



European Committee
of the Regions

Commission for
Social Policy, Education,
Employment, Research and Culture

SEDEC

Implementing the European youth work agenda and the Bonn Process at the local and regional level in the EU



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QG-02-24-470-EN-N; ISBN: 978-92-895-3483-3; doi: 10.2863/488527

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List of acronyms

AI	Artificial Intelligence
CoE	Council of Europe
CoR	European Committee of the Regions
EC	European Commission
EU	European Union
EYWA	European Youth Work Agenda
LAUs	Local Administrative Units
LRA s	Local and Regional Authorities
NGOs	Non-Governmental Organisations
OECD	Organisation for Economic Co-operation and Development
SNACs	Strategic National Agencies' Cooperation projects
YWs	Youth Workers

Executive Summary

This study aims to analyse the state of play of the implementation of the [European Youth Work Agenda](#)¹ (EYWA) and the [Bonn Process](#) at the local and regional level within European Union (EU) Member States. It also provides an overview of the current challenges that the main stakeholders, namely Local and Regional Authorities (LRAs), Non-Governmental Organisations working with young people (NGOs), and Youth Workers (YWs) are facing at the local level to implement these European youth work frameworks, and makes proposals to overcome them. The European Committee of the Regions requested this study with a view to reply to a referral from the Belgian Presidency of the EU Council on this matter, titled ‘Fostering youth work in the EU: How to implement the European youth work agenda and make the best use of the Bonn Process?’.

For the purpose of this study, youth work is defined according to EYWA:

‘Youth work is a broad term covering a wide variety of activities of a social, cultural, educational, environmental and/or political nature by, with and for young people, in groups or individually. Youth work is delivered by paid and volunteer youth workers and is based on non-formal and informal learning processes focused on young people and on voluntary participation. Youth work is quintessentially a social practice, working with young people and the societies in which they live, facilitating young people’s active participation and inclusion in their communities and in decision-making.’ (Council of the European Union, 2020)

After several years of discussion on youth work development at the local, regional, national and European levels, the EYWA (2020) has become the main European policy framework on youth work. The partnership established between the European Union and the Council of Europe has brought youth work to the forefront of EU policies, and highlighted the need for a well-established common implementation process.

The implementation process, the so-called Bonn Process, is EYWA’s functional element, in line with the Final Declaration of the third European Youth Work Convention held in Bonn in 2020. The Bonn Process intends to uphold and further develop the principles enshrined in the EYWA and strengthen youth work, improve its provision, quality and recognition in Europe and make it a high priority for the Member States. It includes eight priority areas for youth work: developing and expanding youth work services, quality development, a common direction for the youth work community of practice, promotion and recognition, innovation and emerging challenges, policy frameworks, beyond the community of practice and a strategic framework for youth work development.

¹ Resolution of the Council and of the Representatives of the Governments of the Member States meeting within the Council on the Framework for establishing a European Youth Work Agenda 2020/C 415/01

In this context, the role of the local youth work community of practice is central. This community of practice is defined in the EYWA as follows: *In the field of youth work, the youth work community of practice should be understood as a group of people, professional or non-professional, who share the same interests in resolving an issue, improving their skills, and learning from each other's experiences. It comprises stakeholders at all levels from local to European level, such as: youth workers and youth leaders; youth work managers; project carriers; accredited and independent youth work organisations; trainers; researchers; educators of youth workers; local communities and municipalities; National Agencies for Erasmus+ Youth and the European Solidarity Corps; youth representations and young people and policy-makers for youth.*

In 2023, JUGEND für Europa conducted a [survey at the national level](#) to take stock of the process of translating the EYWA into national practice. It provides insights into the current state of implementation of the EYWA at national level and highlighted various challenges, such as a lack of resources, recognition, political interest and cooperation. Inspired by this survey, this current study is based on the following methodological approaches:

- Data collection through an online survey, to gather information on the EYWA and the Bonn Process awareness and implementation at the local and regional level, in line with the eight priority areas identified by the Bonn Process. The survey was carried out in all 27 EU Member States targeting LRAs, NGOs and YWs.
- Quantitative and qualitative analysis of findings for each priority areas, including an assessment of challenges and proposals for potential measures to overcome them.
- Foresight based on visioning and backcasting techniques.
- Drafting of political and operational recommendations to the European Union, the Member States and the local and regional authorities.

Following the report's methodology, the study is divided into nine parts. Part 1 clarifies the methodology used in this study and its achievements. Part 2 analyses the key challenges related to the implementation of the EYWA and the Bonn Process. It identifies the number of initiatives implemented, a selection of best practices, and the main challenges encountered for each of the eight priority areas of the Bonn Process. Part 3 describes the target groups' proposals to overcome the challenges identified for each priority area. Part 4 explains the foresight analysis methodology and provides foresight considerations regarding the implementation of the Bonn Process.

Parts 5 includes recommendations for the recognition of youth work, the simplification of the EYWA and the Bonn Process, and the improvement of youth workers' training. Finally, parts 6 and 7 contain the conclusions in view of political and operational

recommendations, so as to provide guidance for a more effective implementation of the EYWA and the Bonn Process, in the light of the challenges and issues raised by the consultation.

Currently, the information and promotion of both the EYWA and the Bonn Process is mainly addressed by the EU to the Member States. To date, the main information channels on the EYWA and the Bonn Process are the National Agencies, and to lesser extent through a voluntary Youth Stakeholders Group. As highlighted by this study, there is a lack of awareness of these European frameworks at the local and regional level. Such low awareness of EYWA and the Bonn Process at local level could lead to an insufficient involvement of LRAs in the policy-making process at the European level. A recurring topic stemming from the consultation is the request for improving the engagement of LRAs and other local stakeholders through national authorities and direct exchanges with European agencies.

According to the study results, the awareness and knowledge about EYWA and the Bonn Process seem poor across all categories of respondents (i.e., LRAs, NGOs and YWs), who are slightly more aware of the EYWA than the Bonn Process. On the basis of the qualitative inputs received, the respondents expect to receive guidance on the EYWA and the Bonn Process from the national authorities, which are responsible for disseminating information, establishing recommendations and raising awareness on these European frameworks, including at the local level.

The findings also underline that youth work initiatives in line with the priorities of the Bonn Process are actually widespread across Europe, although the EYWA and the Bonn Process as such are not very well-known: 62% of the consulted LRAs, 50% of NGOs and 88% of YWs had implemented such youth work initiatives in the last three years.

This study recommends raising awareness of the EYWA and the Bonn Process at the local level through targeted actions, promoting national strategic frameworks in line with the EYWA, and ensuring local and regional authorities' commitment to the EYWA and the Bonn Process, also by better involving local youth work communities of practice. Leaner funding mechanisms for this sector and an increased inclusion of youth in the related decision-making process are also needed.

Moreover, the quality of youth work should be improved through the establishment of a quality assurance mechanism, for a better alignment with the emerging social challenges, and the implementation of more systematic training of and for youth workers. All these actions would contribute to an enhanced implementation of the EYWA. Finally, the foresight analysis in the study suggests focusing more on prioritising young people's needs, and to take into account their interests and motivations, as well as to ensure that youth work communities of practice are better aligned with the youth needs depending on the changing socio-economic landscape.

Introduction

This study looks into the state of play of the [European Youth Work Agenda](#)² (EYWA) and the implementation of the [Bonn Process](#) at the local and regional level across the EU. It provides an overview of the current challenges that the main stakeholders, namely Local and Regional Authorities (LRAs), Non-Governmental Organisations working with young people (NGOs) and Youth Workers (YWs) are facing at the local level to implement these European youth work frameworks, and makes proposals to overcome them. The European Committee of the Regions requested this study with a view to reply to a referral from the Belgian Presidency of the EU Council on this matter, titled ‘Fostering youth work in the EU: How to implement the European youth work agenda and make the best use of the Bonn Process?’.

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Youth work is currently interpreted and implemented in different ways across the European Union. Over recent decades, the Council of Europe (CoE) and the European Union (EU) have worked together in so-called Youth Partnership to improve policy consistency and shared understanding of youth work. A series of policy initiatives and recommendations have been issued at the European level to enhance commitment to and coordinate political priorities in this area.

In 2018, the sixth EU Youth Dialogue Cycle contributed to the European Union Youth Strategy for 2019-2027. It called for a European Youth Work Agenda, and as a result, a Resolution was adopted in 2020 by the Council and the Representatives of the EU Member States within the Council to establish a European Youth Work Agenda (EYWA). This Resolution analysed the challenges of youth work in Europe, and highlighted the need for a conceptual framework and a greater recognition of youth workers’ skills. It focuses on the reliability of youth work, its quality and connections with other sectors, as well as the resilience of this sector, due to the prompt response to current socio-economic challenges and the youth’s changing needs.

² Resolution of the Council and of the Representatives of the Governments of the Member States meeting within the Council on the Framework for establishing a European Youth Work Agenda 2020/C 415/01

An essential element in the EYWA is its implementation process, now called the ‘Bonn Process’, which represents the views of the community of practice³, as well as the results of the debates on the EYWA, discussed during the third European Youth Work Convention, held in Bonn in 2020, which brought together almost 1,000 participants from 50 countries and led to a Final Declaration. Its eight priority areas are:

- *Quality development* in youth work, i.e., better outreach and coordination from support structures and mechanisms.
- *Promotion and recognition*, i.e., increase in awareness and creation of a common youth work narrative.
- *Policy frameworks*, i.e., integration of youth work into youth policies.
- *A common direction for the youth work community of practice*, i.e., providing space for exchanges between the practitioners.
- *A strategic framework for youth work development*, i.e., in line with European initiatives in youth work and the implementation of the Bonn Process.
- *Develop and expand youth work offer*, i.e., strengthening youth work offer.
- *Beyond the youth work community of practice*, i.e., better engagement in different sectors.
- *Innovation and emerging challenges*, i.e., promoting a culture of innovation and resilience.

In 2023, the National Agency (Germany) for the EU programmes Erasmus+ Youth, Erasmus+ Sport, and European Solidarity Corps (*JUGEND für Europa*) conducted a [survey](#) to obtain an overview of the state of play in the Bonn Process at national level, with a view to prepare the annual Bonn Process Exchange Forum on National Processes.

The *JUGEND für Europa* findings are set out in accordance with the Bonn Process eight priority areas. Initiatives, measures, and challenges at the national level are reported for each area.

The analysis is based on the challenges mentioned in the *JUGEND für Europa* study (2023) for each of the eight priority areas. It identifies five groups of potential obstacles: lack of political interest, lack of political and societal recognition, lack of cooperation, and lack of resources, and the overall complexity of the Bonn Process. With reference to the lack of political interest, it is strictly connected to the lack of political strategy when it comes to the EYWA and its implementation.

³ This community of practice is defined in the EYWA as “a group of people, professional or non-professional, who share the same interests in resolving an issue, improving their skills, and learning from each other’s experiences. It comprises stakeholders at all levels from local to European level, such as: youth workers and youth leaders; youth work managers; project carriers; accredited and independent youth work organisations; trainers; researchers; educators of youth workers; local communities and municipalities; National Agencies for Erasmus+ Youth and the European Solidarity Corps; youth representations and young people and policy-makers for youth.”

The lack of political and societal recognition is closely related to the lack of political interest, as it is provoked by the politicians and social stakeholders' discrepancies in understanding what youth work is. Moreover, the lack of both financial and human resources comes with the lack of cooperation. It is hard for different stakeholders to find a common ground within the youth work community of practice and beyond that. Finally, the complexity of the Bonn Process stems from its perception as an extra layer on top of national policies, providing national, regional, and local youth work communities with challenges for the assessment of its added value. The abstract nature of the Bonn Process and the EYWA is affected by complexity, entailing confusion about their interrelation and significance. The *JUGEND für Europa* report's final conclusions underline that while the number of countries implementing the Bonn Process at the national level is increasing, there is a lack of regional and local data on the implementation of the EYWA and the Bonn Process.

In the context of this present study, these above-mentioned challenges were measured and analysed, from the point of view of LRAs, NGOs and YWs at the local level, with a view to shed light on the possible solutions that may facilitate spreading knowledge about the EYWA and the Bonn Process to facilitate their implementation at the local level.

Currently, the information and promotion of both the EYWA and the Bonn Process is mainly addressed by the EU to the Member States. However, the dissemination of information on both the EYWA and Bonn Process to the local and regional level is crucial to enable their effective implementation. This is led by the National Agencies as the main contact points between the European institutions and programmes and the national, local and regional authorities. The EU National Agencies have the task of suggesting activities and programmes on youth work, for example in the form of Strategic National Agencies' Cooperation projects (SNACs). Moreover, many countries have already appointed national contact persons or supporting organisations for the implementation of the Bonn Process, while others are still working this out.

The monitoring and reporting on the EYWA are conducted by the European Commission/CoE Youth Partnership and the Steering Group on the European Youth Work Agenda, which support the implementation of the EYWA and conducts research, policy, training and communication for the Youth Partnership. The Steering Group gathers representatives of organisations involved in youth work at European level (e.g., European Union and Council of Europe, European Youth Forum), at national level (e.g., National Agencies of the Erasmus+ Programme and European Solidarity Corps), together with representatives of the community of practice (e.g., youth researchers and youth workers).

With reference to an effective dissemination strategy, it is essential to recognise the role played by organisations working with young people, in addition to the institutional bodies involved. These organisations are included in the Youth Stakeholders Group,

an informal network created by the European Commission that is open to interested youth organisations and stakeholders, which aims to build a common understanding of how to develop youth policy, including at the regional and municipal level.

Part 1: Methodology and the questionnaire

An online survey supported by desk research was carried out in all 27 EU Member States to explore the level of knowledge and implementation of the EYWA and the Bonn Process at the local level.

The questionnaire was designed to collect information on:

- Awareness and knowledge of the EYWA and the Bonn Process.
- Initiatives undertaken in relation to the eight Bonn Process priorities.
- Challenges related to the implementation of the EYWA and the Bonn Process locally and potential measures to overcome these challenges.
- Perspectives on the future of youth work.

The questionnaire was divided into four sections. The first section collected information about respondents, the second section was designed to understand respondents' knowledge of the EYWA and the Bonn Process, and the third section collected data on initiatives and challenges related to the implementation of the EYWA and the Bonn Process, as well as potential measures to overcome them. The fourth section included future perspectives on youth work and suggestions for the recognition, training and the simplification of the Bonn Process.

The questionnaire was translated into English, French, Spanish, Polish, Italian, and German. It targeted regional and local authorities (LRAs), non-governmental organisations working with young people (hereinafter referred to as NGOs), youth workers (YWs) and other organisations that are relevant to youth work.

Respondents to the survey were selected on the basis of the following criteria:

- EU municipalities with more than 50,000 inhabitants, corresponding to the EU/OECD definition of 'urban centre'⁴, mapped through the Eurostat Local Administrative Units (LAU) database⁵, were chosen to limit the scope of the analysis (exceptions were made for Cyprus, Malta, Luxemburg, Portugal, Greece and Slovenia, where low respondent rates were taken into account, and municipalities with populations over 20,000 were included). The sample included youth, education, and cultural, social, and volunteering departments of these municipalities.
- Youth organisations mentioned in the municipalities' websites. Where no youth organisations were mentioned, a web search was conducted on 'youth organisation' + 'Municipality name'; 'volunteering' + 'youth' + 'Municipality

⁴ https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Glossary:Urban_centre

⁵ LAU – NUTS 2021, EU-27 and EFTA / a available candidate countries. Retrieved at <https://ec.europa.eu/eurostat/web/nuts/local-administrative-units>

name'; 'cultural activities' + 'youth' + 'Municipality name'; 'community work' + 'youth' + 'Municipality name' as key words.

- Youth organisations were asked to forward survey invitations to their network members to reach out to youth workers.

The final list of invitees was composed of 1,233 municipalities and 2,551 youth organisations across the EU. A consultation was launched with [EUSurvey](#) on 28th February 2024, and it was concluded on 15th March 2024. The following actions were undertaken to achieve the highest possible response rate:

- Careful respondent selection. Extensive time was devoted to web searches regarding municipal departments organising activities targeting young people. Where possible, personal email addresses were preferred over general email addresses.
- Multilingual accessibility - the questionnaire was translated and made available in six languages.
- Multi-channel dissemination. The questionnaire was initially sent out through personal invitations to selected invitees. During the consultation process, additional contacts received an invitation via new email addresses provided by the originally contacted respondents. A recall session by telephone was organised to reach respondents, and personally invite them to take part in the survey.
- Available assistance service. A support contact e-mail address (ricercaeinnovazione@formit.org) was provided on the survey's opening page, enabling respondents or potential participants to provide us with issues, problems or requests for further information (such as PDF copies of the questionnaire privacy statement).

The online survey received a total of 150 replies, which covered all EU Member States in full⁶, as Map 1 shows here below.

⁶ AT (2), BE (2), BG (2), HR (1), CY (1), CZ (2), DK (3), EE (1), FI (6), FR (4), DE (31), EL (2), HU (3), IE (2), IT (32), LV (1), LT (3), LU (1), MT (1), NL (4), PL (7), PT (2), RO (11), SK (2), SI (3), ES (18), SE (3).

Map 1. Geographical distribution of the survey's respondents

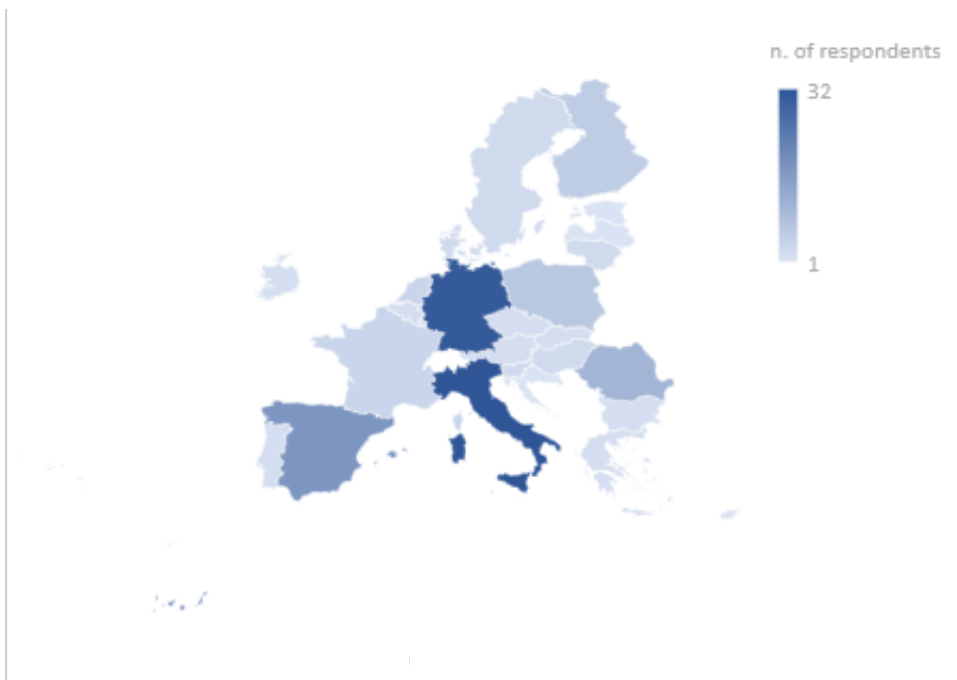
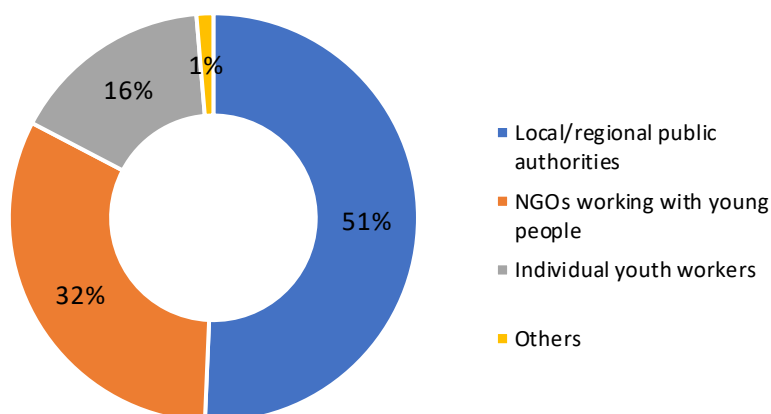


Figure 1 shows a well-balanced sample of respondents made up of 51% LRAs (76 respondents), 32% NGOs (48 respondents), 16% YWs (24 respondents) and 1% other entities. As regards this last category, only two respondents were identified as such. The first respondent was a for-profit cooperative working with disabled young people, while the second respondent was a national youth network. This latter group was not analysed from a statistical perspective but its data were used to enrich the qualitative results.

Figure 1. Survey respondents by category



The number of participants mirrored the complexity of the survey and the time and effort needed to complete it and can be considered a significant achievement. However,

the results should be taken into consideration with caution, due to the different response rates.

Part 2: Key challenges identified (by lead themes)

The first section of the questionnaire collected data on target groups' awareness and knowledge of the EYWA and the Bonn Process (i.e., LRAs, NGOs and YWs). Figures 2 and 3 demonstrate the results, which indicate poor knowledge of the Agenda, with one-third of LRAs and only one in four NGOs and YWs reporting sufficient knowledge (in grey and yellow). The Bonn Process is even less well known: less than 20% of respondents state that they have sufficient knowledge of it across all categories, and in the YWs ranking below 10%.

Figure 2. Knowledge of the European Youth Work Agenda

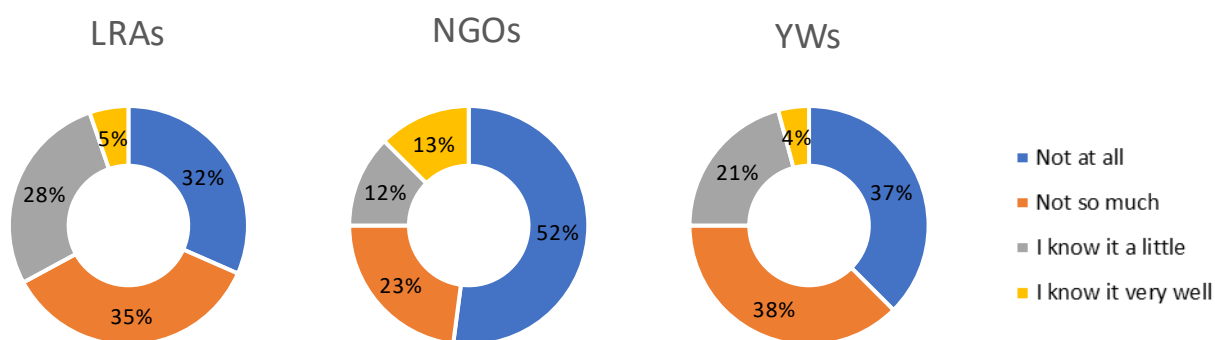
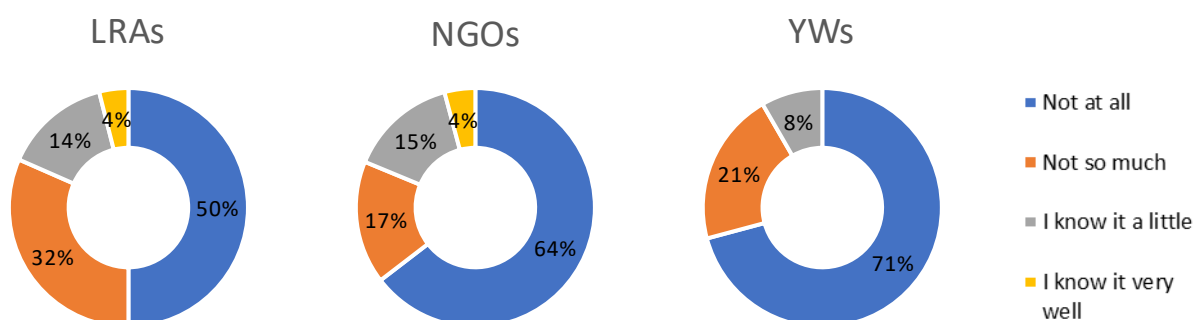
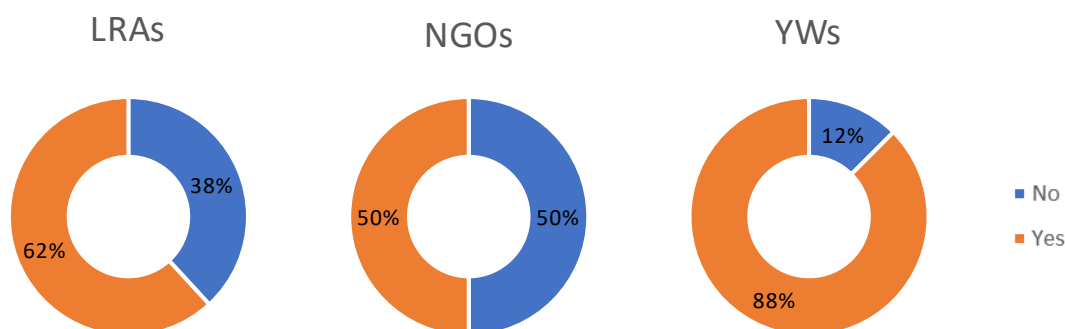


Figure 3. Knowledge of the Bonn Process for the implementation of the European Youth Work Agenda



The second section of the questionnaire collected data on relevant initiatives implemented following the eight priority areas of the Bonn Process (Figure 4). In this section, the sample consisted of LRAs, NGOs and YWs, which implemented youth work initiatives in the past three years (time span is subsequent to the establishment of the EYWA and the Bonn Process in 2020). Youth work initiatives are defined as any activity from the local to the European level, across different youth work settings that enable the implementation of youth work strategies, measures and priorities.

Figure 4. Respondents developing any youth work-related initiative in the last three years



The data in Figure 4 show that the YWs participating in the survey registered the highest percentage (88%), which might be explained by the nature of the target group specifically involved in youth work, while 62% of LRAs and 50% of NGOs also implemented youth work initiatives in the past three years.

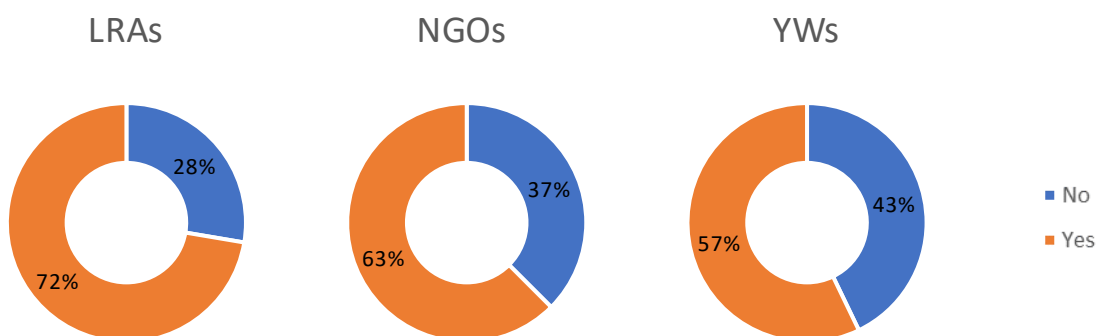
The ensuing subsections examine the respondents' views on the eight Bonn Process priority areas, as well as relevant initiatives and best practices carried out against them. The respondents were also asked to provide reference to the main challenges encountered and the measures adopted to overcome them. Possible options based on the 2023 Survey Report on the State of Play in national Bonn Process practices were provided for this scope, together with the option to name additional challenges.

2.1 Quality development in youth work

This subsection focuses on challenges and actions undertaken to overcome them, as well as on initiatives related to the quality of youth work. The concept of quality development encompasses various actions, such as the establishment of a quality assurance system and the dissemination of information on support mechanisms (for example, the Council of Europe Quality Label for Youth Centres and the European Charter on Local Youth Work).

Figure 5 shows the three target groups involved in initiatives designed to improve the quality of youth work, with LRAs as the most engaged group (72%), followed by NGOs (63%), and YWs (57%). The higher LRAs percentage can be attributed to local governments focusing on the enhancement of service quality, which is often monitored at the institutional level.

Figure 5. Implementation of initiatives related to the improvement of quality of youth work



The improvement of youth work quality starts by listening to, and addressing young people’s needs. The ‘*Ecosistema giovani Firenze*’ (‘Youth Ecosystem Firenze’) project, sponsored by **Firenze Municipality (Italy)** is an example of an effort in this direction. This project is co-funded by React-EU funds to develop meaningful relationships with young people through active listening and activity co-creation. The project stands out for mapping local needs, building meaningful relationships with young people, actively listening to their visions, and then co-designing initiatives with them.

In **Dornbirn (Austria)**, the *Jugendornbirn* association promotes initiatives to improve knowledge on youth work. ‘*Youth study 2019*’ is an example of a research conducted by the organisation to gain information on young people’s political concerns in Dornbirn, through a consultation among the town’s young people (15 to 22 years of age).

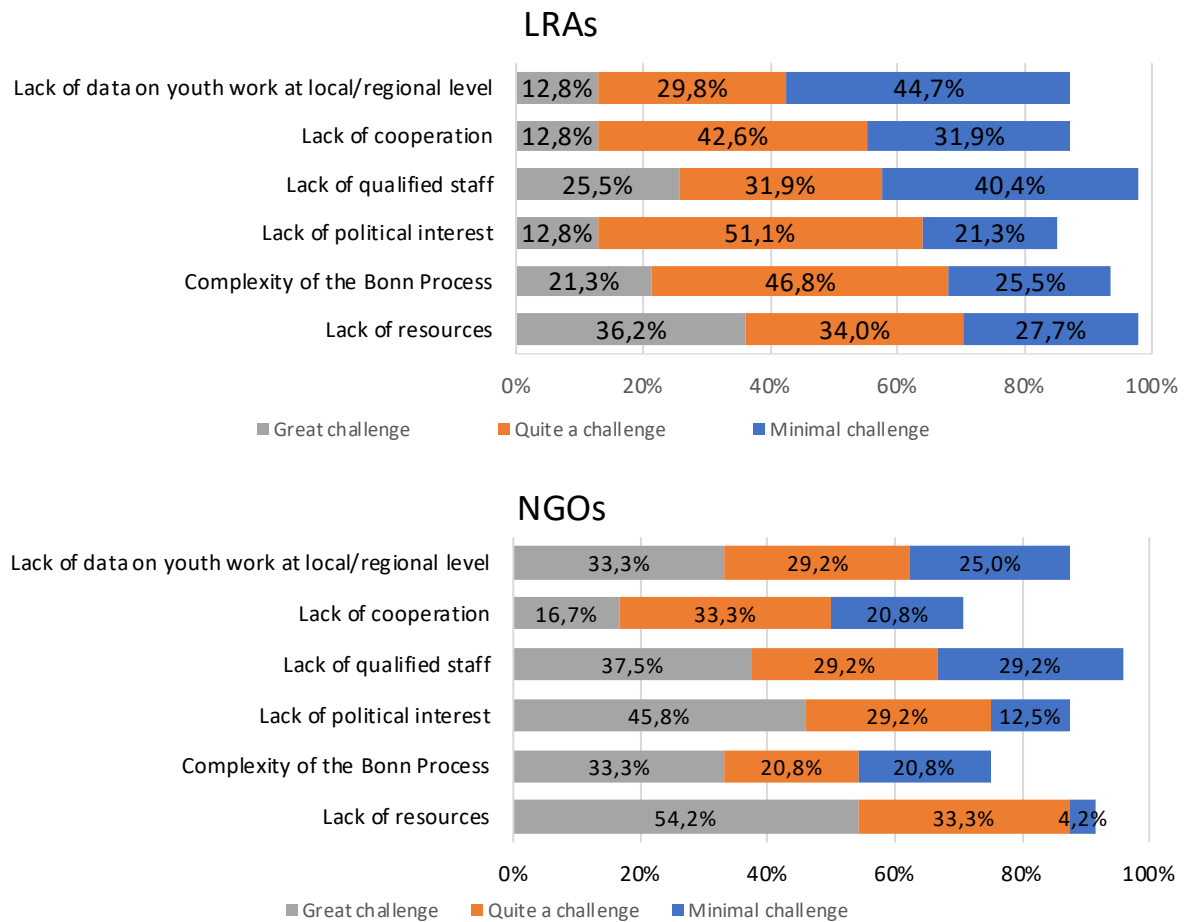
Another participatory action is conducted by an NGO in **Sfântu Gheorghe (Romania)**. Along with two other associations and with the cooperation of the Municipality, this initiative encourages the participation of young people (14 to 35 years) by collecting their ideas for potential local initiatives. Ideas are uploaded to an online portal and voted by citizens. The most popular initiatives are funded and implemented, such as good practices on co-design and better outreach, proximity to local needs, and cooperation in devising actions of interest to young people.

In this regard, the national level study⁷ (2023) had identified the visibility and assessment of the quality of youth work and the professionalisation of youth workers as main challenges. The results of the present study show (Figure 6) that more than half of LRAs identify as challenges the ‘**lack of resources**’ (70.2% of respondents

⁷ JUGEND für Europa (2023), The State of play of national processes within the Bonn Process. 2023 Survey Report. https://www.bonn-process.net/downloads/publications/52/Bonn_Process_2023_State_of_Play_Survey_Report.pdf?version=1562ccd5ab0957221063fc28aab174aa

considered it as quite a challenge or great challenge) and the ‘**complexity of the Bonn Process**’ (68.1%). Even amongst the NGOs, the majority identifies the ‘lack of resources’ as quite a challenge or great challenge (87.5%), followed by the ‘**lack of political interest**’ (75%). Similar data indicate that also YWs identify the lack of political interest as quite a challenge or great challenge (76.2%), followed by the lack of resources (75.9%).

Figure 6. Main challenges hampering the improvement of youth work quality at local/regional level⁸



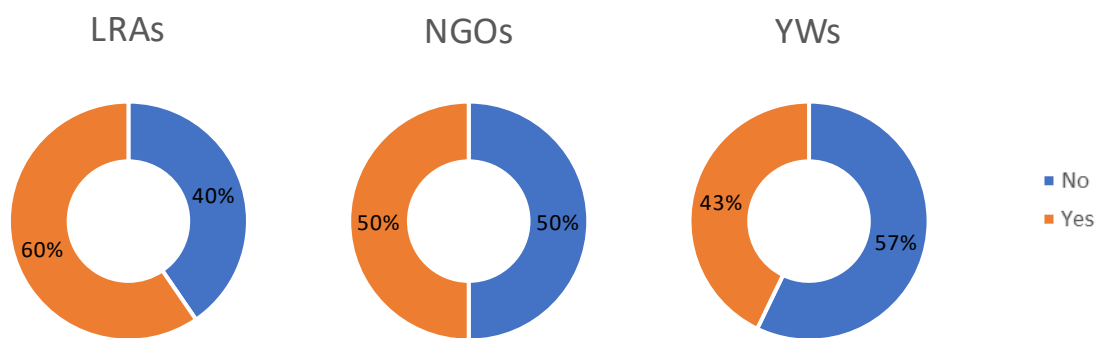
2.2 Promotion and recognition

Promotion and recognition actions are designed to increase visibility of youth work, and general awareness of what youth work is, considering the diverse interpretations and terminologies across Europe. Moreover, the recognition of youth work is also linked to information on youth work practices and how the impact of youth work is recognised within communities and the society. This priority area also encompasses processes designed to validate and certify youth work experiences linked to actions whose purpose is to integrate non-formal education into formal education.

⁸ In the ensuing sections, the most significant challenges identified by the respondents for each of the Bonn Process priority area are presented by considering the sum of the values ‘Quite a challenge’ and ‘Great challenge’.

Figure 7 shows the percentages of LRAs, NGOs and YWs implementing the initiatives related to the promotion and recognition of youth work, illustrating a more substantial engagement of LRAs (60%) in the promotion and recognition of youth work, in comparison with the percentages we observe for NGOs (50%) and YWs (43%). This trend may reflect a feeling expressed in the qualitative feedback, suggesting that the promotion and recognition of youth work is perceived at best when driven by institutional bodies.

Figure 7. Implementation of initiatives related to building common understanding on what youth work is



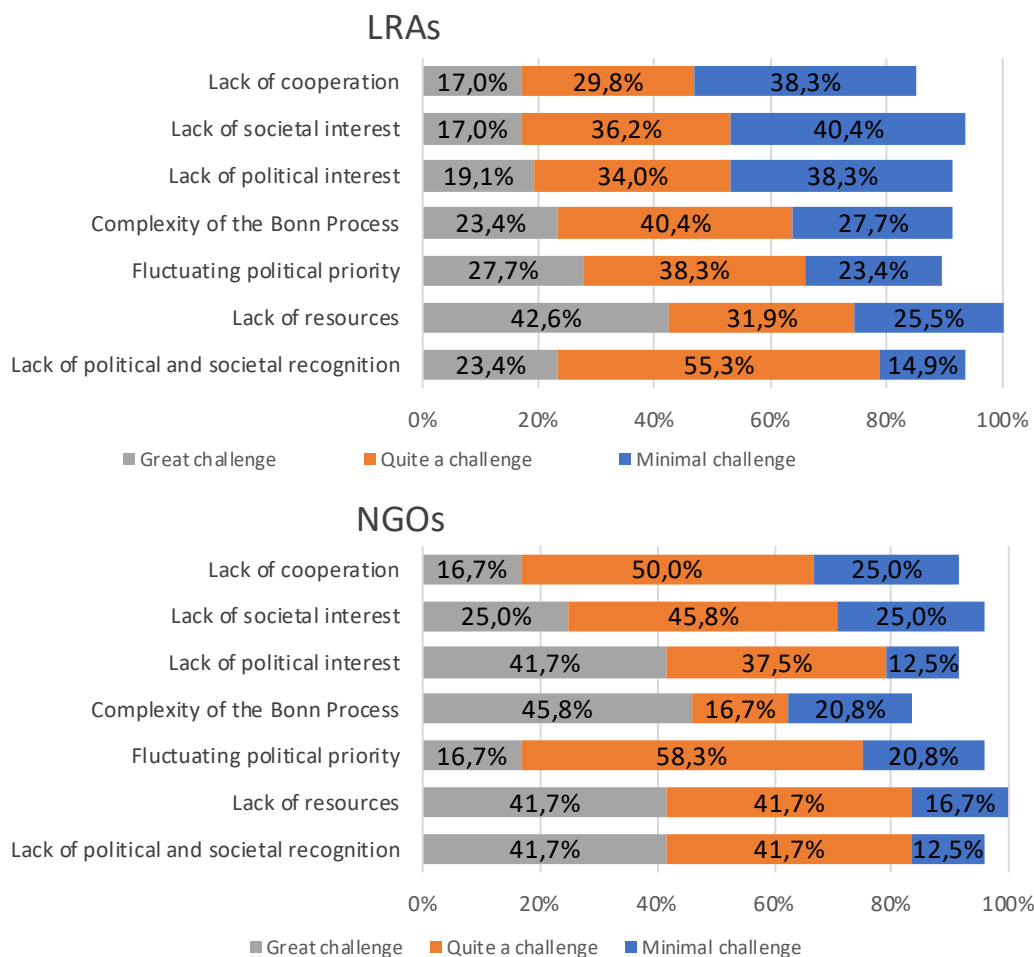
A key role was granted to multi-actor partnerships amongst the initiatives that respondents are mentioning herein. If we consider multilateral partnerships as a way of increasing promotion and recognition of youth work, the partnership developed by the Hajstra Association in **Bielsko-Biala, Poland** is a positive example. Six NGOs operating in different sectors and two municipalities formed a local partnership, whose multilateral agreement set up a team to organise projects and activities for children and young people, such as classes, exhibitions and campaigns to disseminate youth work practices.

Hódmezővásárhely Municipality (Hungary) put forward an online campaign ‘*Are you in youth work?*’ as part of the ‘*Where are you going in youth work?*’ project to promote youth work. The objective of the communication campaign was to increase the visibility and recognition of youth work. The campaign took the form of a video series on the topic of youth work, targeting young people of 15 to 29 years of age.

The study national level survey (2023) found that the fluctuating policy priority and the perceived lack of political and societal interest are the main challenges experienced in this area. As in the previous case, the present study shows that the ‘**lack of political and societal recognition**’ (78.7% of respondents) is the main challenge for the LRAs. The ‘**lack of resources**’ (74.5% considered it as quite a challenge or great challenge) ranks second. A similar percentage is also recognised by the NGOs, showing the ‘lack

of resources’ and the ‘lack of political and societal recognition’ as challenges (83.4%), while amongst the YWs, 91.7% considers the ‘lack of resources’ and 70.8% the ‘lack of political and societal recognition’ as key challenges.

Figure 8. Main challenges which hamper the development of a common understanding on youth work



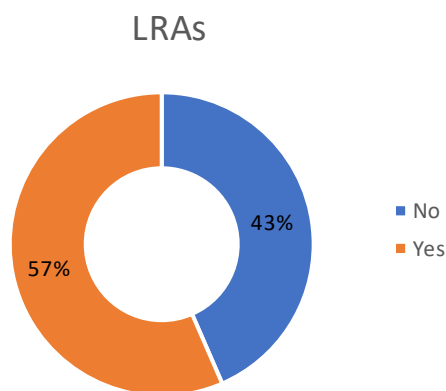
2.3 Policy frameworks

This subsection addresses ways in which youth work can be integrated into youth policies. It highlights the importance of co-creating youth policies by involving the community of practice and the key stakeholders in the creation of policies in line with the young people’s real needs.

This part of the questionnaire addressed LRAs only, since the integration of youth work into the broader framework of youth policy is an institutional-level task, while the other two target groups in the sample (i.e., NGOs and YWs) were deemed not to have relevant inputs to make.

Figure 9 shows the share of LRAs implementing initiatives related to the ‘Policy framework’. The graph illustrates that LRAs are considerably engaged in the ‘Policy framework’ domain (57%). Nonetheless, given that this domain mainly pertains to the institutional level, the percentage of public administrations lacking implementation of initiatives in this priority area (43%) may suggest a comparatively lower involvement of local authorities in policy-making, in comparison with national authorities.

Figure 9. Implementation of initiatives related to the integration of youth work at all youth policy levels



In analysing initiatives related to this priority area, two elements were widely examined: the encouragement of young people’s participation in public life, and decision-making mechanisms through dedicated bodies flanking existing institutions (e.g., Youth Councils) and the drafting of policy instruments focusing on youth’s needs.

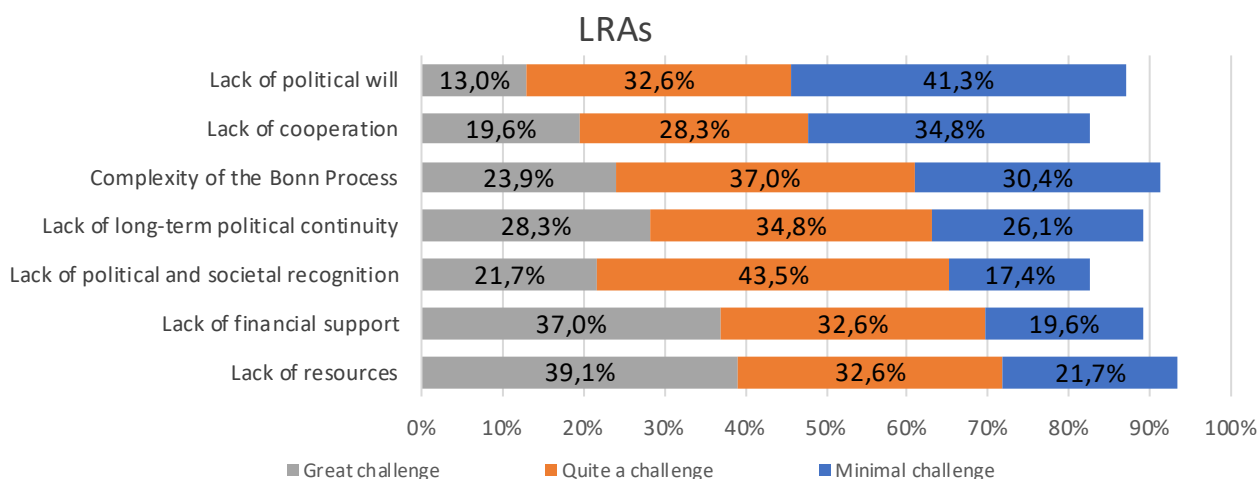
Warsaw Municipality (Poland) developed a comprehensive youth policy to include youth topics in public strategies and measures. Its strategic document sets out priorities and guidelines for various bodies, such as local authorities and organisations working with young people. The policy’s adoption was partly inspired by the ‘Young Warsaw programme’ (2016-2020) whose legacy was a multilateral perspective characterised by the definition of priorities and values starting from the specific needs of young people.

Several municipalities reported to have Youth Councils. For example, **Tartu Municipality’s Youth Council (Estonia)** operates under the City Council and plays an advisory role. It organises events and debates with experts, conducts research performed by and focusing on young people, and puts forward project proposals. **German municipalities of Warendorf and Elmshorn** also engage with young people. In Warendorf, a Youth Parliament ensures that young people’s interests are represented in the local administration, through their participation in the decision-making process, and by stimulating children and young people’s interests in local politics. In the Municipality of Elmshorn, the Children and Youth Advisory Council is regularly invited to help shape youth work policies, stressing the importance of youth work as a

self-determination strategy, encouraging social responsibility and young people’s participation in brainstorming, planning and organising youth work.

In this context, it could be useful to compare the findings of this study with the *JUGEND für Europa* (2023) survey results. The latter outlined as a key challenge the fluctuating political priorities at national, regional, and local levels, resulting in the lack of longer-term political continuity and the lack of financial support and political will for substantial changes in the youth sector. The present study’s findings are consistent with this result: it revealed how the ‘**lack of resources**’ (71.7%) and the ‘**lack of financial support**’ (69.6%) are the challenges more often recognised as quite a challenge or great challenge by LRAs.

Figure 10. Main challenges hampering the integration of youth work in youth policy at regional/local level

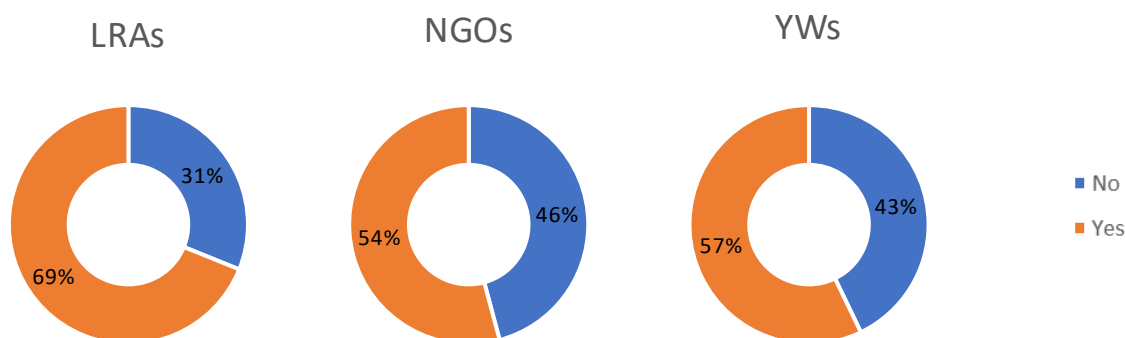


2.4 A common direction for the youth work community of practice

The increase in the quality of youth work can be fostered through exchange of good practices with the community of practice, and with greater stakeholders’ coordination. This can also lead to improving the alignment between youth research, youth policies and youth work practices.

Figure 11 shows the percentage of respondents implementing initiatives designed to strengthen youth work community of practice. In this case, the percentages in the three target groups are closely aligned: 69% of LRAs, 54% of NGOs and 57% of YWs have implemented such initiatives.

Figure 11. Implementation of initiatives related to the creation of opportunities for the community of practice to meet and exchange information

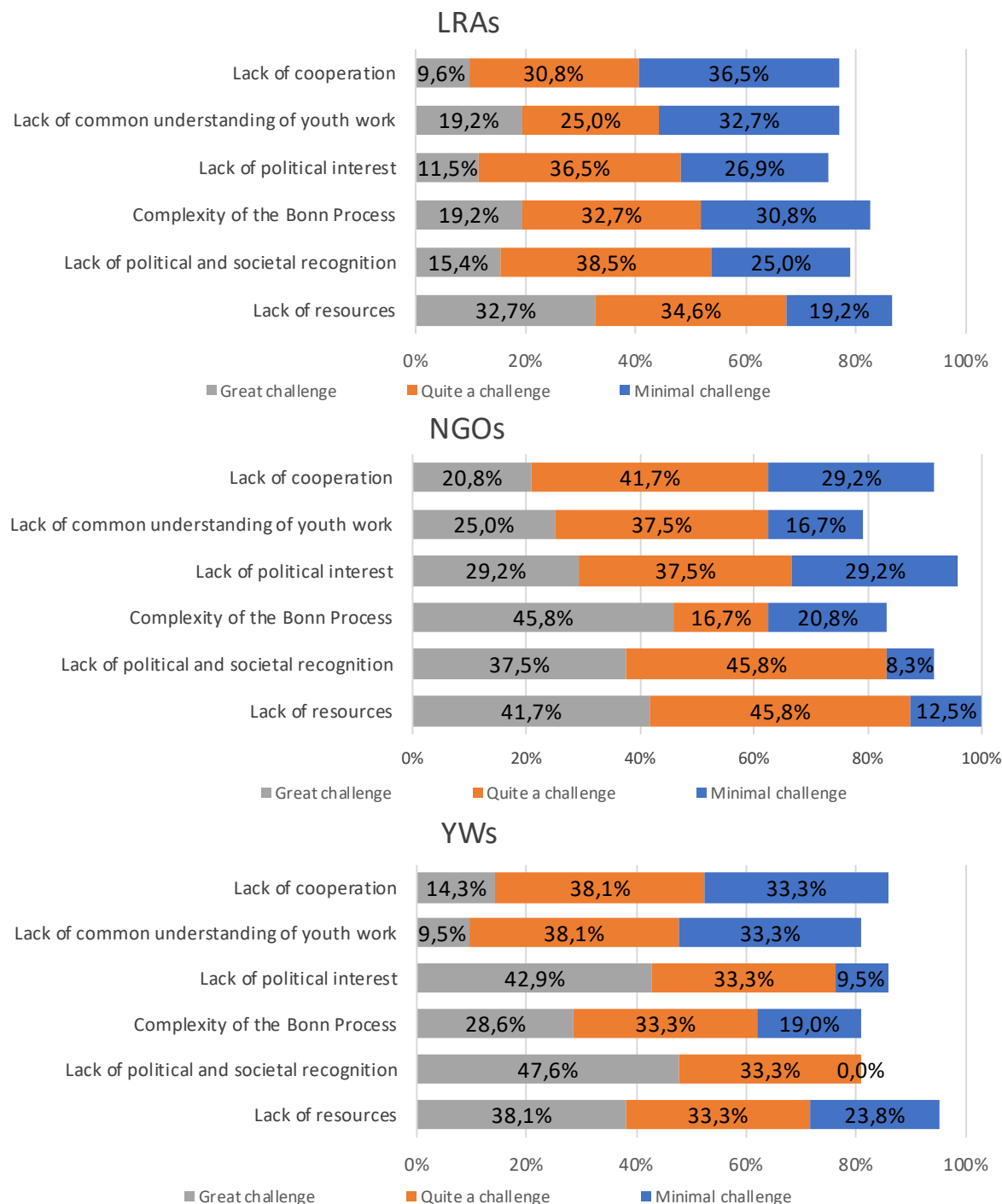


There are several initiatives to set up networks for the exchange of good practices at local level. **Jyväskylä Municipality (Finland)** coordinates several networks of youth workers at the local and regional levels to share knowledge and good practices. A characteristic of these networks is that they are made up of representatives of various public and private bodies.

The data collected also revealed the organisation of national-level exchange opportunities, such as events, conferences and workshops. These events included a national youth conference in **Budapest (Hungary)** for youth workers and youth organisations, and workshops organised by **Gdańsk Municipality (Poland)** for its community of practice of professionals across the country.

In the national level study (2023), one of the biggest challenges highlighted by the respondents is the lack of a common and consolidated understanding of youth work, within and beyond the youth work sector and between the different European countries. In the present study, the graphs summarising the responses related to the challenges in Figure 12 show a greater heterogeneity of answers in this thematic area amongst the respondents. More than half of LRAs consider the **‘lack of resources’** as a challenge (67.3% of respondents). The lack of resources is the aspect more often considered as a challenge (87.5%) even amongst NGOs actors, with a higher percentage. On the other hand, the **‘lack of political and societal recognition’** is the challenge more often recognised by YWs (80.9%).

Figure 12. Main challenges preventing the community of practice from creating new opportunities to meet and exchange information at regional/local level



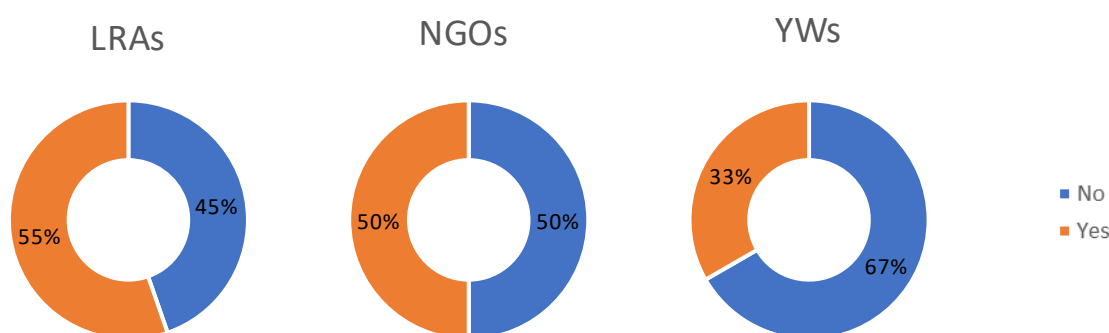
2.5 A strategic framework for youth work development

Over the recent years, the European level commitment to developing youth work has increased attention to the topic, and reinforced the strategic youth work policy framework. However, further action is needed to increase the connection between the EYWA and the Bonn Process and the wider European education and learning

community and to increase the diversity of stakeholders’ – notably representing the LRAs - in the European youth work community of practice. In view of an increasingly integrated and shared strategic framework for youth work, there is also a need for promoting the recognition of non-formal education, and creating national working groups involving the local community of practice. There is also a need for more research and innovation, and dialogue and data collection.

Figure 13 shows the share of the sample implementing initiatives for this priority area. LRAs are more involved (55%) in comparison with NGOs (50%) and YWs (33%). As regards the ‘A strategic framework for youth work development’ area developing a strategic framework is primarily an institutional-level responsibility, although NGOs also show some interest in this subject.

Figure 13. Implementation of initiatives to improve opportunities for the community of practice to contribute to the development of youth work



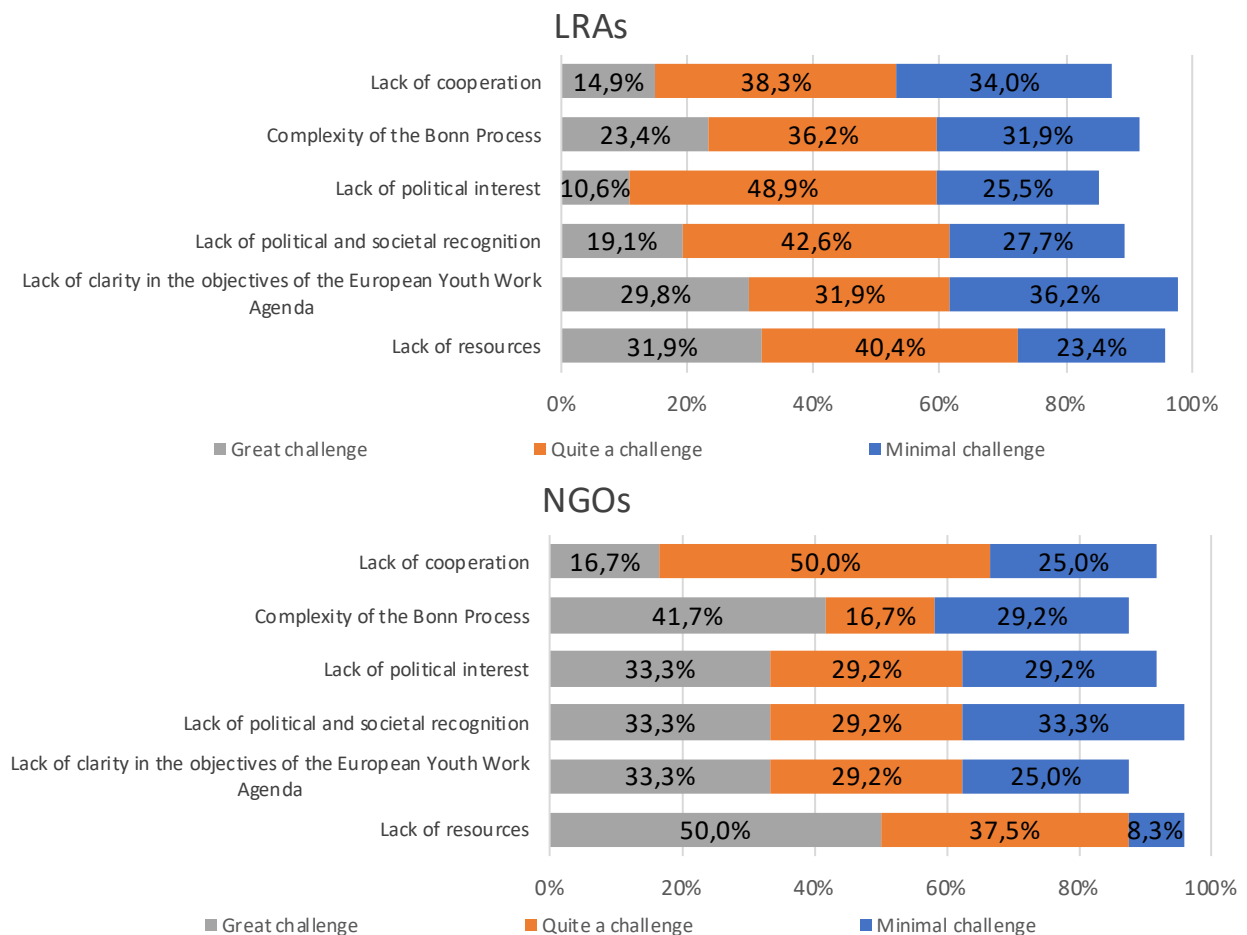
To shed light on the key role of research for evidence-based youth work, it is worth to mention the research project ‘*Are you engaged in youth work?*’ conducted by an NGO in **Hódmezővásárhely (Hungary)** as an example of good practice. The project is supported by the Erasmus+ programme and it intends to increase the understanding of the variety of professionals involved in youth work as well as of the scope and characteristics of youth work.

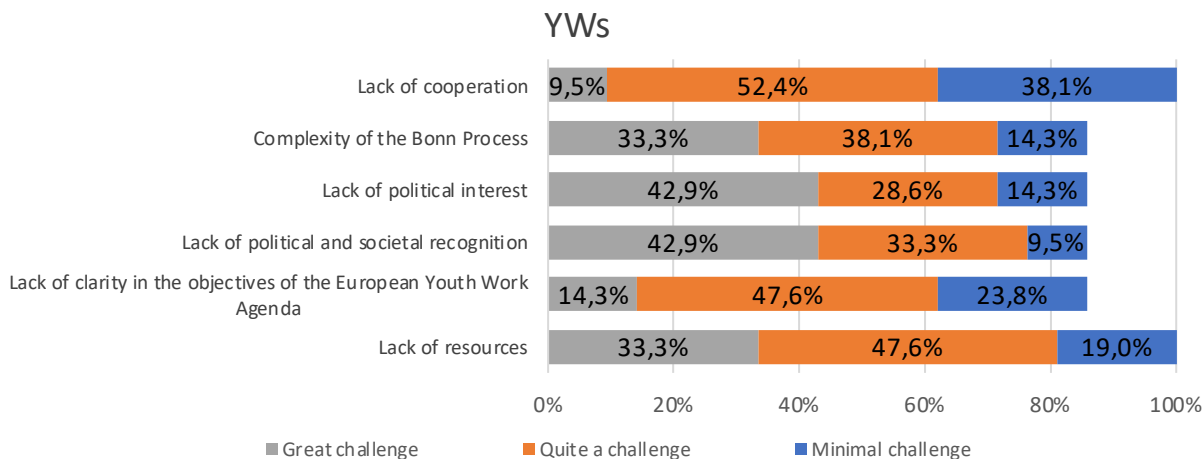
Turku Municipality (Finland) has enhanced coordination by creating cross-administrative working groups to establish a co-creation mechanism with the community of practice. Its child and youth welfare working group now includes representatives from all the city service units. They meet several times every year to plan, develop and report welfare initiatives for children and young people.

As to the national-level study (2023), the challenges in this priority area relate mainly to shortcomings both at the national and at the European level. In the first case, the study reported little interest in youth work by decision-makers, while at the European level, the lack of clarity in the EYWA objectives is regarded as an obstacle to its

implementation in the national policy. In comparing these results with the findings at local level reported in Figure 14, it is interesting to note how the ‘lack of political interest’ and the ‘lack of clarity in the objectives of the EYWA’ are more often considered as quite a challenge by LRAs, and not as a great challenge. In this case, it is clear that the three categories of respondents consider the ‘**lack of resources**’ as the most important challenge (72.3% LRAs, 87.5% NGOs and 80.9% YWs).

Figure 14. Main challenges preventing the creation of opportunities for the community of practice, with a view to contribute to the development of youth work



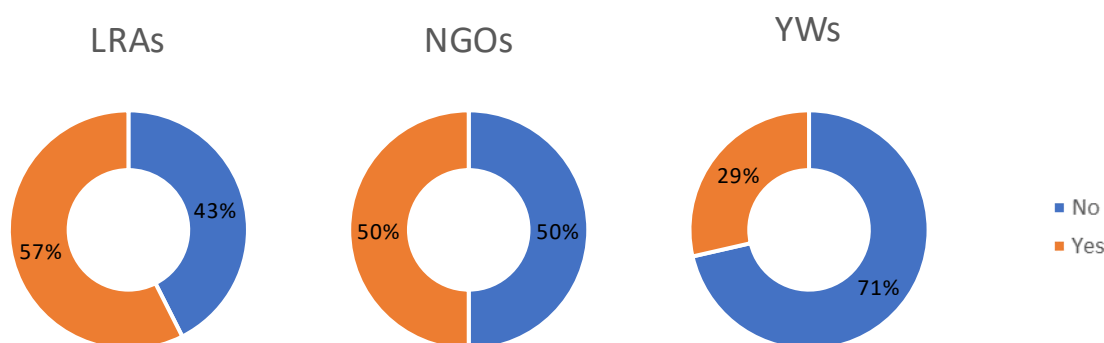


2.6 Develop and expand the youth work offer

The development and expansion of youth work is one of the main ambitions of the Bonn Process. It is connected to the need for wider outreach and better inclusion of vulnerable groups, which requires enhancing youth work offer, in line with local needs and responses to socio-economic developments. There is a clear need for more investment in youth work to support its widening and growth as well as its innovation capacity.

Figure 15 shows the share of respondents regarding ‘Developing and expanding the youth work offer’ for the three target groups. The data suggest that efforts to enhance youth work offer can be compared for LRAs (57%) and NGOs (50%). Instead, YWs seem to be only marginally engaged (29%), despite their potential for a significant contribution.

Figure 15. Implementation of initiatives related to the improvement of youth work offer

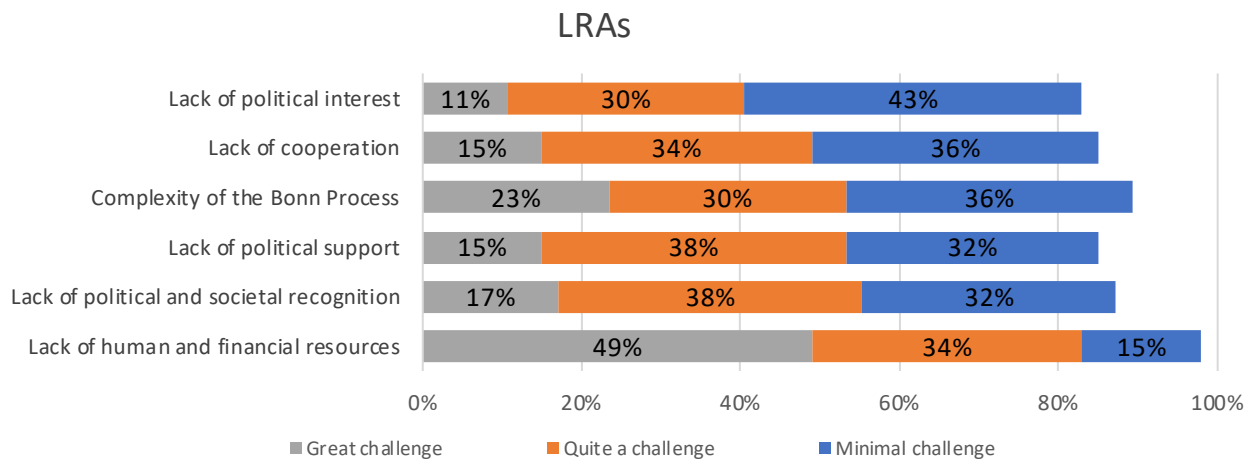


Warsaw Municipality (Poland) stands out for its attempts at reaching more young people with innovative approaches, for example through its ‘Creative youth’ programme to develop competencies, social and entrepreneurial skills and employment

of young people. It engages students in competitions on technical and social innovations, so as to support creative initiatives and the acquisition of practical skills. Warsaw Municipality also pays attention to vulnerable groups through its ‘*Młodzi w kryzysie*’ (‘Young people in crisis’) project, which trains youth workers in Warsaw to support young people in crisis situations, such as depression or trauma due to physical, mental or sexual violence.

Under this theme, the national level study (2023) highlights a lack of financial but also human resources, due to the high turnover amongst and the shortage of skilled youth workers. This is largely confirmed at local level (Figure 16), with results quite homogeneous amongst the three categories of respondents. Among LRA and NGOs, a similar percentage of respondents identifies the ‘**lack of human and financial resources**’ as being quite a challenge or a great challenge (83% LRAs and 83.4% NGOs); in the case of YWs this was 76.2%.

Figure 16. Main challenges related to the offering of quality youth work at regional/local level

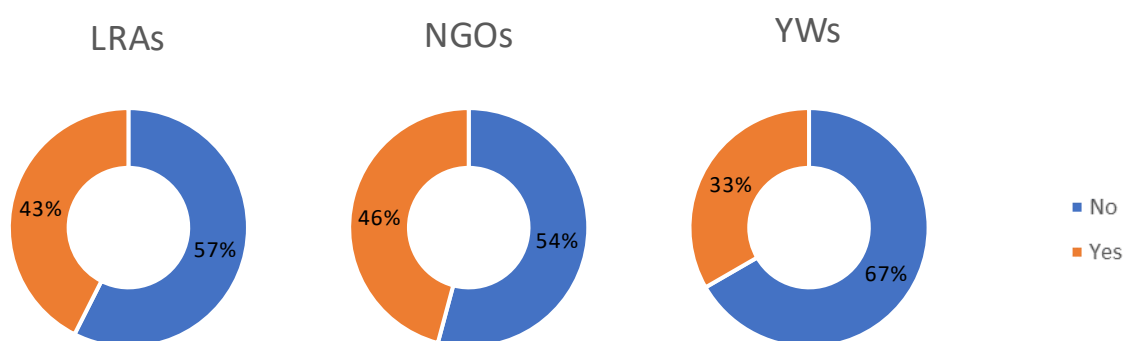


2.7 Beyond the youth work community of practice

The ability of the youth work community of practice to reach out to other sectors in order to build synergies and promote a multidisciplinary approach is crucial to improve resilience of youth work, and its ability to innovate its practices.

Figure 17 shows the share of respondents implementing initiatives in this priority area. In terms of connections with other sectors, the three groups show a slightly negative trend (LRAs 43%, NGOs 46%, YWs 33%). As highlighted in the qualitative feedback, the absence of dedicated events to promote partnerships with other sectors, along with the lack of data to advocate for the added value of youth work, may have prevented these groups from organising impactful initiatives.

Figure 17. Implementation of initiatives related to cross-sectoral and horizontal cooperation with the youth work community of practice



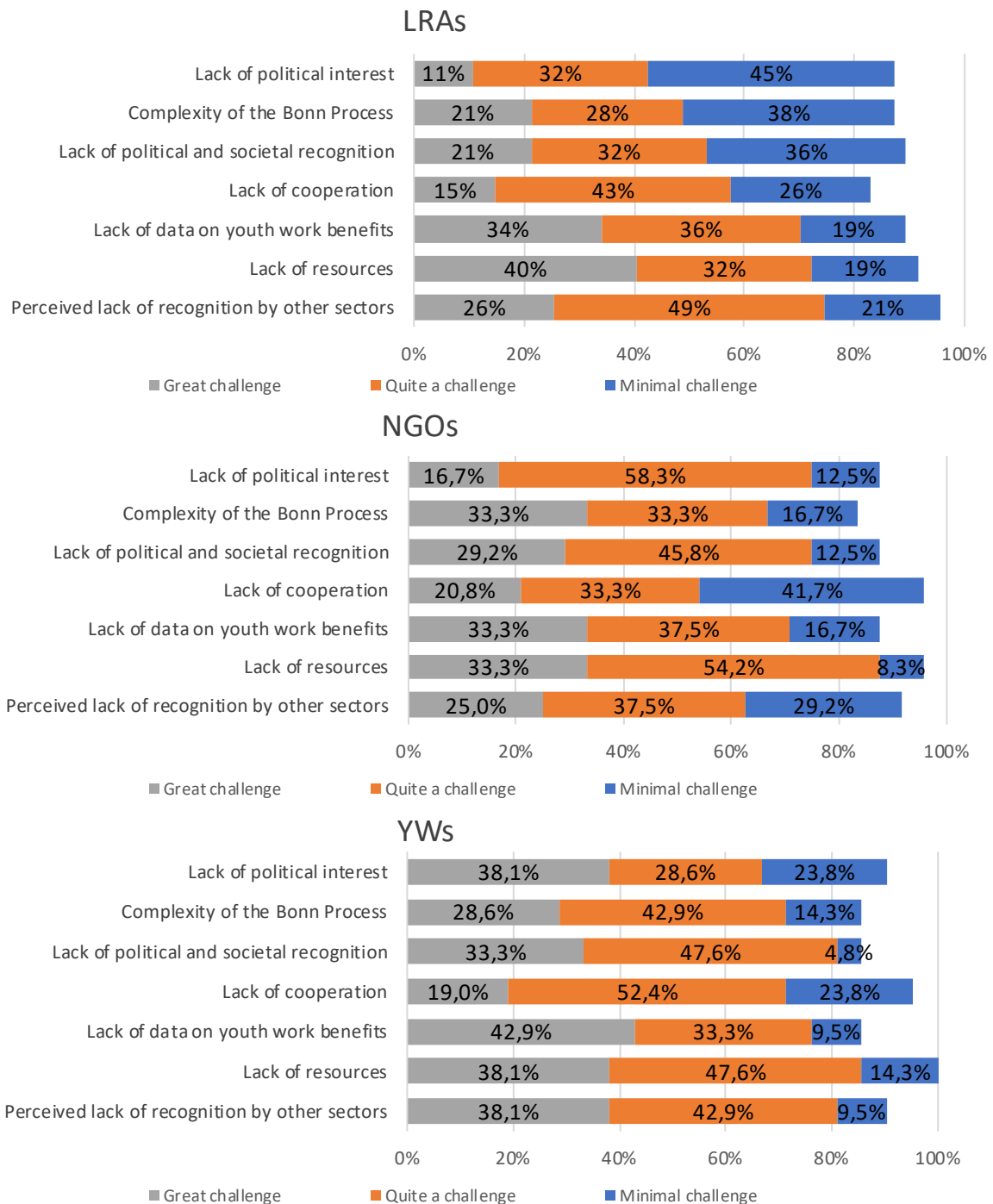
In terms of diversity in youth work partnerships, we should first consider educational institutions and the active collaboration between youth organisations and schools.

‘*Ragazzi in Gioco*’ Foundation in **Pordenone (Italy)** fosters integration between formal and non-formal learning environments. In 2021, the Foundation started the ‘*Oltre la scuola*’ (‘Beyond the School’) project, along with other organisations. This project intends to provide young people with educational opportunities that can contribute positively to their development, and build collaborative relationships promoting effective action with and for the public and private bodies involved, along with the involvement of and information for families. Activities included are theatre workshops, sports and other recreational activities.

Another example of cross-sectoral cooperation is the creation of teams or meetings between different bodies working on youth issues. The **Nitra Local Action Team (Slovak Republic)** brings together representatives from various sectors and population categories, such as local authorities, schools, social services, practitioners, youth, families, researchers and health and prevention experts.

According to the survey at the national level (2023), a very specific challenge of this thematic area is the perceived lack of recognition by other sectors which hampers cross-sectoral cooperation. A possible cause, and related challenge, of this little recognition, is found in the lack of data and evidence in the cross-cutting benefits of youth work, which increases competition with other fields of social work. In line with these results, according to the findings of the present study (Figure 18), amongst LRAs, the ‘**perceived lack of recognition by other sectors**’ (75%) is the issue that is more often considered as a challenge. Instead, for both NGOs actors and YWs, the most frequently mentioned challenge is the ‘**lack of resources**’, as reported by 87.5% NGOs and 85.7% YWs.

Figure 18. Main challenges preventing the youth work community of practice from enhancing cross-sectoral and horizontal cooperation at regional/local level



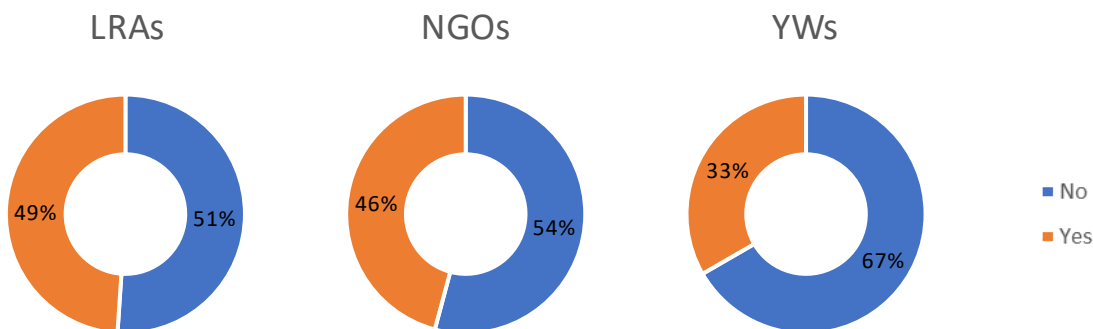
2.8 Innovation and emerging challenges

The youth sector is called on to support young people facing challenges, including those arising from global socio-economic and political events, such as the COVID-19 pandemic, which had a widespread impact on young people, including their mental health and employment opportunities. Youth work should help young people manage such situations and contribute to protecting them, and support them in building

resilience and coping effectively with adversities. Youth work can provide spaces for learning, growth and development, and complement the formal education and learning. Likewise, it can promote tools and skills they need to participate in a democratic society and become agents of change.

Figure 19 presents data on the share of LRAs, NGOs and YWs carrying out initiatives in this priority area. Data on this final priority area reveal a predominance of negative responses (LRAs 49%, NGOs 46%, YWs 33%). This may indicate widespread difficulties amongst the three target groups in adapting their activities to emerging trends. This issue may derive from both a lack of the expertise required in addressing these challenges and a lack of resources devoted to this area.

Figure 19. Implementation of initiatives towards the achievement of resilient youth work structures at the local level

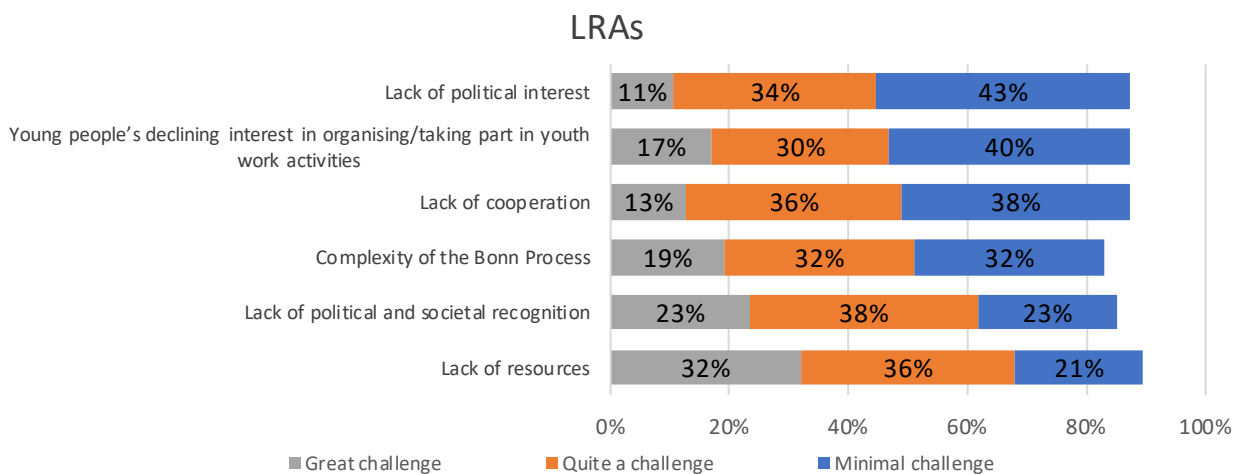


An example of international cooperation in addressing contemporary youth work challenges is offered by ‘**NextGen YouthWork**’, an EU co-funded URBACT IV Programme project. It includes ten municipalities from nine different countries (i.e., The Netherlands, Denmark, Spain, Romania, Lithuania, Finland, Italy, North Macedonia, and Hungary), to address the challenges arising from the impact of digitalisation on young people’s lives. With the aim to enhance knowledge exchange between the municipalities involved, the project focuses on promoting young people’s physical and mental health through digital youth work initiatives.

The ‘YIMinds’ project was implemented in **Móstoles (Spain)**, focusing on mental health. It was co-funded by the Erasmus+ Programme to offer support and resources to professionals working with youth, and to young people themselves. The initiative included members from Austria, Belgium, Cyprus, Scotland, Spain, Estonia, Greece and Luxembourg, which plan to organise various dissemination activities, such as awareness campaigns, webinars and a survey report on youth mental health, to increase understanding and improve mental health awareness.

The national level study (2023) points out that several countries identified the diminishing interest and involvement of young people in youth work activities as a main challenge in this area. In connection with this, the changing demographic trends and the visibility of youth work amongst young people are mentioned. The results of the present study, depicted in Figure 20, do not confirm the same perception amongst the actors operating at local level. In categorising the challenge ‘Young people’s declining interest in organising/taking part in youth work activities’, most respondents of the three categories considered it to be quite a challenge rather than a great challenge, diverging from the result at national level. In this case, the ‘**lack of resources**’ is again the issue more often identified as a challenge by the three categories of respondents (68% of LRAs, 91.7% of NGOs and 85.7% of YWs).

Figure 20. Main challenges preventing the achievement of resilient youth work structures at the local level



Part 3: Proposals on how the challenges identified can be tackled

Table 1 shows an overview of the Bonn Process priority areas, and the level of implementation per respondents' group. As part of the questionnaire, respondents were asked to suggest measures to help overcome the challenges identified for each priority area. In addition to the suggestions provided by LRAs, input from NGOs and YWs are presented at the end of each paragraph.

Table 1. Overview of the youth work initiatives related to each priority area of the Bonn Process

Priority areas of the Bonn Process	Percentage of respondents implementing an initiative related to each priority area		
	LRAs	NGOs	YWs
Quality development in youth work	72%	63%	57%
Promotion and recognition	60%	50%	43%
Policy frameworks ⁹	57%	-	-
A common direction for the youth work community of practice	69%	54%	57%
A strategic framework for youth work development	55%	50%	33%
Develop and expand the youth work offer	57%	50%	29%
Beyond the youth work community of practice	43%	46%	33%
Innovation and emerging challenges	49%	46%	33%

With reference to the **Quality development in youth work** priority area, the main challenges identified by LRAs were a shortage of resources and the complexity of the Bonn Process. The need for more financial resources to support youth work was the most common and recurring problem. Respondents argued that possible solutions to this issue would be to advocate for an increase in the youth work budget and to expand the opportunities offered by European funding programmes, given that steady, reliable resources are crucial to ensure service continuity. Several suggestions also pointed to the need for better remuneration of youth work professionals, which is strictly dependent on the financial resources available. Stepping up the funding available to the sector was linked to improving the standard of youth work. Many respondents considered that setting quality criteria and introducing a mechanism for evaluating and monitoring initiatives was pivotal and required ad hoc resources. At the same time, this would be a useful tool for measuring and justifying the funding received.

⁹ The 'Policy frameworks' area was not addressed to NGOs and YWs, only to LRAs.

Some respondents flagged up the **need to make the Bonn Process less complex**. Two measures were necessary to achieve this: the leading role of national authorities had to be bolstered by means of dedicated policies, and legislation had to be rolled out to identify a long-term vision for the sector and provide the guidance needed by the local level to implement effective youth work initiatives. Stronger and widespread recognition of the professionals involved and the sector as a whole was also required for improved national frameworks on youth work. Respondents agreed that political recognition was a crucial way to obtain both more resources and greater national commitment to improving youth work.

Respondents pointed to the need to make youth work more effective by cutting red tape, linking youth work to urban regeneration and entrepreneurship, and stepping up the involvement of LRAs in youth matters. NGOs and YWs also suggested that it would be useful to have a pact signed by LRAs on the implementation of the European Youth Work Agenda and the Bonn Process at local level, encompassing training and with dedicated financial resources.

With reference to the **Promotion and recognition** area, the main challenges identified were the lack of political and societal recognition and resources and the fluctuating political priorities. Most respondents felt that organising awareness-raising campaigns on the importance and benefits of youth work would be helpful here; ambassadors and dedicated communication targeting policy makers would be beneficial.

Experimenting with innovative approaches to youth work would be useful. These approaches needed to factor in societal needs and be relevant to the communities where youth work was carried out. This could take the form of calls for proposals on innovative youth work projects, outreach to other sectors, and international contacts to bolster young people's civic engagement. More financial resources would improve communication geared to increasing political support. An improved recognition of youth work at all levels was also seen as a matter of involving young people in the decision-making process. This might also bring a benefit to the alignment of youth work offer with young people's needs and the most pressing challenges. The NGOs and YWs also shared this view, and stressed the role that Youth Councils and Youth Consultative Groups might play.

NGOs and YWs emphasised two additional points. The first involved collecting more data on the impact of youth work in order to advocate for the sector more effectively, and the second involved better training for youth workers in order to give youth work more credibility and greater political and societal recognition.

Concerning the **Policy frameworks** priority area, the main obstacles were the lack of resources - financial and otherwise. Many respondents considered that this challenge went hand in hand with the absence of strong political will to develop a long-term vision for youth work. Several respondents pointed out that it was crucial to involve

young people in decision-making processes affecting them: this would foster young people's community engagement and create a space for dialogue between young people and politicians. The impact of youth work in terms of policy making and its relevance to other policy areas was clear, and so youth work needed to be considered when shaping policies, both those related to young people and to other sectors.

Respondents referred to the importance of a national framework: designing this in cooperation with formal education bodies would facilitate political recognition.

As regards **A common direction for the youth work community of practice** priority area, in addition to the lack of resources, other challenges pointed out by the respondents were the complexity of the Bonn Process and a lack of common understanding of youth work.

In general terms, more financial resources for youth work were considered to be a prerequisite for the organisation of events focusing on the youth work community of practice. The scale of events (local, regional, national or European) was necessarily dependent on the budget available. However, some respondents felt that the most relevant dialogue was with municipal or regional communities of practice, as this is the most appropriate level at which to tackle such issues. A local youth work network could provide centralised communication on and encouragement of youth work initiatives, creating a common, consistent narrative at local level.

Human resources were another issue for communities of practice. High staff turnover was a challenge for youth work, and so it was important to find ways to preserve the sector's knowledge base in order to train new professionals.

NGOs and YWs also recommended setting up an online platform to act as a knowledge hub and a discussion forum for youth workers.

Regarding '**A strategic framework for youth work development**', the measures proposed aimed at overcoming the lack of resources, the lack of political and societal recognition and the lack of clarity in the EYWA's objectives, which are identified as the main challenges. With respect to the lack of resources, the measures suggested were linked to actions designed to increase youth work's recognition at the institutional level. Larger resources might facilitate the creation of local networks that can better advocate for a national strategic framework in line with the EYWA.

Several respondents mentioned key actions to simplify and disseminate the EYWA, with a view to provide clear guidance and boost its application at the local level. Suggestions for improving the effectiveness of the EYWA encourage policymakers to establish a long-term implementation strategy, including targets, monitoring and reporting mechanisms.

As for the ‘**Develop and expand the youth work offer**’ priority area, the lack of human and financial resources was mentioned again, along with the low political and societal recognition as the main obstacles. In this regard, several respondents highlighted the key role of European funding programmes for expanding youth work and for improving its quality. However, European funding programmes require considerable administrative effort and specific training and expertise. Therefore, simplifying access to EU funding was requested. Furthermore, most respondents agreed that a need-based approach is important to identify quality youth work experiences that are relevant to the local community. This last input was also shared by NGOs and YWs.

‘**Beyond the youth work community of practice**’ priority had the lowest initiative implementation by LRAs and NGOs. The perceived lack of recognition and a shortage of resources are again the main challenges identified. The suggestions indicated that recognition of youth work by other sectors requires increased visibility of the impact and value-added of youth work, which require data for support. Moreover, it was stressed that a stronger connection between youth work and formal education would be beneficial in terms of reaching out to other sectors.

Another measure mentioned was promoting the organisation of cross-sectoral meetings to establish cooperation with other sectors. The NGOs and YWs made similar suggestions, in particular stressing the importance of increasing youth work’s recognition to enhance its perceived social and political value.

Finally, as regards the **Innovation and emerging challenges** priority area, the lack of resources and political and societal recognition are once again the main challenges. As regards the shortage of resources, the suggested measures pointed to a different approach relating to the youth work planning process. Funds are often allocated keeping the continuity of ordinary activities in mind, while instead it would be better to develop a need-based planning, that better reflects the needs arising from an analysis of the local context. Respondents suggested that greater financial resources might also allow for the appointment of an expert to analyse emerging topics potentially relevant to youth work, facilitating subsequent adaptation of youth work and education.

Part 4: Visioning and backcasting

Visioning and backcasting techniques were employed to formulate foresight considerations to enrich this study.

Visioning is a process designed to create a narrative, to envision an ideal future state to collect data on desirable features in relation to a given topic and shed light on the concrete actions needed today to achieve this vision. A characteristic of visioning is to co-create it with the widest audience possible to enhance its potential (Jørgensen & Grosu, 2007). Against this backdrop, each survey respondent was asked to answer a specific question about the vision.

The visioning approach is particularly useful in association with backcasting. On the basis of Robinson's approach (1982), backcasting reconstructs the necessary policy actions needed to achieve a desirable future or ideal vision in a retrospective manner (Bers *et al.*, 2016; Barrella & Amekudzi, 2011).

The youth work vision, deriving from the visioning approach, applied for a 2035 scenario, which was declined in four parts: (i) relevance to the local context, (ii) increased cooperation amongst stakeholders, (iii) better outreach mechanisms, and (iv) greater recognition of youth work. The results of the survey led to this division. The recurrence of certain topics reported by the three respondent categories, (i.e., LRAs, NGOs and YWs) are briefly described below.

In their input, the **local context** is pivotal, with an expectation for youth work to be in line and **connected with the local situation**. Two main aspects should be considered. The first is the development of engagement with the **entrepreneurial community**, to foster the growth of organisational and managerial skills. The second was the need for **training programmes** for young people, underlining the importance of **training young people and youth organisations**, also as the future scenario of non-formal education. This approach would entail the inclusion of creative, cultural, sportive and volunteering activities to enhance young people's personal growth. In particular, future training should foster social inclusion and address neglected issues, such as diversity and mental health.

Cooperation is another core element for the respondents. Since cooperation between different sectors means interaction between actors it can be considered as an enabler to support young people and an instrument to better address their needs. Better cooperation with public authorities and private companies, as well as with educational, health and social services and within the youth worker community itself and with young people, is recommended.

There is also need for **better outreach**, answering to the evolving needs and reaching more young people, through greater awareness of youth work and greater availability of physical facilities, to reach more young people in underserved areas. The role of schools in the promotion of youth work is crucial. To boost the outreach, it was underlined to consider young people's interests, needs and motivations, such as '*financial incentives, self-efficacy, certificates and rewards and discounts in training*'.

Finally, there is a clear vision of youth work with **greater social and political recognition**. On one hand, young people are expected to be more aware of youth work and, on the other hand, a larger space for youth work is considered relevant in national and local policies, to be reflected in the allocation of funds for youth work.

Consequently, a three-step approach was adopted¹⁰. In Phase 1, each component was enhanced by one or more enabling factors¹¹, selected via literature review and expert knowledge. In Phase 2, current policies were mapped to identify gaps between the current state and the vision. In Phase 3, the barriers and policy actions required to achieve the vision within the current policy framework were analysed and described. The results of these are summarised in the tables below. Each element was researched in the current relevant policy documents, considering whether the enabling factors were identified and addressed.

When an incomplete mention or no mention of the enabling factors was found in the identified reference documents, the resulting policy gap is described as the crucial step to fulfil the youth work vision.

¹⁰ Resembling the approach successfully employed in the [Territorial foresight study in addressing the digital divide and promoting digital cohesion](#) study

¹¹ The enabling factors are those elements that contribute to the achievement of each specific youth work vision component.

Table 2. Vision component 1

Vision component 1. Relevance to the local context			
Backcasting Element	Enabling Factor(s)	Policy Gap(s)	Reference Documents
1.1 Better synergy with the entrepreneurial community.	<ul style="list-style-type: none"> - Production of data on the impact of youth work. - Increased spaces for exchange with the entrepreneurial community. - Increased evidence on the way hard and soft skills developed within youth work can benefit the entrepreneurial sector. 	<ul style="list-style-type: none"> - Provide relevant stakeholders in the entrepreneurial sector with information and incentives to enable synergies with youth work. - Reinforce cooperation between public authorities, private sector and civil society. 	<ul style="list-style-type: none"> - The Bonn Process.
1.2 Training and development of competencies aligned with the local labour market.	<ul style="list-style-type: none"> - Mapping skills needed at local level. - Training courses personalised to local needs. 	<ul style="list-style-type: none"> - Creation of a quality assurance system for youth work. - Youth worker training adapted to local labour market needs. 	<ul style="list-style-type: none"> - The Bonn Process. - The European Union Youth Strategy 2019-2027. - The European Youth Strategy Work Plan 2022-2024.

Element 1.1 Better synergy with the entrepreneurial community stems from the findings on the potential role played by the private sector for youth work development. However, this aspect remains one of the least addressed in youth work policies. While the Bonn Process section dedicated to *local youth work provision* does stress the need for integrating entrepreneurship into youth initiative innovation processes, there is little attention and few suggestions on measures facilitating the connection between youth work and the entrepreneurial sector.

Two possible action-oriented approaches were suggested to promote such synergies, identified as a current gap: the first approach derives from the perspective of enterprises and the second approach from the broader institutional context. At first, it would be beneficial to **provide the relevant stakeholders in the entrepreneurial sector with information and incentives**, as a way to consider youth work as part of their operations through policies, programmes and projects. An enhanced **cooperation between public authorities, the private sector and civil society**, could then facilitate greater alignment and, ultimately, systemic change.

With reference to **element 1.2 Training and development of skills in line with the local labour market**, the Bonn Process encourages the adoption of several crucial factors to develop skills tailored to local needs, underlining the importance of mapping existing youth work provision, needs and strengths to establish a local youth work

development plan. It also recognises the role of youth centres adopting quality criteria and emphasises the importance of policy frameworks and the creation of standards.

The following interlinked elements are considered to bridge the actual policy gap: the establishment of a quality assurance system for youth work and the **development of specific training programmes for youth workers.**

Table 3. Vision component 2

Vision component 2. Increased cooperation amongst the stakeholders			
Backcasting Element	Enabling Factor(s)	Policy Gap(s)	Reference Documents
2.1 Increased cooperation with LRAs, the entrepreneurial sector, the educational, health and social services.	<ul style="list-style-type: none"> - Creation of cooperation agreements between various sectors. - Dissemination of information on the benefits deriving from cooperation. - Framework for hard and soft skills, monitoring and evaluation mechanisms for skills development. 	<ul style="list-style-type: none"> - Effective coordination mechanisms with other sectors. - Youth representation at local, regional and national levels. 	<ul style="list-style-type: none"> - The Bonn Process. - CoE Recommendation CM/Rec(2019)4.
2.2 Increased cooperation within the youth work community of practice.	<ul style="list-style-type: none"> - Research and knowledge exchange within the youth work community of practice at national and European levels. - Creation of physical and digital spaces to share knowledge and good practices. - Promotion of knowledge continuity mechanisms to overcome high staff turnover. 	<ul style="list-style-type: none"> - Creation of national and local working groups and representatives of the youth work community of practice. - Structures for cooperation and co-creation within the youth work community of practice. - Alignment between national and European youth work development strategies. 	<ul style="list-style-type: none"> - The Bonn Process. - The European Youth Work Agenda.

Vision component 2, ‘Increased cooperation between entities’ was divided into two backcasting elements to evaluate cooperation *within* the youth work community of practice, and its collaboration with linked sectors and services. With reference to **element 2.1, Increased cooperation with LRAs, the entrepreneurial sector, the educational, health and social services**, it is mentioned in the CoE ‘Recommendation CM/Rec(2017)4 of the Committee of Ministers to Member States on youth work’ (CoE, 2017). The Bonn Process also refers to the cooperation between youth work and

other sectors, and suggest the development of dedicated multidisciplinary structures, networks and bodies.

The analysis in Table 3 focuses on effective multisectoral coordination mechanisms and measures ensuring how youth representation at different institutional levels is crucial to solve identified policy gaps.

Backcasting **element 2.2, Increased cooperation within the youth workers community of practice**, is identified on the basis of the recognised need for better adjustment within the community, to understand and respond to evolving youth needs. The EYWA suggests several measures to this end, including strengthening common community youth work principles, a European Youth Work Convention every five years, and developing an open, dedicated multilingual digital platform on youth work.

The Bonn Process also addresses this topic and focuses on measures to increase cooperation within the youth worker community of practice with working groups acting at local, national and European levels. The development of **clearer structures for cooperation and co-creation within the youth work community of practice** at all levels is seen as a key factor for an increased cooperation. Likewise, there is also a need for improving **national and European youth work development strategies**. Inclusive, democratic and accessible multilingual communication and cooperation within the community of practice must be established to this end.

Table 4. Vision component 3

Vision component 3. Better outreach mechanism			
Backcasting Element	Enabling Factor(s)	Policy Gap(s)	Reference Documents
3.1 Improving the quality of outreach: consideration of emerging challenges (e.g., digitalisation; mental health; non-formal education action; promotion of intercultural dialogue and support to minorities)	<ul style="list-style-type: none"> - Involvement of young people in the decision-making process. - Increasing investment in training and professional development of dedicated staff. - Development of clear standards and recognition systems for non-formal education outcomes. - Stronger policy frameworks aimed at intercultural and minority support. 	<ul style="list-style-type: none"> - Concrete implementation strategies to address emerging challenges. - Adequate awareness and engagement of young people on emerging global challenges. - International coordination and communication mechanisms on emerging needs. 	<ul style="list-style-type: none"> - The Bonn Process. - The European Union Youth Strategy 2019-2027.
3.2 Improve the range of outreach	<ul style="list-style-type: none"> - Increased awareness on youth work among relevant stakeholders (e.g., families and institutions). - Development of appropriate structures and facilities. - Social and political acceptance and recognition of the validity and usefulness of youth work (<i>see vision component 4</i>). - Adjustment of the skills developed within youth work to the local job market. 	<ul style="list-style-type: none"> - Research and data gathering. - Creation of communication and working relationships within research and policy in the youth sector. - Development of effective dissemination strategies - Dedicated and extensive physical and digital facilities. 	<ul style="list-style-type: none"> - The Bonn Process. - The European Union Youth Strategy 2019-2027.

Element 3.1, Improve the quality of outreach: consideration of emerging challenges, underlines the importance of enhancing youth work’s outreach capacity by addressing challenges such as digitalisation and mental health. The Bonn Process highlights the challenges brought about by the pandemic and the shifting social landscape, and advocates for digital platforms and other innovations to ensure

accessibility and to improve the resilience of youth work across Europe. The EU Youth Strategy 2019-2027 also calls for tapping in digitalisation to enhance the inclusiveness of youth work, promoting the strategic development of digital youth work and encouraging innovative practices by digital tools.

The Bonn Process also acknowledges the urgency to increase awareness and support in the field of mental health, stressing the role of youth work as a possible safety net for young people. It calls for projects promoting young people's mental health, particularly those facing intersecting vulnerabilities. A specific European Youth Goal on Mental Health and Wellbeing within the European Youth Strategy Work Plan 2022-2024 (Council of the European Union, 2021) focuses on young people's mental wellbeing and combating the stigma associated with mental health.

Building on the above mentioned, the following would need to be strengthened to deliver on the vision for youth work as built: clear and actionable strategies for implementing actions **promoting the sustainability of youth work** initiatives based on identified challenges; greater investments in **infrastructure and capacity building** for both young people and youth workers, to meet the skills and knowledge needed to face emerging challenges effectively; **greater involvement of all stakeholders** at local, national and European level to ensure that youth work can **effectively reach and involve all young people**.

Element 3.2, Improve the range of outreach, envisions youth work as a way to reach more young people, enhancing inclusivity and social impact, especially amongst vulnerable groups. This can be perceived across various policies dedicated to youth work, highlighting the importance of concerted efforts to help individual families. The Bonn Process already underlines the importance of expanding youth work provision to encompass a wider demographic, including young people from diverse backgrounds and with fewer opportunities. It stresses the need for youth work to innovate and adapt to contemporary challenges. While the document points out the importance of outreach and broadening youth work participation, it lacks specific quantitative methods or metrics for assessing the outreach and effectiveness of youth work initiatives in this context.

The enhancement of youth work's outreach involves several measures, such as **greater involvement of the research sector** for data, alongside coordinated efforts with political and social institutions. Concrete actions and measures are to be prioritised, and **communication and awareness-raising** are crucial in this context. Within the youth sector, it is vital to promote knowledge sharing on effective methodologies and best practices. Additionally, targeted dissemination strategies should be developed to ensure that young people are informed of locally available opportunities and resources.

Table 5. Vision component 4

Vision component 4. Greater recognition for youth work			
Backcasting Element	Enabling Factor(s)	Policy Gap(s)	Reference Documents
4.1 Greater political recognition (i.e., Increased and stable funding, better alignment between local, regional, national and European policies, training and increased retention of dedicated professionals).	<ul style="list-style-type: none"> - Linear and simpler access to funds. - Promote a pact with LRAs. - Wage improvement and standardised training path for youth workers adapted to local needs. 	<ul style="list-style-type: none"> - Turning existing EU recommendations into concrete EU policies. - Provide a direct connection between the local level and EU policies, to effectively address local needs of young people. 	<ul style="list-style-type: none"> - The Bonn Process. - The European Union Youth Strategy 2019-2027.
4.2 Greater social recognition (i.e., increased awareness in the population, recognition of youth work, increased awareness of quality standards in the youth work field).	<ul style="list-style-type: none"> - Increased youth involvement in decisional process. - Creation of quality standards for the youth work sector and creation of training certification. 	<ul style="list-style-type: none"> - Improving engagement of young people at the local level. - Implementing strategies to communicate the benefits and skills that youth work may provide. 	<ul style="list-style-type: none"> - The Bonn Process. - The European Youth Work Strategy 2019-2027.

Element 4.1, Greater Political Recognition, originates from the need for increased funding and stable financial resources to support the further development, better quality and political recognition of youth work. This is in line with recent ambitions for youth work, which prioritise securing structural and long-term funding for the youth sector rather than relying solely on project funding. Likewise, the Bonn Process stresses the importance of increased investment, advocating for the financial sustainability of youth work and youth organisations.

There is a clear alignment on the fact that youth policies should provide a concrete framework that strengthens financial support for youth work, with better recognition of its added value, and develops further EU youth programmes. Despite this, there is a clear gap when it comes to **turning these recommendations into tangible measures**. This could be enabled by *‘simpler access to funds’* and through a *‘better alignment between local, regional, national, and European policies’*.

A further enabling factor would be the promotion of **a pact with the LRAs for the implementation of youth work policies**, as suggested by respondents to the survey. The pact would promote commitment at the local level to effectively address local youth sector needs. In this regard, the European Union Youth Strategy 2019-2027

(Council of European Union, 2018a) invited Member States to explore synergies between funding sources at the EU, national, regional and local levels.

Element 4.2., a need for greater social recognition is referred to in the Bonn Process, requiring greater investments in strategic and coordinated efforts and resources to increase understanding of youth work, and its visibility and credibility as a professional field in its own right. The EU Youth Strategy 2019-2027 (Council of European Union, 2018a) also calls for creating and further developing, where possible, easily accessible youth contact points that deliver a wide range of services and/or provide information and guidance. To build for constant civic dialogue on youth work, specific meetings bringing together representatives of EU institutions and relevant stakeholders are mentioned in respondents' visions, which highlight the need *'for increasing awareness amongst people and recognising the centre stage role of young people and youth organisations'* herein.

The creation of **quality standards** and **training certification** properly communicated would be the enabling factors for this backcasting element. Additionally, the discovery of proper strategies to **communicate the potential benefits of youth work** is considered crucial. The skills and training offered by youth work should be clearly based on young people's local needs and customised to raise youth work's profile across all sectors and, ultimately, its social recognition.

Part 5: Recommendations for improving the recognition of youth work, on the simplification of the EYWA and the Bonn Process and on youth worker training

5.1 Recommendations on how to improve the recognition of youth work

The LRAs' responses highlighted the following to improve the recognition of youth work: **better cross-sectoral cooperation, increased political engagement, empowering young people, financial restructuring and effective communication strategies.**

In terms of **cross-sectoral cooperation**, many confirmed that a direct dialogue between young people and other relevant actors in society needs to be enhanced to create a more favourable framework for youth work to be recognised and valued. Respondents also stressed the need to improve cooperation at all decision-making levels and enhance inter-institutional dialogue at the local and regional levels, and to apply best practices developed by other European cities.

With regard to the key role of institutions, a group of respondents called to **increase the political engagement** of policy makers, raising their awareness of youth issues. Youth work should be more aligned with the priorities of the digital agenda and the employment policies. Furthermore, respondents advocated a more proactive approach, suggesting that local and regional politicians should engage more fully in youth work and better shape and integrate youth policies. The proposed measures include more assertive lobbying and invitations to politicians to engage in youth work activities.

Moreover, favouring youth involvement at all institutional levels and sectors of society and engaging with policy makers would give youth workers more visibility. However, a group of respondents believed that the root causes of youth work's low recognition extend beyond the challenges in establishing dialogue with policy makers and the institutions, and, in fact, are dependent on the role young people play in society and their sense of belonging and identity, arguing that *'the problem of youth work recognition stems from the recognition of young people in an aging society'*. Respondents emphasised the need to first **empower young people**, too often solely seen as school pupils and students, and to better acknowledge them as full members of society. This change of perception would improve the recognition of youth's role in the society.

Certain social groups are regarded as exerting **greater influence over the representative institutions by virtue of their economic position**. Another issue stressed by the respondents was the need to increase financial resources and accord youth workers a higher economic status. Respondents affirmed that youth work should

be seen as a professional experience potentially beneficial also to the private sector. Suggested measures included fixing a minimum salary for youth workers and guaranteeing adequate funding for their activities.

Finally, **effective communication strategies** were referred to as essential to promote the value of youth work. Respondents underlined the need to reach out to, and involve, more institutions and families by sharing youth work experiences and activities, through the press and social media, along with dedicated events and comprehensive information campaigns, including awareness raising focused on disseminating information on the Bonn Process.

Overall, responses suggested a **multi-faceted approach** to enhance the recognition of youth work at the regional and local levels. A focus on **collaboration**, increased **political and financial support**, youth **empowerment** and effective **communication strategies** were deemed essential to achieve this goal.

5.2 Recommendations on the simplification of the EYWA and the Bonn Process

The majority of respondents called for the simplification of the EYWA and the Bonn Process, and highlighted an **insufficient knowledge on youth work initiatives**, particularly at a local level. To address this, information on the EYWA and the Bonn Process should be:

- **Accessible**: to all stakeholders and in all sectors.
- **Concise**: presented in a clear and summarised format, highlighting key points.
- **Multilingual**: translated into local languages for broader comprehension.
- **Simplified and inclusive**: employing a clear and inclusive language for easy understanding.
- **Widely disseminated**: accessible through various channels to reach a large audience.

The dissemination of information should be supported by effective campaigns and increased media coverage, to help enhance engagement. Respondents stressed the importance of **communicating the clear and tangible outcomes** of the EYWA and the Bonn Process, and sharing knowledge on such results impacting communities and local institutions. Highlighting these benefits might potentially incentivise local engagement and make the implementation of the EYWA and the Bonn Process more attractive to local governments. Some respondents also underlined the need to align local objectives and policies with the EYWA and the Bonn Process, to clearly and concretely define its implementation at the local level, and allocate dedicated resources to facilitate the process. **Alignment with local objectives** and clear and concrete definition of the implementation steps are considered crucial, as they not only enhance project viability but also boost political involvement.

Respondents also suggested using online platforms to promote good practices and expertise, creating a network and user-friendly app on which stakeholders can share activities and sign up for dedicated events and training. In general terms, they suggested showcasing successful youth work initiatives implemented in line with the EYWA and the Bonn Process, and to reach out through Eurodesk and Europe Direct, to inform about the Bonn Process and the EYWA.

In addition, respondents highlighted the need to engage local workforce to implement these EU initiatives and recommended presenting these directly to the city councils for strategic implementation (see **Box 1 below**) and appointing a local team funded by local institutions to pursue the EYWA's objectives at the grassroots level. It was also suggested to hold an annual congress at the local level and favour effective cross-sectoral cooperation at all levels, and improve the communication between European institutions and local governments and communities, through opening more direct communication channels. Informing schools about the Bonn Process to engage educational partners was also suggested.

Overall, enhanced knowledge of the youth work initiatives and greater flexibility in their implementation based on a bottom-up strategy is essential. A multi-pronged approach is needed to simplify the implementation of the EYWA and the Bonn Process at the regional and local levels. Addressing the lack of awareness of these European frameworks, fostering local engagement and ownership could potentially increase their impact on youth work development.

Box 1. The experience of the Municipality of Maribor (Slovenia)

The Municipality of Maribor stands out for its innovative approach and its alignment with the EYWA and the Bonn Process. The Municipality is currently working on a Local Youth Strategy aligned with the European Youth Work Framework. The initiative stems from the Municipality's desire for greater involvement in the European context while responding to local needs and challenges.

The initiative is designed to generate multifaceted impacts. By engaging with global and European perspectives, firstly, Maribor intends to foster a greater sense of connection and relevance for the town within the broader European community. Additionally, the focus on promoting youth work underscores its commitment to young people. Moreover, the initiative relies on partnerships with NGOs involved in youth work and European-level networks. Collaborating with local NGOs allows the Municipality to tap into grassroots expertise and resources, ensuring that initiatives are tailored to the specific needs of the community. Additionally, synergies are sought with the European Youth Capitals network and, therefore, with the European Youth Forum.

In light of this, the added value of the Bonn Process is the provision of a framework aligning local efforts with broader European policies and objectives. Moreover, the Municipality strongly believes that the Bonn Process will facilitate the sharing of best practices and support benchmarking against European standards. Its implementation at local level is accordingly seen as crucial.

The Maribor Local Youth Strategy translates into the Bonn Process practice by including three fundamental priority areas: youth participation, horizontal and vertical integration of youth policies and local, national and European levels co-operation. Enhancing young people's participation and fostering their involvement in the decision-making process is viewed as essential. In the Municipality's view, local Bonn Process implementation and that of youth work in general are instrumental to the creation of responsible citizens.

From this perspective, such action is the cornerstone of the Maribor Youth Strategy and is viewed as a long-term investment benefitting the whole of society by strengthening of young people's awareness of their rights as citizens whilst, at the same time, also amplifying their sense of belonging to the local community.

5.3 Recommendations for youth worker training at local level

The youth work community showed a keen interest in receiving feedback on improved youth workers' training at the local level, highlighting the need for a **wider range of training opportunities**. Enhanced training opportunities could be achieved through stronger **cooperation with other stakeholders**, such as the private sector and formal education institutions (i.e., schools and universities).

Given that youth work spans across various domains, it is vital to identify and transfer **relevant skills**. Training should reflect the **practicalities** youth workers need to address, and a **skills-based approach** should thus be strongly encouraged. In this context, the **multidisciplinary nature** of youth work should be recognised, creating opportunities for new youth workers and individuals with academic backgrounds not directly associated with social work.

Respondents deemed it important to **align skills with the local needs**, while a few contributors asked for a more **standardised path**. The two perspectives could potentially be integrated to craft a curriculum comprising a standard core part and a personalised component tailored to local needs. In any event, it was suggested to also include a dedicated module on the EYWA and the Bonn Process in the training of youth workers.

A **peer-to-peer learning** approach was considered an effective methodology to transfer youth workers' experiences to the community of practice and a **dedicated online platform** could also be used to share experience, both at regional and European level. Both **in-presence and remote training methods** could be used, and remote training was specifically requested by respondents from rural areas to improve accessibility. Increased funding could help appoint a dedicated youth worker coordinator in charge of training needs. Finally, **certification** was seen as crucial. In this regard, the JULEICA initiative, implemented in Germany at federal level is worthy of mention. JULEICA is a youth worker card certifying holder qualification. The

requirements for the card vary by federal state but this system has demonstrated that trainees participate in a minimum of 30 hours of training.

Part 6: Conclusions from the survey

This survey covered all 27 EU Member States, aiming to provide an overview of LRAs, NGOs and YWs¹² level of knowledge of the EYWA and the Bonn Process and their implementation.

Overall, knowledge of the EYWA and the Bonn Process appears to be poor, with knowledge about the EYWA being slightly higher, while all categories of respondents showed weak awareness about the Bonn Process. According to the qualitative inputs, there is an expectation amongst NGOs and YWs for more guidance on these European frameworks, with the institutional level (either national or local) spearheading awareness raising efforts and the local implementation of these frameworks. More guidance on these was needed to achieve higher quality and more equity in delivering youth work across the whole of Europe. Furthermore, a stronger leadership role by the national level would strengthen both commitment to and alignment with youth policies, and enable LRAs to implement the European framework locally.

Although knowledge of the EYWA and the Bonn Process is low, related youth work initiatives are widespread in Europe (LRAs 62%, NGOs 50%, YWs 88% of implemented youth work initiatives over the last three years), indicating a broad understanding of the importance and benefits of youth work at the local level by its main stakeholders (i.e., LRAs, NGOs and YWs).

Low awareness of the EYWA and the Bonn Process at the local level may lead to insufficient involvement of LRAs in the European policy-making process. A recurring theme stemming from the survey is the request for greater engagement of LRAs and other local stakeholders, both through the intermediation of national-level authorities, and through direct and bidirectional communication with the European-level authorities.

The EYWA would need to be adapted to the local level and this requires European level guidance to ensure its implementation is more coherent across Member States. In addition, LRAs' competences and resources vary significantly across the Member States as, consequently, so does their capacity to enforce and implement European policies and strategies.

Better engagement at the local level requires:

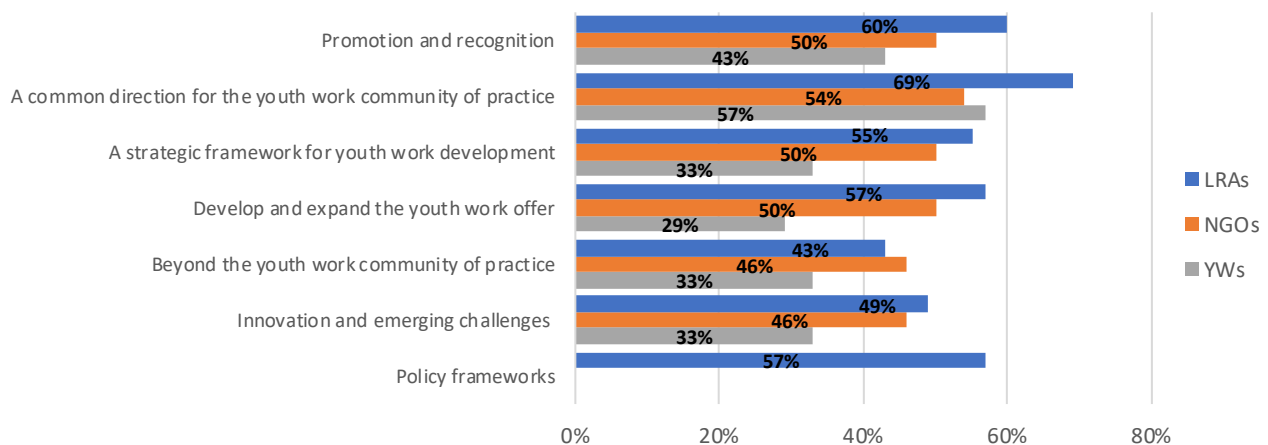
- More involvement of LRAs (and other stakeholders) in the policy-making process.

¹² The LRAs (76 respondents), NGOs (48 respondents) and YWs (24 respondents).

- Adaptation of youth work policies and strategies and their integration into the territorial context
- Effective outreach mechanisms capable of engaging not only the LRAs, but also all the stakeholders and the society in general.
- Greater guidance and cooperation with authorities at the national and the European levels.

In the data collection phase, the three groups were asked to report whether a youth work initiative had been implemented for each of the eight priority areas outlined by the Bonn Process, i.e., Quality development in youth work; Promotion and recognition; Policy frameworks; A common direction for the youth work community of practice; A strategic framework for youth work development; Develop and expand the youth work offer; Beyond the youth work community of practice; Innovation and emerging challenges. Figure 21 shows that LRAs are more active than the other groups in all priority areas.

Figure 21. Overview of the youth work initiatives related to each priority area of the Bonn Process¹³



‘Quality development in youth work’ is the priority most frequently considered by LRAs, with the highest percentage of public administrations having implemented initiatives in this area (72%). In recent years, attention to the quality of local government services has significantly increased, becoming increasingly assessed from the perspective of citizens as end-users, often serving as a decisive factor influencing national-level funding allocations. This shift reflects a transformation in local government management from a rule-bound framework to a more entrepreneurial approach, in which public service performance takes precedence (van Gramberg & Teicher, 2000). Consequently, there is a renewed focus on quality as a pivotal criterion for evaluating public service performance, which may have influenced the

¹³ The ‘Policy frameworks’ area was not addressed to NGOs and YWs, only to the LRAs.

prioritisation of youth work areas, notably favouring initiatives related to ‘Quality development in youth work’.

The influence of such an approach drawn from the private sector has extended to the third sector as a means by which to enhance performance and sustainability (Al-Tabbaa, Gadd, & Ankrah, 2013). This is demonstrated by the high percentage of NGOs and YWs implementing initiatives related to ‘Quality development in youth work’ (respectively 63% and 57%).

‘A common direction for the youth work community of practice’ priority had the second highest percentages in the three groups (LRAs 69%, NGOs 54%, YWs 57%), focusing on enhancing the exchange of best practices. This priority was considered significant by all respondent groups suggesting a shared need for stronger coordination between stakeholders. Coordination and cooperation within the community of practice is crucial to bring together different perspectives and frame individual stakeholders’ understanding of problems and opportunities.

LRAs and NGOs reported the lowest implementation percentages on the Bonn Process objectives related to ‘Innovation and emerging challenges’ and ‘Beyond the youth work community of practice’ areas (respectively 49% and 43% of LRAs and 46% of NGOs in both areas), while for YWs the lowest was ‘Innovation and emerging challenges’ and ‘Develop and expand the youth work offer’ (33% in both areas).

The ‘Innovation and emerging challenges’ area was seen as an ongoing process of monitoring and adapting youth work provision. The qualitative insights gathered show that implementing such a process is perceived as impractical due to constraints related to economic resources and the lack of expertise in youth work development. Furthermore, the relatively low percentages regarding initiatives associated with the ‘Beyond the youth work community of practice’ area may suggest that efforts to engage with other sectors are not considered the primary responsibility of LRAs and NGOs or are not given precedence over other youth work-related subjects.

The table below compares the highest and lowest-scoring priority areas.

Table 6. Comparison of the target groups’ highest and lowest-scoring priority areas

	LRAs	NGOs	YWs
Highest percentage of organisations implementing initiatives related to a priority area	Quality development in youth work	Quality development in youth work	Quality development in youth work
	A common direction for the youth work community of practice	A common direction for the youth work community of practice	A common direction for the youth work community of practice
Lowest percentage of organisations implementing initiatives related to a priority area	Innovation and emerging challenges	Beyond the youth work community of practice	Innovation and emerging challenges
	Beyond the youth work community of practice	Innovation and emerging challenges	Develop and expand the youth work offer

Across the eight priority areas, the main challenges identified did not vary much between the target groups. Table 7 provides an overview of the obstacles mentioned by category of respondents.

Table 7. Comparison of target groups’ main challenges by priority area

	Main challenges reported for each priority area		
	LRA	NGO	YW
Quality development in youth work	Lack of resources Complexity of the Bonn Process	Lack of resources Lack of political interest	Lack of political interest Lack of resources
Promotion and recognition	Lack of political and societal recognition Lack of resources	Lack of resources Lack of political and societal recognition	Lack of resources Lack of political and societal recognition Fluctuating political priority
Policy frameworks¹⁴	Lack of resources Lack of financial support	-	-
A common direction for the youth work community of practice	Lack of resources Lack of political and societal recognition	Lack of resources Lack of political and societal recognition	Lack of political and societal recognition Lack of political interest
A strategic framework for youth work development	Lack of resources Lack of clarity in the objectives of the EYWA Lack of political and societal recognition	Lack of resources Lack of cooperation	Lack of resources Lack of political and societal recognition
Develop and expand the youth work offer	Lack of human and financial resources Lack of political and societal recognition	Lack of human and financial resources Lack of political and societal recognition	Lack of political and societal recognition Lack of human and financial resources
Beyond the youth work community of practice	Perceived lack of recognition by other sectors Lack of resources	Lack of resources Lack of political and societal recognition	Lack of resources Lack of political and societal recognition
Innovation and emerging challenges	Lack of resources Lack of political and societal recognition	Lack of resources Lack of political and societal recognition	Lack of resources Lack of political and societal recognition

The identified challenges are recurring across multiple priority areas, and call for consolidating the suggested measures to address them collectively.

To address **resource scarcity**, both in terms of financial and human capital, the main measure proposed refers to enhancing funding sources. This could involve augmenting public expenditure for youth work or creating a streamlined European funding programme specifically tailored to youth work initiatives, prioritising more efficient and less bureaucratic funding application processes.

¹⁴ The ‘Policy frameworks’ area was not addressed to NGOs and YWs, only to the LRAs.

Regarding the **lack of clarity** and the **simplification of the EYWA and the Bonn Process**, local stakeholders highlighted the importance of empowering the national level to play a stronger leadership role. This would involve overseeing the adaptation of policies at the local level and seeking synergies with other sectors, as well as aligning the skills acquirable through youth work experience to the local job market.

To bolster **political interest**, proposed measures entailed heightened engagement of LRAs in youth affairs coupled with the creation of a pact or agreement signed by LRAs to implement the Bonn Process and the EYWA. This step aims to elevate commitment at the local level.

To tackle **fluctuating political priorities**, the respondents suggested to develop awareness-raising campaigns to inform about the objectives and added value of youth work. Better youth work provision in line with local needs has potential to **improve shared understanding of the added value of youth work**.

Moreover, to increase such **political and societal recognition** of youth work, measures deemed effective include enhancing data and research on the positive societal impact of youth work, implementing quality frameworks for youth work, and improving training pathways for youth workers. Additionally, increased youth involvement in the decision-making process would enhance recognition of youth work whilst ensuring better alignment of youth work provision with the actual needs of young people.

In addition to the survey, a foresight approach was employed for a **vision of the ideal future of youth work in Europe over the next decade**.

It emphasised a need for a paradigm shift towards **prioritising young people** themselves, taking their interests and motivational factors into account. This shift in perspective, if effectively implemented, may increase youth participation in youth work initiatives.

Furthermore, the sector is viewed as needing to be more responsive to the issues it addresses, able to **adapt to emerging trends** within the socio-economic landscape. Moreover, youth work needs to embrace inclusivity and multiculturalism.

Finally, **improved quality monitoring and management mechanisms**, would elevate the perceived value of youth work.

Part 7: Political and operational recommendations

Building on the survey and respondents' suggestions, as well as desk research, the following recommendations can be made. These are addressed to the European institutions, Member States, and the local and regional authorities, and divided into three sections: institutional action, youth work quality and promotion and awareness.

7.1 Recommendations for institutional actions

Recommendation 1. The European Commission shall increase the institutional representation of the European Committee of the Regions in the governance bodies as well as in the working groups related to the EYWA implementation.

The study' findings indicate a gap in the implementation process of the EYWA and the Bonn Process in terms of local level involvement. An increased representation from regional and local levels in the governance bodies and working groups of the EYWA is essential, considering that the local level is the primary implementation level for youth policies. To address this, it is proposed to include the CoR in the governance bodies and working groups of the EYWA, to help ensure that the local perspective is adequately represented.

Recommendation 2. Member States, together with the LRAs, shall work together to define a national strategic framework on youth work, complete with targets, monitoring and reporting mechanisms, taking local needs into account for a more effective implementation of the EYWA and the Bonn Process at the local and regional levels.

Greater involvement of the regional and local levels in the definition of the national framework would support the implementation of these European frameworks.

In this context, exploring the Proposal for an 'Updated Dashboard of EU Youth Indicators' (European Commission, 2021), built to support the European Youth Strategy Work Plan 2022-2024 (Council of the European Union, 2021), and considering the integration of indicators for the youth work, might also be of use.

Recommendation 3. The European Commission shall seek greater youth work policy integration in other sectors such as digitalisation, employment and entrepreneurship, favouring youth mainstreaming.

Youth mainstreaming should be favoured, connecting youth work with other sectors (e.g., employment policies or digital education strategies) is essential to provide a holistic approach to addressing youth-related issues.

Recommendation 4. The European Commission shall devise leaner funding mechanisms for the development of youth work in order to widen access to funding for youth work stakeholders.

A key finding from this study is the challenge faced by youth work stakeholders in accessing European funding.

There is an expertise and technical capacity gap in developing project proposals aligned with the European Commission's standards, particularly amongst small NGOs. Addressing this requires capacity-building to facilitate access to European-level funding, such as Erasmus+ and the European Solidarity Corps, which offer funding for different youth work projects and initiatives, resulting also in a high competition for funds.

Moreover, there is a notable administrative burden associated with both applications and projects, requiring dedicated administrative professionals.

To overcome these challenges and to enable the sector to access more funding, it is needed to carry out ad hoc actions specifically for youth work projects, and to implement leaner, streamlined administrative processes, as well as simplified application procedures.

Recommendation 5. All levels of government shall promote youth involvement in the decision-making affecting them in order to develop policy frameworks aligned to youth needs and increase youth engagement and contribution in civic life.

Good practices and guidance on ways to effectively increase youth involvement in the decision-making processes should be disseminated. It is important to note that youth involvement in the decision-making processes should first be fostered at the local level, as the ideal implementation level. Additionally, setting up coordination mechanisms to create national and European networks amongst young people engaged in decision-making processes might potentially facilitate experience exchanges and best practice transfers.

Currently, there are several examples of municipalities engaging in concrete implementation of such involvement with examples being Youth City Councils and Youth Local Consultative/Advisory Groups in Slovenia, Poland, Denmark, Ireland, Greece, Bulgaria, Czech Republic, Estonia, Finland, France, Germany, Cyprus, Latvia, Luxembourg, Malta, the Netherlands, Portugal, and Sweden¹⁵. Other countries have National Youth Councils.

¹⁵ According to the data retrieved in the 'Youth participation in representative democracy' section of the [European Commission Youth Wiki](#).

7.2 Recommendations for quality youth work

Recommendation 6. The European Commission shall promote research and consultations within the community of practice for the creation of a quality assurance system and an evaluation and monitoring mechanism to reinforce quality development in youth work.

Quality standards and evaluation and monitoring mechanisms need to be developed to improve the quality and consistency in youth work across Member States. Moreover, establishing methods to measure youth work achievements would enhance the accountability of stakeholders in youth work, whilst improving the availability of data for research and honing effective approaches and practices.

Recommendation 7. LRAs shall foster the alignment of skills developed within youth work with those required by their local job markets in order to increase synergies with other sectors, including through the creation of stakeholder networks at the local level.

This study highlights the importance of aligning skills gained through youth work with those in demand in the local job market. Such an alignment would benefit the young people involved in youth work and enhance greater participation. Dialogue with the private sector would facilitate better alignment of skills and increase their recognition, which may also serve to mitigate brain drain and help attract and/or retain young people in youth work.

Recommendation 8. Competent levels shall propose a training curriculum for youth workers, with training certification and recognition mechanism for youth workers.

Youth workers call for setting up a curriculum for youth work which could also be tailored to the needs of the local community. Standardised training paths, together with training certifications, are closely bound up with the improvement of the youth work quality system. Moreover, a formal curriculum would also potentially enhance social recognition of the profession and expand the opportunities for new youth workers, including for individuals without degrees in the social sciences.

The above is set forth in the Council of European Union Conclusions on education and training of youth workers (2019). Good practices include a training framework included in the [European Competence Framework for Youth Information Workers](#) (#YouthInfoComp) developed by Eurodesk and ERYICA, and the [European Academy on Youth Work](#), a cooperation between National Agencies in the Erasmus+ programme, the European Solidarity Corps and SALTO-YOUTH Resource Centres.

Recommendation 9. Member States, in cooperation with LRAs, shall increase the relevance of youth work in the wider socio-economic context by analysing the youth trends, challenges and needs, including those young people from disadvantaged backgrounds.

In the present context, young people face new challenges resulting from instability and socio-economic crises. Ensuring that youth work effectively supports and empowers young people and equips them with the skills they need to enhance their resilience, requires to identify and address these emerging needs whilst also adapting youth work.

7.3 Recommendations for promotion and awareness

Recommendation 10. The European Commission shall develop data collection on youth work and awareness-raising campaigns, in order to disseminate evidence on the benefits of youth work to increase its social and political recognition.

Knowledge of the added value of youth work might be increased by improving the availability and dissemination of data on the social impact of youth work, which may, at the same time, help increase the political and social recognition of youth work.

Currently, the main dissemination channels on the EYWA and Bonn Process are the National Agencies. However, considering that the local level is the implementation level of these policies, there is a need to involve a representation of the local level in institutional bodies governing the EYWA. In this regard, the involvement of the European Committee of the Regions emerges as pivotal, given its mandate to represent local and regional authorities across the European Union and advise on new laws that have an impact on regions and cities, along with serving as multiplier at the local level. Participation of the CoR in governance and working groups, such as the Steering Group and the Youth Stakeholders Group, and in pivotal events, such as the European Youth Work Convention planned for 2025, would therefore be advisable (see also Recommendation 1).

Recommendation 11. Member States shall favour the preservation of the youth workers' knowledge base given the field's inherent high staff turnover, by promoting exchange of good practices.

Staff turnover is a chronic problem within youth work (White *et al.*, 2020), as it is the primary cause of knowledge loss within organisations (Hana & Lucie, 2011).

Therefore, the youth work sector should transition from a tacit-oriented knowledge management strategy to an explicit-oriented one. An online knowledge hub, such as the [Europe Goes Local platform](#) could help both share and centralise knowledge, even at the European level.

Moreover, strengthening youth workers mobility and increasing the opportunities for cooperation is crucial to improve the exchange of approaches and experiences and the overall knowledge on youth work practices.

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Annex II. Initiatives at the local level

‘*Ecosistema giovani Firenze*’, Municipality of Firenze (Italy):

<https://portalegiovani.comune.fi.it/web/node/131>

‘*Kreatywna młodzież*’, Municipality of Warsaw (Poland):

<https://dzialam.um.warszawa.pl/kreatywna-mlodziez>

‘*Młodzi w kryzysie*’, Municipality of Warsaw (Poland):

<https://dzialam.um.warszawa.pl/mlodzi-w-kryzysie>

‘*National Youth Conference*’, Budapest (Hungary):

<https://keruletunk.ujbuda.hu/ifjusagugy>

‘*New Turku change project*’, Turku (Finland):

https://www.turku.fi/uutinen/2023-09-13_lasten-ja-nuorten-palveluiden-muutoshanke-kaynnistyy-toimijat-yhteen-ja

‘*NextGen YouthWork*’, URBACT IV Programme (Lead Partner: Eindhoven-Netherlands):

<https://urbact.eu/networks/nextgen-youthwork>

‘*Oltre la scuola*’ (‘Beyond the School’), Foundation Ragazzi in Gioco in Pordenone (Italy):

<https://www.ragazzingioco.it/cosa-facciamo/rig/>

‘*Parasol*’, Stowarzyszenie Hajstra association (Poland):

<https://zpdmparasol.pl/>

‘*Tartu City Youth Council*’, Municipality of Tartu (Estonia):

<https://www.tartu.ee/en/youth-work>

‘*The Children and Youth Advisory Council*’, Municipality of Elmshorn (Germany):

https://www.elmshorn.de/redirect.phtml?extlink=1&La=1&url_fid=3302.1348.1

‘*Where are you going in youth work?*’, GYIÖT association in Hódmezővásárhely (Hungary):

<https://gyiot.hu/projektek/ifjusagi-munka-merre-jarsz>

‘*YIMinds*’, Red de Centros de Información Juvenil, Móstoles (Spain):

<https://www.comunidad.madrid/servicios/juventud/red-centros-informacion-juvenil#panel-317100>

'Young Warsaw programme' (2016-2020), Municipality of Warsaw (Poland):
<https://dzialam.um.warszawa.pl/polityka-mlodziezowa>

Youth Networks, Municipality of Jyväskylä (Finland):
<https://www.jyvaskyla.fi/en/youth>

'Youth Parliament', Municipality of Warendorf (Germany):
https://www.warendorf.de/rathaus/buergerservice/buergerservice/waf/ansichten/team/s/team.html?tx_browser_pi1%5BshowUid%5D=15&cHash=2138f29770

'Youth study 2019', Verein Jugendornbirn association (Austria):
<https://www.jugendornbirn.at/projekte-veranstaltungen>

Annex III. The questionnaire

Youth work is a social practice, based on working with young people and the societies they live in. It covers various **social, cultural, educational, environmental** and/or **political** activities by, with and for young people, delivered by both paid and volunteer youth workers and based on **non-formal** and **informal learning** focused on young people and on voluntary participation. Youth work is carried out by a wide youth work community consisting of **youth workers**; youth work managers and project carriers; youth work organisations; local communities and municipalities, etc.

Both the **EU** and the **Council of Europe** have worked to improve the coherence at policy level in the field of youth work, and at the end of 2020 the EU established the **European Youth Work Agenda (EYWA)**. The EYWA analyses the challenges youth work faces in Europe, such as the need for a conceptual framework and for the recognition of the youth workers' competences, quality and credibility of youth work, and connections and cooperation with other sectors etc. It was followed by the launch of a so-called **Bonn Process** which supports the implementation of the EYWA, and consists of eight **priority areas**:

- Develop and expand the youth work offer: strengthening the provision of the youth work offer.
- Quality development in youth work: better outreach and coordination from the support structures and mechanisms.
- A common direction for the youth work community of practice: providing spaces for exchanges between the practitioners.
- Beyond the youth work community of practice: better engagement with different sectors.
- Promotion and recognition: awareness raising and creation of a common narrative on youth work.
- Innovation and emerging challenges: fostering a culture of innovation and resilience.
- Policy frameworks: integration of youth work in the youth policies.
- A strategic framework for youth work development: better alignment of the European initiatives in the field of youth work and in implementing the Bonn Process.

The **European Committee of the Regions (CoR)**, representing local and regional authorities in the European Union, has tasked **FORMIT** to conduct a questionnaire and a study looking at the EYWA and the Bonn Process implementation at the local and regional level, and how these could be simplified.

The survey is structured into four sections. It takes around **10 minutes** to be completed. The survey is available online in **English, French, German, Italian, Polish** and **Spanish**. It will remain open until 15 March 2024. For more information, please contact ricercaeinnovazione@formit.org.

Individual contributions provided through the open questions of the survey may be eventually used in the study but in an anonymised form. Fondazione FORMIT standard privacy statement applies.

The follow-up to your contribution requires that your personal data (name, contact details, etc.) be processed in a file. Participation in the consultation is voluntary. Should you require any further information or wish to exercise your rights under Regulation (EU) 2016/679 (e.g., to access, rectify, or delete your data), please contact the data processor of this survey's end-user: mail@formit.org. You have the right of recourse to the European Data Protection Supervisor at any time (www.edps.europa.eu). For any further information on FORMIT data protection policy and the use of your contributions, please consult the following legal notice: Privacy Statement ([full version](#)). Please note that the answers you provide can be used, in an anonymised form for drafting a report. That report could be transmitted to CoR rapporteurs and other EU institutions and used in CoR studies and publications. If you do not wish so, please inform us accordingly.

Thank you in advance for participating in this consultation.

The FORMIT team

Q1.1 – **Information about the respondent**

- Role/position*: [Open answer]
- Organisation*: [Open answer]
- Country where the organisation is based*: [one-choice selection of the EU27 Member States]
- Region where the organisation is based*: [free text]
- City where the organisation is based*: [free text]

Q1.2 – You are participating in the survey as*: [only one answer is allowed]

- A local/regional public authority.
- An NGO working with young people.
- An individual youth worker.
- Other: please specify [free text]

General background

Q2.1 Do you know the European Youth Work Agenda? *: [only one answer is allowed]

- Likert scale from 1 to 4 (1= not at all; 2= not so much; 3= I know it a little 4= I know it very well)

Q2.2 Do you know the Bonn process for the implementation of the European Youth Work Agenda? *: [only one answer is allowed]

- Likert scale from 1 to 4 (1= not at all; 2= not so much; 3= I know it a little 4= I know it very well)

Q2.3 Have you or your organisation developed any youth work related initiative in the last three years? *: [only one answer is allowed] [Trigger question if “No” it goes directly to Q4.1]

- Yes
- No

Quality development: *it refers to any requirement to improve the quality of youth work. It is about information and better outreach on existing structures and mechanisms as well as approaches to improve youth work through, for example, quality assurance systems.*

Q3.1 Have you been implementing any initiatives related to the improvement of the quality of youth work? *: [only one answer is allowed]

- No
- Yes

If yes, please provide us with the weblink of the initiative that is most relevant to you. If there is no weblink, please describe in two lines the initiative.

Q3.2 Which are the challenges hampering the improvement of the quality of youth work at local/regional level? *: [scoring on likert scale for each of the challenge listed]

- lack of data on youth work at local/regional level
- lack of qualified staff
- lack of political interest
- lack of cooperation
- lack of resources
- complexity of the Bonn Process

If there is any other "great challenge" not listed above, please explain [free text]:

Q3.3 Please suggest any measure you consider relevant to overcome the biggest challenges you identified from the list above* [open question]

Promotion and recognition: *it is about making youth work more visible and better understood. The aim is to create awareness of youth work and to develop a common understanding of what youth work is through common language and terminology.*

Q3.4 Have you been implementing any initiatives related to building common understanding on what youth work is? *: [only one answer is allowed]

- No
- Yes

If yes, please provide us with the name and weblink of the initiative most relevant to you. If there is no weblink, please describe in two lines the initiative.

Q3.5 Which are the main challenges which hamper the development of a common understanding on what youth work is? *: [scoring on likert scale for each of the challenge listed]

- fluctuating political priority
- lack of political and societal interest
- lack of political interest
- lack of political and societal recognition
- lack of cooperation
- lack of resources
- complexity of the Bonn Process

If there is any other "great challenge" not listed above, please explain [free text]:

Q3.6 Please suggest any measure you consider relevant to overcome the biggest challenges you identified from the list above* [open question]

Policy frameworks: *it is argued that youth work should be an explicit and integrated part of youth policy. This requires specific youth work strategies to support participatory policymaking and implementation as well as standards for research-based and rights-based approaches in youth policy and its implementation. [Q3.7, Q3.8, Q3.9 hidden for Youth workers and NGOs]*

Q3.7 Do you have any initiatives related to the integration of youth work at all youth policy level? *: [only one answer is allowed]

- No
- Yes
- If yes, please provide us with the weblink of the initiative that is most relevant to you. If there is no weblink, please describe in two lines the initiative.

Q3.8 Which are the main challenges hampering the integration of youth work in youth policy at regional/local level? *: [scoring on likert scale for each of the challenge listed]

- lack of financial support
- lack of political will
- lack of long-term political continuity
- lack of political interest
- lack of political and societal recognition
- lack of cooperation
- lack of resources
- complexity of the Bonn Process

If there is any other "great challenge" not listed above, please explain [free text]:

Q3.9 Please suggest any measure you consider relevant to overcome the biggest challenges you identified from the list above* [open question]

A common direction for the youth work community of practice: *the European Youth Work Agenda calls for “a common direction for the youth work community of practice” and for creating opportunities for its participants to meet and exchange good practices. This can include for example stronger cooperation, sharing information, monitoring and evaluation.*

Q3.10 Have you been implementing any initiatives related to the creation of opportunities for the community of practice to meet and exchange information? *: [only one answer is allowed]

- No
- Yes

If yes, please provide us with the weblink of the initiative that is most relevant to you. If there is no weblink, please describe in two lines the initiative.

Q3.11 Which are the main challenges preventing the community of practice from creating new opportunities to meet and exchange information at regional/local level? *: [scoring on likert scale for each of the challenge listed]

- lack of common understanding of youth work
- lack of political interest
- lack of political and societal recognition
- lack of cooperation
- lack of resources
- complexity of the Bonn Process

If there is any other "great challenge" not listed above, please explain [free text]:

Q3.12 Please suggest any measure you consider relevant to overcome the biggest challenges you identified from the list above* [open question]

A strategic framework for youth work development: *it encourages the community of practice to reflect on how it can contribute to the development of youth work. This may include, for example, setting up local/regional working groups to coordinate joint undertakings and projects and improving conditions for youth work development at local/regional level.*

Q3.13 Have you been implementing any initiatives to improve opportunities for the community of practice to contribute to the development of youth work? *: [only one answer is allowed]

- No
- Yes

If yes, please provide us with the weblink of the initiative that is most relevant to you. If there is no weblink, please describe in two lines the initiative.

Q3.14 Which are the main challenges you experience as bottlenecks for the creation of opportunities for the community of practice to contribute to the development of youth work? *: [scoring on likert scale for each of the challenge listed]

- lack of clarity in the objectives of the Agenda
- lack of political interest
- lack of political and societal recognition
- lack of cooperation
- lack of resources
- complexity of the Bonn Process

If there is any other "great challenge" not listed above, please explain [free text]:

Q3.15 Please suggest any measure you consider relevant to overcome the biggest challenges you identified from the list above* [open question]

Develop and expand the youth work offer: *Youth work aims to create opportunities for young people. Thus, this priority focuses on any measures to improve the youth work offer and on providing support to put in place quality youth work, for example by using the support available from European funding programmes (e.g., Erasmus+ Youth, European Solidarity Corps).*

Q3.16 Have you been implementing any initiatives related to the improving of youth work offer? *: [only one answer is allowed]

- No
- Yes

If yes, please provide us with the weblink of the initiative that is most relevant to you. If there is no weblink, please describe in two lines the initiative.

Q3.17 Which are the main challenges you have been experiencing which make it difficult to offer quality youth work at regional/local level? *: [scoring on likert scale for each of the challenge listed]

- lack of human and financial resources
- lack of political support
- lack of political interest
- lack of political and societal recognition
- lack of cooperation
- complexity of the Bonn Process

If there is any other "great challenge" not listed above, please explain [free text]:

Q3.18 Please suggest any measure you consider relevant to overcome the biggest challenges you identified from the list above* [open question]

Beyond the youth work community of practice: *youth work does not exist in isolation, but it is part of the lives of young people. It is therefore vital that youth work is connected to and cooperates with other areas that are important for young people. How could cross-sectoral and horizontal cooperation be strengthened?*

Q3.19 Have you been implementing any initiatives related to cross-sectoral and horizontal cooperation with the youth work community of practice? *: [only one answer is allowed]

- No
- Yes

If yes, please provide us with the weblink of the initiative that is most relevant to you. If there is no weblink, please describe in two lines the initiative.

Q3.20 Which are the main challenges preventing the youth work community of practice from enhancing cross-sectoral and horizontal cooperation at regional/local level? *: [scoring on likert scale for each of the challenge listed]

- perceived lack of recognition by other sectors
- lack of data on youth work benefits
- lack of political interest
- lack of political and societal recognition
- lack of cooperation
- lack of resources
- complexity of the Bonn Process

If there is any other "great challenge" not listed above, please explain [free text]:

Q3.21 Please suggest any measure you consider relevant to overcome the biggest challenges you identified from the list above* [open question]

Innovation and emerging challenges: *Young people may be exposed to several crises, which can also impact on youth work: mental health, climate change, digitalisation and shrinking civil spaces are examples of such challenges. Through innovations (e.g., smart youth work, green youth work) and the development of more resilient youth work structures, attempts are made to mitigate these challenges.*

Q3.22 Have you been implementing any initiatives related to the development of resilient youth work structures? *: [only one answer is allowed]

- No
- Yes

If yes, please provide us with the weblink of the initiative that is most relevant to you. If there is no weblink, please describe in two lines the initiative.

Q3.23 Which are the main challenges preventing youth work structures from being resilient? *: [scoring on likert scale for each of the challenge listed]

- young people's declining interest in organising and taking part in youth work activities
- lack of political interest
- lack of political and societal recognition
- lack of cooperation
- lack of resources
- complexity of the Bonn Process

If there is any other "great challenge" not listed above, please explain [free text]:

Q3.24 Please suggest any measure you consider relevant to overcome the biggest challenges you identified from the list above* [open question]

Q4.1 What do you think it should change to help improve the recognition of youth work at the regional and local level? * [open question]

Q4.2 How would you simplify the implementation of the EYWA and the Bonn process at the regional and local level? * [open question]

Q4.3 How would you improve the training of youth workers at the regional and local level? * [open question]

Q4.4 How would you feel youth work may be implemented at local level in 10 years? Please briefly describe which is your ideal vision about it. * [open question]

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ISBN 978-92-895-3483-3
doi: 10.2863/488527

QG-02-24-470-EN-N



Publications Office
of the European Union



European Committee of the Regions

Created in 1994, the European Committee of the Regions is the EU's political assembly of 329 regional and local representatives such as regional presidents or city-mayors from all 27 Member States, representing over 446 million Europeans.

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