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Youth@Work for NGOs

Comparative, Collaborative, and Transnational Assessment of Youth Work Policies and Practices in Europe:

Identifying Needs and Areas for Development

YOUTH@WORK

FOSTERING YOUTH WORK AND MANAGEMENT IN NGO'S

Report at a Glance

Comparative research on youth work, inclusion and the support needs of youth workers

PARTNER COUNTRIES

- Turkey
- Serbia
- Slovenia
- Austria

EVIDENCE AND ANALYSIS

1. **Literature Review** — Policy and practice
2. **Desk Research** — Country reports
3. **Focus Groups** — Youth workers
4. **Comparison** — Across four countries

GROUPS DISCUSSED IN THE REPORT

- Roma youth
- Young people with immigrant backgrounds
- NEET youth
- Young people living in rural areas

CROSS-CUTTING THEMES

- Education
- Employment
- Social participation
- Digital skills
- Psychosocial support
- Crisis management

Overview only. The complete report text follows in source order.

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1

INTRODUCTION

Youth@Work: The Report in One View

Turkey Serbia Slovenia Austria

WHO THE REPORT FOCUSES ON

1. Roma youth
2. Young people with immigrant backgrounds
3. NEET young people
4. Youth in rural areas

WHAT YOUTH WORK CAN ENABLE

1. Access to education and work
2. Social participation
3. Active citizenship
4. Stronger youth-worker practice

Different country contexts. Shared priorities: inclusion, participation and youth-worker development.

Four country contexts, one shared goal

1 Turkey

YOUTH POLICY

- Rural and low-income youth face access gaps.
- Youth work supports education, employment and digital participation.

2 Serbia

EMPLOYABILITY

- National Youth Strategy 2023–2025 prioritizes participation.
- Professional skills and entrepreneurship strengthen youth work.

3 Slovenia

PUBLIC INTEREST

- Law and public support provide a framework for youth work.
- Participation and inclusion remain uneven for disadvantaged youth.

4 Austria

SOCIAL INTEGRATION

- NEET and immigrant youth are key priority groups.
- Language learning and vocational guidance support participation.

SHARED GOAL · Make education, work and social participation more accessible.

3

INTEGRATION AND PARTICIPATION

From barriers to participation

BARRIERS

1. **Education access**
2. Unemployment and NEET status
3. Social exclusion or discrimination
4. Language and digital gaps

YOUTH-WORK RESPONSES

1. **Mentoring and guidance**
2. Targeted outreach
3. Volunteering and leadership
4. Psychosocial and crisis support

INTENDED OUTCOMES

1. **Learning opportunities**
2. Routes into employment
3. Meaningful participation
4. Inclusion and independence

A connected approach links services, communities and youth workers around young people's needs.

4

TRAINING AND SUPPORT NEEDS

What youth workers need to do the work

01

Leadership

Guide groups, build trust and strengthen young people's agency.

02

Digital skills

Use digital platforms to reach, communicate with and include youth.

03

Psychosocial support

Recognize individual needs and connect young people to support.

04

Crisis management

Respond confidently to difficult situations and conflict.

TRAINING MUST BE ACCESSIBLE

Rural reach · practical learning · ongoing professional support

Focus-group findings by country

1 Turkey

Digital skills, psychosocial support, crisis management, youth leadership and volunteering.

2 Serbia

Education and workforce access for Roma youth, career guidance and entrepreneurship.

3 Slovenia

Volunteer engagement, digital inequality, education and employment access.

4 Austria

Language barriers for NEET and immigrant youth, career guidance and psychosocial support.

SHARED DEVELOPMENT NEEDS

- **Leadership**
- **Digital skills**
- **Psychosocial support**
- **Crisis management**

6

COMPARATIVE ANALYSES

Different barriers need local responses

	BARRIER		PRACTICAL LEVER
1 Turkey	Rural access and economic pressure	→	**Digital learning and routes into education and work**
2 Serbia	Roma youth face exclusion from education and work	→	**Career guidance, entrepreneurship and inclusion**
3 Slovenia	Discrimination and low participation	→	**Targeted outreach, mentoring and volunteering**
4 Austria	Language barriers for immigrant and NEET youth	→	**Language learning, vocational and psychosocial support**

Selected good-practice examples

Turkey

1

Tebessüm Kahvesi

Work participation and social inclusion for disabled youth.

2

Yeşilay Education and Counseling Centers

Education, counseling and psychosocial support.

Austria

1

Narrative-Biographical Conversations

Personal-strengths work through biographical conversation.

2

Space Plus

Low-threshold career guidance and job opportunities for NEET youth.

Slovenia

1

Youth Transition (Prehod Mladih)

Vocational rehabilitation and practical job experience.

2

European Youth Against Antigypsyism (EYAA)

Roma youth rights, anti-discrimination and intercultural dialogue.

Serbia

1

Youth Entrepreneurship and Career Management

NEET employability and links with the labour market.

2

Blockchained Youth Work

Transparent training records and recognition of youth work.

6

COMPARATIVE ANALYSES

A shared lens for comparing youth work

01

Policy and systems

How national frameworks support youth work and inclusion.

02

Access and equity

Who can reach education, employment and social services.

03

Participation

How young people take part in community and civic life.

04

Youth-worker capacity

Which skills and partnerships help turn policy into practice.

COMPARE ACROSS FOUR COUNTRIES

Turkey · Serbia · Slovenia · Austria

7

POLICY RECOMMENDATIONS

Three levels of action

01

YOUTH POLICY

- Inclusive national and local strategies
- Reach rural, Roma, immigrant and NEET youth
- Track access and participation

02

DIRECT SUPPORT

- Digital education and job pathways
- Mentoring, guidance and volunteering
- Language and anti-discrimination support

03

WORKFORCE

- Ongoing, accessible training
- Youth-work standards and professionalization
- Psychosocial and crisis-response skills

A connected system:
· policy sets direction · services create access · trained workers make support real

Policy priorities by country

1

Turkey

Expand digital education and employment platforms for rural youth; extend social-responsibility programmes.

2

Austria

Build vocational guidance and job opportunities for NEET youth; expand language education for immigrant youth.

3

Serbia

Set youth-work standards, strengthen professionalization and entrepreneurship, and improve NEET workforce participation.

4

Slovenia

Grow volunteer and social-participation projects with local communities; support cultural awareness for Roma youth.

A practical learning path for youth workers

1

Digital inclusion

Platforms, outreach and rural access

2

Leadership

NGO management and youth participation

3

Psychosocial support

Needs, relationships and referral

4

Crisis response

Conflict management and resilience

5

Cultural practice

Sensitivity, narrative tools and rights

Build a confident, inclusive and well-supported youth-work practice

Diversity-oriented youth work

01

Perspective

- Change of perspective
- Multi-perspective or holistic approach

02

Social context

- Power and inequality
- Lifeworld orientation
- Social-space orientation

03

Practice

- Resource orientation
- Formal, non-formal and informal learning

Empowerment, social participation and inclusion, and independence

1. Introduction

A four-country study of youth work in Türkiye, Serbia, Slovenia and Austria—focused on barriers to education, employment and social participation.

The research centers young people facing exclusion, including Roma and migrant-background youth, NEET young people, and rural communities.



Across all four contexts, youth workers share needs in leadership, digital skills and crisis management.

Priority practice areas include digital participation, psychosocial support and stronger professional development.

The following pages compare national approaches and turn findings into practical recommendations.

1.1. Purpose and Scope of the Project

The “Fostering Youth Work and Management in NGOs” project was implemented with the goal of developing young people’s management skills in non-governmental organizations (NGOs) and equipping them with essential competencies, such as crisis management and conflict resolution. The project aims to improve the quality of youth work, strengthen young people’s participation in the workforce, and support youth workers in taking on more effective roles in NGO management. To achieve this, the project will develop curricula and training programs that will contribute to the professional development of youth workers.

The project aims to create a joint research and curriculum for NGOs engaged in youth work across Europe. This curriculum is designed to support the development of young people’s management skills in NGOs and equip them with critical competencies such as crisis management and conflict resolution. Youth work is an important area that enables young people to contribute to society as active participants, while also fostering a sense of responsibility toward society that goes beyond individual interests. Strengthening youth work will thus enable young people to become individuals who make active contributions to society.



1.2. Methodology

This report is based on data collected through literature reviews, desk research, and focus group studies conducted in each partner country. The research began with desk research and relevant document reviews conducted in March and April 2024, and was then deepened through focus group discussions with youth workers in the four countries. Interviews and surveys with participants from each country were used to better understand the needs of youth workers and the challenges they face.



Each country prepared its national reports, providing important data on the integration of disadvantaged youth and the needs of youth workers. The findings were analyzed at the transnational level, and cross-country comparisons were made and integrated into the report. In addition, youth work and good practice examples were compared between countries to better understand the differences and common issues.



1.3. Partner Countries and the Context of Youth Work

The partner countries of the “Fostering Youth Work and Management in NGOs” project are Turkey, Serbia, Slovenia, and Austria. While each country has different social, economic, and political dynamics in the context of youth work, they face common challenges regarding the integration of disadvantaged youth and the professional development of youth workers. Turkey is striving to improve its youth policies and strategies for disadvantaged youth, while Serbia focuses on enhancing the capacity of youth workers and supporting the participation of young people in the workforce.

Slovenia has developed legal frameworks for youth work and promotes policies that encourage young people to contribute to society through active citizenship. Austria, on the other hand, implements various programs to support the social integration of disadvantaged youth and focuses on the professionalization of youth work. These different contexts help to better understand the successes and challenges of youth work in each country, while also laying the groundwork for the development of common strategies between countries.

This report aims to compare good practices and strategies presented by each country in the context of youth work, with the goal of creating a stronger youth work environment.



2. Literature Review and Analysis of Youth Work in Partner Countries

This section presents the findings of the literature reviews and desk research conducted in the context of youth work in Turkey, Serbia, Slovenia, and Austria. Key data regarding disadvantaged youth and youth workers in each country have been analyzed within their specific contexts.

Youth work is examined with a focus on the integration of young people into society, vocational training opportunities, and the needs of youth workers. These analyses provide a general overview of youth policies and practices in each country, highlighting similarities and differences across countries.



2.1. Youth Work and Current Situation in Turkey

Youth work in Turkey is based on strategies aimed at ensuring the social integration of disadvantaged youth by increasing their access to social, economic, and educational opportunities. While the youth population in Turkey forms an essential part of the country's overall socio-economic structure, a large portion of these young people face significant challenges in the areas of education, employment, and social participation.

Many young people struggle with unemployment, social exclusion, and lack of opportunities due to living in rural areas or low- income neighborhoods. Therefore, youth work in Turkey is crucial for developing and implementing supportive strategies targeting these groups.[1] Youth workers in Turkey face various challenges when working with disadvantaged youth. These young people often encounter barriers related to educational deficiencies, limited access to employment opportunities, and social exclusion during the process of integration into society.



Youth workers in Turkey, particularly those working in rural areas and low-income neighborhoods in major cities, are more frequently confronted with these types of issues. To help youth workers overcome these challenges, national-level vocational training programs are organized, and new projects are developed to contribute to the integration of young people into society. Youth work in Turkey is largely carried out in collaboration between the government and non-governmental organizations (NGOs). A significant portion of youth workers operate within institutions affiliated with the Ministry of Youth and Sports or within NGOs.

These workers run projects aimed at increasing young people's participation in social life and interact directly with the youth. Additionally, various workshops and training programs are regularly organized to support the professional development of youth workers. These efforts enable youth workers to enhance their professional skills and work more effectively with young people.[2] Youth policies in Turkey are based on a comprehensive strategic framework aimed at integrating young people into education and employment.

1 Alp, L. (2014). Dezavantajlı Grupların İstihdama Katılmaları: G20 Ülkelerindeki Başarılı Uygulamalar. Çalışma ve Sosyal Güvenlik Bakanlığı, Uzmanlık Tezi. Ankara.

2 Çeviker, A., Mumcu, HE., Şekeroğlu, MÖ., Bayrak, M. (2018). UNICEF'E Göre Türkiye'de Dezavantajlı Kabul Edilen Grupların Sportif Etkinliklerle Sosyal Uyumun Sağlanması. Siirt Üniversitesi Sosyal Bilimler Enstitüsü Dergisi, Siirt.

2.1. Youth Work and Current Situation in Turkey

The Ministry of Youth and Sports implements programs that encourage young people's participation in social, cultural, and economic life within this framework. In particular, projects and programs supporting young people's participation in the workforce have been launched, contributing to their personal and professional development.

Additionally, youth work in Turkey is supported by European Union funds and international cooperation programs, aiming to foster the development of young people as active citizens not only in Turkey but also at the international level.



2.2. Youth Work and Current Situation in Serbia

In recent years, youth work in Serbia has gained significant momentum within the framework of national policies aimed at promoting the social integration and workforce participation of young people. Major challenges faced by youth in Serbia include unemployment, low education levels, and social exclusion. Disadvantaged youth, in particular, are more deeply affected by these difficulties. Due to economic challenges and regional conflicts, Serbia has developed various strategies to increase young people's participation in the workforce. The National Youth Strategy (2023-2025) includes policies aimed at increasing the employability of young people and supporting their professional development.

Youth workers in Serbia use various methods to help young people cope with these challenges. One of the biggest difficulties faced by youth workers is the integration of young people into the labor market. Many young people struggle to find jobs due to low education levels and high unemployment rates. Youth workers in Serbia offer services such as training programs, vocational guidance, and career counseling to overcome these issues. These services aim to support young people's personal development and facilitate their integration into the workforce.

Youth work in Serbia is generally carried out by NGOs and state institutions. National-level initiatives encourage the professionalization of youth workers and provide them with tools to work more effectively with young people.

Through the National Association of Youth Workers (NAPOR), standards for youth work are being developed, and training programs for youth workers are being increased. Additionally, the training and workshops provided for youth workers contribute to the development of their professional knowledge and skills. Policies regarding youth work in Serbia focus on strategies that encourage young people's participation in social life.



Programs aimed at increasing employability are seen as important tools to ensure young people's participation in the workforce. The National Youth Strategy aims to improve the quality of youth work and ensure that young people play a more active role in society. These strategies seek to professionalize youth work and facilitate the social integration of young people.

2.3. Youth Work and Current Situation in Slovenia

Youth work in Slovenia has developed a strong foundation through legal frameworks and state support, with national-level programs and strategies ensuring the social integration of young people. One of the key legislative frameworks guiding youth work is the Zakon o javnem interesu v mladinskem sektorju (Law on Public Interest in the Youth Sector), which recognizes youth work as a matter of public interest. This law provides the basis for youth workers to engage in educational, social, and cultural activities aimed at integrating young people into society.

Youth workers in Slovenia primarily operate within NGOs that receive public funding or are volunteer-based. Their roles vary across fields such as education, social services, and youth leadership, with a strong focus on understanding young people's needs through direct engagement. The National Vocational Qualification System officially recognized youth work as a profession in 2017, reinforcing its importance in Slovenia's youth sector. Policies supporting youth work in Slovenia include programs that aim to enhance young people's participation in education and employment.

Youth centers and local youth councils play a crucial role in addressing young people's educational and social needs by providing structured activities and engagement opportunities. Additionally, national projects encourage youth volunteerism and leadership development, helping young people take on active roles in society.



2.4. Youth Work and Current Situation in Austria



Youth work in Austria is strategically designed to support the integration of socio-economically disadvantaged young people into education and the labor market. Austrian youth face several challenges, including low educational attainment, elevated unemployment rates, and risks of social exclusion. In response, the Austrian government, alongside non-governmental organizations, has implemented a range of targeted programs and policies to address these issues. Notably, comprehensive documents such as the National Education Report provide in-depth analyses of the barriers faced by disadvantaged youth in accessing education and employment opportunities.

The youth work sector in Austria is shaped by a collaborative framework involving both public institutions and civil society organizations. Youth workers in Austria utilize diverse tools and methodologies to assist young individuals in overcoming educational and social barriers. A central objective of their role is to facilitate young people's transition into the workforce through tailored guidance and relevant training initiatives.

2.4. Youth Work and Current Situation in Austria

Youth policy in Austria emphasizes the social inclusion and labor market integration of vulnerable youth populations. A key priority is to support young people in combating unemployment while promoting their active engagement in civic and social life. Nationallevel funding mechanisms and project-based interventions play a crucial role in sustaining youth work activities across the country. In particular, programs targeting NEET (Not in Education, Employment, or Training) youth have made significant strides in fostering their reintegration into society and the economy.



Furthermore, the development of youth workers is continuously supported through workshops and vocational training sessions. These opportunities aim to enhance the professional competencies of youth workers, enabling them to provide more effective support to the young people they serve. As such, youth work in Austria is not only a vehicle for social inclusion but also a dynamic field committed to the ongoing professionalization of its practitioners.

3. Integration and Participation of Disadvantaged Youth



3.1. Challenges Faced by Youth Workers and Proposed Solutions

The challenges youth workers face generally focus on the issues of education gaps, social exclusion, and coping with unemployment among young people. In Turkey, youth workers often struggle with the lack of access to education and job opportunities for young people, particularly those living in rural areas and low-income neighborhoods. To overcome these challenges, youth workers in Turkey use educational programs, workshops, and volunteer projects to help integrate young people into society. The training and support provided to youth workers play a vital role in this process.[3]



In Serbia, one of the biggest challenges faced by youth workers is increasing the employability of young people. Low education levels and high unemployment rates pose significant barriers to the social integration of young people. In response, Serbian youth workers offer vocational training and career guidance services to help young people better integrate into the workforce. Additionally, volunteer projects and community activities are organized to increase the social participation of youth. In Slovenia, youth workers have developed various strategies to support the social integration of young people.

Programs aimed at encouraging young people's participation in the workforce have been designed to improve their access to educational opportunities. Slovenian youth workers actively engage in the integration process, working closely with young people to understand their needs. Furthermore, various training programs supporting the professional development of youth workers play an important role in this process.[3]

3 Akşit, G., Bozok, M. ve Bozok, N. (2015). Zorunlu Göç, Sorunlu Karşılaşmalar: Hisar Köyü, Nevşehir'deki Suriyeli Göçmenler Örneği. Maltepe Üniversitesi Fen-Edebiyat Fakültesi Dergisi, İstanbul.

3.1. Challenges Faced by Youth Workers and Proposed Solutions

In Austria, the challenges faced by youth workers stem primarily from issues related to supporting the integration of young people into the workforce. Projects targeting NEET (Not in Education, Employment, or Training) groups play a crucial role in the social integration of youth. Austrian youth workers run programs that promote the participation of young people in the workforce and encourage them to take on social responsibilities. Youth workers are supported by vocational training and workshops to improve their effectiveness in working with young people.[4]



4 Statistik Austria (2024). Arbeitslose, Arbeitssuchende. https://de.statista.com/statistik/daten/studie/820428/umfrage/jugendarbeitslosenzahl-in-oesterreich/

3.2. Participation and Integration Issues of Disadvantaged Youth

The participation and integration of disadvantaged youth have been key focal points in youth work policies across many countries. Disadvantaged youth face a variety of challenges, including socio-economic conditions, low education levels, unemployment, and social exclusion. Their integration is an issue not only from an economic perspective but also in terms of social and cultural inclusion. The active participation of young people in society contributes to their individual and societal development. However, this process also brings numerous challenges for youth workers and social service professionals.

In Turkey, the participation and integration of disadvantaged youth, especially those living in rural areas and low-income neighborhoods, remain significant issues. Limited access to educational opportunities, unemployment, and social exclusion are the main factors that make it difficult for these young people to participate in social life.[5] To address these challenges, youth workers offer vocational training and social support programs. However, these initiatives are often limited by a lack of resources and insufficient policy support.



Youth work in Turkey continues to be supported by projects aimed at increasing the integration of disadvantaged youth into society.[6]

In Serbia, disadvantaged youth face significant barriers in their integration processes due to economic instability and low education levels. The challenges in workforce participation make it harder for these young people to engage in social life. Focus group studies conducted in Serbia have revealed that the biggest issues faced by youth in the integration process are unemployment, educational deficiencies, and social exclusion.

Youth workers organize various training and career counseling programs to alleviate these issues, but these efforts still face challenges in achieving sufficient impact.



5 Bilgin, R. (2014). Çatışma ve Şiddet Ortamında Büyüyen Çocuklar Sorunu. Fırat Üniversitesi Sosyal Bilimler Dergisi, Elazığ.

6 Alp, L. (2014). Dezavantajlı Grupların İstihdama Katılmaları: G20 Ülkelerindeki Başarılı Uygulamalar. Çalışma ve Sosyal Güvenlik Bakanlığı, Uzmanlık Tezi. Ankara.

3.2. Participation and Integration Issues of Disadvantaged Youth

In Slovenia, the participation and integration of disadvantaged youth, particularly those from immigrant backgrounds and low-income families, are of critical importance. These youth face greater difficulties in accessing education and employment opportunities. In particular, young people living in rural areas are at a disadvantage compared to those in larger cities in terms of access to social and professional opportunities. While Slovenian youth work offers programs to encourage the participation of disadvantaged youth in society, the impact of these programs remains limited.

Volunteer and leadership projects are often preferred by more advantaged youth, and disadvantaged youth require more support to be included in such projects. In Austria, the integration of disadvantaged youth is affected by socio-economic challenges, unemployment, and educational gaps. The proportion of NEET youth, particularly among those from immigrant backgrounds, is quite high. These young people face significant difficulties in accessing education and employment opportunities. Young people from immigrant backgrounds face additional challenges such as language barriers and social exclusion.[7]

Austria has developed various projects to support the integration of these young people into society . However, more support is needed to increase the workforce participation of youth in the NEET group. In conclusion, the participation and integration of disadvantaged youth in Turkey, Serbia, Slovenia, and Austria are influenced by each country's unique socio-economic conditions. Disadvantaged youth face common challenges such as unemployment, low education levels, and social exclusion.

While the youth policies and strategies developed by each country offer various opportunities to overcome these challenges, more structural support and inclusive policies are needed to ensure the full participation of disadvantaged youth in society. Youth work plays a critical role in facilitating the integration processes of these young people. However, it is essential to enhance existing strategies and develop specific solutions tailored to the needs of disadvantaged youth.



7 Inno4Impact (2019). Comparative Research and Assessment of Current Needs, Study Report on Youth Work. https://inno4impact.eu/results/

3.3. National Strategies and Good Practice Examples

The national strategies developed for youth work in each country aim to enhance the integration of young people into society and increase disadvantaged youth's access to social, economic, and educational opportunities. These strategies encourage young people to become more active citizens in society while also supporting their development in areas such as leadership, volunteerism, and vocational training. Turkey, Serbia, Slovenia, and Austria have adopted different strategic approaches to achieve these goals, each developing various good practice examples to succeed in youth work.

This section will provide a detailed examination of each country's national strategies and the good practices implemented within these frameworks. In Turkey, youth work is supported by various national strategies implemented by the Ministry of Youth and Sports. These strategies aim to promote young people's integration into social and economic life while increasing their participation in education and the workforce. The "Youth Camps" program is one of the standout good practice examples in youth work in Turkey.

This program allows young people to spend time in nature, improving their social skills and fostering interaction among youth from different social backgrounds. Additionally, projects such as "Vocational Training Programs" specifically target disadvantaged youth, aiming to enhance their participation in the workforce. These programs help young people develop vocational skills and prepare them for working life. These good practices in Turkey not only support the personal development of young people but also encourage their more active participation in society. Turkey's national youth strategies also promote the participation of young people in volunteer activities.



3.3. National Strategies and Good Practice Examples



“Volunteer Projects” aim to increase young people’s sense of social responsibility and encourage them to actively contribute to projects that benefit society. These projects allow young people to develop social responsibility and bring together individuals from different social groups to contribute to society. Such programs, which enhance young people’s social skills and promote community engagement, stand out as some of the most successful good practice examples in youth work. In Serbia, youth work is primarily shaped around national strategies aimed at increasing young people’s integration into education and the workforce.[9]



The “Youth Entrepreneurship and Employability Programs” are one of the key good practice examples of these strategies. These programs offer training aimed at developing young people’s entrepreneurial skills and increasing their participation in the workforce.[10]

Through these programs, young people are better prepared to face challenges in working life. These types of programs are particularly beneficial for disadvantaged youth, making it easier for them to find employment. The projects promoting youth entrepreneurship in Serbia help facilitate young people’s entry into the workforce and enable them to start their own businesses.

9 YouthWiki; https://national.policies.eacea.ec.europa.eu/youthwiki/chapters/slovenia/103-support-to-youth-work.

10 https://socijalnoukljucivanje.gov.rs/en/about-us-2/about-us/

3.3. National Strategies and Good Practice Examples

Serbia's national youth strategies also aim to professionalize youth workers. The National Youth Strategy (2023-2025) organizes various training programs and workshops to improve the professional skills of youth workers and enable them to work more effectively with young people. This strategy places great emphasis on the professional development of youth workers, aiming to enhance their professional competencies. Such training programs for the professional development of youth workers play a critical role in youth work in Serbia, helping young people integrate more effectively into social and economic life.



In Slovenia, youth work is built around strategies that aim to increase young people's participation in society and encourage their involvement in volunteer activities. Volunteer initiatives under national youth strategies are one of the most successful good practice examples in Slovenia. These programs promote the participation of young people in volunteer work and aim to increase their sense of social responsibility. Volunteer programs allow young people to build stronger connections with society and contribute to solving social problems.

Participation in volunteer projects helps young people develop their social skills and encourages them to take a more active role in society. The widespread participation in volunteer activities in Slovenia is one of the most effective strategies for strengthening young people's sense of social responsibility. Slovenia adopted the Resolution on the National Youth Programme (ReNPM13-22), a comprehensive strategic document defining the key orientations of the national youth policy. It also addresses youth work by including it in various chapters.

It focuses on the development of youth sector infrastructure, the professionalisation of youth work, the promotion of international participation, the strengthening of research, and the empowerment of young people through the recognition of non-formal learning and better integration of formal and non-formal education. The Programme also sets specific objectives and indicators to measure progress in these areas. Following the 2013-2022 Programme, a new Strategic Plan for the period 2023-2032 is under parliamentary consideration and is expected to be adopted in 2025.

Slovenia's strategy for increasing youth participation in social life serves as an important example in the field of youth work. In Austria, youth work is structured around strategies targeting the NEET (Not in Education, Employment, or Training) group. The "SPACE PLUS" project is one of the most important projects implemented in Austria to increase the workforce participation of young people. This project aims to reintegrate young people from the NEET group into the workforce.

3.3. National Strategies and Good Practice Examples



Through this project, young people receive training, workshops, and mentorship services to improve their vocational skills and become more competitive in the labor market. The SPACE PLUS project plays a significant role in enabling young people in Austria to participate more actively in social and economic life.

This method allows young people to express themselves by sharing their past experiences, helping youth workers build stronger connections with them. This method used in Austria's youth work encourages young people's participation in social life and accelerates their integration into society.

This method allows young people to express themselves by sharing their past experiences, helping youth workers build stronger connections with them. This method used in Austria's youth work encourages young people's participation in social life and accelerates their integration into society.

In conclusion, Turkey, Serbia, Slovenia, and Austria have developed national strategies and good practice examples that promote the integration of disadvantaged youth into society. Each country has adopted strategies suited to its socio-economic context, aiming to involve young people more actively in areas such as education, employment, and volunteerism. These strategies not only contribute to young people's societal participation but also support their personal and professional development. Youth work plays a critical role in this process, facilitating the integration of disadvantaged youth into society.



4. Training and Support Needs of Youth Workers



Youth work plays a crucial role in supporting the social, economic, and educational integration of disadvantaged youth. The competencies of youth workers are directly related to their ability to effectively communicate with young people, reintegrate them into society, and develop solutions to the challenges they face.

The challenges and professional training needs of youth workers in Turkey, Serbia, Slovenia, and Austria vary across countries, but there is a significant need for training and support mechanisms to professionalize youth work and increase the active participation of young people in social life. This section will examine the training and support needs of youth workers in each country in detail.

4.1. Training Needs of Youth Workers in Turkey



Youth workers in Turkey, particularly those working with disadvantaged youth, face a wide range of challenges. Issues related to the social integration and vocational development of young people highlight the areas where youth workers need to enhance their professional competencies. Youth workers in Turkey, who typically operate within NGOs and state-supported programs, constantly need to update their knowledge and skills. The most important areas where youth workers in Turkey need training include effective communication, crisis management, psychosocial support, and supporting the integration of young people into the workforce.

The “Youth Leadership Training Programs” organized by the Ministry of Youth and Sports play an essential role in supporting the professional development of youth workers in Turkey. These programs help youth workers improve their leadership skills and enable them to work more effectively with young people. However, the accessibility of these programs is limited, and not all youth workers can benefit from this training. In particular, youth leaders working in rural areas require more training and professional support.

4.1. Training Needs of Youth Workers in Turkey

Strategies aimed at meeting the training needs of youth workers in Turkey focus on expanding the reach of these programs and strengthening digital literacy skills. Another important issue is the psychosocial challenges faced by youth workers when working with disadvantaged youth. Disadvantaged young people face significant barriers in accessing education and employment opportunities and are often subject to social exclusion. Youth workers need more training in psychosocial support and counseling to contribute to the social and emotional development of these young people.

These trainings will allow youth workers to better understand the psychological needs of disadvantaged youth and provide them with appropriate support. In conclusion, crisis management, effective communication, psychosocial support, and digital literacy are the key training areas for the professional development of youth workers in Turkey. While existing training programs in these areas are important, their scope needs to be expanded to reach more youth workers. The success of youth work in Turkey depends on providing youth workers with the necessary professional training and support.



4.2. Training Needs of Youth Workers in Serbia

The professional development needs of youth workers in Serbia are directly related to the challenges arising from the country's socioeconomic context. One of the biggest issues youth workers face when working with disadvantaged youth is the lack of skills needed to support the integration of young people into the workforce. Research on youth work in Serbia shows that youth workers require more training to increase young people's participation in the labor market.



These trainings should be designed to develop young people's entrepreneurial skills, support their job search processes, and accelerate their professional development. The "Youth Entrepreneurship and Employability Programs" implemented in Serbia offer youth workers an important opportunity to gain knowledge about entrepreneurship and employment opportunities. These programs are structured to support young people's participation in the business world and help youth workers work more effectively with youth in this area. However, access to these programs is limited, and they need to be implemented on a broader scale.

Youth workers in Serbia need to develop more entrepreneurial and job search skills to better integrate young people into the labor market.

4.2. Training Needs of Youth Workers in Serbia



Additionally, youth workers in Serbia also require more training in social services and psychosocial support. Addressing the social issues of disadvantaged youth requires knowledge of their family structures, social contexts, and individual development. Participation in training programs focusing on these areas will accelerate the integration of youth into social life and enable them to contribute to society. Creating more professional development opportunities in psychosocial support and crisis management is critical for youth workers to work effectively with young people.

In conclusion, the training needs of youth workers in Serbia encompass a wide range of areas, including workforce integration, entrepreneurship, social services, and psychosocial support. While existing programs support the integration of young people into society, youth workers require more access to professional development opportunities. Strengthening youth workers through these trainings will increase the effectiveness of youth work in Serbia and enable young people to participate more fully in social life.

4.3. Training Needs of Youth Workers in Slovenia



In Slovenia, the training needs of youth workers are shaped by objectives such as fostering young people's sense of social responsibility, increasing their participation in volunteer activities, and supporting their integration into the workforce. While Slovenia has developed policies and strategies for youth work, the ability of youth workers to implement these strategies effectively depends on continuous professional development. One of the most important areas where youth workers in Slovenia need training is in developing the skills to encourage young people's participation in volunteer initiatives.

Youth volunteer initiatives in Slovenia provide opportunities for youth workers to engage young people in projects that strengthen their sense of social responsibility. These initiatives aim to increase youth participation in volunteer activities and encourage their active role in society. However, for these projects to be conducted more effectively, youth workers need to develop their leadership and motivation skills. Training in how to involve young people in volunteer projects and instill a sense of social responsibility remains an essential professional development area. Another important area of training is digital skills.

Digital literacy is increasingly important in modern youth work, as youth workers need to effectively use digital tools to communicate with young people and promote social projects. Encouraging youth participation in digital-based initiatives requires youth workers to enhance their skills in using digital platforms. Training in digital literacy would support youth workers in Slovenia in adapting to evolving communication methods and engaging more effectively with young people. Youth workers would like further training to enhance their youth work skills.

4.3. Training Needs of Youth Workers in Slovenia

A strong emphasis is also placed on learning about various youth programs and activities, as well as staying current with emerging trends in the field. Understanding the developmental stages of young people also represents a significant area of interest. Many youth workers feel they need to improve their ability to analyze the specific needs of youth, and a substantial number also highlights the importance of training on relevant laws, regulations, and standards. In conclusion, enhancing the professional development of youth workers in Slovenia is crucial for fostering meaningful engagement with young people.

Expanding their expertise in leadership, motivation, and digital skills strengthens their ability to guide youth toward active participation in volunteer projects and broader social initiatives. Additionally, staying informed about youth programs, youth developmental stages, and legal frameworks allows them to adapt to evolving trends and address the specific needs of young people more effectively. By continuously refining their knowledge, youth workers can create impactful opportunities that empower young people and support their successful integration into society.



4.4. Training Needs of Youth Workers in Austria



Youth workers in Austria face various skill gaps, particularly when working with disadvantaged youth. While Austria has developed strategic policies to encourage the social integration and workforce participation of young people, youth workers need more training to implement these policies effectively. Youth workers working with the NEET (Not in Education, Employment, or Training) group in Austria, in particular, need to have the skills to support the reintegration of these young people into the workforce. The "SPACE PLUS" project implemented in Austria is an important program that offers professional development opportunities for youth workers.

This project aims to reintegrate NEET youth into the workforce and equip youth workers with the skills to guide them through this process. To play a more effective role in such projects, youth workers need more training in areas such as entrepreneurship, vocational guidance, and career counseling. The professional development opportunities provided to youth workers in Austria play an important role in accelerating the integration of young people into the workforce.

Another important area of need for youth workers in Austria is learning methods that contribute to the social and emotional development of young people during one-on-one interactions. The "Narrative-Biographical Conversation Method" is a technique that allows youth workers to build deeper connections with young people and contribute more effectively to their social integration processes. Learning and applying this method will be critical for youth workers to increase young people's participation in social life and support their emotional development.

In conclusion, the training needs of youth workers in Austria focus on workforce integration, social services, and emotional support. Professional development opportunities need to be expanded to ensure youth workers are more effective when working with disadvantaged youth, such as the NEET group. The success of youth work in Austria will be achieved by equipping youth workers with these trainings and ensuring access to broader professional development opportunities.

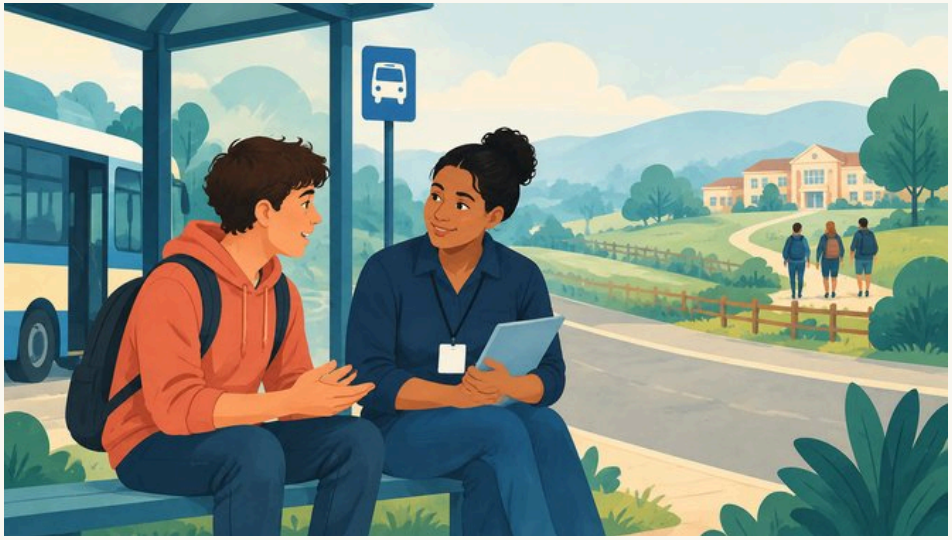
5. Focus Group Discussion Results

This section examines the findings from focus group discussions conducted in Turkey, Serbia, Slovenia, and Austria. These discussions involved professionals such as youth workers and social service experts working in the field of youth work in each country. In Turkey, focus group discussions were conducted with a total of 20 participants, including 10 youth workers and 10 social service experts. In Serbia, Slovenia, and Austria, the discussions were held with groups of 8 to 10 participants in each country.

Participants were asked questions about youth integration into society, participation in the labor market, involvement in volunteer activities, and social exclusion challenges. Additionally, the difficulties faced by youth workers and the areas where they need professional development were examined in depth. The discussions were conducted to better understand the needs of youth workers in each country and to develop strategies to address these needs. These focus group discussions were organized in 1. 5-hour sessions, and the data collected from participants were reported.



5.1. Focus Group Discussion Results in Turkey



Focus group discussions in Turkey were conducted with two groups of professionals working with disadvantaged youth to identify the main challenges they face and the solutions they propose. These groups consisted of 10 youth workers and 10 social service experts. In total, 20 people participated in the discussions, with a focus on the challenges faced by young people living in rural areas. The youth workers and social service experts who participated in the discussions addressed in detail the difficulties these young people encounter in integrating into social life.

Barriers to Accessing Education and the Labor Market:

Participants stated that young people in rural areas have limited access to educational opportunities, which increases their risk of social exclusion. They highlighted that financial difficulties and family obligations make it difficult for young people to complete their education, which in turn limits their participation in the labor market. Participants emphasized the need for youth workers and social service experts to make more efforts to ensure disadvantaged youth have access to education and employment opportunities.



5.1. Focus Group Discussion Results in Turkey

Digital Skills and Technology Use:

It was frequently mentioned during the discussions that while young people in Turkey are quite proficient in technology and digital tools, youth workers have not adapted to this digital world as effectively. Youth workers expressed a need to improve their digital skills to communicate effectively with young people. The importance of increasing digital literacy training and encouraging youth workers to use digital platforms more effectively to engage with young people was highlighted.



This was seen as a critical requirement, especially in a world where digitalization has accelerated during the pandemic, for making youth work more effective.

Crisis Management and the Need for Psychosocial Support:

Youth workers and social service experts participating in the discussions emphasized their shortcomings in providing psychosocial support to young people, especially during crises. Disadvantaged youth, who often experience traumatic events, have an increased need for psychological support.

Participants clearly expressed the need for youth workers to develop their crisis management and psychosocial support skills to help these young people cope with emotional and psychological issues. More training in psychological counseling, stress management, and post-trauma support was particularly requested.

Leadership and Social Integration of Youth:

Another important topic that emerged during the discussions was the need for youth workers to develop their leadership skills. Youth workers stated that they need to take on more leadership responsibilities in managing projects that will integrate young people into social life.

This leadership role is crucial for the integration of young people into society, encouraging their participation in volunteer activities, and helping them take more active decisions about their futures. Participants emphasized the need for more professional development opportunities in leadership, organizational management, and team dynamics to play a more effective role in such projects.

5.1. Focus Group Discussion Results in Turkey



Leadership and Social Integration of Youth:

The importance of volunteer activities in the social integration of young people was frequently emphasized during the focus group discussions in Turkey.

Participants noted that volunteer projects help young people contribute to society and increase their sense of social responsibility. However, it was also noted that volunteerism is not widespread among disadvantaged youth, and more encouraging projects need to be developed in this area. Participants expressed that youth workers should focus more on volunteer projects to increase young people's participation in such activities.

Conclusion:

The focus group discussions in Turkey revealed that youth workers and social service experts need to invest in their professional development to ensure the social integration and participation of disadvantaged youth.



Strategies focused on crisis management, digital skills, leadership, and volunteer projects are important for ensuring the more active participation of young people in social life. It was unanimously emphasized that youth workers need to be better supported and included in training programs in this process.

5.2. Focus Group Discussion Results in Serbia

Focus group discussions in Serbia were conducted with 10 participants, including youth workers from the Tutin region and social service experts from major cities such as Belgrade, Novi Pazar, and Novi Sad. The purpose of the discussions was to understand the challenges of working with disadvantaged youth and identify the professional skills needed to increase their social integration. The discussions focused on strategies and methods to encourage the participation of disadvantaged groups in social life, with detailed evaluations of socially excluded groups such as Roma youth and young people with disabilities.

Youth Participation in Education and the Workforce:

One of the most prominent findings from the discussions was the structural difficulties faced by disadvantaged youth in accessing education and the labor market. Participants emphasized that Roma youth face significant barriers to integrating into the education system. Many of these young people struggle to access even basic education, which puts them at a serious disadvantage in finding employment. Similarly, physical and social barriers preventing young people with disabilities from participating in the workforce were among the other challenges highlighted in the discussions.

Youth workers in Serbia stated that educational programs need to be expanded, and more vocational development opportunities should be provided to integrate these disadvantaged groups into the workforce.



Social Exclusion and Challenges Faced by Roma Youth:

Roma youth are considered one of the most vulnerable groups in Serbia and are at risk of social exclusion. Focus group participants stated that Roma youth face discrimination in society, which severely affects their access to education, employment, and social life.[11]

It was noted that in less developed regions such as Tutin, it is particularly difficult for Roma youth to integrate into the education system. Youth workers emphasized the need for more support to increase the access of these young people to education and social services. It was suggested that more inclusive policies should be implemented at both local and national levels to reduce social exclusion.

11 https://www.unicef.org/serbia/en/press-releases/bridging-digital-divide-serbia-most-vulnerable-children

5.2. Focus Group Discussion Results in Serbia



Need for Entrepreneurship and Career Guidance:

The need for entrepreneurship and career guidance skills to support disadvantaged youth in finding employment was clearly expressed in the discussions.

Participants stated that entrepreneurship programs should be developed to encourage young people to start their own businesses. In particular, it was suggested that entrepreneurship training should be expanded to support young people's participation in the workforce. Including career guidance services in the job search processes of young people would help make them more competitive in the job market.

The Role of International Cooperation and Source of Motivation:

Focus group discussions in Serbia also highlighted the positive effects of participating in international projects on the social integration of young people. Participants noted that young people were more motivated and gained more self-confidence when involved in international projects. These projects were seen as an important tool for both contributing to young people's professional development and reducing social exclusion. Youth workers expressed that disadvantaged youth gained a broader perspective and became more active in society when included in international collaborations.



5.2. Focus Group Discussion Results in Serbia

Youth Workers Communication and Leadership Skills:

Youth workers in Serbia stated that one of the biggest problems they face when working with disadvantaged youth is the inability to establish effective communication. The traumas and experiences of social exclusion that these young people have faced make it difficult for youth workers to reach them. Participants expressed a desire for more training in gaining the trust of young people and communicating with them effectively. At the same time, leadership skills emerged as one of the key needs of youth workers.

These skills play a critical role in integrating young people into social life and including them in volunteer projects



Expansion of Social Services and the Need for Supportive Policies:

Focus group participants emphasized that youth workers should have more access to social services and that more supportive policies need to be developed in this area. Disadvantaged youth in Serbia have limited access to social services, and it was noted that social services are not sufficiently effective, especially in rural areas.

Social service experts stated that local governments and NGOs need to play a more active role in expanding these services. Conclusion: Focus group discussions in Serbia revealed the need to develop comprehensive training programs and entrepreneurship opportunities to ensure the social integration of disadvantaged youth and increase their participation in the labor market. Youth workers expressed a need for more professional development support in areas such as leadership, communication, and career guidance. Additionally, it was emphasized that participation in international projects helps young people overcome social exclusion and become more active in society.

These findings from Serbia show that professionals working with disadvantaged youth require more extensive support and training.



5.3. Focus Group Discussion Results in Slovenia

Focus group discussions were conducted with 17 youth and social workers from Slovenian public organizations and NGOs. These discussions highlighted key challenges related to both youth workers and young people in Slovenia, particularly regarding youth participation, volunteer engagement, leadership skills, digital competencies, and education. While Slovenia has implemented strategies to support youth development, barriers remain for young people facing socio-economic difficulties and for youth workers striving to create meaningful engagement opportunities.

Social Participation and Volunteer Engagement:

Encouraging young people to participate in volunteer activities remains a challenge in Slovenia. Many disadvantaged youth struggle with motivation and lack awareness of available opportunities. Additionally, youth workers reported difficulties in engaging these individuals and ensuring long-term involvement. Strengthening social participation requires targeted outreach efforts, incentives for youth engagement, and support systems that address socioeconomic barriers. Some youth feel disconnected from civic engagement due to limited access to programs or lack of parental support, which further discourages them from participating in volunteer initiatives.



Leadership and Development Needs of Youth Workers:

Youth workers in Slovenia expressed a strong need for leadership and motivation skills to effectively manage volunteer projects and involve disadvantaged youth. Many struggle with managing group dynamics, maintaining youth engagement, and fostering a sense of social responsibility. Strengthening youth workers' leadership abilities, crisis management skills, and mentoring approaches is essential for more effective youth programs. Professional development programs in these areas could significantly enhance the impact of youth work in Slovenia.



Additionally, the need for structured training in conflict resolution and communication was highlighted, as youth workers frequently encounter situations where young people exhibit resistance to authority or disengagement from programs.

5.3. Focus Group Discussion Results in Slovenia



Digital Skills and Technology Use:

Another issue identified in the discussions was the digital competency gap among both youth and youth workers. Many young people rely heavily on digital communication, yet some youth workers lack the necessary skills to engage effectively through online platforms.

Increasing digital literacy, integrating interactive tools in youth programs, and using digital platforms to promote volunteer opportunities were suggested as ways to enhance youth engagement and accessibility. Furthermore, digital inequality was identified as an issue, as some disadvantaged youth lack access to the necessary devices or internet connectivity to fully participate in digital learning and engagement activities.

Educational Attainment and Employment Challenges:

Youth migration and education levels play a crucial role in shaping the opportunities available for young people in Slovenia.

While urban areas, particularly Ljubljana, attract more young people due to better educational and employment prospects, rural areas face challenges in retaining their youth population. The need for accessible education and job opportunities was highlighted, as well as policies to encourage young talent to remain in Slovenia or return after studying abroad. Additionally, the lack of practical training programs that align with labor market demands was noted as a gap that hinders young people from transitioning successfully into employment.

Many young individuals also struggle to find stable work due to rigid labor market conditions and a preference for experienced workers among employers.

5.3. Focus Group Discussion Results in Slovenia

Barriers Faced by Disadvantaged Youth:

Young people from disadvantaged backgrounds face multiple barriers to social inclusion. Socio-economic difficulties, lack of educational resources, and limited access to extracurricular opportunities contribute to their lower participation rates in youth programs. Gender disparities were also noted, with young males aged 13-20 showing a declining interest in structured programs. Addressing these issues requires targeted support programs, mentorship opportunities, and policies that reduce inequalities in youth participation.

Furthermore, social stigma and discrimination against marginalized youth, such as Roma youth and migrants, were identified as additional factors limiting their engagement in social and educational activities.

Conclusion:

The discussions highlight key areas for improvement in youth participation and youth work in Slovenia. Encouraging volunteer engagement, strengthening leadership and digital skills among youth workers, improving education and employment access, and addressing barriers faced by disadvantaged youth are crucial for fostering an inclusive and supportive environment. A combined effort from policymakers, educators, and youth organizations is needed to ensure long-term progress in youth development.

Additionally, targeted policies that address digital inequality and labor market accessibility are essential to providing equal opportunities for all young people in Slovenia.



5.4. Focus Group Discussion Results in Austria

Focus group discussions in Austria were conducted with 10 youth workers and social service experts. These discussions focused on the challenges encountered while working with disadvantaged youth, particularly those in the NEET (Not in Education, Employment, or Training) group. Participants discussed in detail the difficulties faced in increasing the participation of this group in education and employment processes and reducing the risk of social exclusion. The discussions particularly highlighted the barriers to social integration and workforce participation for young people with immigrant backgrounds.



Challenges Faced by the NEET Group:

Many of the young people in the NEET group in Austria have either dropped out of education or never participated in the education system. These young people face significant barriers to participating in the labor market. Participants noted that one of the biggest problems in the participation of these young people in the workforce is language barriers. Young people with immigrant backgrounds are particularly disadvantaged in the Austrian labor market due to a lack of language proficiency.

Additionally, low education levels and difficulties accessing educational opportunities further complicate their integration into the workforce. During the discussions, it was emphasized that young people in the NEET group need to be reintegrated into the education system. It was stated that youth workers need more training and guidance skills to facilitate the reintegration of these young people into the education system. Participants suggested that developing special programs for the education and employment processes of these young people would reduce their risk of social exclusion and increase their participation in the workforce.

The expansion of such programs was seen as a strategic step to accelerate the social integration of the NEET group.

5.4. Focus Group Discussion Results in Austria

Social Integration and Language Barriers Faced by Immigrant Youth:

Immigrant youth are one of the disadvantaged groups in Austria. Participants stated that these young people face serious difficulties in education and employment due to language barriers. Many immigrants' youth living in Austria do not sufficiently learn the local language, which severely hinders their participation in the education system and the workforce. A lack of language proficiency also slows down their social integration processes. Participants emphasized the need to place greater importance on language education to integrate immigrant youth into society.



Overcoming language barriers would help these young people integrate more easily into both the education system and the labor market. Additionally, it was stated that programs supporting social integration should encourage the more active participation of immigrant youth in social life. It was emphasized that youth workers should provide more guidance and language education in the integration process of immigrant youth.

Need for Entrepreneurship and Career Guidance:

During the discussions, youth workers expressed the need to develop entrepreneurship and career guidance skills to support the participation of NEET youth and immigrant youth in the labor market. The difficulties these young people face in starting their own businesses and taking advantage of entrepreneurship opportunities make it difficult for them to gain social and economic independence. Participants emphasized the need for youth workers to receive more support and training in entrepreneurship and career guidance.

Youth workers in Austria stated that they need more professional development opportunities to facilitate the integration of young people into the workforce. Training in entrepreneurship would encourage young people to start their own businesses and help them gain economic independence. Additionally, expanding career guidance programs would support young people's job search processes and accelerate their integration into the workforce.



Digital Skills and Technology Use:

The development of digital skills emerged as an important need in youth work in Austria.

5.4. Focus Group Discussion Results in Austria

Participants stated that youth workers lack proficiency in using digital platforms and expressed a need for more training in this area. Digital tools play a critical role in communicating with NEET youth and facilitating their reintegration into the workforce. Therefore, improving digital literacy skills was seen as a strategic step to increase the effectiveness of youth work. Participants also noted that digital tools offer significant potential for engaging with young people and encouraging them to participate in social projects.

Youth workers expressed a need for more professional development opportunities to improve their ability to use digital technologies more effectively and involve young people in the workforce through these tools. The proper use of digital platforms would also contribute to young people's easier access to education and job opportunities.

Psychosocial Support and Crisis Management:

The discussions also emphasized that youth workers are not sufficiently equipped to provide psychosocial support to young people during crises and that they need more training in this area. One of the biggest challenges youth workers face when working with disadvantaged groups such as immigrant youth and the NEET group is coping with the traumas these young people experience and providing them with emotional support. In this context, participants stated that youth workers need more access to professional development opportunities in crisis management and psychosocial support.

Participants emphasized that youth workers need to be better equipped to guide emotionally distressed young people and support their integration into social life. Developing skills in providing psychosocial support is especially critical in the process of reintegrating socially excluded young people into society. In this context, it was emphasized that youth workers need to improve their professional skills in crisis management and post-trauma support.



Conclusion:

The focus group discussions in Austria revealed that youth workers need more professional support and training to facilitate the social integration of NEET youth and immigrant youth.Overcoming language barriers and low education levels plays a critical role in reintegrating these young people into the workforce. Training in entrepreneurship, career guidance, the development of digital skills, and providing psychosocial support will increase the effectiveness of youth work in Austria and accelerate the integration of disadvantaged youth into society.

6. Comprehensive Comparative Analyses



This section presents a comparative analysis of the main challenges in youth work, the needs of youth workers, and the integration processes of disadvantaged youth in Turkey, Serbia, Slovenia, and Austria.

While youth work in each country differs based on local conditions, common challenges and strategies are highlighted, and successful practices are evaluated.



6.1 Cross-Country Comparison of Youth Work

The main goal of youth work is to support the social integration of young people and develop the skills that youth workers need for this process. Youth work in Turkey, Serbia, Slovenia, and Austria is shaped by different social and economic conditions in each country, but common issues raised by youth workers are noteworthy.

Access to Educational Opportunities:

One of the most important goals of youth work in all countries is to address the challenges young people face in accessing educational opportunities. In Turkey, especially in rural areas, young people face significant barriers to accessing education. Family responsibilities and economic conditions make it difficult for these young people to complete their education. Similarly, in Serbia, Roma youth face difficulties integrating into the education system due to social exclusion and low educational levels.

In Austria, young people in the NEET group have dropped out of education and lack the necessary skills for labor market participation. In Slovenia, socio-economically disadvantaged young people experience similar problems regarding education, with a lack of motivation to participate in volunteer projects.

Language Barriers and Immigrant Youth:

Language barriers pose significant challenges for immigrant youth in Austria and Serbia. Immigrant youth in Austria face difficulties integrating into the education system and the labor market due to language barriers. Strengthening their language skills will accelerate their social and economic integration.

In Serbia, Roma youth are at risk of social exclusion due to cultural and linguistic barriers. While language barriers are less prominent in Turkey, young people living in rural areas face challenges in accessing social and economic opportunities.



The Importance of Digital Skills:

Digitalization is a key element for youth work to be effective in the modern world. In all countries, youth workers emphasized the need for digital skills to communicate more effectively with young people.

With the pandemic, the importance of digital platforms has increased, making it essential for youth workers to improve in this area. Youth workers in Turkey, Serbia, Slovenia, and Austria highlighted the importance of reaching young people more quickly and involving them in projects through the use of digital tools.



6.2. Comparative Analysis of Integration Issues Faced by Disadvantaged Youth



The social integration of disadvantaged youth is at the core of youth work in all countries, but specific challenges vary across countries.

Turkey:

Young people living in rural areas in Turkey face significant issues in education and workforce participation. Economic conditions and family responsibilities make it difficult for these young people to engage in the educational process, increasing their risk of social exclusion. Youth workers in Turkey have expressed difficulties in effectively communicating with young people in rural areas and a need to improve their digital skills to guide these young people better.

Serbia:

Roma youth in Serbia face social exclusion and discrimination. Their integration into the education system is seen as a key step towards achieving social integration. However, their access to educational opportunities is limited. Youth workers in Serbia have called for more social service support and culturally sensitive programs to increase the integration of Roma youth into education and the workforce.

Slovenia:

Disadvantaged youth in Slovenia face barriers in education, employment, and social participation. Roma youth experience discrimination and exclusion, restricting their opportunities for education and employment. Economic instability and social marginalization further hinder their integration into society. Slovenia's national strategies aim to improve access to education, employment, and social services for disadvantaged youth. Expanding youth programs, reducing discrimination, and strengthening mentorship initiatives are key solutions for fostering inclusion.

Austria:

Young people in the NEET group and those with immigrant backgrounds in Austria face significant challenges in education and workforce integration due to language barriers and low education levels. To facilitate their integration, it has been suggested that language education programs be expanded and entrepreneurship programs that enhance workforce participation be developed.

6.3. Comparative Results on the Needs of Youth Workers



Youth workers face common challenges in accessing professional development opportunities necessary to support the integration of disadvantaged youth. Focus group discussions in Turkey, Serbia, Slovenia, and Austria revealed that youth workers need more training in leadership, digital skills, and psychosocial support.

Leadership Skills:

Youth workers need to develop their leadership skills, particularly to engage disadvantaged youth in social projects and motivate them. While youth workers in Slovenia expressed difficulties in leading volunteer projects, leadership skills were also highlighted as a critical area for making youth work more effective in Turkey, Serbia, and Austria.

Digital Skills:

The effective use of digital tools is another critical skill area emphasized by youth workers in all countries. Youth workers in Turkey, Serbia, Slovenia, and Austria expressed the need to improve their digital literacy skills and use digital platforms more effectively to communicate with young people.The pandemic underscored the importance of digital skills in youth work.

Psychosocial Support and Crisis Management:

Youth workers in all countries called for more professional development support in providing psychosocial support to disadvantaged youth. In Turkey and Serbia, youth workers stated that they need more training to guide young people during crises. Developing psychosocial support skills plays a crucial role in the social integration process of disadvantaged youth.

6.4 Comparative Evaluation of Best Practices and Strategies

Each country has developed successful practices aimed at accelerating the social integration of disadvantaged youth and strengthening the professional skills of youth workers. Below are examples of best practices from Turkey, Austria, Slovenia, and Serbia. These practices were implemented to increase young people's participation in social life and integrate them into education and the labor market.

Turkey:

'Tebessüm Kahvesi' and 'Yeşilay Education and Counseling Centers'

1. Tebessüm Kahvesi (Smile Café):

'This social responsibility project in Turkey aims to encourage the workforce participation of disabled youth and integrate them into society. At Tebessüm Kahvesi, disabled youth have the opportunity to work in a real job environment, developing their professional skills and participating in social life. This project stands out as a significant initiative that boosts young people's self-confidence and protects them from social exclusion.



2.Yeşilay Education and Counseling Centers:

These centers in Turkey provide education and counseling services to young people struggling with addictions, supporting their adoption of a healthy lifestyle and providing psychosocial support. The centers aim to reintegrate young people into social life and the education process while helping them overcome substance abuse.

Austria:

'Narrative-Biographical Conversations in Youth Centers' and 'Space Plus – Services for NEET Youth'

1. Narrative-Biographical Conversations in Youth Centers:

This method, implemented at the Hirschstetten Youth Center in Vienna, aims to help young people express themselves and discover their personal strengths through biographical conversations. This practice enables youth workers to form stronger emotional bonds with young people, helping them understand their traumatic experiences and cope with difficulties.

2. Space Plus – Services for NEET Youth:

This program provides low-threshold services aimed at integrating NEET youth into the labor market. Launched by the Caritas Tirol Youth Center in 2021, this initiative offers career guidance to young people and creates job opportunities for them.

6.4 Comparative Evaluation of Best Practices and Strategies

Slovenia:

'Youth Transition (Prehod Mladih)' and 'European Youth Against Antigypsyism (EYAA)'

1.Youth Transition (Prehod Mladih):

Implemented between 2018 and 2022, the Youth Transition (Prehod Mladih) project was a national initiative designed to enhance workforce participation among disadvantaged and disabled youth. The project provided vocational rehabilitation services and practical job experiences to support the integration of young people into the labor market. Collaborating with schools, employers, and support networks, the project aimed to facilitate a smoother transition for youth entering the workforce.

2.European Youth Against Antigypsyism (EYAA):

Conducted between 2018 and 2020, the European Youth Against Antigypsyism (EYAA) project was a transnational initiative focused on combating discrimination and social exclusion experienced by Roma youth. Through training programs, workshops, and cultural activities, the project empowered Roma youth by raising awareness of their rights, promoting strategies to combat discrimination, and fostering intercultural dialogue.

Serbia:

'Youth Entrepreneurship, NEET Employability, and Career Management Skills' and 'Blockchained Youth Work' [12]

1. Youth Entrepreneurship, NEET Employability, and Career Management Skills:

This project was implemented in Serbia in 2022 to analyze the place of youth in the labor market and increase the employability of NEET youth. The project strengthened the capacities of youth offices, contributed to public policy management, and enabled the development of new strategies in youth employment policies. It also established stronger ties between NEET youth and the business world, supporting their career planning skills.

2.Blockchained Youth Work:

Launched in 2023, this project aims to integrate blockchain technology into youth work. A blockchain platform was developed to verify and document youth work-related training. This innovative project facilitated the recognition and validation of youth work, bringing more transparency to educational processes. Additionally, over 25 organizations were certified through this new blockchain system.

12 www.coe.int/t/dg4/youth/coe_youth/co_management_en.asp

6.4 Comparative Evaluation of Best Practices and Strategies

The best practices developed in each country offer local solutions while aiming to increase the workforce integration of disadvantaged youth and reduce social exclusion. Turkey focuses on promoting the participation of disabled youth in society, while Austria has implemented career guidance and social integration programs for NEET youth. Slovenia has carried out projects that facilitate the employment of disabled youth and developed cultural awareness projects to reduce discrimination against Roma youth. Serbia has offered innovative solutions that increase youth employability through blockchain technology and entrepreneurship skills.

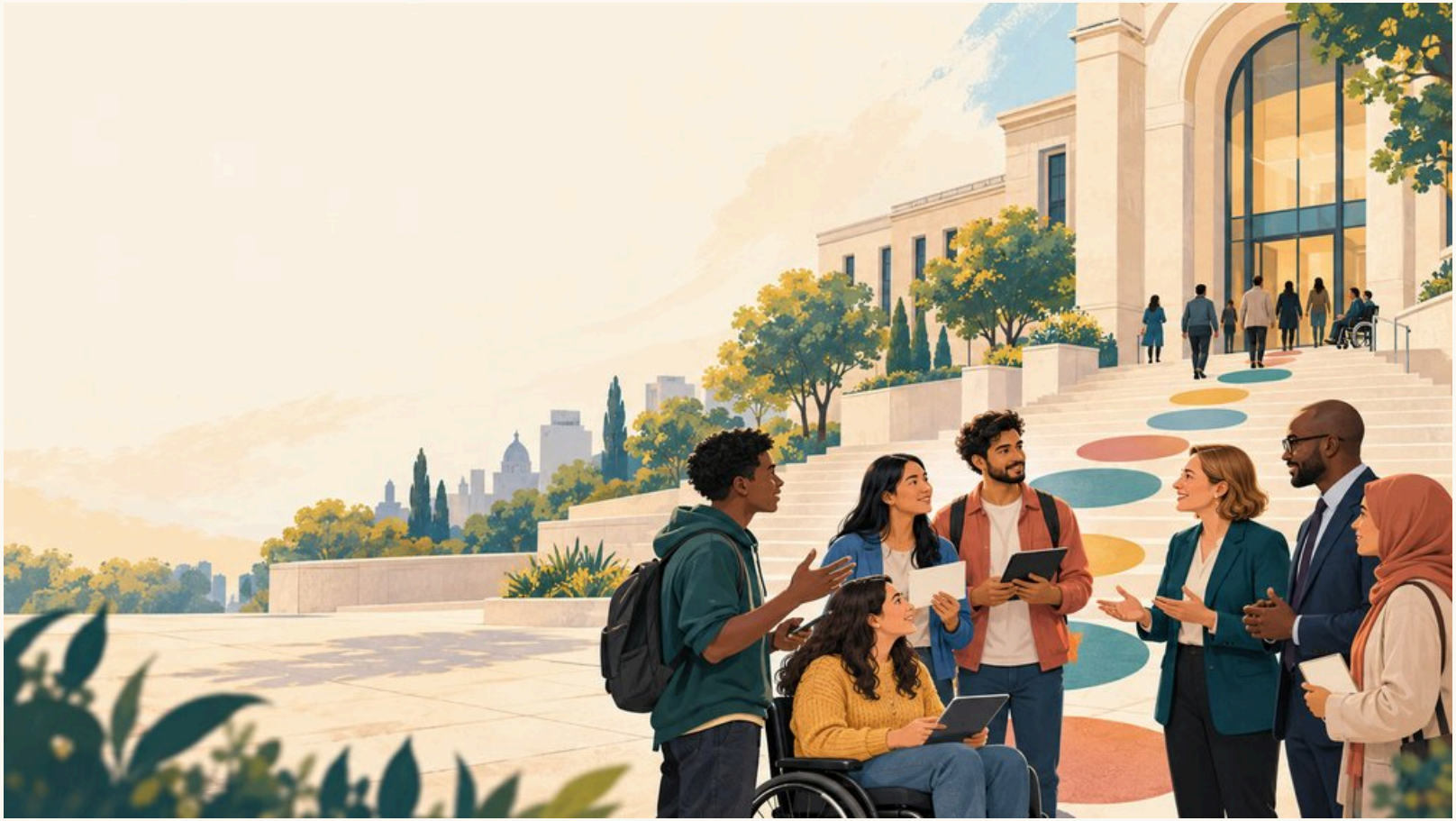




All countries have taken significant steps towards the integration of young people into society and developed different strategies to reduce social exclusion. Enhancing digital skills, leadership development, and cultural awareness stand out as effective methods for fostering a sense of social responsibility among young people.



7. Policy Recommendations and Suggestions



7.1. Recommendations for Youth Policy Development

The development of youth policies is a vital tool to support the social and economic integration of disadvantaged youth and ensure that they play an active role in society. Findings from national reports highlight the need to improve existing youth policies and make them more inclusive.

•Turkey:
Current youth policies in Turkey should focus on increasing access to social and economic opportunities for young people living in rural areas. Youth workers recommend expanding digital education and employment platforms targeting rural youth. Digitalization can facilitate young people's access to education and accelerate their integration into the workforce. Additionally, programs that foster a sense of social responsibility among youth should be more widely implemented at the national level.

•Austria:
In Austria, it is important to develop policies that focus on the integration of NEET youth into social life. Vocational guidance and job opportunities should be created for this group, and low-threshold programs should be expanded. Furthermore, policies aimed at integrating immigrant youth should be made more inclusive by considering cultural differences. Specifically, language education programs should be expanded to help overcome language barriers.



7.1. Recommendations for Youth Policy Development



• Serbia:

Strengthening youth policies in Serbia should focus on promoting the professionalization of youth workers. National standards should be established to increase the capacity of youth workers, and the youth work network should be further strengthened. More resources should be allocated to developing the entrepreneurship skills of young people and facilitating their integration into the workforce. Strategic policies to increase the workforce participation of NEET youth should be implemented.

• Slovenia:

Youth policies in Slovenia should be strengthened, especially through volunteer projects and programs that increase social participation. Projects promoting workforce participation should be implemented in cooperation with local communities under the ZJIMS Act. To make youth policies more effective at the local level, more support should be provided to young people in smaller settlements. Additionally, programs that raise cultural awareness should be developed to support the integration of Roma youth.

7.2. Strategic Interventions for Disadvantaged Youth

Disadvantaged youth face social, economic, and cultural barriers in the process of social integration. Strategic interventions are needed to facilitate their access to education, employment, and social services. National reports include recommendations for strategic interventions related to disadvantaged youth in each country.

- **Turkey:**

In Turkey, the widespread implementation of digital education platforms is recommended to increase the participation of disadvantaged youth in education and the labor market. Digital skills development programs should be created to enhance the access of rural youth to social and economic opportunities. Additionally, vocational training and counseling services for disabled youth should be expanded to reduce their risk of social exclusion. Such strategic interventions will encourage young people to be more actively involved in both education and employment processes.



- **Austria:**

In Austria, the expansion of low-threshold programs like Space Plus is recommended to support the integration of disadvantaged youth into the labor market. NEET youth face difficulties accessing vocational guidance and educational opportunities. Creating flexible education and job opportunities for these youth will accelerate their social and economic integration. Additionally, language education and entrepreneurship programs should be offered to increase the social participation of immigrant youth.

7.2. Strategic Interventions for Disadvantaged Youth



- **Serbia:**

In Serbia, the capacities of local governments should be strengthened to increase the participation of disadvantaged youth from rural areas in social services and the workforce. Entrepreneurship projects that support the integration of NEET youth into the labor market should be implemented. Moreover, local-level social services should be expanded to reduce the risk of social exclusion for disadvantaged youth, and programs encouraging their participation in social life should be implemented.

- **Slovenia:**

In Slovenia, projects like the European Youth Against Antigypsyism (EYAA) should be expanded to support the integration of Roma youth into education and the labor market. Social and cultural exclusion makes it difficult for these young people to access educational and employment opportunities. Cultural sensitivity training, anti-discrimination programs, and volunteer projects should be promoted for Roma youth.



7.3. Supporting and Educating Youth Workers

The professional development of youth workers is critical for conducting effective work with disadvantaged youth. In every country, it is emphasized that youth workers need better education and support. Increasing the professional capacities of youth workers will accelerate the social and economic integration of youth.

- **Turkey:**

In Turkey, youth workers should be encouraged to participate in more comprehensive training programs. Particularly for staff working with disabled youth, more investment should be made in vocational training programs to enhance their competencies in this area. Additionally, psychosocial support and crisis management training should be provided to social service providers. Strengthening the emotional resilience of youth workers will enable them to provide more effective guidance in stressful situations.

- **Austria:**

In Austria, it is recommended that youth workers be supported with innovative training such as narrative-biographical methods, which aim to establish deeper connections with young people and facilitate their social integration. Moreover, digital skills development training programs should be organized for youth workers to enhance their ability to use digital tools effectively.





7.3. Supporting and Educating Youth Workers





- **Serbia:**

In Serbia, youth workers' capacities should be increased, especially in the use of innovative tools like blockchain technology. Expanding initiatives like the Blockchained Youth Work project will enable youth workers to communicate more effectively with young people in the digital age. Additionally, digital training should be provided to improve the use of social media by youth workers.

- **Slovenia:**

In Slovenia, regular training programs and workshops should be offered to enhance the professional competencies of youth workers. Particularly for staff working with Roma youth, cultural sensitivity training will make it easier to integrate these young people into society. Youth workers should receive more training in managing volunteer projects and involving young people in social responsibility projects.

8

8. Conclusion and Evaluation



8. Conclusion and Evaluation

This report analyzes the social integration of disadvantaged youth and the professional development needs of youth workers in Turkey, Austria, Serbia, and Slovenia. Prepared in line with the priorities of the European Union's Erasmus+ KA220-YOU projects, this study examines strategies aimed at increasing young people's participation in social life and strengthening the capacity of youth workers. While the research findings show differences based on each country's unique social, economic, and cultural conditions, common challenges and solutions are presented.

The social, economic, and cultural integration processes of disadvantaged youth face significant challenges in the four countries covered in the report. In Turkey, increasing rural youth's access to digital education platforms is one of the key strategies to accelerate their integration into education and the workforce. Similarly, in Austria, the creation of vocational guidance and job opportunities for NEET youth is highlighted as necessary for their labor market integration.[13]

While Serbia focuses on entrepreneurship and career management skills to facilitate the transition of youth into the workforce, Slovenia emphasizes the need to support Roma youth in overcoming social exclusion and discrimination. Various strategic interventions have been proposed in each country to increase young people's participation in the workforce, social integration, and social responsibility. The capacity-building needs of youth workers are also among the important findings of the report. In Turkey, it is observed that psychosocial support training should be expanded to enable youth workers to communicate more effectively with disabled youth.



In Austria, the use of narrative techniques as a method to strengthen social integration based on young people's personal experiences is recommended. In Serbia, it is suggested that youth workers receive digital skills training to better reach young people, particularly through innovative digital tools like blockchain technology. In Slovenia, it is emphasized that youth workers working with Roma youth should be supported with cultural sensitivity training. The priorities of the Erasmus+ KA220-YOU projects focus on integrating young people into society, increasing social participation, and professionalizing youth work.

13 Mosberger, Brigitte; Sturm, René (2006). Jung, dynamisch, arbeitslos? Beiträge zur Fachtagung ‚Neue Ansätze in der Berufsorientierung und -ausbildung benachteiligter junger Menschen' vom 18. Juni 2006 in Wien. AMS report, No. 59, ISBN 978-3-85495-239-2, Arbeitsmarktservice Österreich (AMS), Wien. https://hdl.handle.net/10419/97907 Knecht, Alban (2024). Mit Sozialpolitik regieren. Eine ressourcentheoretische PolicyAnalyse der Beschäftigungsförderung benachteiligter Jugendlicher in Österreich. Verlag Barbara Budrich, Opladen, Berlin, Toronto. ISBN 978-3-8474-3041-4.

8. Conclusion and Evaluation



The findings and recommendations of this report align with these priorities, offering strategic interventions for key areas such as digitalization, entrepreneurship, cultural awareness, and social integration. Strengthening digital skills and providing youth workers with more effective education in this area is essential to supporting the integration of disadvantaged youth into education and the workforce. Moreover, it is concluded that cultural awareness and volunteer programs should be strengthened to integrate socially excluded groups, such as Roma youth.

Another key outcome of this report is the recommendations for the training curriculum to be developed within the Fostering Youth Work and Management in NGOs project. Digital skills and digital integration should be at the core of the curriculum, with a focus on ensuring that rural youth benefit from these skills.

Furthermore, innovative approaches such as cultural sensitivity training and narrative techniques will support youth workers in establishing more effective relationships with young people. The curriculum should include modules on entrepreneurship and career planning to encourage young people's participation in the workforce.

Finally, training programs to enhance youth workers' competencies in providing psychosocial support and crisis management should be included in the curriculum. This report offers important findings aligned with the goals of the Fostering Youth Work and Management in NGOs project, which aims to integrate young people into society as active citizens and improve the quality of youth work. Strategic approaches such as digitalization, cultural awareness, entrepreneurship, and social responsibility for disadvantaged youth stand out as key tools to help young people participate more fully in social life.

These strategies will form the foundation for the policies and interventions developed within Erasmus+ projects. Increasing the capacities of youth workers and protecting young people from social exclusion are among the fundamental issues that should be addressed based on the findings and recommendations presented in this report.



8.1. Ideas and Perspectives from the Synthesis Report for the Development of Training Modules for Youth Workers

Finally, we would like to take up some points from the comparative transnational report and visualise certain connections that are relevant for the training modules to be developed. As the report clearly shows, the problem constellations and structural conditions for youth work are different in the individual partner countries. However, there are also similarities that are important for the development of common training modules. An important point here is that the partner countries can learn from each other's different and country-specific experiences.

As the report clearly shows, the main problem in each country is that some young people have limited access to key social institutions or resources (education, labour market, etc.) that are essential for their integration into society (structural problems). Another problem is that socially disadvantaged young people have few opportunities to take part in social processes and help shape social developments (participation). In addition, the structure of youth work and the structural possibilities available in the individual countries play an important role when it comes to intervention measures (e. g. national programmes and youth strategies).

This report provides general and comparative data on the situation of disadvantaged young people and youth workers in each country, as well as examples of tools and good practice in this area. It thus summarises the main findings from the project's partner countries. As this is a comparative transnational project, it is useful to consider the results of the national studies in a wider transnational context. In this way, the opportunities and challenges of youth work in the context of a globalised society should become clearer.

Social change is reflected in out-of-school child and youth work, which deals with transitions in life-worlds and their consequences in both theory and practice. These include changes in family forms, the education system, the integration of immigrant population groups, the marginalisation and impoverishment of social groups and far-reaching changes in the labour market. Children and young people are faced with many challenges in their lives to cope with these changes.

Out-of-school child and youth work takes up these diverse and often contradictory experiences and passes them on to other social actors and institutions in order to give them a better understanding of the living conditions of children and young people. What does "disadvantaged background" mean in the national context of the project partners? This term is not explicitly emphasised in official youth policy or youth work in all countries. Again, there is no standardised view. Concepts differ both within and between countries. Young people can be structurally or individually disadvantaged, i. e.

8.1. Ideas and Perspectives from the Synthesis Report for the Development of Training Modules for Youth Workers

They have fewer opportunities either because of their life situation or because of personal characteristics. There may be barriers that prevent young people from participating in employment, formal and non-formal education, transnational mobility, democratic processes and society in general: Economic barriers: young people with a low standard of living, low income, welfare dependency, long-term unemployment or poverty, homelessness, debt or financial difficulties, etc. Young people with learning difficulties, early school leavers, less qualified people, young people with poor school performance, etc.

Cultural differences:

immigrants, refugees or descendants of immigrants or refugee families, young people belonging to a national or ethnic minority such as Roma families, young people with linguistic adaptation and cultural integration difficulties, etc. An important finding of the transnational comparative report seems to be the need to develop ideas, policies and structures that take into account social diversity and respond to the realities and needs of the young people concerned. This also requires a change of perspective to focus on the lives, interests, aspirations and resources of disadvantaged young people.

Youth work geared towards diversity is not based on deficits, but on the resources of young people, which can include experiences of migration and flight, multilingualism, transnational networks, but also experiences of general life crises and upheavals, as well as personal skills for coping with them.

In this way, the modules developed can be guided by the European Commission's guidelines, which integrate all lines of difference into a whole. This results in an integrative concept of diversity that can be practised in different areas: away from a target grouporiented (often deficit-oriented) perspective towards a cross-target group, resource-oriented diversity approach that includes all young people who experience disadvantage, exclusion and discrimination. In this context, diversity means a specific way of life that creates new spaces and facilitates learning processes.

It sees diversity as a resource and avoids the traditional deficit model; it sees complex diversity as a challenge for all forms of youth work; it is pragmatic and based on the realities of young people's lives. Diversity youth work recognises life experiences and realities and offers young people opportunities to shape their lives. Young people themselves must be seen as experts in their own realities. On the other hand, diversity youth work is about making discriminatory structures visible, contributing to their dismantling and working towards the realisation of equal opportunities (political dimension).

Instead of reducing young people to ethnic, national or cultural categories or victim roles, the new concepts are oriented towards their everyday reality.

Conclusion and Evaluation · continued

The following points are relevant for diversity-oriented youth work approaches - Change of perspective (resources instead of deficits, diversity instead of difference), - Multi-perspective or holistic approach - Critical reflection on social relations of power and inequality - Lifeworld orientation - Social space orientation - Resource orientation - Combining formal, non-formal and informal learning processes The main goal of diversity-based youth work is the empowerment of young people and thus social participation/inclusion and independence from supporting institutions. To achieve this, a change of perspective in youth work with disadvantaged people is urgently needed.



This means seeing potential social problems not as deviations or “mental deficits”, but as an expression of social change and new challenges. Diversity-oriented youth work that enables young people to experience self-efficacy and empowerment. Young people need spaces in which they can locate themselves in a self-determined way. In the fight against discrimination and stigmatisation, youth work can empower young people, support them in their individual practices and promote solidarity among them.

It should also promote the social and political participation of disadvantaged young people, which is highly relevant for the cohesion and future of the respective societies.



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10. Annexes



Annex I - The template for the desk research

WP2- Cooperative Research and Assessment of Current Needs, Study Report on Youth Work

WP2/A1 - Desk Research

- 1. The Introduction
- 2. The methodology
- 3. Analysis on current situation of young people having disadvantaged background and needs of youth workers working with youngsters with disadvantaged background

3.1. Framework of youth work in your country

3.2. What is the profile of youth workers in your country?

3.3. What are the national strategies for youth work and priorities of the national policies on youth work?

3.4. Tools and initiatives support for empowerment of youth workers working with disadvantaged background?

3.5. Types of organisations including in youth work and activities of organisations carrying out youth work?

3.6. What are the national results of youth work?

3.7. Main challenges of youth worker who work with youngsters having disadvantaged background in their daily implementation

3.8. Current situation on participation of youngsters with disadvantaged background into youth work, if there is, explain problems and integration issues about their participation

3.9. Further suggestion in terms of training needs for youth workers working with disadvantaged background

- 4. Please describe 2 Good Practices on youth work aimed at youngsters having disadvantaged background in your country, using one table below for each good practice.

Annex 2 - Good Practices Table

Name/Title of Good Practice/project/National, regional or local	
Year of Good practice	
Promoting organisation/institution	
Analyse the good practice considering cultural, generational or gender issues.	
What are the main activities delivered during the good practice?	
Main Achievements obtained by the good practice	
References	

Annex 3 - Focus Group Guideline and Questions

Annex 3- Provides the guideline and the questions for the focus groups

Guideline for Focus Groups

- Focus-groups with youth workers or social workers will take in each partner country to discuss their needs and challenges working with youngsters having disadvantaged background.
- Tools needed:Attendance sheet, consent form, participants' information sheet, list of questions, recorder, note pad, pen.
- Duration of each focus group:1,5 hours
- Ideally, the focus groups should be coordinated by two experts:

  o The focus group leader will manage the discussion and will ask the questions;

  o The focus group expert will take notes of everything is said during the meeting, by each participant.

- Partners in the focus group should sign the participants list (the structure for signature list in attached, but the project logo will be added)

- Moderators should remind the participants in the focus group of the rules for a better discussion,

  o Speak aloud and one by one to make the recording clearer

  o Listen to and respect what others say and their opinions, as there are not right or wrong answers

  o It is possible to change your mind, without any concern to seem inconsistent

  o Do not worry to express your opinions, even when they contrast with what others have said –The aim of the focus group is not to get an agreement between you all, so different points of view on the same issue as well as both positive and negative comments are welcome

  o It is important to stay pertinent to the issues we are discussing

Annex 4 - Participant Information Sheet

Annex 4- Participant Information Sheet (to be filled by all the participants in the focus group)

Date:

_____

1. Age: _____

2. Gender:

□ Female □ Male

3. Country of origin / nationality:

_____

4. What is the age of young people you work with?

□ 6-11 years □ 12-15 years □ 15-18 years □ 19-24 years old
□ Other, please specify

5. Position:

□ Youth worker □ Social Worker

6. What is the highest level of education you have completed?

□ High school □ Vocational □ Bachelor's degree
□ Master's degree □ Other, please specify

7. The type of the organization you work in

□ NGO □ Public organization □ Informal groups
□ Other, please specify

8. How long have you been working in this field?

_____

9. Please name 5 activities that you do most in your daily task at work?

_____

10. Did you have any training or course related to your field?

□ Yes □ No

Annex 4 - Participant Information Sheet

11. In your opinion, select all competences that a youth worker and social workers should have?

□ Analyzing and solve the problems

□ Digital literacy

□ Communication

□ Ability to express themselves

□ Flexibility in thinking

□ Teamwork

□ Leadership

□ Planning of work

□ Decision making

□ Other, please specify

12. Please evaluate the skills and abilities that you need in your work?

□ Commitment to young people

□ The ability to provide reliable support and tools to young people according to their needs

□ Resilience

□ Respect

□ Patience, tolerance and flexibility

□ The ability to treat young people's concerns with understanding

□ The ability to establish good relationship with young people

□ Having an interest in or ability to attract the volunteers' interest

□ other, please specify

13. Are you aware of initiatives and policies in your country addressing these issues?

□ Yes □ No

Annex 4 - Participant Information Sheet

14. In order to have better professional skills and more effective in your field, do you need to get further training opportunities?

□ Yes □ No

15. If yes, on which field you need training as a youth worker or social worker?

□ Various types of activities and programs used in youth work current trends in youth work

□ Laws, regulations and standards on legislation

□ Basic principles of project cycle phases

□ Ways of analyzing the needs of youngsters

□ Biological, psychological and sociological aspects of the development of the development of youth

□ Other, please specify

Annex 5- Focus Group Questions

Focus Group Structure and Key Questions

Moderators start focus group with welcome message and general introduction to the aims of the focus group, and then ask for the participants to introduce themselves by turns briefly.

Questions

1. What is the profile of the target group that you are working with (their social, educational and vocational background)?

2. What kind of obstacles do you face working with your target group?

3. Why do you think youth work is so important to promote integration of youngsters having disadvantaged background?

4. What do you think of the elements that make up successful youth work?

5. What sort of tools or services would help you to promote youngsters with disadvantaged background?

6. Describe, good practices and methods that you are using in youth work?

7. What else do you want to share with the group today?

Annex 6- Participant Consent Form

Participation in this research is voluntary, you can freely choose if you would like to take part or not.

If you agree to take part in the focus groups all of the answers you give may be recorded but will remain confidential. Project workers who are carrying out the focus groups / interviews will pass on information from the focus groups / interviews to the rest of the project consortium, in order to analyze the data. No-one outside the project team will know your name or what you have answered. If there is any specific question that you do not feel comfortable answering, it is ok not to answer it.

If for any reason you are not comfortable with the discussion or do not wish to continue, you can leave the discussion any time.

Consent form

· I agree to take part in this research, in the context of the project.

· My participation in this focus group is entirely voluntary.

· I understand the purpose of the study.

· I am aware that I will be recorded during the focus group.

· I understand that any confidential information will be seen only by the researchers and will not be revealed to anyone else.

· I give my consent to publish photos taken at the Focus Group meeting in meeting reports, in project promotional materials (e.g. flyers, videos, newsletters, project summary), and where applicable online through the project website, the project partner's websites or social media platforms.

· I agree that if I withdraw from the study, the data collected up to that point may be used by the researchers for the purposes described in the information sheet, unless I tell the researchers otherwise.

Name of participant :

Signature :

Date and Location :

Annex 7- National Report Template

1. Introduction

2. Methodology

3. Literature Review

3.1. Brief provision of Analysis on current situation of young people having disadvantaged background and needs of youth workers working with youngsters with disadvantaged background,

3.2. Brief description of Good Practices on youth work aimed at youngsters having disadvantaged background in the country,

3.3. Analysis of the current local and national situation of disadvantaged youngsters.

3.4. Main challenges of youth worker who work with youngsters having disadvantaged background in their daily implementation,

3.5. Current tools and methodology that youth workers and social workers use by working with disadvantaged youngsters to promote their integration

3.6. Suggested tools or services to promote youth workers and social workers working with youngsters having disadvantaged background

4. Support and Integration needs of youth workers (analysis of Participants List Sheet and focus groups with youth workers and social workers)

Analysis List Sheet

Analysis of Participants List Sheet

a. Participants' characteristics (Age, Gender, Country of origin / nationality)

b. Participants' professional background (the highest level of education they have completed, year of experience in their position)

c. Information on their position (What is the age of young people they work with, the type of the organization you work, 5 activities that they do most in their daily task at work in, if they have had any training or course related to their field

d. Current competences that a youth worker and social workers and vocational needs

e. Good practices and methods that they are using in youth work

f. Their awareness on initiatives and policies in your country addressing these issues.

g. For better professional skills and more effective in your field, their training needs

Analysis of focus groups with youth workers and social workers

a. Profile of the target group that you are working with (their social, educational and vocational background)?

b. Obstacles they face working with their target group

c. The importance of youth work for better integration of youngsters having disadvantaged background

d. The elements that make up successful youth work

e. Tools or services would help you to promote youngsters with disadvantaged background

f. Good practices and methods that they are using in youth work

1. National Level Recommendations

2. References

YOUTH@WORK

FOSTERING YOUTH WORK AND MANAGEMENT IN NGOs

TÜRKİYE ULUSAL AJANSI
TURKISH NATIONAL AGENCY

Co-funded by the European Union