CALL FOR PARTICIPANTS

EUROPÄISCHE
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WEIMAR

Minds open: culture of observation and evaluation for change



A series within the project line “SKAB’ing: Diving into Skills, Knowledge, Attitudes & Behaviours”

01.03.-07.03.2027 | Weimar (Germany)

28.06.-04.07.2027 | Tauchen (Austria)

Minds open: culture of observation and evaluation for change

Welcome to a new SKAB'ing* training project: Minds open: culture of observation and evaluation for change

We are still sailing around the concept of competence-based approach trying to unveil the four competence's dimensions: Skills, Knowledge, Attitudes and Behaviours. In this journey, diving deep into the core elements that shape our overlapping personal and professional landscapes, we are exploring the "competence-based approach" through different topics, from different angles and new perspectives, floating in nuances, layers, interconnections.

What is this new project and call about?

We evaluate all the time. We fill in reports, collect feedback forms and count participants. But how often does an evaluation actually change what we do? And how often do our feedback forms produce data reliable enough to actually change something?

In youth work, evaluation is often something we do *for* others: for donors, funders and final reports. Far less often do we evaluate to understand our own practice and do it better. This module turns that around. We start by reflecting on our own evaluation practices at three levels: as individuals, as organisations and within the wider systems we're part of. Where do we evaluate, how, and what happens with the results?

We look at evaluation as something you do because you are ready to change, even if you don't yet know what that change will be. We will explore theories and models of change and change management. We'll look at intended and unintended change, at change inside ourselves and our organisations, and at change in the communities around us. Sometimes we plan for A and B happens. That is change too, and worth noticing.

To evaluate for change, we first need to see where we are. We take a systemic view: our practice is always part of a context shaped by young people, organisations, communities, policies and society. We need to understand that context to know whether what we do actually meets the needs that are there.

This is where **observation** comes in, in a broad sense. Observing means collecting data. Sometimes we observe with a clear question or hypothesis in mind. Sometimes we stay open and see what comes, and what resonates often tells us as much about ourselves as about what we observe. We will work with three ways of observing:

- **Observing yourself:** a structured method of observation and reflection that brings your own patterns, assumptions and ways of interacting to the surface
- **Observing others:** questionnaires, surveys and focus groups that tell you more about the young people and groups you work with
- **Observing systems:** interviews, mapping and analysis to understand the wider context your practice sits in

We will look at every tool critically. No data is 100% reliable. Are we asking the right questions? Do our aims make sense? Do our instruments fit what we really want to know?

The module is built around the competence area *Assessing and evaluating* of the ETS Competence Model for Youth Workers (YoCoMo). As the last module of the series, we will also use our own work as a live example: the trainers' team will evaluate the SKAB'ing journey so far and share openly what we observe, learn and change.
Main aims

The world is changing fast, and so are the young people we work with and the contexts we work in. This module invites participants to meet change with curiosity rather than resistance: to see it, understand it and shape it, while staying critical about which change is really needed. We want to strengthen participants' ability to evaluate their practice in order to change it, not only to report on it, and to grow a culture of observation in youth work that is curious, critical, systemic and aware of bias.

Objectives

1. Reflect on our own evaluation practices as individuals, organisations and within systems: for whom, and for what?
2. Explore the competence area *Assessing and evaluating* of the YoCoMo model and identify personal learning needs.
3. Get to know theories and models of change and change management, and what they mean for youth work.
4. Develop a systemic view of our practice, its context and the needs it responds to, and learn to anticipate emerging needs.
5. Understand observation as a way of collecting data, both intended (hypothesis-led) and open.
6. Try out different ways of observing yourself, others and systems, and understand their strengths and limits.
7. Build awareness that no data is 100% reliable, and readiness to challenge and be challenged.
8. Carry out an observation and evaluation process in your own practice, including its ethical side (purpose, access, consent).
9. Learn how to enable others, such as colleagues, teams and young people, to become observers themselves.

For whom?

This is an invitation for youth workers, educators, trainers, facilitators and anyone who works with young people and wants to understand what really happens in their practice. If you've ever filled in an evaluation and wondered what it was actually for, this module is for you.

Apply to the module and join a journey on observation and evaluation through the lens of the ETS (European Training Strategy), in the following format:

- **Prep phase:** online and asynchronous, from February 2027
- **Training Activity 1:** 1–7 March 2027 in Weimar, Germany (including travel days). Setting the ground.
- **Practice phase:** between the two activities, participants carry out an observation and evaluation process in their own practice
- **Training Activity 2:** 28 June – 4 July 2027 in Tauchen, Austria (including travel days). Sharing insights and enabling others.
- **Follow-up:** online follow-up phase with the group (agreed on together)

This SKAB'ing module and its activities will provide opportunities to explore:

Activity 1: 01.03.–07.03.2027 | Weimar (Germany) – setting the ground

- Day 1: Arrival day
- Day 2: Evaluation, for whom? Reflecting on our own evaluation practices as individuals, organisations and within systems.
- Day 3: Thinking about change: theories and models of change and change management, a systemic view of our practice, and the YoCoMo competence area *Assessing and evaluating*.
- Day 4: A culture of observation: observing as collecting data, intended and open, and the biases we bring.
- Day 5: Three ways of observing: trying out methods to observe yourself, others and systems, with a critical eye and inputs from guest experts.
- Day 6: Getting ready for practice: choosing your approach, planning the practice phase, and clarifying purpose, access and consent.
- Day 7: Departure day

Practice phase
Participants go back to their own practice and carry out their observation and evaluation process. They work alone or in small groups by approach: observing themselves, others or systems, or a combination. The focus is on ongoing practice rather than one single activity. The process is supported by peer exchange and online reflection moments.

Activity 2: 28.06.–04.07.2027 | Tauchen (Austria) – sharing insights and enabling others

- Day 1: Arrival day
- Day 2: Reconnecting: sharing insights, surprises and dilemmas from the practice phase.
- Day 3: Comparing lenses: what observing yourself, others and systems revealed, where it matches or differs, and what we rely on when we evaluate.
- Day 4: From insight to change: turning findings into decisions for our practice and organisations.
- Day 5: Enabling the next observer: how to support colleagues, teams and young people to observe and evaluate themselves.
- Day 6: Integration and moving forward: connecting learning to the YoCoMo competence model, and harvesting the SKAB'ing series as a whole.
- Day 7: Departure day

Information on participation

Given that the module is structured as a comprehensive package, which includes two training activities, preparation and an intervening practice phases, participation in both training activities for the full experience is required.

Travel information

We will reimburse the travel costs on the basis of the cheapest possibilities, e.g. second class railway tickets, economy class flights etc., within the provided limit, from place of residency to the venue of the activity and return, based on the rates of the "distance calculator" of the European Commission https://erasmus-plus.ec.europa.eu/de/node/2626 and related regulations as follows:

- 10-99 km: 28,00 EUR / Green travel: 56,00 EUR
- 100-499 km: 211,00 EUR / Green travel: 285,00 EUR
- 500-1999 km: 309,00 EUR / Green travel: 417,00 EUR
- 2000-2999 km: 395,00 EUR / Green travel: 535,00 EUR
- 3000-3999 km: 580,00 EUR / Green travel: 785,00 EUR

*Green travel: Travel where low-emission modes of transport are used **for the majority of the journey**, such as bus, train, bicycle or carpooling.*

Participation fees

We are aware of the difficult financial situation of many people active in the field. Nevertheless, we see the offered events as a quality experience concerning venues, tools and activities and therefore as a unique opportunity for personal learning, professional development & networking which should be, beyond the received funding from European taxpayers not "for free". Further, as providers of civic education, focusing as well on topics as (global) social justice, we decided to disrupt the vicious system of underpayment of people active in the field of (international) youth work & education, who dedicate their lifetime & energy for creating quality learning experiences by offering fair payment for their work (e.g. as free-lance trainers, facilitators or support staff). Therefore, a financial contribution from each participant is required **upon individual situation & decision per event:**

- You are e.g. student, unemployed person or a volunteer without own income **(reduced fee): 50,00 EUR**
- You are e.g. freelanced youth worker / trainer / educator with own income **(regular fee): 75,00 EUR**
- You are e.g. a person in stable job/employment **(solidarity fee): 100,00 EUR**

In case you are not able to afford the fee, please contact us for individual solutions.

Venue, accommodation & board

Activity 1: 01.03.-07.03.2027 | Weimar (Germany)
Accommodation, board (provided) & activities will take place at the Stiftung Europäische Jugendbildungs- und Jugendbegegnungsstätte Weimar (Foundation "European Youth Education and Meeting Centre in Weimar, EJBW): http://www.ejbweimar.de/

Activity 2: 28.06.–04.07.2027 | Tauchen (Austria)
Accommodation, board (provided) & activities will take place at Blue Whale Education Center at Tauchen (Austria): https://www.instagram.com/bwec_at/

How to apply?

Please apply **until 20th of December 2026** via https://forms.gle/FTQMBh3mgrCzUawc7

We will inform all applicants in the week **11.-15.01.2027.**

SUPPORT

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STRENGTHENING WHAT THE FUTURE IS BUILT ON.

About the project line "SKABing: Diving into Skills, Knowledte, Attitudes and Behaviours"

Within the SKAB'ing framework, we identified two conceptual focuses:

1. For Individuals (trainers, youth workers & educators): a comprehensive training series of four modules unpacking the ETS Competence Models:
    a. SKAB'ing Module on Attitudes & Behaviours (happened in 2024)
    b. SKAB'ing Module on Participation & Co-creation (happened in 2025)
    c. SKAB'ing Module on Relationship & Learning (happened in 2026)
    d. SKAB'ing Module on Observation & Evaluation (happening in 2027)

2. For organisations: A strategic programme aimed at organisational development called Transversal based on the ETS Competence Model (happened in 2025)

IMPRINT:

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