



## Conference Report: "On Track V - Different youth work approaches for different NEET situations"

7th -11th of December 2021  
Istanbul



## Background

The current times are challenging for most of us, but especially are challenging for those that are not on track. 17.6% of the 20-34 year-olds in the EU in 2020 were neither in employment nor in education and training (NEETs)<sup>1</sup>. They have somehow disappeared from the system e.g. school push-out<sup>2</sup>, unemployed that are thrown from the dole, homeless youngsters, who don't find their way to services or help, people living in illegal situations, people alienated from society. Young people in NEET situations constitute an increasing and remarkable group and have become one of the key challenges for European states to tackle for the last decade, particularly as a result of the social and economic developments in the globe.

Conference "On Track" is part of the SALTO Inclusion & Diversity Resource Centre, as well as the Turkish Erasmus+ NA, a longer-term strategic approach to reach young people who are excluded from the system and see how we can reconnect them to society and improve their opportunities in life.

Conference: "On Track 5 - Different youth work approaches for different NEET situations" ([www.salto-youth.net/ontrackconference5/](http://www.salto-youth.net/ontrackconference5/)) was designed and organized as **a follow up activity of the previous fourth editions On Track conferences** organized by SALTO Inclusion and Diversity and Turkish National Agency.

The conference has been dedicated 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 labor market. It had the following **objectives**:

- **To explore different NEET realities**, as well as different types of practices, resources and tools.
- **To exchange the variety of ways of working with young people in a NEET situation.**
- **To look into the existing and future trends & challenges** and how those impact youth work with young people in a NEET situation.
- **To provide opportunities for cooperation and networking** to use the possibilities of Erasmus+ and European Solidarity Corps for young people in NEET situations.

The SALTO Inclusion & Diversity **research & publication on NEET issues "On Track - Different youth work approaches for different NEET situations"** has been published in December 2015, which can be downloaded here: [www.salto-youth.net/ontrack](http://www.salto-youth.net/ontrack)

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<sup>1</sup>[https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Statistics\\_on\\_young\\_people\\_neither\\_in\\_employment\\_nor\\_in\\_education\\_or\\_training](https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Statistics_on_young_people_neither_in_employment_nor_in_education_or_training)

<sup>2</sup> School push-out: The term introduced by the guest speaker Didem Aksoy from Education Reform Initiative replacing school dropout as the existing systems is somehow triggering the school drop outs for some young people.

## The fifth edition, residential and online at the same time

Despite of the global pandemic, in 2021, the conference was organized in Istanbul, following all the Covid safety regulations. Tacking from the lessons learnt from the online edition of 2020, this edition of 2021 was organized embedding the online dimension in a residential format. There was used a **padlet, with details of all the sessions, photos & resources shared**, that can be access here: <https://jintvzw.padlet.org/salto/ontrack>

Thanks to the online environment, two sessions of the conference were livestreamed on social media:

- **“New normal”** - at which stations are we now? by **Özgehan Şenyuva** <https://youtu.be/XnFshuk2H2M>
- **“A brave new future”** - what is on the route in front of us? Discussions on future trends, challenges and how to build resilience with **Dr. Oguz Demir** and **John Loughton** <https://youtu.be/7mUZ7M3iTDM>

The **On Track resources** can be accessed from the following link:

<https://drive.google.com/drive/folders/1EzMxB5FMSGzeNur1qpPt2O11pBSz5ld6>

Priori to the residential meeting in December 2021, the participants were invited to an 1h30 online meeting on 25th of November. **The online meeting** had the aim to prepare the participants for the conference, to provide all the safety regulations regarding Covid management and to start the process of getting to know each other.

The team will also offer an **online follow-up meeting**, in 2022. That meeting will have the aim to reconnect and to follow-up some of the concrete partnership ideas that were developed during the 2021 conference.

## Participants

The conference brought together **a total number of 62 professionals from different sectors** dealing with NEET situations **from 23 Countries**: Albania, Azerbaijan, Belgium, Bosnia and Herzegovina, Czech Republic, Estonia, Finland, Georgia, Iceland, Italy, Latvia, Lithuania, Luxembourg, Portugal, Romania, Serbia, Spain, Sweden, Slovenia, Turkey, Ukraine, Uzbekistan and Tajikistan.

Next to the participants, the conference gathered input from **7 experts** from **4 different countries**, Belgium, Turkey, UK and Guatemala. We heard the voices of **5 young people** from **4 different countries**. The entire event was coordinated by a team of **7 people** from **4 different countries**. **In total** there were **81 people** involved from all over the world.

	First name	Last name	Country of Residence	Organisation
1	Silvja	Hodo	Albania	JICA -Japan International Cooperation Agency
2	Narmin	Karimova	Azerbaijan	Public Union of Volunteers of the Azerbaijan National NGO Forum
3	Mounir	Hammouti	Belgium	Formaat vzw
4	Pieter-Jan	De Graeve	Belgium	SALTO-Youth Inclusion and Diversity Resource Centre
5	Youssef	Ahale	Belgium	Baanbrekers Formaat vzw
6	Nikolina	Garača	Bosnia and Herzegovina	Humanitarian Organization "Genesis Project"
7	Zerina	Selimović	Bosnia and Herzegovina	Institute for Youth Development KULT
8	Vlado	Planinčić	Bosnia and Herzegovina	1. Municipality of Istočni Stari Grad, City of East Sarajevo, 2. Foundation for Economy and Rural Development
9	Tomáš	Rezek	Czech Republic	R-Mosty, z. s. Prague
10	Tomáš	Ščuka	Czech Republic	Centrum Společného Zájmu, z.s.
11	Liis	Seeme	Estonia	STEP-Program-(SA Omanäolise Kooli Arenduskeskus-SA OKA)
12	Kadi	Seeme	Estonia	STEP-Program-(SA Omanäolise Kooli Arenduskeskus SA OKA)
13	Jari Tapani	Päkkilä	Finland	City of Kerava, Youth Services
14	Magda	Mamaladze	Georgia	The Vocational Skills AgencyThe Vocational Skills Agency.
15	Liubov	Kuznetsova	Georgia	Effendi Villa NGO
16	Gvantsa	Chagunava	Georgia	INC - Institute of Non-Violence Communications (NGO)
17	Sandra	Karlsdóttir	Iceland	Ungmennahúsið Hamarinn (Hamarinn Youth Center)
18	Isabella	Mileti	Italy	MOH - Mobility Opportunities Hub
19	Edgars	Mihovs	Latvia	Marciena Youth Center "Idea"
20	Paula	Pūcite	Latvia	Gausus Gyvenimas
21	Gabriele	Markunaite-Petrikė	Lithuania	Department of Youth Affairs under the Ministry of Social Security and Labor
22	Fideliija	Markūnienė	Lithuania	VŠĮ Užimtumo centras/ NGO Employment Center
23	Vita	Kalinauskienė	Lithuania	Department of Youth Affairs under the Ministry of Social Security and Labor
24	Jurgita	Sabeckytė	Lithuania	NGO Hands of goodness
25	Nadine	Benz	Luxembourg	Service National de la Jeunesse - Voluntary Service
26	Valérie	Beckius	Luxembourg	Ministère de l'Éducation nationale, de l'Enfance et de la Jeunesse - Service National de la Jeunesse
27	Anna	Karwatka	Poland	YoWo Poland
28	Susana Maria	Pinto Clara	Portugal	Cercina
29	Raquel de Oliveira	Ribeiro	Portugal	Clube Gaivotas da Torre
30	Silviu-Mihai	Petrariu	Romania	Conflicte & Training SME
31	Raluca Florina	Stoia	Romania	Brasov County Agency of Employment
32	Goran	Mitrović	Serbia	Association "People's Parliament"-Udruženje "Narodni parlament"
33	Jelena	Jovković	Serbia	Professional and VET School Zikica Damjanovic
34	Jelena	Milutinović	Serbia	The Democratic Dialogue Network ; The Youth Forum of The European Movement
35	Miloš	Hinić	Serbia	Young Europeans of Serbia
36	Anže	Šumah	Slovenia	Klub Koroških študentov- International Board of Student Association of Koroška
37	Adrià	Vila Cucó	Spain	Ayuntamiento de Mislata /Mislata City Council
38	María Antonia	Pérez Campoy	Spain	Social Services Torre-Pacheco
39	Karin	Wouda	Sweden	Awesome People
40	Abdul Walid	Ansari	Turkey	Erasmus Student Network (ESN)
41	Adem	Şahin	Turkey	Social Innovation and Systematical development Association

42	Ayşenur	Mermertaş	Turkey	TUFAK (Tourism Folklore Research Institution Youth Club)
43	Berk	Ülke	Turkey	Karadeniz Teknik Üniversitesi Fizik Bölümü
44	Eyyüp	Bulut	Turkey	Yerelden Kalkınma Derneği (Local Development Association)
45	Assoc. Prof. Dr. Efe	Efeoğlu	Turkey	Adana Science and Technology University
46	Fatma	Akdeniz	Turkey	Evliya Çelebi Vocational and Technical High School
47	Gizem	Eren Emre	Turkey	Sultangazi Youth Center
48	İhsan	Soytemiz	Turkey	Türkiye Biyologlar Derneği -Association of Biologists of Turkey
49	İkra	Ataş	Turkey	Gaziantep Üniversitesi Şehir ve Bölge Planlama Bölümü
50	Muhammet	Berigel	Turkey	Karadeniz Technical University, Distance Education Application and Research Center
51	Nazan	Aydın	Turkey	Antalya Anadolu Lisesi Golden Orange Youth Club
52	Neslihan Başak	Yıldız	Turkey	Tohum Education Culture and Nature Association-Tohum Eğitim Kültür ve Doğa Derneği
53	Sibel	Soyak	Turkey	Rezonans Entrepreneurship Services Management Consultancy
54	Soner	Örnekol	Turkey	Fatih Sultan Mehmet Vakıf Üniversitesi Kariyer Merkezi
55	Tuğçe	Güneş Yüce	Turkey	Tohum Education Culture and Nature Association-Tohum Eğitim Kültür ve Doğa Derneği
56	Uygar Eren	Kandemir	Turkey	ODTÜ Şehir ve Bölge Planlama Bölümü
57	Yusuf	Ünal	Turkey	İstanbul Metropolitan Municipality Youth and Sports Directorate
58	Oksana	Kozak	Ukraine	Growth Point: Education and Science NGO
59	Parvina	Saidova	Tajikistan	Network by Consensus
60	Temur	Pallaev	Tajikistan	Network by Consensus
61	Azizjon	Juraev	Tajikistan	Network by Consensus
62	Mukhammed	Kaipbergenov	Uzbekistan	Network by Consensus
<b>Invited Young Speakers</b>				
63	Joe	Specker	Netherlands	Speaker
64	Beatriz	Monteiro	Portugal	Speaker
65	Julio	Elvisy	Romania	Speaker
66	Ümit	Yardım	Turkey	Speaker
67	Abdurrahman	Parlar	Turkey	Speaker
<b>Invited Speakers</b>				
68	Ian	Goldring	Belgium	Speaker
69	Nazlı	Aktakke	Turkey	Speaker
70	Assoc. Prof. Dr. Özgehan	Şenyuva	Turkey	Speaker
71	Dr. Erhan	Arslan	Turkey	Speaker
72	Assoc. Prof. Dr. Oğuz	Demir	Turkey	Speaker
73	John	Loughton	United Kingdom	Speaker
74	Miguel Josafat	Rodas Gomez	Guatemala	Speaker
<b>Team</b>				
75	Marija	Kljajic	Belgium	SALTO-Youth Inclusion and Diversity Resource Centre
76	Romina	Matei	Austria	Facilitator
77	Vojislav	Vujic	Serbia	Facilitator
78	Musa	Akgül	Turkey	Facilitator
79	Ufuk	Atalay	Turkey	Facilitator
80	Handan	Boyar	Turkey	Turkish National Agency
81	Ayşe	Nayman	Turkey	Turkish National Agency

## Methodology

The core methodology was based on bringing various sectors together dealing with NEET issues in various contexts giving the opportunity to share realities, different approaches and good practices, allowing sufficient space for young people who had gone through a NEET situation in particular, in order to foster synergy and cooperation amongst various actors. All presentations and a summary of all the information shared is available on padlet: <https://jintvzw.padlet.org/salto/ontrack>

In this respect the conference has been constituted on **following programme elements**:

- **Getting on Track:** Getting to know each other and developing international cooperation ideas
- **What NEET track are Europe & Turkey on?** Understanding the concept of NEET across Europe and beyond. A input session with two quests: **Ian Goldring** from Belgium and **Nazlı Aktakke** from Turkey
- **Where did the train come from?** Sharing local NEET reality. Participants shared the realities of the NEET situation in their local area / country.
- **Who is on the track?** Participants heard the lived reality of young people who have been in NEET situations. We **had 5 courageous young people** who are or were in a NEET situation and shared their story with the group: **Joe Specker, The Netherlands, Beatriz Monteiro, Portugal, Ümit Yardim, Turkey, Abdurrahman Parlar, Turkey and Julio Elvisey, Romania.**
- **At which station we are now? new normal** - Reflections on the impact of COVID19 on youth and youth work on the basis of NEET issues with **Özgehan Şenyuva**
- **What is on the routh in front of us?** Discussing future trends, changes, challenges and opportunities regarding young people in a NEET situation and youth work. Discussing the resilience of young people, youth sector and other stakeholders regarding crisis and trends - with **Dr. Oğuz Demir** and **John Loughton**
- **What routes can we take?** - sharing good practice experience from the participants. We had seven practices presented. From Turkey, we had **Erhan Arslan from Turkonfed** that open the session and then 6 good practices were introduced by the participants:

Karin Wouda from Sweden, non formal education, NGO - Awesome people <a href="https://www.awesomepeople.se/">https://www.awesomepeople.se/</a>	Zerina Selimović - The Institute for Youth Development KULT, cooperation within different sector from Bosnia and Herzegovina <a href="https://mladi.org/v2/bs/">https://mladi.org/v2/bs/</a>	Liubov Kuznetsova from Georgia - presenting the NGO Effendi Villa <a href="https://effendivilla.wixsite.com/effendivilla">https://effendivilla.wixsite.com/effendivilla</a>
Nikolina Garača from Bosnia and Herzegovina / Humanitarian Organization - online tool ProfilPass <a href="https://core.profilpass-international.eu/index.php?article_id=143&amp;clang=1">https://core.profilpass-international.eu/index.php?article_id=143&amp;clang=1</a>	Liis Seeme from Estonia - <a href="https://step.ee/">https://step.ee/</a> All STEP-programme target group youngsters have committed a misdemeanor or criminal offense	Jari Tapan Pääkilä from Finland, presenting the work of a local authority, the city of Kerava, in addressing young people in a NEET situation.



- **With whom we travel onwards?** This was the space offered to the participants to start reflecting on common ideas that they could develop together
- **International Journey** - hearing about the realities of young people who are in a NEET situation from outside Europe. Input by Josafat Rodas from Guatemala and Ms. Parvina Saidova from Tajikistan.
- **With whom we travel onwards?** - offering the space to further work on the common future ideas and provide wider networking opportunity
- **What vehicles can we use?** Opening the space to share resources for working with young people in NEET situations: such as Erasmus Plus, European Solidarity Corps programmes, different tools that can be transferred to different realities.
- **Looking back at our journey** - reflecting on the overall conference and assessing the outcomes from different sides i.e. individual, organizational, professional etc.

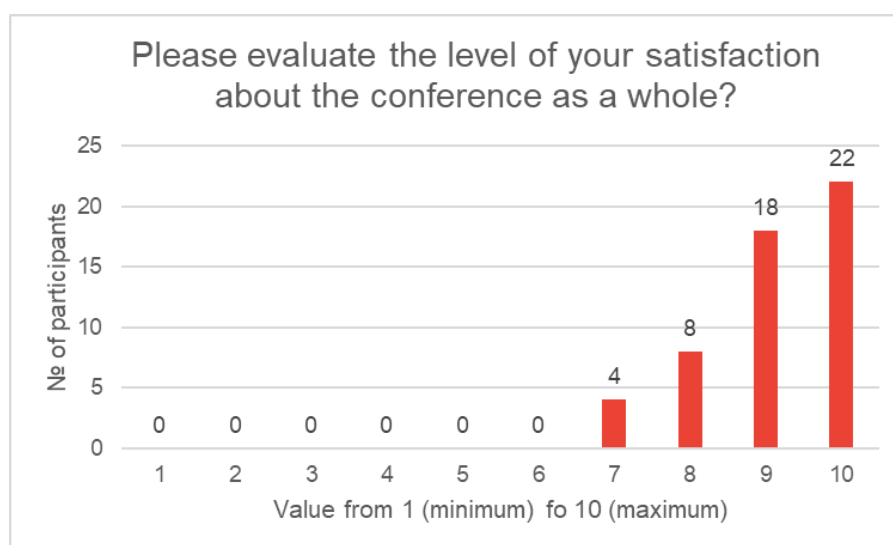
In order to mark the **International Day of Human Rights**, the following **video** has been made: [Human Rights Are Important Because...](#)

## Conference Programme

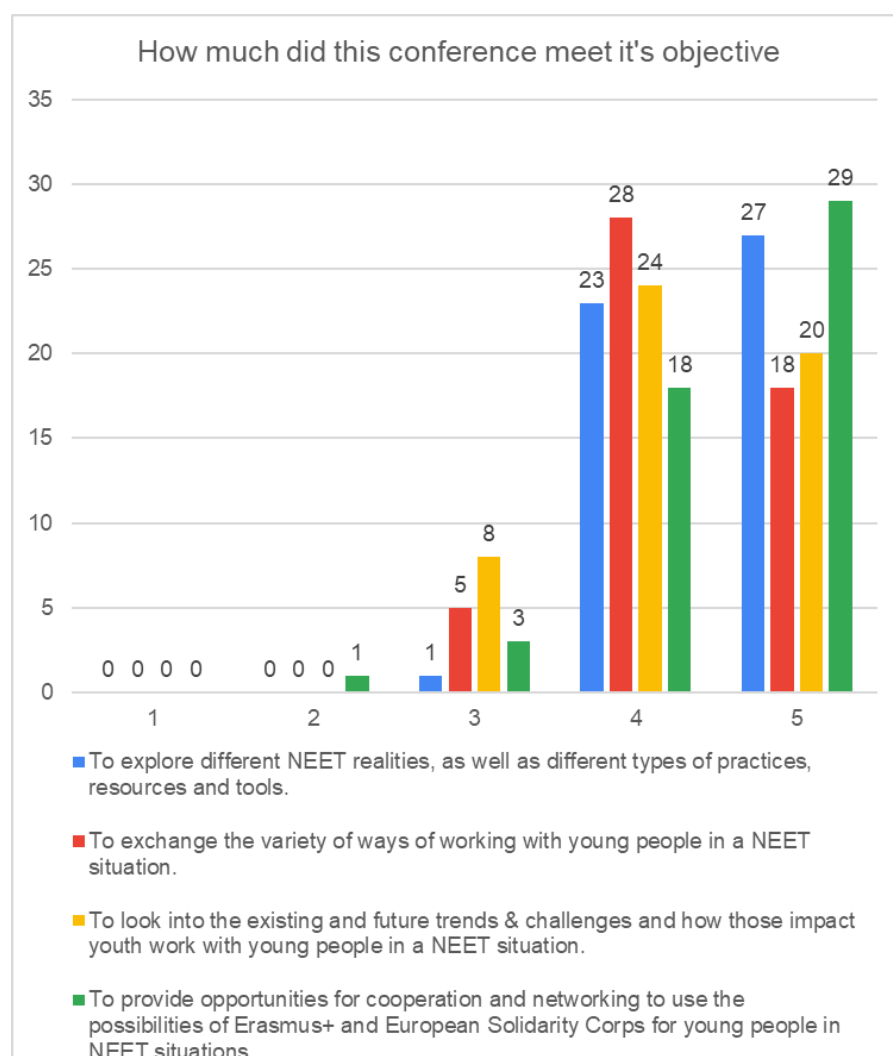
<b>Tuesday, December 7<sup>th</sup> 2021</b>	
14.00-19.00	Arrival of participants to the hotel
19.00	Dinner in the hotel
21.30 -22.30	Welcome and getting to know each other
<b>Wednesday, December 8<sup>th</sup> 2021</b>	
9.30-11.00	<b>Getting on Track</b> Intro to the programme, team and participants; Reaching working agreement
11.00-11.30	Refreshment break
11.30-13.00	<b>What NEET track are Europe &amp; Turkey on?</b> Expert input on concepts, definitions and facts by Ian Goldring, Belgium & Nazli Aktakke, Turkey.
13.00-14.30	Lunch
14.30-16.00	<b>Where did the train come from?</b> Sharing the realities of the NEET situation in the local communities of participants
16.00-16.30	Refreshment break
16.30-18.00	<b>Who is on the track?</b> Storytelling by Joe Specker (The Netherlands), Beatriz Monteiro (Portugal), Ümit Yardim (Turkey), Abdurrahman Parlar (Turkey) and Julio Elvisey (Romania)
19.00	Dinner in the hotel
20.00	Show by Julio Elvisey (Romania)
<b>Thursday, December 9<sup>th</sup> 2021</b>	
9.30-11.00	<b>At which station we are now?</b> Input on reality of youth work in post-pandemic New normal by Ozgehan Senyuva (Turkey)
11.00-11.30	Refreshment break
11.30-13.00	<b>What is on the route in front of us?</b> Discussion on future trends, changes, challenges and opportunities Input by Oğuz Demir (Turkey) and John Loughton (Scotland) on resilience.
13.00-14.30	Lunch
14.30-16.00	<b>What routes can we take?</b> Sharing good practices and projects by Erhan Arslan, Turkonfed (Turkey) and organisations from Bosnia and Herzegovina, Sweden, Finland, Georgia, Estonia
16.00-16.30	Refreshment break
16.30-18.00	<b>With whom we travel onwards?</b> Contact making and networking - Walk&Talk in Istanbul
19.00	Dinner at the boat
<b>Friday, December 10<sup>th</sup> 2021</b>	
9.30-11.00	<b>International Journey</b> Perspectives outside of Europe - input by Josefata Rodas (Guatemala) and Parvina Saidova (Tajikistan)
11.00-11.30	Refreshment break
11.30-13.00	<b>What vehicles can we use?</b> Role of Erasmus+, ESC and other tools and resources
13.00-14.30	Lunch
14.30-16.00	<b>With whom we travel onwards?</b> Final deal on follow-up
16.00-16.30	Refreshment break
16.30-17.30	<b>Looking back at our journey</b> Evaluation
	Dinner in the hotel



## Evaluation by the participants



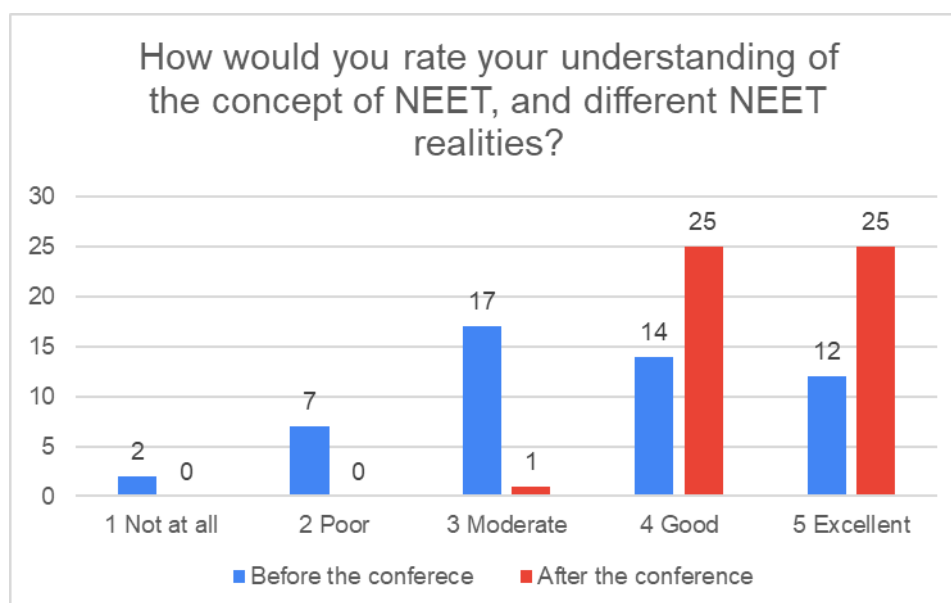
On the question about **general satisfaction 43% of participants gave the maximum mark 10 out of 10 and 34% second highest mark 9 out of 10**, leaving the remaining 23% participant with marks 7 and 8.



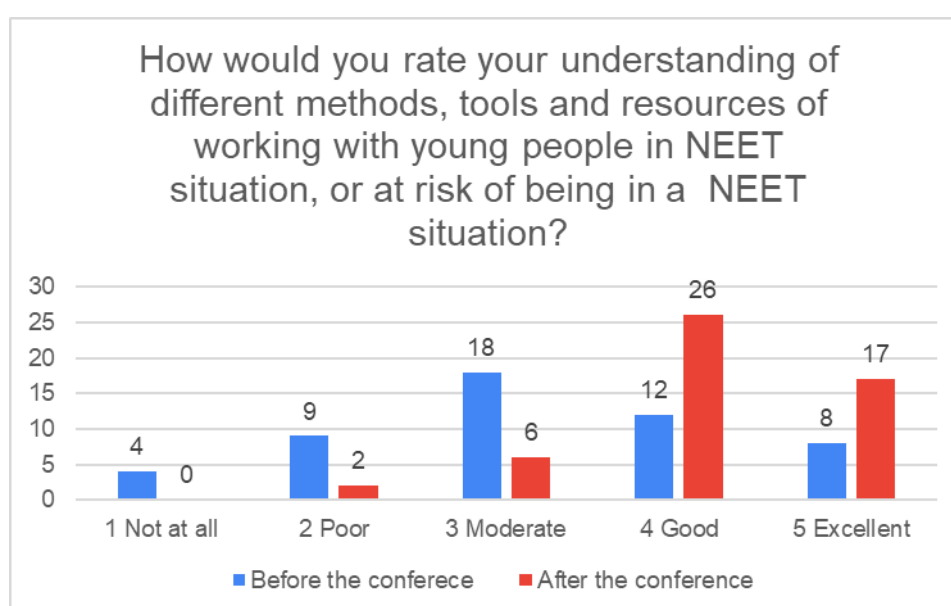
**Participants assessed that objectives of the conference are met between 83% and 90%, namely:**

- To explore different NEET realities, as well as different types of practices, resources and tool 89%;
- To exchange the variety of ways of working with young people in a NEET situation 83%;
- To look into the existing and future trends & challenges and how those impact youth work with young people in a NEET situation 84%;
- To provide opportunities for cooperation and networking to use the possibilities of Erasmus+ and European Solidarity Corps for young people in NEET situations 90%.

**Average reach of objectives is 86.73%.**

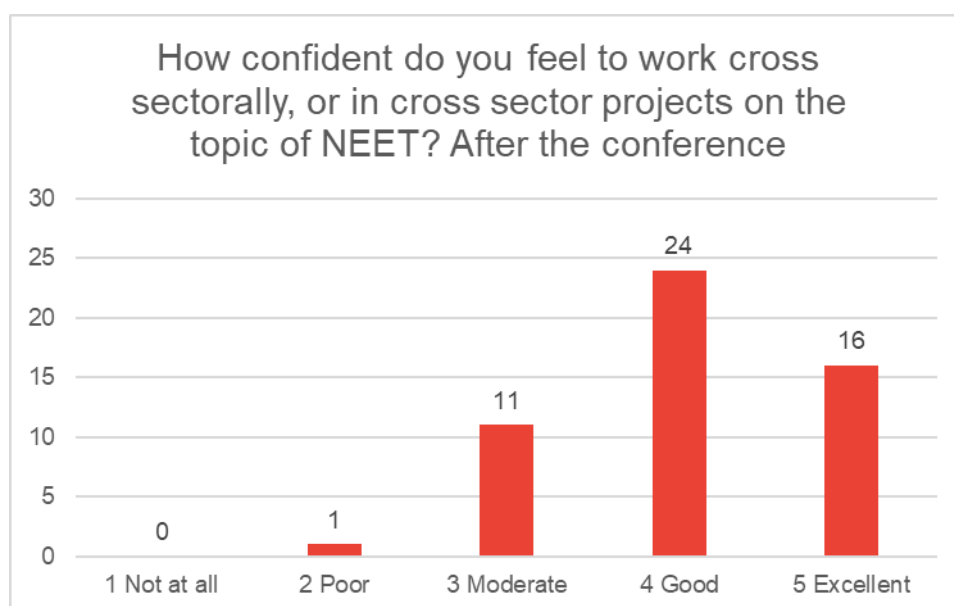


There is significant improvement in participants' understanding of the concept of NEET, and different NEET realities with 100% of participants having improvement of at least 1 level and everyone except one participant after the conference have "good" or "excellent" understanding.



**There is significant improvement in participants' understanding of different methods, tools and resources of working with young people in NEET situations, or at risk of**

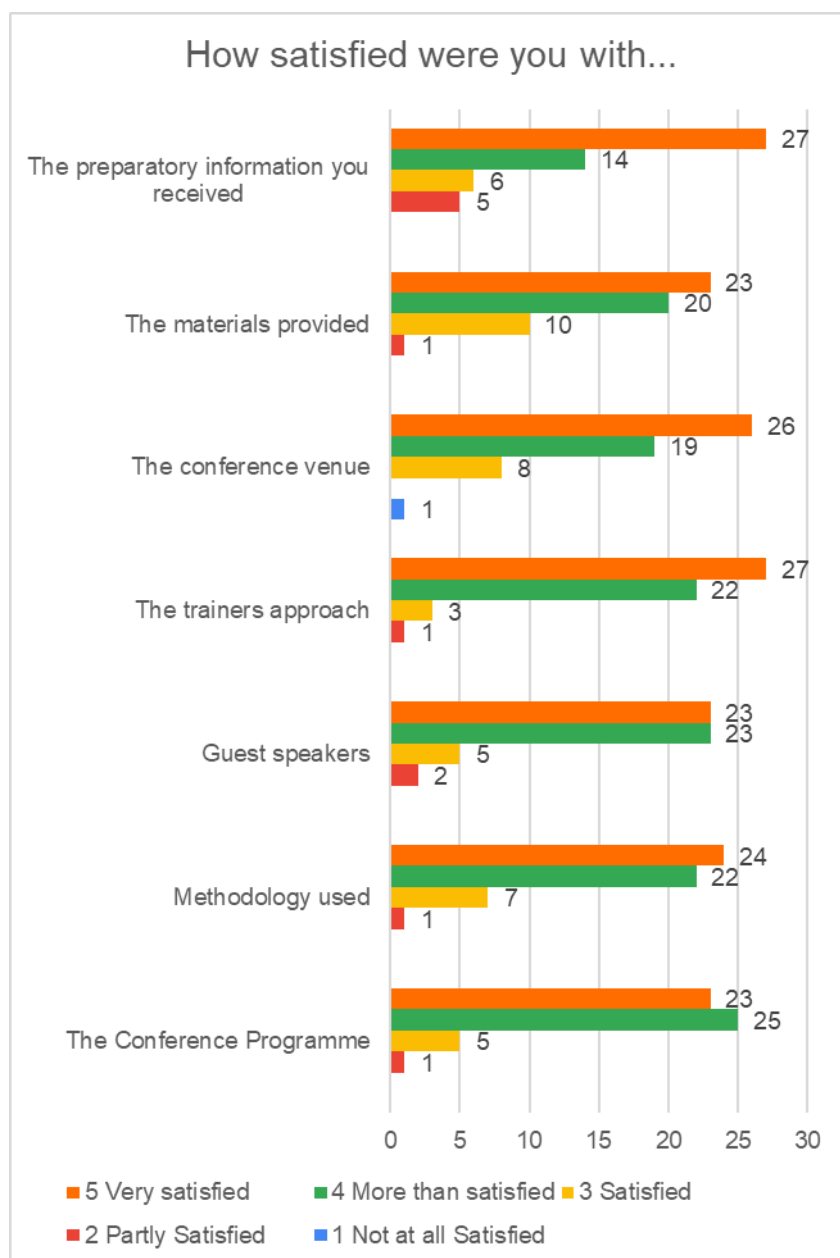
being in a NEET situation with 100% of participants having improvement of at least 1 level. Majority of participants after the conference have “good” or “excellent” understanding.



**76% participants feel “good” or “excellent” confident to work cross-sectorally, or in cross-sector projects on the topic of NEET.** Fact that the program and profile of participants of the conference was very diverse including different stakeholders definitely contributed to this.



All participants gained more confidence to work internationally or on international projects on the topic of NEET.



Huge majority of participants are “more than satisfied” or “very satisfied” with all elements of the conference. One of participants marked “not at all satisfied” with the venue - because is was not in the city center, but not because of the quality of the venue.

**Any specific comments regarding programmes, methodology, speakers, trainers, materials, venue, preparation etc.**

The participants appreciated the methods used at the conference, the speakers and the facilitation of the event and the flow of the programme. They would have liked to have speakers that would engage them more but at the same time they valued their expertise. For some participants the conference gave the opportunity to understand new, better tools and how to transform it into projects as well. Some participants appreciated the energisers, some considered it for younger participants. Participants that were beginners, would have appreciated more information, better introduction of the speakers.

Participants would appreciate more time to talk about good practices and more time to develop new ideas or projects.

The trainer's approach was appreciated, although there were moments when it was a bit too informal. Nevertheless, they appreciated their motivation and passion for their working field. Also the methodology proposed was considered appropriate and well used. "Everything was well-planned, well-thought and organized beforehand. I liked day one, it gave us a chance to meet each other. Trainers are really communicative, thoughtful and professionals". The program was for some of the participants too packed, they would have appreciated less hours of schedule, maybe with less refreshments.

The venue was considered great but far away from the city. The food and the other facilities were also appreciated. The environment was considered absolutely beautiful. Minor problems in technological materials could be fixed.

At the same time the conference was very powerful and inspiring. It gave them some new energy for their work.

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

The participants appreciated most of the sessions, few sessions were highlighted by participants, like the contact making session, the networking opportunities, the testimonies of young people in a neet-situation, the exchange of tools and methods, the input on 'the new normal' and 'future perspectives'. "Speakers who were in the NEET situation for a while in their life later became successful...Their stories affected me a lot. It was so special to be invited to this Conference."

It was appreciated that the participants had the chance to work together and to share different realities. The guests' inputs were highly appreciated. Most of them were mentioned among all, the input of Ozgehan Senyuva was mostly mentioned and appreciated, because he managed to change different perspectives positively and he opened a new perspective for the participants.

It also mentioned the different practices, SALTO, European Solidarity Corps and Erasmus+ information! It would have been better if there was more time for that. The good practices session, as well as the tools which were represented by Swedish participants, were appreciated as well.

The group appreciated the non-formal exchanges, working in small groups, opportunities to give and receive feedback on our previous work and to share and absorb different realities and to create partnerships for future programs.

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

Some participants said that the programme was too packed. They would have appreciated 6 hours per day of work, not 8. After input from speakers it would be nice to have some time in small groups to reflect. Different methodologies can be implemented to improve the collaboration opportunities. The impact analysis or the change measurements after the best practices can be discussed. The group would have liked more sessions in smaller task-specific and more time to discuss in smaller groups. Some would have liked a bit more time for networking and the sessions at the end (the open discussions) were a bit short. Some of the participants were asked to prepare a workshop and they spent time and effort on it, so if possible, don't cut them off next time. Also it would've been great if the practices in different countries were filmed, so the group could see all of them later, because out of 6 workshops, the participants could only see 2.

Hotel nearby the city would be comfortable, because it would be possible to walk around in the evening and it was so big so it is not good to relax and talk to the other people and also not to feel safe because of the services provided by the hotel. Regarding the preparation of the event, the email communication could have been improved “it was nice to have had the information about the venue earlier as this caused a bit of stress, but on the other side it made me leave my comfort zone, you always control nothing”.



## Conclusion

The fifth edition of the On Track conference was a success, despite the hard times of the pandemic. The objectives of the conference were achieved and the participants considered that the program and the methodology proposed was relevant. Once again it was a plus to have a diversity of inputs, from experts with a different background and from different contexts. A highlight of the program remains the session when the young people share stories from their own reality and how they overcome a NEET situation. To create a good dynamic in the group, it is important to have a large diversity of participants, coming from different fields of actions and even different countries. It also highlighted the impact of hearing realities outside Europe. This is a feature that should remain in future editions. The topic of NEET needs to be continuously discussed, because the effect of the current pandemic are not yet seen, and once again this will impact the most the ones who are already in less privileged conditions.