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WORK EXPERIENCE

FREELANCE TRAINER IN THE FIELD OF NON -FORMAL LEARNING, ADMINISTRATION & YOUTH CONSULTANCY – EUROPEAN COMMISSION, COE, YOUTH PARTNERSHIP, NATIONAL AGENCIES, VARIOUS LOCAL AND EUROPEAN NGO'S – 2009 – Current

1. Design of educational programmes, educational materials and experiences.
2. Planning, preparation, implementation, evaluation and follow-up of non formal educational activities (training courses, seminars etc) within the international youth work field.
3. Facilitate plenary sessions, workshops and group discussions.
4. Design and develop online learning modules by preparing supporting materials and educational sessions, facilitate online sessions,
5. Conceptualise different kinds of reports/studies.
6. Develop youth & youth work policies by integrating a youth perspective at the national and European level
7. Coordination of International Youth projects,
8. Moderate & Facilitate multi-stakeholder discussions, round tables, and conferences.
9. Voluntary projects and consultancy to Young people
10. Mentoring and consulting youth workers towards their youth work practise

Please see [Training and Work Experience](#) for more details

YOUTH WORKER – KIDS IN ACTION, WWW.KIDSINACTION.GR – 2003 – Current – THESSALONIKI, GREECE

Address: 3rd September & Labraki, 54636, Thessaloniki, Greece | **Website:** www.kidsinaction.gr

- Youth Worker
- Youth Mentor: Mentor young people in their learning process, in initiatives and other activities.
- Youth consultant
- Supporting young people's in need coming from disadvantaged environments as well as young people with disabilities
- Supporting young people's learning about human rights and democracy
- Design and develop youth educational activities with young people
- Consultancy for youth & youth work organisations, youth centres, municipalities and youth councils.
- Project manager for international and local activities

MEMBER OF THE HELLENIC POOL OF TRAINERS IN ERASMUS+ & ESC PROGRAMMES – YOUTH & LIFELONG LEARNING FOUNDATION – 09/2012 – Current – ATHENS, GREECE

Address: Acharnon 417, 11127, Athens, Greece | **Website:** www.inedivim.gr

- Design, planning, preparation, implementation, evaluation and follow-up of non-formal educational activities, such as TCAs', NET & TEC training courses, seminars, study visits, etc., within the international youth work field for the Hellenic National Agency of Erasmus+ and ESC programmes.
- Facilitate plenary sessions, workshops and group discussions
- Design and develop online learning modules by preparing supporting materials and educational sessions, facilitate online sessions.

MEMBER OF THE BRITISH COUNCIL GREECE POOL OF TRAINERS – 11/2021 – Current

- Design, planning, preparation, implementation, evaluation and follow-up of non-formal educational activities.
- Design and develop workshops for Skills development, facilitate plenary sessions, workshops and group discussions with students in Middle and high schools of Greece.

MEMBER OF THE YOUTH AT WORK POOL OF TRAINERS – ERASMUS+ NATIONAL AGENCIES & SALTO-YOUTH RESOURCE CENTRES – 01/2024 – Current

Established in January 2018, the Youth@Work Partnership on **Youth Employability** and **Entrepreneurship** is an institutional alliance of 11 Erasmus+ National Agencies (NAs) and 4 SALTO-YOUTH Resource Centres (SALTOS). Coming together under a joint strategy, supported by the Transnational Cooperation Activities (TCA) budget line of the Erasmus+ EU Programme and the NET budget line of the European Solidarity Corps, means that NAs and SALTOS can align on a common vision, work collaboratively, and increase the impact of their work.

Youth@Work has a **Pool of Trainers (PoT)** including 25 experts coming from the countries and partner regions covered by the partnership. They are experienced trainers and facilitators, specialised in the priority areas covered by Youth@Work. They participate in the decision-making process of the partnership and support the implementation of all our activities.

CHIEF EXECUTIVE OFFICER – KIRKO – 25/11/2015 – Current – THESSALONIKI, GREECE

KIRKO is a Social Cooperative Enterprise around the art of Circus. A group of young artists, with long and international experience upon the art of circus, aerial art and street theater created **KIRKO** with main purpose creating employment opportunities for young circus artists and the promotion of Circus arts in the Greek community

- Chief Executive Officer
- Project manager

CHIEF OPERATING OFFICER – SUMMER CAMP TSAF TSOUF – 06/2020 – 09/2022 – ORFANI KAVALA, GREECE

- Recruit, hire, supervise and support a full complement of summer staff in accordance with Summer Camp Tsaf Tsouf employment standards
- Develop staff training materials and subsequent program for precamp staff training and inservice training during the summer.
- Provide opportunities for professional development and personal growth for summer staff
- Ensure the evaluation of all summer staff
- Plan, guide and oversee the summer camp program
- Operate all aspects of the summer camp program (including policies and procedures) in a safe, timely, efficient and relevant manner in accordance with current standards
- Ensure all programs promote campers and staff well being
- Work to adapt Youth and Child Protection curriculum and integrate it into summer programming

ACTION PLANNING AND COORDINATION FOR EUROPEAN YOUTH CAPITAL "THESSALONIKI 2014" – MUNICIPALITY OF THESSALONIKI - "THESSALONIKI 2014" EUROPEAN YOUTH CAPITAL – 02/2012 – 10/2013 – THESSALONIKI, GREECE

Website: <http://www.thessaloniki2014.gr/>

- Planning and coordination of all activities organized or/and support from Thessaloniki 2014
- European Youth Capital.Coordination of the 12voluntary- thematic groups.
- Responsible for presentation of European Youth Capital Thessaloniki 2014 in schools, institutions, universities.
- Youth consultant
- Youth worker

● EDUCATION AND TRAINING

08/2019 – 15/07/2024

STUDIES IN EUROPEAN CIVILIZATION Hellenic Open University

- Understand the meaning of “Europe”, the transformations of its boundaries and the national borders in history, and the resulting cultural changes in the course of history.
- Recognize the stages of socio-economic and cultural development in Europe and its nation states.

- Master the basic components of European civilization and culture, as well as their spatial differentiation and succession.
- Analyze critically each of these components in the course of history and spatialities: art, science, literature, philosophy, education, political ideologies and changes in European identities, institutions of European unification, socio-economic structures and cultural communication.
- Develop their critical abilities and skills for the transfer of knowledge and the composition of small essays on the development of each of the components of European culture from the middle ages and the emergence of the nation state, until colonialism and globalization.
Classification according to ISCED-2011 of Unesco: based on the level of Education: 6 based on the field of Education: 22 Humanities
Classification according to ISCED-2013 of Unesco: based on the field of Education: 0228-Humanities/ interdisciplinary programme

Field of study Humanities | **Level in EQF** EQF level 6

07/09/2022 – 23/03/2023

YOCOMO- TRAINING OF TRAINERS SALTO Training & Cooperation Resource Centre

The project YOCOMO Training of Trainers consisted of several activities.

1. **YOCOMO ToT - onboarding seminar online | 07/09/2022–23/03/2023 | online**
2. **YOCOMO ToT - Residential course**, Training course | 30/10/2022–05/11/2022 | in Trakai, Lithuania
3. **YOCOMO ToT - consolidation seminar** 20/03/2023–22/03/2023 | in Trakai, Lithuania

Hosting organisation: SALTO Training and Cooperation Resource Centre

Partner: JUGEND für Europa

Trainers: Laimonas Ragauskas, Monika Kėžaitė-Jakniūnienė, Darko Markovic

Group: 23 participants from Belgium, Bosnia & Herzegovina, Cyprus, Germany, Greece, Hungary, Italy, Latvia, Poland, Portugal, Serbia, Slovenia, Sweden and Ukraine

05/2017 – 06/2018

TRAINING OF TRAINERS IN HUMAN RIGHTS EDUCATION WITH YOUNG PEOPLE (TOTHRE 2017) Council of Europe

Certificate in Training of Trainers in H.R. Education with Young people.
Trainer Competencies on Human Rights Education in european youth projects

Website <https://rm.coe.int/0900001680751a2a>

09/2011 – 07/2012

TRAINING OF TRAINERS FOR EUROPEAN YOUTH IN ACTION PROJECTS SALTO TRAINING AND COOPERATION RESOURCE CENTER

Certificate in Training of Trainers for European Youth in Action Projects
Trainer Competencies in european youth projects

Field of study Teacher training and education science

07/10/2006 – 13/10/2006 Mt Olympus, Greece

TRAINING COURSE FOR TRAINERS AND MULTIPLIERS IN HUMAN RIGHTS EDUCATION WITH YOUNG PEOPLE Council of Europe

Development of training competencies in human rights education with young people introduced to the "COMPASS" manual

Field of study Humanities

02/2004 – 09/2004 Thessaloniki, Greece

DIGITAL PHOTOGRAPHY STUDIES Greek Center of Professional Education and Training, Organism of Professional Education

Digital Photograph, Computers, Adobe Photoshop

Field of study Arts | **Level in EQF** EQF level 5

Dark room techniques, History of photograph, colored photograph, photo reportage, Technical video, History of Art, Management, English Language, Computers

Field of study Arts | **Level in EQF** EQF level 6

● **CONSULTATION IN THE INTERNATIONAL YOUTH WORK AND THE NON FORMAL EDUCATION FIELD**

03/2022 – CURRENT

Member of the ETS Advisory Group

Advisory Group of the European Training Strategy

Duration of the mandate 01.03.2022 – 30.06.2028

Coordinating by:

- DG and Unit Directorate General for Education, Youth, Sport and Culture (DG EAC), Unit B.3 - Youth,
- Volunteer Solidarity and Traineeships Office
- The SALTO Training and Cooperation Resource Centre.

Chair: The European Commission chairs the Advisory Group.

Support role in:

- Promoting and advocating for the EU Youth Programmes as contexts of competence development and capacity building
- Supporting the implementation and further development of the European Training Strategy, by providing expert advice and feedback on its implementation plans. Where relevant, the members contribute with the collective feedback of the stakeholder organisations they represent.
- Providing tools for National Agencies, SALTOs, trainers and youth workers for a successful implementation of their projects with, for National Agencies, with a particular focus on TCA/NET and the Knowledge Management and Staff Training (supports equipping the stakeholders above-mentioned with relevant competences, supports establishing partnerships, etc.)
- Demonstrating the importance and relevance of competence-based approaches (collects and disseminates good practices, collects and maintain reliable statistics, monitors the impact of the European Training Strategy, highlights new project types and approaches related to competence development and capacity-building, etc.)
- Supporting the monitoring of the implementation of the European Training Strategy and advising on directions for areas of specific attention.
- Creating links with other relevant processes in development of youth work and/or youth policies, on European and national levels. This includes the development of the implementation of the EU Youth Programmes in relation to recognition, European Youth Work Agenda and the Bonn Process, as well as the Strategic National Agencies Cooperation projects, especially those focusing on youth work.
- Dissemination and promotion of the European Training Strategy and other developments related to the competence development and capacity building in (international) youth work.

Link https://www.salto-youth.net/downloads/4-17-4251/Final_Mandate_ETS_AG_2022.pdf

2019 – CURRENT

Member of the HOP Council

HOP council aims at promotion of the potential of online and blended learning in European youth work as well as supporting it within Erasmus+ Youth and European Solidarity Corps.

Objectives of the working group:

- to strengthen the value and set the example of quality online and blended learning within non-formal education in youth work field;
- to map online and blended learning developments in European youth work;
- to create space for stakeholders of European youth work to exchange views/perspectives/practices on online and blended learning;
- to support Erasmus+ Youth and European Solidarity Corps national agencies and the resource centres as well as organisations active in the European youth programmes in their online and blended learning training offers;
- to build competences in online and blended learning among youth trainers, youth workers and the national agencies;
- to enhance development of the online and blended learning courses, within both European youth programmes, by providing appropriate online platform;

<https://www.salto-youth.net/tools/hopabout/council/>

Ad-hoc consultant for the DG EAC - Sub Group in Youth Work

In 2005, the European Commission's Directorate-General for Education and Culture ('DG EAC') set up the Expert Group in the Youth Policy Field. The mandate of this expert group was and still is to support DG EAC in the general and strategic development of youth policy initiatives. A range of sub-groups have been set up over the years, under the umbrella of the main expert group.

In 2021, a sub-group on youth work ('the sub-group') is being launched to support DG EAC in developing deliverables requested by the Council. The main expert group's task shall be to assist DG EAC in the preparation of non-legislative proposals and policy initiatives in the field of youth in relation to youth work.

The sub-group's task was to provide advice and expertise specifically for the youth work area, in accordance with the invitation addressed to the Commission by the Council (see above), in the elaboration of the following outcomes:

- Recommendations for the setting up and development of the above-mentioned digital platform, taking into account the needs of the youth workers and the youth work community of practice, as well as for sharing information, knowledge and good practices, and for engaging in cooperation and peer-learning;
- Accompanying and advising on the development of the platform, and on its dissemination to a wide audience of practitioners.

01/2022 – 06/2023

Member of the Steering Committee for the European Year of Youth 2022 in Greece

● SOCIAL AND POLITICAL ACTIVITIES

05/05/2021 – CURRENT Greece

President of the board of the Hellenic Youth Workers Associations

The **Hellenic Youth Workers Association (HYWA)** was established in 2017 by Greek youth workers. The Association's primary goal is to enable, develop and strengthen knowledge of youth work and its practice to achieve recognition of the profession of Youth Worker in Greece.

The **Hellenic Youth Workers Association (HYWA)** is advocating the development of a sustainable youth strategy and the recognition of Youth Work in Greece. The **HYWA** acknowledges the passionate and dedicated commitment to youth work and aims that youth workers in Greece will have a credible professional career pathway.

The **Hellenic Youth Workers Association** is working towards:

- Creating a framework for the recognition and certification of the profession of youth work in Greece and its contribution to young people for their development.
- *Fostering the growth of the professional practice, quality and identity of youth work*
- The development of professional educational pathways for youth workers
- For the contribution to the development of a national youth strategy
- The development of new practices and methods for its members and their target groups with a focus on digital Youth Work.
- *Promoting the value and ensuring the quality of youth work practices*

WEBSITE (EL): <https://youthwork.gr/>

03/2024 – CURRENT Brussels

Vice President of the Board of the Alliance of Youth Workers Associations (AYWA)

The Alliance of Youth Workers Associations (AYWA) is an international non-profit association established in Brussels, Belgium, in 2024. It is a network of National Associations of Youth Workers and Youth Work providers, united to advocate for the recognition, development, and quality of Youth Work in Europe. AYWA works to strengthen the professional status of Youth Workers, promote knowledge exchange, and collaborate with institutions and stakeholders to shape Youth Work policies. Through cooperation and collective action, AYWA supports a stronger, more recognized, and well-equipped Youth Work sector across Europe.

By establishing the Alliance of Youth Workers Associations (AYWA), the founding members aimed to bring together Youth Workers and Youth Work providers from national associations from throughout Europe and beyond, that share a common interest in Youth Workers' recognition and Youth Work development.

The Alliance of National Associations of Youth Workers and Youth Work Providers will advocate for Youth Work recognition, development and quality Youth Work in Europe.

Our mission:

To ensure that the development of Youth Work and Youth Worker profession is guaranteed, valued and recognized in the realities of the member organisations and at the European level.

To implement quality standards and a code of ethics in the Youth Work provisions.
<https://aywa.pro/alliacne-team/>

● LANGUAGE SKILLS

Mother tongue(s): **GREEK**

Other language(s):

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken production	Spoken interaction	
ENGLISH	C1	C1	C1	C1	C1
SPANISH	B1	B1	A2	A2	A2
RUSSIAN	A1	A2	A1	A1	A1

Levels: A1 and A2: Basic user; B1 and B2: Independent user; C1 and C2: Proficient user

● PUBLICATIONS

2025

[Advocacy kit for youth work development and recognition](#)

The Advocacy kit for youth work development and recognition is designed to provide practical tools and resources for those advocating for the recognition and development of youth work at local, national and European levels.

The Advocacy Kit aims to support as:

-A practical advocacy toolbox to the youth work community of practice. It provides a set of offline and online tools for youth workers, organisations, and policymakers to support youth work development and recognition in their respective countries. It helps ensure that youth work is recognized, supported, and made widely available.

-A resource for competence development on advocacy and communicating about youth work. It provides advocacy planning templates, guidelines, as well as inspirational case studies and useful evidence-based arguments for youth work.

-An adaptable-to-context approach to advocacy for youth work development and recognition. It includes adaptable tools that can be tailored to national contexts, contributing to youth work advocacy in countries with a range of emerging to established youth work structures.

-A support to youth work visibility and collaboration between youth work practice, policy and research, as well as cross-sectorial. It refers to related policy instruments of the European institutions and of the Youth Partnership's existing tools.

For the EC &CoE Youth Partnership, 2025

Authors: Asja Hadjibegovic, Olga Kyriakidou, Nedeljka Borojevic

2022

[Research on KEY QUALITY FEATURES AND FORMATS OF ONLINE AND BLENDED LEARNING FOR THE YOUTH WORK FIELD AND NON-FORMAL EDUCATION](#)

The main idea for this research was to explore and to identify key quality features and formats of online and blended learning which are most suitable for the international Youth Work field in the frame of non-formal education.

The target of the research was mainly European Youth Programmes' stakeholders of different experiences in online and blended learning, such as trainers, facilitators, youth workers, course providers and learners belonging to the different categories mentioned above, and more in general, the subscribers of the HOP platform. Timeframe:

The research has focused on online/blended learning activities between the years 2020-2022.

Authors: Dragan Atanasov, Olga Kyriakidou, Simona Molari, Snezana Baclija Knoch | **Publisher:** INEDIVIM & Salto HOP

Link [https://hop.saltosnetwork.eu/pluginfile.php/10978/mod_book/chapter/861/Research on online and blended learning 2022_2023.pdf](https://hop.saltosnetwork.eu/pluginfile.php/10978/mod_book/chapter/861/Research%20on%20online%20and%20blended%20learning%202022_2023.pdf)

● RECOMMENDATIONS

Katerina Akritidi TCA Officer for the Hellenic National Agency of Erasmus+ and ESC Programmes

Work Relationship & Context of collaboration:

Professional collaboration as organiser and contracting authority for multiple Training and Cooperation Activities (TCA) within Erasmus+ and ESC programmes.

Ms Akritidi has coordinated and overseen several international training activities in which I worked as a trainer and facilitator, focusing on youth participation, quality in youth work, mentoring and competence development. She is familiar with my work in designing and implementing non-formal learning processes, as well as my collaboration within National Agency-led initiatives.

Email akritidi.k@inedivim.gr | **Phone** (+30) 2131314437

Eliza Bujalska SALTO Training and Cooperation - ETS Policy Coordinator

Work Relationship & Context of Collaboration:

Professional collaboration within the Advisory Group of the European Training Strategy.

Ms Bujalska oversees the development and implementation of the European Training Strategy, within which I contribute as a member of the Advisory Group. She is familiar with my work in supporting competence development frameworks, contributing to strategic discussions, and linking practice, policy and capacity-building processes in the European youth field.

Email bujalska@jfemail.de | **Phone** (+49) 2289506373

Ajsa Hadjibegovic Trainer in the Youth work field

Work Relationship & Context of Collaboration:

Direct collaboration as co-authors in the development of the Advocacy Kit on Youth Work Development and Recognition.

Ms Hadjibegovic and I worked closely on the conceptualisation and development of the Advocacy Kit within the Youth Partnership between the European Commission and the Council of Europe. She is familiar with my work in developing educational resources, structuring content, and translating policy and advocacy concepts into practical tools for the youth work field.

Email ajsa.hadzibegovic@gmail.com | **Phone** (+382) 69416975

Dragan Atanasov President of the Alliance of Youth Workers Associations

Work Relationship & Context of Collaboration:

Institutional collaboration within AYWA, where I serve as Vice-President.

Mr Atanasov and I collaborate closely on advocacy and policy development processes related to youth work at European level. He is familiar with my contributions to strengthening youth work recognition, supporting policy dialogue, and engaging with stakeholders across the youth sector, including within European-level initiatives and networks.

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