive circus performance 20.00	Free evening	

The programme included experts input, sharing experience across-sectors, sharing good practice example, field visits in local organisations from Istanbul, conceptual debates and action planning to improve the life of young people that are in a NEET situation.

### Good Practice Example Session

The group had a strong know-how on projects that addressed young people facing a NEET situation. In order to create a peer learning atmosphere, the team dedicated one session for good practices sharing. The participants were asked in their application form to describe if they have any good practice in helping young people in a NEET situation. Based on the description from the application procedure, the project team selected 10 good practices balancing the scope of the initiative: local / national or international; the geographical distribution and the cross-sectorial approach.

The following ten practices were presented in five simultaneous workshops:

- **Jugendcoaching** is a national program targeting youth in high risk and working especially with early school leavers and young people in a NEET situation. Austria created a monitoring system that shows if young people are falling out of schools or out of employment. The programme implies that the staff from the organisation contacts the young people and invite them to take part in the organisation's program. It is free of charge and it is open to all young people in Austria. Jugendcoaching cooperates with all relevant institutions, providing information and consulting for other organizations, parents and other relevant persons.
  - ◆ By Eyal Wahl-Figlash from Austria, in.come organisation, <https://www.in-come.at/>
- The organisation **Formaat vzw** presented their work with the youngsters. They introduced the model of Furbo education, how to work individually with young people, how to find the

young people in NEET situation, how to motivate young people in NEET situation, how to work with employers and how to connect the youngsters with a mentor who already works.

- ◆ By Youssef Ahale from Belgium, Formaats vzw organisation, [www.formaatvzw.be](http://www.formaatvzw.be)
- The association **Anika** implements various projects, some to mention: Day Care Center Services for Children and Adults with disabilities, "Say Yes - Strategic Actions for Youth - A Programme for Youth Employability and Skill Development", "Holistic Approach for Successful Employment of People with disabilities", etc. Due to lack of resources, the projects are local, in Tbilisi, the capital of Georgia. The last project mentioned, started in 2017 and during two years in the supported employment program are involved approximately 200 people with disabilities, 35 of them could find job. The work is to assure that those people not only find, also maintain paid employment.
  - ◆ By Nino Gorgadze from Georgia, Association Anika, <https://www.facebook.com/AssociationAnika/>
- **Secondary School "Emilian Stanev"** implements programs for students that dropout from 9th to 12th grade. Teachers are implementing different projects: meetings with students' parents, talks with pupils face to face. The teachers are also using non-conventional teaching methods in order to attract the students' attention. Some of them are: listening to classical music, showing interesting presentations, attending cultural places, making promenades. A good emotional contact facilitates an increase in motivation to study and raises the level of communicative culture.
  - ◆ By Nadejda Cula from Bulgaria, Secondary School "Emilian Stanev", <https://bg-facebook.com/em.stanev/>
- **Project "KNOW and DO!"** Support system for young people in a NEET situation in Latvia. The target group of the project are young people aged 15 - 29, (including vocational learning to master craftsman) and who are not registered in the State Employment agency as unemployed persons. The aim of the project is to develop skills of target group of young people and facilitate their involvement in: education (including vocational learning to master craftsman), employment, Youth Guarantee activities implemented by the State Education Development Agency, active employment or preventative unemployment reduction measures provided by the SEA, non-governmental organizations or youth center activities. The main steps undertaken in the project are: outreach and initial motivating, verifying the eligibility of young person to the project target group, profiling of each young person, elaboration of individual support program of measures for young person based on his/her needs (profiling results). The main measures taken for young people are: non-formal educational activities, camping, seminars & courses, consultations of specialists, sport activities, informal education activities, voluntary work, field visits, specific support measures for young people with disabilities, activities to explore different professions, involvement in NGO activities, involvement in youth centres activities.
  - ◆ By Viola Korpa from Latvia, Agency for International Programs for Youth, <http://jaunatne.gov.lv>
- From **Zero to Hero project** is a pilot project in partnership with business sector. It's based on implementing an IT course in web programming and soft skills course, simultaneously. Participants (young people in risk and already in NEET situations) were granted scholarships and they attended an IT course provided by the partners from this sector, while the staff from the organisations provided the soft skills curriculum which was implemented using youth work methodology. Young people were taught how to create a website, but more importantly how to present it to potential employers, how to

communicate their needs, how to act during a job interview (working on their verbal and non-verbal communication), how to write a CV. They were also given an opportunity to do 'speed-dating job interviews' with actual IT firms, during which they managed to acquire contacts of different IT companies and present their work and practice their skills. This was a local project. In these two projects, both Roma and non-Roma young people were involved, with very different backgrounds and risk factors.

◆ By Dajna Marinković from Serbia, Center for Youth Work (CZOR) [www.czor.org](http://www.czor.org)

→ **HETFA** is an independent think tank in Budapest, Hungary established in 2009. Its goal is to provide useful and evidence-based analyses on national as well as local policy issues for the decision-makers and the policy expert community to improve the quality of public debates and public decisions. In the last few years the organisation delivered the evaluation of Youth Employment Initiative (YEI) program. The organisation made a lot of research related to unemployment, for example the evaluation of public employment, and collecting good practices and tools of PES staff involved in Youth Guarantee program. IPS4NEETs is a program that gave opportunity to PES staff to learn new methods and tools. <https://neetseducation.com/>

◆ By Luca Koltai from Hungary, Hétfa Kutatóintézet Kft <http://hetfa.eu/>,

→ **The Strategic Partnership on Inclusion**, i.e. strategic partnership of Erasmus+ national agencies brings together 15 Erasmus+ Youth National Agencies & SALTO centres to cooperate strategically to involve more inclusion organisations and increase the participation of young people with fewer opportunities in the Erasmus+ and European Solidarity Corps programmes. The NAs in the SPI work on these 3 strands: (Organisations working with) young people with health issues and diverse abilities; (Organisations working with) young people in NEET situation/low educational attainment and (organisations working with) young people from disadvantaged areas. In the Consortium, the following steps are taken: they take the following steps: mapping new organisations & needs analysis, motivation, information & capacity building, partnership building & networking, support for international mobility as part of their inclusion work, mapping existing resources & tools or creating new ones and monitoring impact & documenting the tested approaches. More information: <https://www.salto-youth.net/rc/inclusion/inclusionforinas/spinclusion/>

◆ By Adéla Linhartová from Czech Republic, Ministry of Education, Youth and Sports and Edgars Knohenfelds from Latvia, National Agency for youth programmes.

→ **The Game Laboratory Project (GameLab)** was developed in order to comprehend and tackle an important issue in the context of human development across Europe. This project explored the use of games as a methodology which actively engaged youth in their environment. The aim of this project was to work with young people in NEET situation through the medium of games related to promoting economic participation and entrepreneurship through non-formal settings. The project was developed to explore issues affecting young people in NEET situation primarily aged between 15-17 living in Europe. The project partners were: Fundacja Centrum Aktywnosci Twórczej - Poland, Praxis Europe- U, Cazalla Intercultural - Spain and Citizens in Power - Cyprus. The GameLab project explored: the Pan European perspectives of NEET (not in education, employment or training) youth across partner countries, games in education, the creation of a guidebook as part of an intellectual output, production of a game to be used by practitioners and young people, challenges for using games in education, games in

learning, types & role of board games, creation of a game and the games catalogue. More information here:

[https://gallery.mailchimp.com/a843f56a42bd7cefc055b20ed/files/f971aa08-4cf2-42ec-b2f9-c3ab5e607ad5/Gamelab\\_Final\\_Project\\_Report\\_Guidebook\\_PDF\\_090918\\_Updated\\_4.pdf](https://gallery.mailchimp.com/a843f56a42bd7cefc055b20ed/files/f971aa08-4cf2-42ec-b2f9-c3ab5e607ad5/Gamelab_Final_Project_Report_Guidebook_PDF_090918_Updated_4.pdf)

- ◆ By Majid Hussain from United Kingdom, Halal Incorp Ltd, <https://www.halalincorp.co.uk/>
- A youth exchange organised in 2018, "**Active Changemakers**", involved a workshop with a dancing school led by people with Down Syndrome, a workshop with an NGO that works with former prisoners and young criminal offenders, and an organisation targeting youngsters on the street in order to prevent radicalism and engage them in society. Through sharing their work on the youth exchange, the international group of participants got a direct insight into ways of how youth work can target people at risk.
- ◆ By Irma Franz from Germany, NaturKultur e.V. <http://naturkultur.eu/>

## Field Visits

Participants were divided into three groups each to visit one local organization that target the young people in NEET situation. These organizations were selected bearing in mind that has different practices that fits the local reality.

Participating in these field visits was a great way to enjoy a unique learning experience outside a plenary environment. Field trips allow participants to absorb, interact and immerse themselves in a practical way and had the opportunity to compare with their own realities.

The planned field visits within the programme have included a trip to;

### 1- INOGAR (<http://inogar.com/En/Index>)

INOGAR is a new generation incubation center that combines innovation and enterprise culture with civil society, private sector, sustainable development, culture-arts and technology. INOGAR aims to lead the way to the sustainable development, creativity and technology based transformation of entrepreneurship ecosystem in Turkey. Their target is mainly those who are not in education, employment and trainings with main goals; to establish a sustainable entrepreneurship-oriented ecosystem between INOGAR's founders and its stakeholders, to provide ideas and projects for Sustainable Development Goals, Sponsoring for enterprise ideas for improving talents, connecting the international startups, technology and sustainable development networks with networks in Turkey, building bridges between the enterprise network in İstanbul and enterprise ecosystem in Anatolia, leading the development of social entrepreneurships and social innovation practices

During our visit they focused on their most relevant projects and activities:

- Cooperative Development Programme;
- Food Entrepreneurship Programme;
- INOGAR Social Entrepreneurship Programme;



## **2- EKİP** (<https://ekiplatformu.com/en/home/>)

EKiP is a brand new healthy food business project created in Istanbul with funding from the European Union, administered by the World Bank under the EU facility for Refugees in Turkey. Our objective is to provide innovative, healthy and affordable food products and meals, produced sustainably, while practicing social cooperative economics with and for women. The project design and journey to viability is being implemented by a consortium led by JANA under C@rma.

They want to break the mould in Turkey by providing innovative, healthy, affordable food products and meals, produced sustainably, while practicing social cooperative economics with and for women.

They are working to pioneer a new generation of food products and meals that satisfy untapped demand for healthy, convenient and affordable eating in Istanbul. Their goal is to engage with local farmers and producers, pursue sustainable consumption and production towards building a circular economy model for the food sector in Istanbul, big cities in Turkey and beyond. Their venture will be made of female-led (NEETs) , inclusive, sustainable businesses that follow the principles of social cooperatives.

## **3- INGEV** (<http://ingev.org/en/>)

INGEV Foundation is established in efforts to contribute human development in Turkey. INGEV's objectives, in cooperation with relevant state institutions, local authorities, multi-national cooperation, universities and private sector; are to become a reference guide and primary source with regards to human development in our country; to present guiding opinions and suggestions to political decision-makers through researches and reports; and to support human development along with innovative implementation projects.

INGEV, in all its endeavors, functions in a transparent, accountable and participatory sense; with a nonpartisan attitude and in order to fulfill the needs of human development in Turkey, INGEV acts with a social responsibility that aims to improve mutual agreement with related parties.

INGEV will support this understanding of social responsibility with a professional administration and work perspective; and will aim to contribute in removing the gap between economic growth and human development.

- They support human development in our country for all people to live a happy life.
- The Betterment of Distribution of Income and The Elimination of Poverty are their top priorities.
- They do submit analyses and make suggestions that will assist decision makers of social policy.
- They value developing projects where we also take responsibility during its implementation.
- They work without discriminating between language, faith, ethnicity, gender, political opinion or any other factor.
- They believe in cooperation and solidarity, common sense and production, growing stronger and setting example together with our partners.

## Evaluation

The evaluation of the conference happened in two rounds. In the last session a face to face evaluation was facilitated by the team and after the event an online survey was sent to collect the feedback from the participants. The face to face evaluation showed that most of the participants were satisfied with the conference process. A productive group dynamic was created and there was space for sharing experience and develop commune ideas. Even if the suggestion of having a longer conference, was mostly mention.

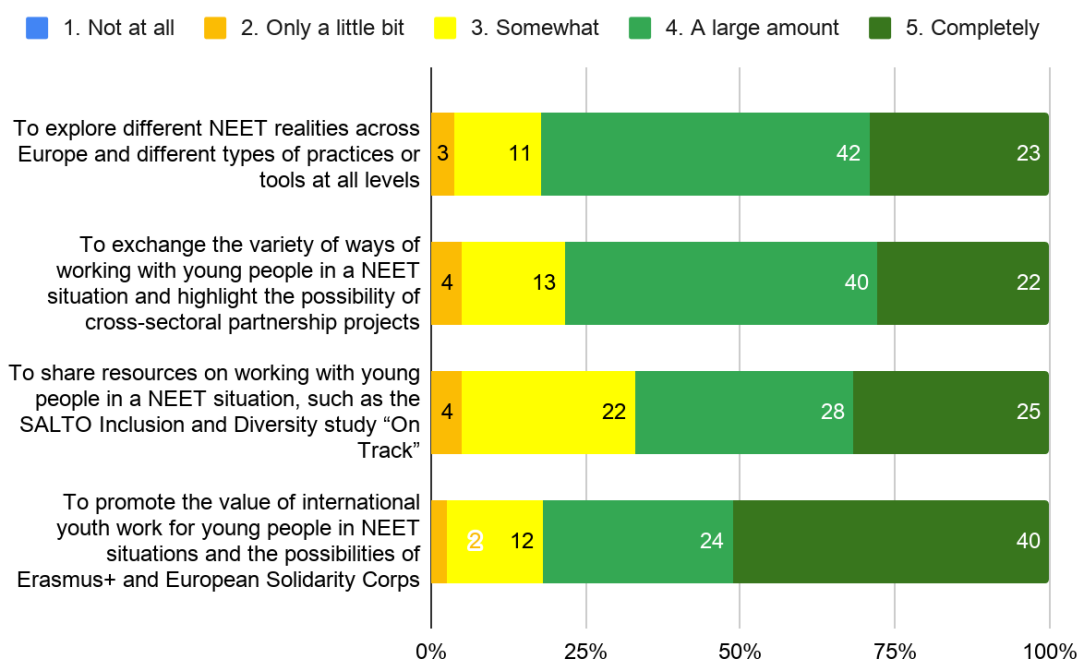
Regarding the online evaluation, the results are as follows:

### Participant Evaluations

81 participants completed an online form evaluating their experience of the conference. On average over three quarters of participants thought that the conference met each of its objectives either 'completely' or 'a large amount'.

Full results are shown in the graph below.

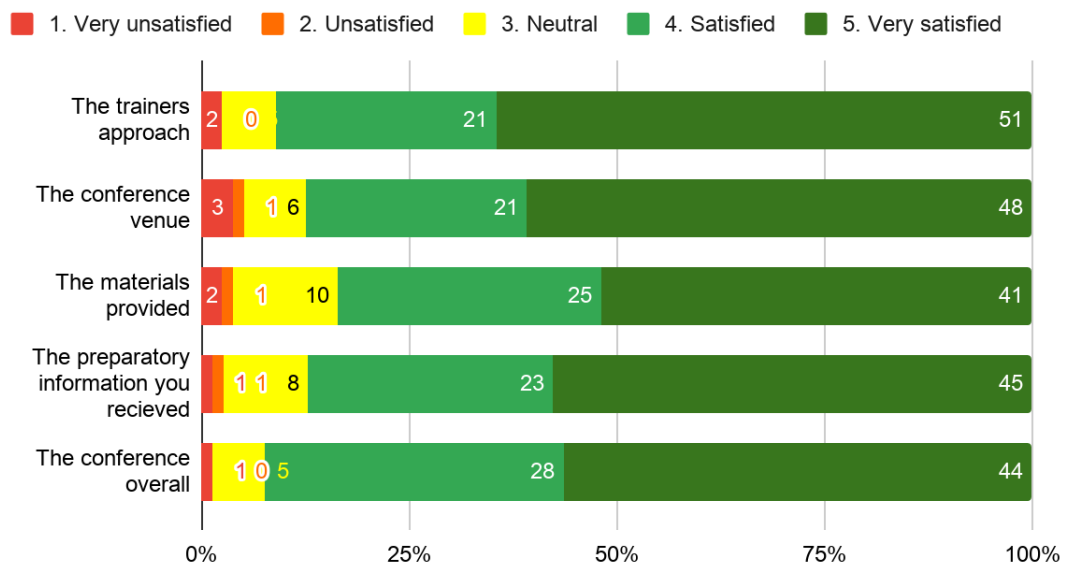
#### How much did this conference meet it's objectives?



91% of participants were 'satisfied' or 'very satisfied' with the trainers approach. 87% were 'satisfied' or 'very satisfied' with the conference venue, 84% with the materials provided and 87% with the preparatory information. Overall the rate of satisfaction is high to all five elements. Full results are shown in the graph below.



## How satisfied were you with....



## Selection of Participant Comments From Evaluations

### What aspect of this conference did you value most?

- *“Realizing that we have the same issues of reaching NEETs no matter which country we are from. It was also great to see, that in my country things are done quite good.”*
- *“The chance to exchange knowledge and experience with other participants.”*
- *“The personal experiences and stories and the possibilities to exchange tools and methods for the work with youngsters in NEET situations.”*
- *“For me the most wonderful and useful thing during the conference was to exchange our practices and experiences. I really enjoyed all the conversations with other participants.”*

### What aspects of this conference could be improved?

A common theme seemed to be the need to connect with other participants and network more. For some this was expressed as a need for a longer conference.

- *“One to one sessions and a market to show our company, NGO, organisation”*
- *“Make it longer, 3 days is too short to meet and exchange with so many people.”*
- *“More sharing of experiences and practices”*

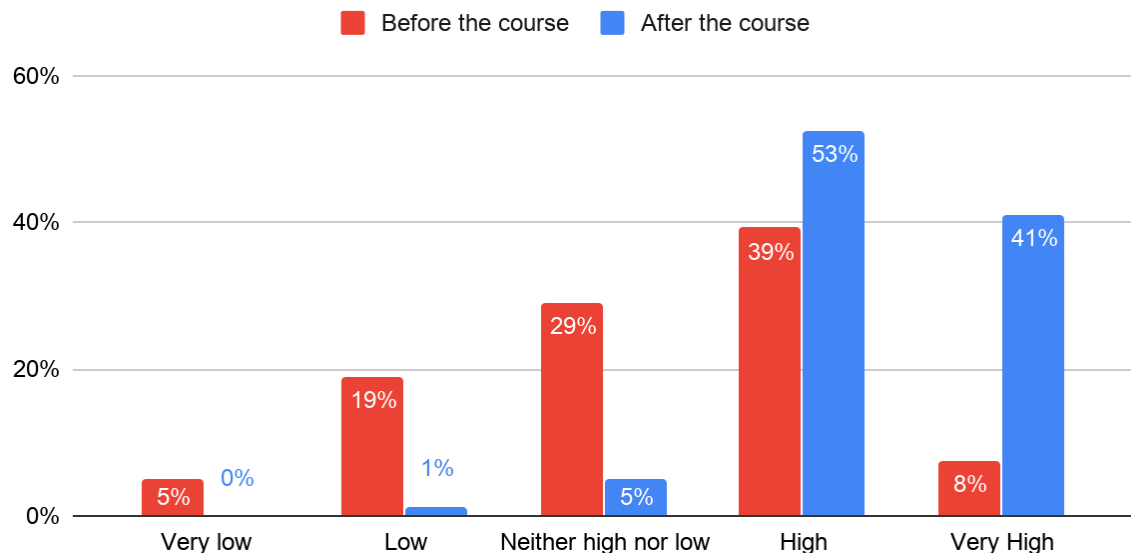
There were also some comments which indicated they were surprised how luxurious the hotel was and thought less money should be used on this.

## Participant Learning

As part of the evaluation form participants were asked to rate their competencies before and after the event. The biggest impact was on their understanding of the different methods, tools and resources to work with young people in a NEET situation and their confidence to collaborate internationally on the topic of NEET. Full results are shown in the following graphs.

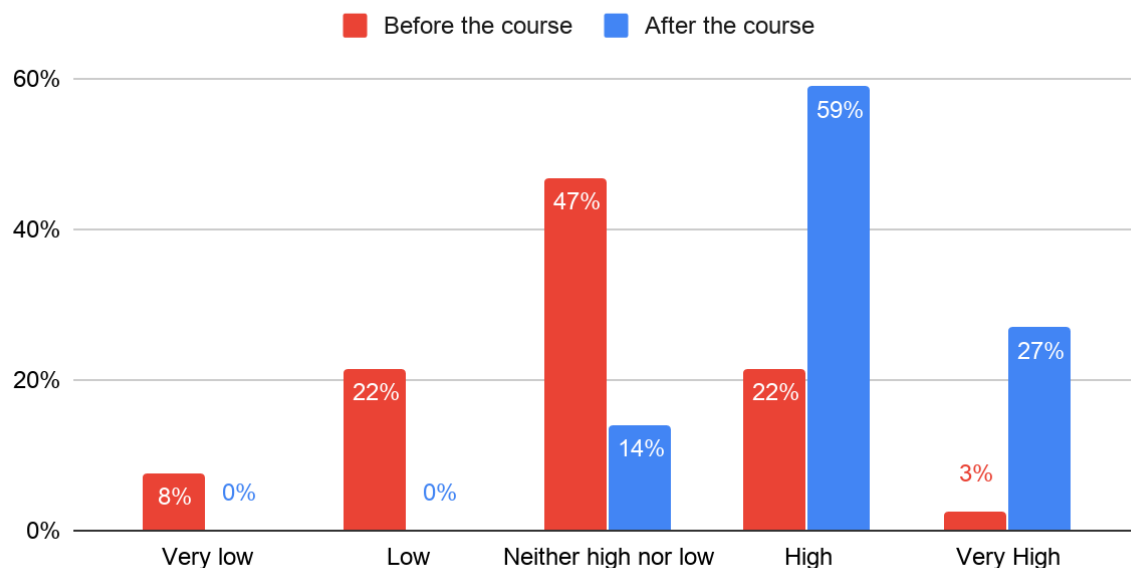
After the course, 94% of participants rated their understanding of the concept of NEET and different NEET realities as either high or very high, compared with 47% before the course. Results are shown in the graph below.

### How would you rate your understanding of the concept of NEET, and different NEET realities?



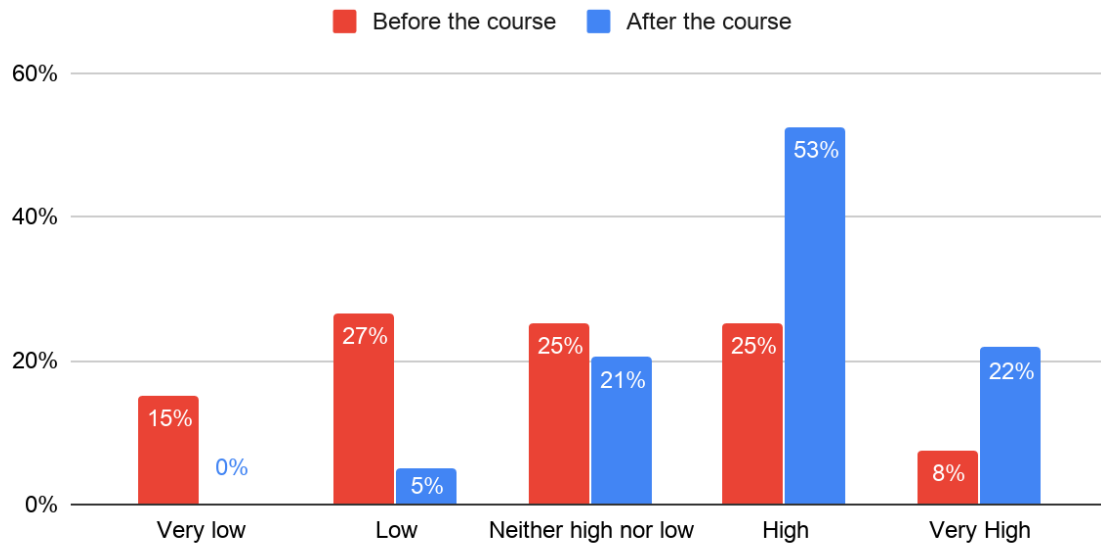
After the course, 86% of participants rated their understanding of the different methods, tools and resources for working with young people who are in NEET situations as either high or very high, compared with 24% before the course. Results are shown in the graph below.

### How would you rate your understanding of different methods, tools and resources of working with young people in NEET situation?



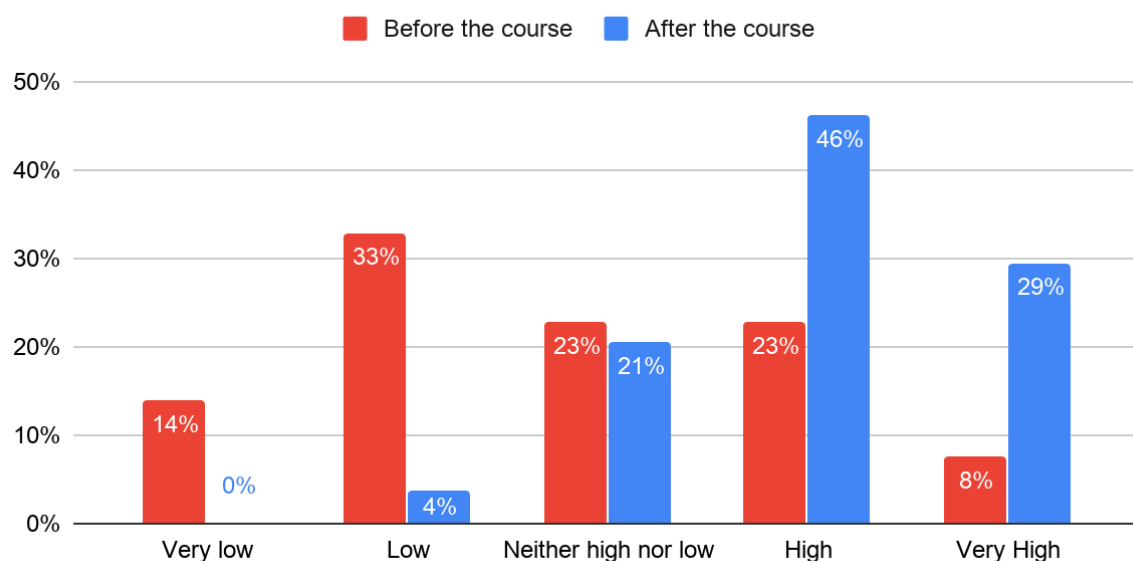
After the course, 74% of participants rated their confidence to work cross sectorially as either high or very high, compared with 33% before the course. Results are shown in the graph below.

### How confident do you feel to work cross sectorally, or in cross sector projects on the topic of NEET?



After the course, 76% of participants rated their confidence to work collaborate internationally as either high or very high, compared with 30% before the course. Results are shown in the graph below.

### How confident do you feel to collaborate internationally or on international projects on the topic of NEET?



## **Conclusion**

Overall the conference had a significant impact in the learning process of the participants. Once again the importance of such events that brings different know-how and experiences was highlighted. Having such a big scale conference was unique and provided great learning and sharing platform for the participants. The combination of involving keynote speakers, participants with different practices, guest speakers from out of Europe and the field visits was quite useful and can be seen as one of the success indicators within the whole programme.