



ACCESS TO OPPORTUNITIES: YOUTH WORK IN MIGRANT COMMUNITIES

Access to Opportunities: Youth Work in Migrant Communities (YWMC) – abridged version

Key Action 2 – Cooperation among organisations and institutions

Purpose and priorities

The overall priority of the programme is *'Inclusion and diversity in all fields of education, training, youth and sport'* delivered through a programme of training and partnership exchange focusing on the needs of adult youth workers/leaders.

With a focus on capacity-building of youth workers who are working with marginalised young people, online and well as face to face practice, the outcome of which will be shared widely as part of a wider dissemination process.

Aims and objectives of the programme

Our overarching aim is to increase access to opportunities delivered through a **competence-based approach** to the education and training of paid and volunteer youth workers who are from migrant and refugee communities by achieving the following outcomes:

1. increasing quality, innovation and recognition of youth work; and
2. improving the competences of educators and other adult education staff.

The proposed project provides for existing partners to develop on youth work professional training and practice begun under earlier Erasmus supported cooperative programmes. This project includes exchanges, training courses, observations of practice in situ, visits as well as the production of learning resources and the wider dissemination of learning, recognition and validation of competence (i.e. Youthpass).

Needs the project is seeking to address

The project addresses the limited intergenerational youth work practices within the African Diaspora in Europe and contributes to building a self sustaining system that encompasses the cultural specificities of the African Diaspora. Migration often enhances cultural diversity but the reality is that its impact on the social and economic opportunities available is shrouded in challenges of intolerance, discrimination and prejudice.

Recent data about the situation of youth pan Europe, as evidenced in the EU Youth Work Report (2017; 2019), further attest to the fact young people are facing an increasing number of challenges including increased levels of unemployment and temporary contracts. They are also facing increasing levels of obesity as well as falling prey to criminal opportunism, where they may have fewer alternatives. Within migrant communities the challenges are further compounded due to language barriers and lack of economic independence. This therefore is an additional burden on how youth are supported within these communities.

The focus of this project is to look at meeting the needs and concerns of migrant communities through the lens of youth and community professionals across cities in four

countries where there exist large migrant and refugee communities. From this we will increase their skills, knowledge, competence and overall quality of the youth work they provide with African Diaspora youth.

What are the objectives of the project

By focusing on the needs of youth workers who are working with migrant and refugee communities, we hope to increase their access to opportunities so as to build their **capacity** and simultaneously identify **educational pathways** for those youth workers who would otherwise be blocked from such opportunities due to systemic discriminatory practices.

The programme objectives

1. To provide cross national recognition through institutional co-operation at local levels within partner countries in Europe working with migrant and refugee communities;
2. To recognise and validate the achievement of youth workers' competence evidenced through the adoption of the **European Portfolio Competence (self-assessment) framework** recognised through the achievement of the Youthpass certificate;
3. To provide training and understanding of youth work practice which focuses on creative tools to engage and encourage greater participation and involvement in the democratic processes within respective countries in line with the priority of the EU Youth Strategy.
4. To provide an innovative training model of the youth work practice which focuses on supporting access to opportunities delivered through mentorship models that build skills and facilitate coping and developmental competence;
5. To build on the *quality standard framework* developed through the Black to the Future programmes for the recognition of organisations working with migrant and refugee communities and youth.

The programme delivery model

The exchange programmes will facilitate the development of competence-based training linked to the **European Youth Work Portfolio Functions 1 to 8**. Each exchange visit will have a focus that covers particular Functions. The overall design allows participants within each country to develop Function 6 through a 'project-based' approach as part of a 'learning set' in between the exchanges.

The method of delivery will include:

1. *Formal sessions during each mobility* - each partner will lead on a theme within the exchange/training programme:
2. *Experiential learning* involving visits will take place during and in between mobilities as part of the community of 'practice' and project work components: (a) each mobility will involve placement visits; (b) participants will undertake a project in their own country linked to their 'learning set'.

3. *Project-based work*: a group-based ‘learning set’ linked to the delivery of a project agreed by the group (x4) will report using a ‘Group Diary’ approach (portfolio of evidence). The outcome of these projects will be presented at an online session hosted by each partner with their respective participants.

The key themes (or work packages) are:

- *Theme 1: Youth work training in working with migrants and refugee communities: competence-based approach [NL]*
- *Theme 2: Youth and community participation in the decision-making process [Portugal]*
- *Theme 3: Quality mentoring standards and practice [Italy]*
- *Theme 4: Quality standards for the recognition of organisations working with migrants and refugees [Germany]*

See Appendix 1 for a diagrammatic overview summary

Who are the target groups for the project?

The main target group for this project are new and older generation youth workers from the (African) Diaspora communities.

The project will **engage directly 80 youth workers** (20 per country overall) from different organisations, notionally reaching 300 young people as a result of the work they will be engaged in as a direct result of their involvement on the project (especially through the project based process). Thus:

- Youth workers from the older generation (aged 45yrs+)
- Young people between **19 and 30yrs** from the (African) Diaspora communities.
- Municipal staff and NGO representatives working on social inclusion and integration of young migrants in the selected cities (i.e. community stakeholders).
- Policy and decision makers at local levels from the selected cities **to learn** about the programme as part of the wider dissemination and sustainability approach (i.e. the multiplier event).

The task allocation across the partnership

Partners	Specific roles and responsibilities	Shared roles and responsibilities
<p>Stichting Interlock (The Netherlands)</p>	<p><i>Project lead and management role</i></p> <p>Overall management and coordination of the project, including production of a risk management plan which identifies potential risks and the ways of addressing them (see below).</p> <p>To ensure smooth project management (including budget control and management) and successful implementation of the project, liaising with the Dutch NA, partners and such other bodies as appropriate for the successful delivery of the project.</p> <p>To accept accountable responsibilities for the project management, quality assurance and overall monitoring and evaluation of the project, including all reporting into the NA in a timely fashion.</p> <p>Coordinate and plan the <i>First Transnational Meeting</i> in the Netherlands, ensuring that partners are well versed about the aims and objectives of the project and of their respective roles and responsibilities within the project (e.g. ensuring all logistical matters are in order).</p> <p><i>Work package delivery role</i></p> <p>Coordination of the exchange visits taking place in the Netherlands (Work Package 1)</p>	<p>Expansion/extending the digital map that currently exist and in the sharing of good practices and tools.</p> <p>All partners will contribute to the Final report and final project results and contribute to the final multiplier event (Dissemination event – see second transnational meeting below)</p> <p>Attendance and contribution to the dissemination and evaluation event (Second and final transnational partner event – see below) that will be held in one of the partner countries (NL).</p>

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	<p>Arranging and coordinating the three months post programme online reflection sessions for participants based in the NL (x 4).</p> <p>Identification and on-boarding of the local participants/organisations participating who are from The Netherlands.</p> <p>Building own local team that will be working on the project and providing preparatory activities and training to them.</p> <p>Distribution and collection of sessional feedback reports and the wider reflection and sharing opportunities such as blogs, website uploading and programme dissemination locally within their country/municipality (e.g. websites and such other recording as good practices identified arising from the project).</p> <p>Collect best practices and information about the (African) Diaspora youth programmes taking place across the selected four cities, adding to the existing digital map.</p>	
ECOS (Portugal)	<p>Coordination of the 3 days training programme taking place in Portugal (Work Package 2)</p> <p>Arranging and coordinating the three months post programme online reflection sessions for participants based in Portugal (x 4).</p> <p>Identification and on-boarding of the local participants/organisations participating who are from Portugal.</p> <p>Building their own local team that will be working on the project and providing preparatory activities and training to them;</p>	

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	<p>Distribution and collection of sessional feedback reports and the wider reflection and sharing opportunities such as blogs, website uploading and programme dissemination locally within their country/municipality (e.g. websites and such other recording as good practices identified arising from the project).</p> <p>Collect best practices and information about the (African) Diaspora youth programmes taking place across the selected four cities, adding to the existing digital map.</p>	
AICEM (Italy)	<p>Coordination of the 3 days training programme taking place in Italy (Work Package 3)</p> <p>Arranging and coordinating the three months post programme online reflection sessions for participants based in Italy (x 4).</p> <p>Identification and on-boarding of the local participants/organisations participating who are from Italy.</p> <p>Building their own local team that will be working on the project and providing preparatory activities and training to them.</p> <p>Distribution and collection of sessional feedback reports and the wider reflection and sharing opportunities such as blogs, website uploading and programme dissemination locally within their country/municipality (e.g. websites and such other recording as good practices identified arising from the project).</p> <p>Collect best practices and information about the (African) Diaspora youth programmes taking place across the selected four cities, adding to the existing digital map.</p>	

<p>Migrafica (Germany)</p>	<p>Coordination of the 3 days training programme taking place in Germany (Work Package 4)</p> <p>Arranging and coordinating the three months post programme online reflection sessions for participants based in Germany (x 4).</p> <p>Identification and on-boarding of the local participants/organisations participating who are from Germany.</p> <p>Building their own local team that will be working on the project and providing preparatory activities and training to them;</p> <p>Distribution and collection of sessional feedback reports and the wider reflection and sharing opportunities such as blogs, website uploading and programme dissemination locally within their country/municipality (e.g. websites and such other recording as good practices identified arising from the project).</p> <p>Collect best practices and information about the (African) Diaspora youth programmes taking place across the selected four cities, adding to the existing digital map.</p>	
<p>Multiplier event (dissemination and evaluation event)</p>	<p>This event forms part of the evaluation process planned as the <i>Second Transnational Meeting</i>, which will bring all the partner organizations together to evaluate the entire project, its outcomes and recommendations for sustainability going forward.</p> <p>This will take place over two working days, part of which will be an open invitation to a wider audience to share in the learning and obtain feedback on the programme and its outputs (e.g. participants to be invited to showcase learning).</p>	

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<p>Evaluation transnational evaluation event (NL)</p>	<p>One representative from each partner organization will be invited, along with the external evaluator, who will play a crucial role in the design and reporting aspect of the programme.</p> <p>The evaluation will report on the overall assessment of the project/programme, highlighting the key activities undertaken, the learning, impact and results in respect to the objectives underpinning the design of the programme.</p> <p>As part of the event, partners will discuss ideas on scaling and the lessons learnt for the future sustainability of the project's vision and objectives.</p>	
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Coordination and communication between the participating organisations

Communication and cooperation with partners will be facilitated through (though not exclusively):

- Two transnational project meetings (**Netherlands and ??**)
- Four transnational teaching/training/learning activities with participating staff members (**NL, D, Italy and Portugal**)
- Online meetings via ZOOM/Teams/Skype calls (*e.g. Bi-weekly to start moving to monthly as programme develops*).
- WhatsApp Group
- One-to-one calls with partners for advice or assistance in-between the meetings and online sessions, as appropriate and relevant (communication with the NA may also be required and as such will be factored in).
- Regular progress updates on the project shared via email and/or WhatsApp.

The lead partner will ensure smooth communication and flow of information in the consortium of partners with the language of communication being English.

Project Management

Interlock will appoint a Project Coordinator, whose role it would be to ensure smooth project management (including budget control) and successful implementation of the project as agreed.

Support to partners and stakeholders: developing promotional material for the project, provide support letters as appropriate and relevant, responsive to NA requests and reporting queries alongside site visits if needed to engage local municipalities in the project.

Quality assurance: monitoring and evaluation of the project timeline, the delivery of key area (s) of work within the Work Packages and ensuring the design and implementation of the appropriate monitoring and evaluation processes are in place (e.g. sharing tools/templates according to the objectives, outcomes and outputs for the project – see Work Packages 2 to 5 below).

Transnational partners' meetings: preparing the logistics and content, assisting the hosting partners for the training/learning/teaching activities with management and preparing the content. This includes preparation and implementation of online preparatory meetings and online learning materials.

Dissemination plans: coordinating the dissemination activities, including the coordination of the multiplier event.

The final report: collecting the data from the partners, writing a comprehensive report on the project results, outlining best practices and methods and recommendations on the

sustainability of the vision and objectives.

Transnational Project Meetings (TPMs)

For a project of this magnitude, we will have two transnational meetings that will take place at the beginning and at the end of the project as part of the overall evaluation process, which we are planning on taking place after the Multiplier Event. The *first transnational meeting* (the preparatory meeting) will take place in the Netherlands. It will be coordinated by Stichting Interlock. At this preparatory meeting, the coordinators of the project from each organization will be invited. Each partner organization will send one participant to the event.

The second transnational meeting will bring all the partner organizations together to evaluate the entire project, its outcomes and recommendations for sustainability going forward. One representative from each partner organization will be invited, along with the external evaluator, who will play a crucial role in the design and reporting aspect of the programme. This we envisage taking place over two working days.

Impact

As the project participants will be working directly with young people in their communities, we anticipate local impact will be significant. Curriculum materials, exercises and activities will be used directly with young people in youth work settings across Europe so this will contribute to their continuing use.

All of the youth workers involved in the project will be encouraged to extend their learning and to progress within the field through employment or through development of local practices – scale up existing projects. A particular opportunity we will be exploring within the Dutch context is how we could build the modules into existing accredited professional training of youth workers in Amsterdam or surrounding areas.

The *evaluation process* will seek to produce an overall project evaluation, highlighting how the impact of the project results will improve youth work in migrant communities and the life of young people with migration background; and, to discuss ideas on scaling up the lessons learnt for the future sustainability of the project's vision and objectives.

Sustainability of the project

The 80 youth workers and managers participating in this project will be encouraged to join existing national and international youth work networks (if not already members), especially MDC/ADYNE and other similar African youth work organisations acting as project champions and ambassadors to disseminate the key findings and promote the use of the tools from the project going forward. We will build on early conversations with **MDC/ADYNE** about how the activities of the project might be further amplified and built on in future strategies and work programmes for African Diaspora youth and youth workers across Europe and the rest of the world.

It is our hope that local decision making bodies will consider seriously the implications for engaging the training of their staff working with migrant communities and, for example, the universities and other formal accrediting institutions, incorporating aspect as a credit module within their diploma or degree training courses.

Involvement will make a significant contribution to building the capacity of existing African Diaspora European youth work networks such as the ***Migration Diaspora Council (MDC)*** who will be able to provide the strategic infrastructure support framework across Europe, starting with the four countries in scope to the programme and in the ‘recognition’ of youth work organisations meeting their quality standards [i.e. As a result of the programme, *the MDC will lead on the quality of standards in youth work in migrant communities*].

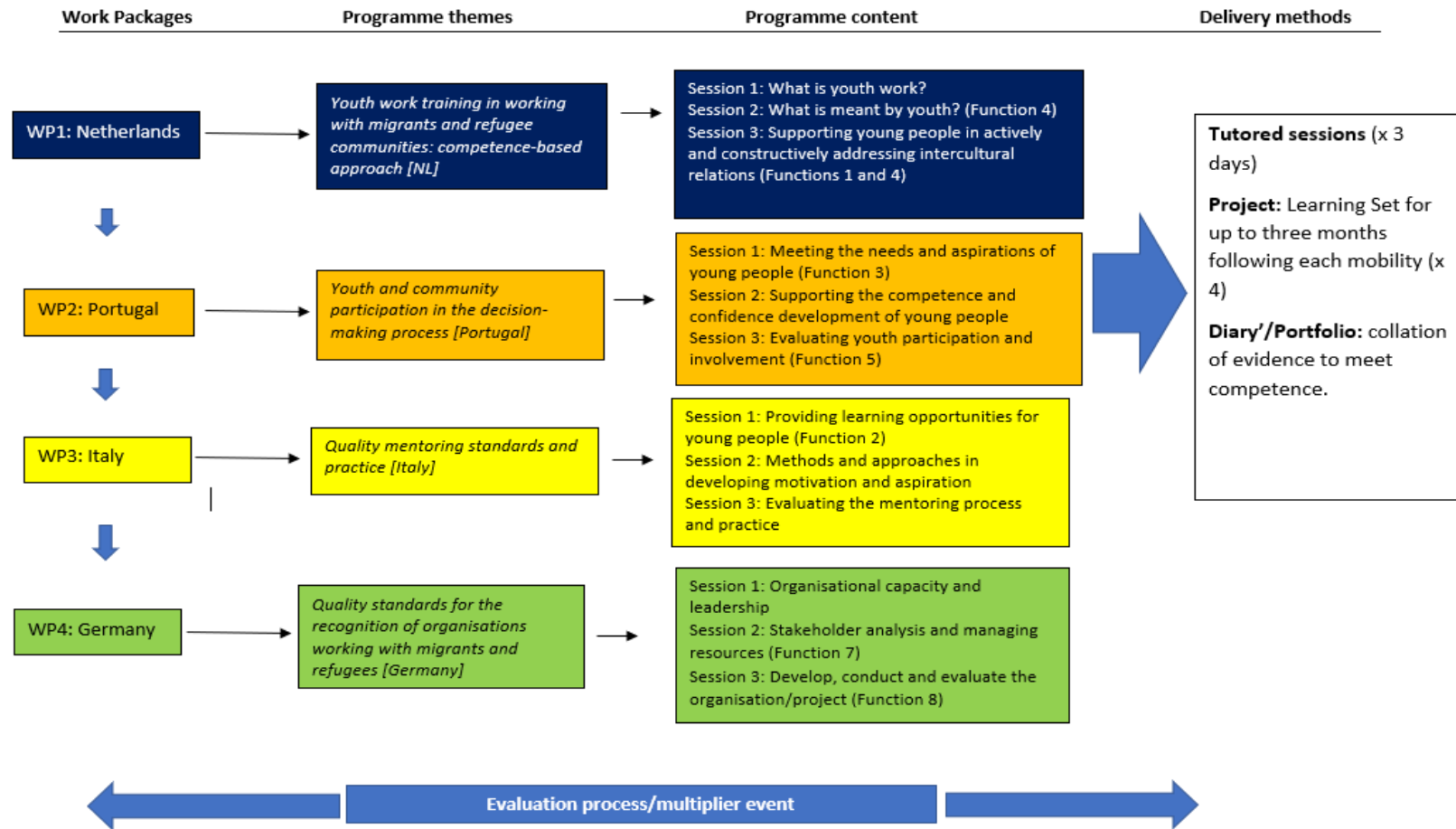
Sharing and promoting the project results

There will be regular newsletter and web page updates during the life cycle of the project and other short articles, photo's and short films will be shared on our websites and socials. We will rely on three main approaches:

- Partner sharing and promotion: participants will be encouraged to produce reports and blogs which partners are encouraged to upload onto their respective websites and to share as widely through their networks either through social media or presentations and through networking events.
- Dissemination through existing Pan-European networks and platforms: two levels at which this will be seen: (a) through the African Diaspora Youth Network in Europe (across a number of European countries which Migrafrica is an active member) and the European Network of People of African Descent (ENPAD), for which 7 European countries have representation.
- Erasmus supported Results Platform as well as EPAL and Salto platforms. These will provide a strong basis to share and engage other (wider) communities of interest, especially Salto, around the training and competence of youth workers.
- *The Multiplier Event*: the Multiplier event will take place after all the mobilities have been conducted and so enable us to showcase the results and materials involved. It will also be a great opportunity to encourage senior policy makers to hear first-hand how the project went and where it can go next (i.e. see the sustainability question above). The key target audience that the event will seek to attract include:
 - Practitioners (fellow professionals/workers)
 - Funders (e.g. Erasmus National Agencies etc)
 - Policy/decision-makers
 - Wider community of interests (i.e. those who need to know)



Appendix 1: Programme overview



Access to Opportunities: Youthwork in Migrant Communities: a diagrammatic overview

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The Partnership



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