

MILA LUKIĆ

YOUTH TRAINER AND FACILITATOR



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Belgrade, Serbia

Key qualifications

- Extensive experience (7 years) in **developing and implementing non-formal education for youth** varying in learning needs, objectives, scope and length, as a **facilitator, trainer and educator**.
- Proven track record in **working with underrepresented youth groups including Roma youth**, rural youth, youth with disability, young LGBTQI+ and other, addressing the topics of **human rights (education)**, democracy, **participation, intersectionality, racial and ethnic discrimination**, hate speech, peacebuilding and inclusion.
- Demonstrated experience in **stakeholders engagement, policy cycle and advocacy** through advisory structures such as the Council of Europe's Advisory Council on Youth and the National Youth Council of Serbia.
- **Hands-on experience in working with the Council of Europe** since 2017 (incl. as the Educational Advisor and a youth trainer).
- Well organised and a reliable teammate, driven by social justice and equity, committed to non-formal learning and a sustainable community impact.

Relevant education, training and facilitation experience

FACILITATOR for the workshop on Compass manual of the Council of Europe within the Human Rights Education Youth Forum (EYC Budapest, Dec 2025): Co-designed and delivered a 1-hour practical workshop on Compass as a tool for human rights education.

SENIOR TRAINER for the Youth Peace Camp for Kosovo youth (EYC Budapest, Oct 2025): Led an international team of 4 trainers and facilitators to prepare and deliver a 5-day activity for young people from conflict-affected region of Kosovo, based on HRE principles of the CoE.

SENIOR TRAINER for a JEF Europe's training on Peace and LGBT+ youth (Warsaw, July 2025): Co-developed and jointly implemented training sessions for queer youth leaders and members of JEF sections across Europe.

CO-TRAINER for a training course on Public advocacy and building coalitions (Belgrade, May 2025): Co-developed, and jointly delivered 2-days NFE sessions on public advocacy, policy making cycle including monitoring and stakeholders management for 12 disability sector (youth) organisations in Serbia

CO-TRAINER of two Training for Trainers in Human Rights Education (Serbia, Oct-Nov 2023): Designed, implemented and evaluated ToT sessions for 49 youth multipliers and youth workers over two 5-day trainings on human rights education principles and rights-based advocacy.

LEAD TRAINER for a training course on EU Youth Dialogue in South-East Europe (Crikvenica, Mar 2023): Coordinated a team of 5 trainers to facilitate a 5-day regional training course with 20 young multipliers on local youth participation, policy making and advocacy and stakeholders management.

TRAINER for the European Youth Conference on Democracy and Human Rights (Berlin, Nov 2022): Prepared and facilitated 2-day workshop about shrinking civic spaces with 20 national youth councils from CoE member states, to help prepare recommendations for PACE members on the topic.

CO-FACILITATOR for the Visible Value seminar on strengthening the implementation of the European Youth Work Agenda in Eastern and Southeast Europe (Sarajevo, Nov 2022): Prepared and co-facilitated a 2-day seminar with 60 participants (young people, youth workers, academia, policy makers) to take stock of regional implementation of the EYWA in two regions and identify opportunities for future actions and priorities.

FACILITATOR for the Western Balkans Alumni Association meetings (Western Balkans, 2019-2022): Prepared, facilitated and evaluated regular meetings of the WBAA Teams meetings across the Balkans (usually 2-day meetings with 4 sessions in total) for 1000+ WBAA members, supporting organisational development, soft skills development, strategic and advocacy planning processes, other.

TRAINER for a RYCO training course on youth project management (Serbia, Aug 2022): Prepared and facilitated a 4-day training course with 14 local youth NGOs from Serbia, supporting peace initiatives writing.

CO-FACILITATOR for the Local SDG ambassadors network in Serbia (Belgrade, Aug 2022): Facilitated a 2-day meeting and crash training course to support capacity development for advocacy, policy monitoring and operational planning of the network including 10 young leaders in Serbia.

TRAINER for a RYCO training course on regional peacebuilding (Montenegro, July 2022): Designed and facilitated a 2-day training course with 25+ youth delegates from regional student, youth and Roma organisations, to develop regional follow up actions supported by the project EUSIWB.

CO-FACILITATOR for the CoE Youth Action Week (EYC Strasbourg, Jun–July 2022): Co-facilitated workshops and programme for Strand 1 (Access to Rights) with 150+ young people, including Roma.

RAPPORTEUR for the EU-CoE Youth Partnership symposium “Navigating Transitions” (Albania, Jun 2022): Prepared and presented report of one of the 2-day workshops translating discussions into comprehensive and actionable recommendations.

LEAD TRAINER for the training course on gender equality and political participation (Serbia, May 2022): Developed and co-facilitated a 5-day training course with 17 young women from 12 local communities in Serbia to support their capacity-building for policy making, policy monitoring, public advocacy and local participation.

TRAINER for the UN Women seminars on Project writing&Implementation (Serbia, Dec 2021–Apr 2022): Prepared, facilitated and evaluated a series of four 1-day seminars for 100+ women from rural communities in Serbia.

FACILITATOR for the CoE World Forum for Democracy (Strasbourg, Nov 2021): Prepared and facilitated a 1-day discussion - Lab 6 - Joining Forces, with simultaneous English–French interpretation.

CO-FACILITATOR for the peer training of the Advisory Council on Youth of the CoE (Online, Jun 2021): Developed and co-facilitated a 2-day online training course for CCJ members cohort 2020–2022 to facilitate networking and exchanging experiences and skills, ultimately identifying strengths and opportunities for the CCJ.

CO-FACILITATOR for the Erasmus+ Local youth dialogues (Serbia, Apr–May 2021): Developed and co-facilitated five local youth consultations including Roma youth from 5 municipalities in Southern Serbia to strengthen local youth participation, skills for local youth policy monitoring and policy-related advocacy.

LEAD FACILITATOR of the national conference “Youth on the Move” (Serbia, Nov 2020): Prepared and co-facilitated a 1-day conference with 70 participants (youth, academia, policy makers) to identify strengths and opportunities of youth mobility programmes and cooperation projects in Serbia.

FACILITATOR for the online CoE panel “Quo Vadis Europe” (Online, May 2020): Prepared and facilitated an online live panel with Antje Rothemund, the Head of the Youth Department, Andrea Ugrinoska, the Chair of the Advisory Council on Youth and the Chair of the European Steering Committee for Youth.

LEAD TRAINER for the Erasmus+ training for EU Youth Dialogue pioneers (Serbia, Feb 2020): Developed and facilitated a 5-day training course for 25 young people from rural municipalities on participation, policy making, advocacy, stakeholders management in order to help them create an advocacy paper for local decision-makers, the Youth Agenda.

Work experience

Educational Advisor at the Council of Europe Youth Department, 11/2023 – 07/2024

- Actively contributed to **planning, programming, implementing and evaluating NFE activities in the European Youth Centres in Budapest and Strasbourg** covering topics of **human rights (education)**, democracy, anti-discrimination, intercultural learning and peacebuilding. Some of the most relevant activities include the **consultative meeting on Roma youth participation** (2 days, 25 representatives of Roma and non-Roma youth organisations and European networks), **Roma Youth Together seminar 2024** (4 days, 40 young Roma and non-Roma activists, worked with **TernYpe, Phiren Amenca, ERIAC and ERGO**) and the **Study session with the Y-E-N and the Youth of European Nationalities “Remembering, resisting and rebuilding: Combating together antigypsyism for inclusive societies”** (6 days, 33 young Roma and non-Roma participants); **Applied human rights education methodology**, and disseminating **HRE tools and resources** to young people and youth organisations (such as the **Compass, Right to Remember and Mirrors**).
- Drafted the **Roadmap for implementation of CM/Rec(2023)4 on Roma youth participation**, worked with the **Roma and Travellers Division** and partook in the CoE Inter-sectoral group on Roma and Travellers.

Trainer and project coordinator at Foundation Arka, 11/2019 – currently

- Supporting coordination and implementation of EU (co)funded local, national and international youth projects, including organisation of training courses for Roma youth, rural youth, youth with disability, LGBT+ and young women.
- Lead author of the Training Curriculum on sustainable development with marginalised youth, including involvement of Roma youth.
- Working with local youth officer, international youth NGOs, public policy-makers in Serbia and Europe.
- Writing youth-led projects focused on human rights education and anti-discrimination, digital citizenship education, peacebuilding, intercultural learning, youth participation and social inclusion.

Senior Project Manager at the Association of Balkan Eco-Innovation, 01/2025–11/2025

- Independently coordinated EU-funded projects about sustainable forestry, regenerative agriculture and farming, sustainable solutions in construction sector, through research, innovation, policy planning, capacity development; organised capacity-building activities for the Alliance for Regenerative Agriculture.

Project Coordinator at National Alliance for Local Economic Development, 11/2019–10/2023

- Coordinated EU-funded projects in area of digitalisation, public policy and local economic development, cultural tourism including capacity-building programmes for NGOs, SMEs and public stakeholders.
- Worked regularly with national and international stakeholders, international organisations and civil society.
- Member of the Coordination Team of NALED's Project Managers Community of Practice who supported organisation, facilitation and reporting from the monthly meetings and annual retreats.

Facilitator and project coordinator at Organisation of Serbian Students Abroad, 08–12/2019

- Coordinated a national youth project "Youth on the Move!" (funded by the Ministry of Youth and Sports), which included organisation and facilitation of 5 local workshops for 100 young people, 5 local info days for 50 young people and a national youth conference for 70 people.

Project officer at World Youth Wave, 02/2013 – 07/2017

- Supported preparation and implementation of annual International Student Week in Belgrade, namely by providing input to the Educational Team in regards to thematic areas for festival workshops, and taking up the role of co-facilitator/co-trainer, who designed and delivered sessions during the festivals.
- Coordinated regional youth project "Human Rights Youth Forum" focused on peacebuilding and human rights of young people in the Western Balkans regions. Particularly worked with 3 trainers to prepare 2-day workshops on interfaith dialogue, access to rights and peacebuilding.

Policy making, advocacy and stakeholders engagement experience

Advisory Council on Youth of the Council of Europe, 01/2020 – 04/2022

- Engaged in mainstreaming youth affairs in standard setting practices and policy making process in the Council of Europe including stakeholders management, negotiation, advocacy for youth priorities.
- Areas covered: EU-CoE Youth Partnership, Roma youth participation, climate justice, rural youth.
- Reviewed and took decision on European Youth Foundation's grants.

National Youth Council of Serbia – KOMS, 03/2016 – 08/2018

- Advocated for young people's rights in Serbia
- Participated in policy making cycle, from conception, through monitoring to evaluating
- Engaged with public sector stakeholders
- Partook in development of the Serbian National Youth Strategy and accompanying action plans
- Worked with international youth councils to support youth policy development such as the Laws on Youth in Albania and North Macedonia.

Other experience from the field of youth

- Expert-consultant to UNFPA Serbia and Ministry of Tourism and Youth with lead role in developing Action Plan for National Youth Strategy 2023–2025.
- Expert member of the national Advisory Council on Youth of Serbia, providing input about youth affairs from the field and international context, and supporting youth policy development.

Formal education

- University of Southern Denmark, University of Girona and University of Ljubljana, Erasmus Mundus Joint Master Degree – European Master in Tourism Management (Master studies), 2017–2019), studied in English
 - University of Maribor, Faculty of Arts, Exchange student with Erasmus Join EU–See Penta programme, 2014–2015, studied in English
 - University of Belgrade, Serbia, Faculty of Geography, BSc Hons in Tourismology, 2011–2016
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Skills and competences

- Working languages: English, Serbian, Bosnian, Macedonian, Croatian.
 - Microsoft Office (Outlook, Sharepoint, Word, Excel, PowerPoint, Teams, Forms, OnoNote, etc)
 - Google services (calendar, Drive, Meet, Docs, Spreasheet, Slides, Form, etc)
 - **Online collaboration tools (Slack, Trello, Monday, Miro)**
 - Conferencing online tools (Zoom, MS Teams, Kudo, BlueJeans, Google Meets, Webex, Skype, Discord)
 - **Online facilitation tools for non-formal education (Mentimeter, Padlet, Slido, Miro, Kahoot, other similar)**
 - Photo editing tools (Canva, PhotoScape)
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Publications, certificates and memberships

- **Certified youth trainer by the CoE Youth Department (TRAYCE 2023–2024)**
 - **Member of the Pool of Trainers in JEF Europe and KOMS Serbia**
 - Authored “Guidelines for Inclusivity and Accessibility for International Youth Activities” (2024) ([link](#))
 - Authored “Training curriculum for youth workers on learning about sustainable development” (2024) ([link](#))
 - Co-authored “Local participation of young women: European standards and local practices” (2022) ([link](#))
 - Authored “Project Writing Manual for WBAA members” (2020) (link unavailable, internal document)
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References

- Rui Gomes, Council of Europe, rui.gomes@coe.int
- Vojislava Tomić, Freelance trainer, kaoanemona@yahoo.com
- Aleksandar Peković, Foundation Arka, a.pekovic@arkafondacija.rs
- Petar Delic, NYC Serbia, delic.petar@outlook.com
- Sabahudin Mujkić, WBAA, SabahudinMujkic93@gmail.com