3.   Reduce barriers

to organising European youth projects involving young people with fewer opportunities

Take away as much as possible all obstacles – and if not possible, support beneficiaries to overcome the obstacles, either by upskilling them and increasing confidence and know-how, or with structural support. Give the (potential) beneficiaries the tools/skills to make it happen. Aim towards a system for the programmes that is flexible enough to accept and support all people with different needs, not asking the individuals to adapt to a system.

A

More accessible Programme design and tools

ACTION 27

Facilitate closer connection between Programmes and youth work reality

- Increased communication, connection and support between European programmes that fund youth projects and the current needs of youth work.
- More coherence between the format of grant funding opportunities and the everyday reality of youth work.
- Collate the needs of young people and organisations to influence the structure and opportunities offered by the programmes.
- Recognise, support and fund the work needed before and after an international project with YPFO. Increase funding for prep, coordination, support and follow-up.
- Signpost EU programme beneficiaries to structural funding in their context.
- Adjust the programmes to follow the reality of project logic, not vice versa.

OUTCOMES

> *European Programmes cater better for the reality of youth work.*

> *European youth project formats better aligned with everyday youth work, so less 'extra' work to do for beneficiaries, to comply with administrative demands.*

> *European Programmes that support Inclusion & Diversity are run in an inclusive and diverse way.*

ACTION 28

Have a bigger variety of European youth project formats

- Make project formats easier for young people to participate in, and even run themselves. Have more 'small scale partnerships' and 'short term volunteering' options that are easier to initiate and participate in, especially for newcomers.
- Have quick ready-made European youth projects, with pre-prepared timelines and application templates, and with shorter processing times, for specific disadvantage target groups who are volatile (eg. Homeless, unemployed etc).
- Allow European youth projects to be developed from the initiative and ideas of young people, not restricted to a programme framework.
- Provide training on how to translate Programme project formats into grant opportunities for young people's initiatives (instead of a youth worker struggling with/pleasing the application forms).
- Provide funding for young people to sustain or extend European youth projects under their own initiative (similar to the old 'Future capital').

OUTCOMES

> *Newcomers encouraged to try internationalism for the first time with 'entry-level' project formats.*

> *Administration reduced allowing easier participation.*

> *Ownership of process by young people increased.*

SALTO

ACTION 29

Use easier language and concepts

• Explain the opportunities in terms and phrases the target audience understands.

• Communicate from the target group's perspective, give examples, make it visual.

• Make the applications more user-friendly. Reduce: length of application form; overlap in meaning of questions; number of questions; complexity of language in questions.

• Have target group give feedback on the design of the application form to adjust it to reality of youth work.

• Get the language tested by focus groups of young people, including those with learning difficulties.

• See also milestone 2B.

• Translate into national languages (or languages that the target group speaks) and relate to familiar concepts.

OUTCOMES

> *Understanding of the programme opportunities is improved.*

> *Less explanations and convincing needed.*

> *Better reputation for the NA/organisation and the programme.*

> *Reduce the risk of 'application skill' becoming a currency.*

ACTION 30

Simplify procedures

• Make an application less daunting, shorter waiting times, take away hurdles (PICs, Portals etc).

• Develop alternative ways of applying e.g. video, presentation by the young people, etc.

• Allow alternatives for written language. Encourage other forms of expression.

OUTCOMES

> *Less resistance from beneficiaries: easier convincing, less support needed.*

ACTION 31

Tackle legal obstacles

• Lobby for change of national law for visa requirements, allowing refugees to participate in European youth projects.

• Cooperate with public bodies to simplify procedures related to ID and passports for more young people to be able to participate in European youth projects.

OUTCOMES

> *Improved legal systems that reflect current reality and young people's needs.*

> *More young people have better access to participate*

ACTION 32

Adapt the application/report forms

• Change the questions asked in the forms to provide more detail and measurable data.

• Adapt questions with check boxes on the forms. Use open questions on the forms to allow for the difficulty and situation of the YPFO / organisation to be described.

OUTCOMES

> *Guidance given on how to approach & report on I&D.*

> *Diverse ways of presenting different realities are accepted as equally valid.*

ACTION 33

Allow different types of applications/reporting

- Have a more creative process for applicants e.g. to create more space for involving young people, people with disabilities, etc

- Plan steps to implement a radical shift for reporting. Have a more flexible reporting process that includes qualitative observation and feedback as constructive tools to measure change. Don't demand that all outcomes results and impact fit the pre-designed boxes on the report form.

OUTCOMES

> *Young people's involvement increases.*

> *Impression of programmes is more positive.*

> *Programme actively supports diversity through its structure*

ACTION 34

Make IT tools more user-friendly

- Self-explanatory intuitive interface. Interlinked databases, no need to repeat information. Fewer tools that are less complicated.

- Create a smooth customer journey with less technical obstacles. The tool needs to follow the youth work, instead of other way around.

- And if not possible:

- Provide support for youth workers who are youth workers – not IT experts. Workshops and step-by-step infographics on how to use the EU programme tools.

- See also milestone 3B (below).

OUTCOMES

> *Frustration and obstacles are reduced.*

> *Support by NA is less needed.*

> *Better reputation of the Programme.*

> *European Programmes' IT systems support and complement the daily work of youth workers. They are a resource, not a hindrance.*

> *More newcomers and I&D organisations on board.*

ACTION 35

Develop I&D tools for assessors

- To understand I&D and how to score European youth projects, taking into account the priorities, proportionality and transparency. Project themes and target groups are disconnected.

- Encourage sharing between assessors on national and international level to provide benchmark comparisons for scoring.

- See also milestone 1A.

OUTCOMES

> *More I&D European youth projects (with YPFO) are granted.*

> *More transparency and equity between countries in the scoring.*

> *Programmes have diversity of participants and diversity of project themes. Young people's individual intersectionality is respected*

B **Support for overcoming obstacles**

ACTION 36

Show the support for I&D projects

- Communicate the aspects of the programme that help it be more inclusive:
  Adapted European youth project formats (short term volunteering), Money for special needs, mentoring, support staff, Show that European programmes are different from other structures that have previously failed NEETs –   more trust, integration, inclusion.

- Be transparent about what is needed to apply (timing, workload, mandatory elements of the form etc.).

- Promote the programme as a tool to use with diverse groups (not as a prize for some of the best students).

- Communicate it in an adapted format and easy language (see milestone 3A)

- Use messages easily transferable, so beneficiaries can connect it to their other work and persuade their managers (see also milestone 1B)

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OUTCOMES
> *Positive overview of the extra I&D measures is detailed. There is a feeling of support.*

> *Expectations are realistic.*

> *Trust in programmes increases.*

> *Management/ colleagues are convinced the programme is for them.*

> *More newcomers and I&D organisations on board.*

ACTION 37

Provide tools for first steps, 'off the starter blocks'

- Provide tools/ways to increase abilities of first-time applicants (especially those working with young people with fewer opportunities) to be able to start a European youth project:
  English language offer, buddy-system, team up with experienced organisation (tandem), step-by-step approach (start small and local European project types and grow through the programme with longer term larger projects, coaching (e.g. by trainer) – see below, Project/financial management training, infographics 'how to get started' or 'how to register on the IT tools' or 'what answer the application questions are really looking for', Provide a mapping of national/international networks to plug in to. Use networks to find creative enabling approaches to learn from., Provide info and step-by-step guidance about the barriers that exist, and possible ways to overcome them (eg visas for refugees etc)., Work with families and community leaders to inform about opportunities so they are a support for (not a barrier to) the young person's involvement

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OUTCOMES
> *Accessible and supportive tools are provided.*

> *Potential beneficiaries are empowered to take next steps.*

> *More newcomers join the programmes.*

ACTION 38

Ensure more opportunities for YPFO

- More hosting places providing wider choice for diverse needs/abilities.

- More opportunities for youth workers with fewer opportunities. Create a system for ypwfo to grow into, to become youth workers themselves.

- Work with national policy structures to implement the European Council Recommendation (due end of 2021) to remove obstacles for cross-border solidarity activities

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OUTCOMES
> *More choice for young people with fewer opportunites.*

> *Increased capacity for organisations.*

> *Wider pool of expertise to share practice and increase quality.*

![SALTO]

ACTION 39

Deliver coaching for European youth project applicants

- Especially for first time I&D applicants (as done in the Strategic Partnership for Inclusion), coaches help to get the ideas clear, to find partners, to develop a good programme, how to write a good European youth project application.
- Connect potential beneficiaries to coaches with experience from grass roots organisations, so the reality and practice can be easily understood and shared.

OUTCOMES

> *Support for newcomers given, motivation increases.*

> *Better quality projects are developed.*

> *New I&D organisations are on board.*

> *Increased networking between individuals and organisations.*

> *Trust in the programmes increases.*

ACTION 40

Have a supportive approach & access to help

- Access to the NA, for feedback on European youth project ideas, on draft applications, on rejected applications.
- Have an intensified help desk/live-chat/ online tools (especially at peak periods). Allow enough time for feedback-loops and reworking before deadlines.
- This also contributes to milestone 2D.
- Personalised communication e.g. about training, info sessions (can also be done by coach).
- Upskill NA staff on the daily reality and actual needs of (youth) organisations, including how they are resourced and how they function, so support can be given in a tailored way.

OUTCOMES

> *Support for newcomers given, motivation increases.*

> *Better quality projects are developed.*

> *New I&D organisations are on board.*

> *Reputation of the NA /organisation improves.*

> *Understanding of youth work reality increases.*

> *Trust in the programmes increases.*

ACTION 41

Increase self-confidence of the newcomer beneficiary.

- Create a 'Yes you can!' attitude. Support self-confidence of newcomer I&D organisations to overcome concerns and apply.
- Show that it is possible (e.g. testimonials, European youth project examples).
- Show the support/coaching/training available, be accessible to help, provide a coach (see also milestone 3A).
- Be empathetic. Listen to concerns and fears and offer support to deal with their concerns.
- Increase cooperation and trust between the organisations that connect to the potential participant(s). Connect the youth organisations with other structures in the young people's lives (school, sports clubs, family etc). See also Milestone 4B.

OUTCOMES

> *Newcomers are convinced.*

> *Support to the young person/beneficiary from different directions and structures, when stepping into the 'unknown' to participate.*

> *More newcomers are on board.*

C Upskill the beneficiaries

ACTION 42

Deliver training

- Tailored for specific target groups / needs. Can be face-to-face, online, webinars, MOOCs, job shadowing, practice sharing. Involve experienced experts to give advice and tips for specific needs.
- For 'mainstream' youth workers: e.g. Inclusion Taster
- For 'inclusion' youth workers: e.g. Mobility Taster for inclusion organisations

OUTCOMES
- *> Newcomers are trained and competences increased.*
- *> Partners are found.*
- *> Better I&D projects are developed.*

ACTION 43

Provide support material

- Manuals, publications, apps, infographics, tips & tricks, guidelines, video tutorials, infographics, apps (e.g. QualityMobility.app).
- Adapt the format to the target group.
- Similar to milestone 3B.
- Good practice and support material for I&D projects should be available on accessible centralised platform on international level

OUTCOMES
- *> Beneficiaries feel supported and more confident.*
- *> Good practice for I&D projects is shared more widely.*
- *> Same level of information and access to programme opportunities in all programme countries.*
- *> Better I&D projects developed.*

ACTION 44

Create networking opportunities / peer learning

- Create (online and offline) opportunities where beneficiaries can meet and learn from each other e.g. at inclusion fairs/seminars (national or international), team up experienced with less experienced, bring 'inclusion organisations' together with 'mainstream organisations' (see also milestone 3A)

OUTCOMES
- *> Networks created and built for I&D.*
- *> New partners found for future European youth projects.*
- *> Better I&D projects developed.*

ACTION 45

Develop competence profile for working inclusively

- So that people know what they are heading for if that is their vocation, with self-assessment tool (linked to the existing tools)

OUTCOMES
- *> Framework for professional development/ training created.*

SALTO

Deliver inclusion training for trainers

• Training people who can help spread the message and competences needed for I&D, multiplying the ideas above.

OUTCOMES

> *Trainers upskilled with a multiplying focus on I&D.*

YOUR NOTES