

RAN Collection practice template

<p>Name of the practice</p> <p>Please note that by practice we mean an activity/method/tool that has been used or is in use by professionals and/or community members.</p>	<p>Training 'Identity development of youngsters'</p>
<p>Description (max. 300 words)</p> <p>Short description of the aim and working method of the practice. Please note that in this description, it must be clear that <u>there is an explicit connection to preventing and/or countering radicalisation and/or violent extremism</u>. This means that in the aims and/or the activities/methods/tools of the practice, there is a link to preventing and countering radicalisation and/or violent extremism. Practices without this link cannot be included in the RAN Collection.</p>	<p>This practice aims to provide training for first-line youth workers in the city of Antwerp. Lasting 10.5 hours (3 half-day sessions), the training concentrates on youth identity development, with a focus on youth from a migration background. The initiative was launched by the youth department of the city of Antwerp.</p> <p>We came up with the idea of organising training for first-line youth workers in order to meet the needs of several youth organisations. We wanted to strengthen the skills of youth workers, who have to deal with difficult issues like polarisation, radicalisation, extremism, racism, the search for identity etc.</p> <p>The sports department of the city of Antwerp had previously organised similar training sessions for sports workers.</p> <p>Focus of the training:</p> <ul style="list-style-type: none"> To support youth workers in their pedagogical role by boosting their skills, to allow them to support youngsters to 'find' themselves in their search for identity. Also, to support young people showing signs of radical behaviour. (Radical behaviour is sometimes a part of the process of growing up and maturing.) Not limited to coping with violent extremism, the focus is wider: to encourage the positive identity

	<p>development of young people. This is vital by youth work organisations.</p> <ul style="list-style-type: none"> • To emphasise the preventive role of youth work. • To help youth workers gain confidence and skills in dealing with youngsters exhibiting radical or 'just' difficult behaviour (i.e. to target youth workers' 'hesitation to act' in such cases). We believe that with the right tools, youth workers can help young people steer a path to positive identity development. <p>The training was developed in collaboration with Atlas, a government organisation responsible for the integration of newcomers. Some of their staff members had the capacity to provide training on coping with radicalisation. Some youth organisations were also involved, in order to advise on content, so that the training would be tailored for their youth workers. It was crucial for them that the youth growth process is viewed from a broad perspective, instead of focusing on Muslims or radicalisation alone.</p> <p>The training comprises the following components:</p> <p>Explain the concepts: radicalisation, polarisation, terrorism, breeding ground, discrimination, extremism. Also, explore how they fit into the debate and how this influences youngsters.</p> <ul style="list-style-type: none"> • The frame of reference of the youth worker • Identity development of adolescents • Conversation training (one-on-one). • Group discussion techniques • Support system for youth workers, developed by the youth department of the city of Antwerp.
<p>Peer reviewed</p>	<p>No</p>
<p>Key themes</p> <p>Please <u>choose</u> 2 key themes most corresponding with the practice.</p>	<p>(Early) prevention</p> <p>Vulnerable youth and youth engagement in P/CVE</p>
<p>Target audience</p>	<p>Local Community Organisations / NGOs</p> <p>First responders or practitioners</p>

<p>Please <u>choose</u> a minimum of one target audience most corresponding with the practice.</p>	<p>Add additional target audience.</p>
<p>Geographical scope</p> <p>Please indicate where the practice has been/is implemented (countries, regions, cities).</p>	<p>This training is for youth workers active in the city of Antwerp.</p>
<p>Start of the practice</p> <p>Please indicate when (year) the practice was developed and implemented to indicate the maturity of the practice. In case the practice is no longer active, please indicate when it ended.</p>	<p>2017</p> <p>2018</p>
<p>Deliverables</p> <p>Please indicate if the practice has led to concrete deliverables, such as (links to) handbooks, training modules, videos.</p>	<p>A file containing training material is available online. It contains presentations (including videos) used in the training and some explanatory text files. Trainees are given the link to the online file when they've completed the training.</p>
<p>Evidence and evaluation</p> <p>Short description on <u>performance measures</u> of the practice, including</p>	<p>Once the first training cycle was complete, a telephone survey was carried out to collect participant feedback and opinions on the training. For the following training series, participants were given an online evaluation form to complete. Many valuable insights were provided. In March 2018, an evaluation meeting was held with the youth organisations that were involved from the start.</p> <p>Some insights from participants' evaluation responses follow.</p> <p>In general, the training was interesting, useful and informative.</p> <p>Some participants found the first half-day too theoretical in nature, so the training staff changed this for the following groups, making it more interactive.</p> <p>Participants regretted there not being enough time to explore certain topics in depth (this was because there were many subjects to cover).</p> <p>The interactive session on puberty and adolescence with the psychologist was well received.</p> <p>The session on individual conversation techniques and group discussion techniques was also well received. Some</p>

1. qualitative views and quantitative (statistical) data e.g. measure of the success of your project or intervention.
2. evaluation and feedback, including surveys and/or anecdotal evidence e.g. have you done either an internal or external evaluation, have you encouraged any feedback from your target group?
3. peer review which feedback did the practice receive in the RAN working group and/or study visit where the practice was discussed.

Please elaborate on the outcomes of your monitoring and evaluation efforts.

participants are already applying related methods in their organisations.

Participants requested exchange and peer learning among youth workers on coping with problems experienced by youngsters. This might be a subject for further work, following the current training.

The more experienced youth workers already had some prior knowledge of certain subjects explored in the training.

The participants were highly diverse in gender, origin and experience. Consequently, each training group carried out interesting discussions about religion, racism and coping with youth problems. The participants felt that it was a safe environment and they could speak their minds.

Participants appreciated the small groups (no more than 15 participants), the interactive approach, the fact that trainers alternated on different topics, and that they could exchange information and views with one another.

In the evaluation meeting with the youth organisations the following came up:

There was a gap between more experienced and less experienced trainees and youth workers.

The support system for youth workers, developed by the youth department of the city of Antwerp, got hardly any questions after the training sessions. Maybe it's not the right tool. Also, youth workers of private organisations do not ask 'tricky' questions so easily. They already have their own support system through their organisations.

About continuation of the project, there was the proposition of Atlas to organise peer review amongst the trainees after the sessions, but the organisations were not keen on it. They already have their own peer review systems in their organisations and didn't understand the need for peer review over the boundaries of the youth organisations. And also, there was the lack of time for the youth workers to participate in it.

Sustainability and transferability

(maximum of 200 words)

Short description on the sustainability and transferability of the practice, including e.g. information on the costs of the practice. Please elaborate on which elements are transferrable and how.

The training was tailored for youth workers. Certain subjects and insights are transferable to other cities where youth workers are active. However, the training must be carried out by qualified trainers.

<p>Presented and discussed in RAN meeting</p> <p>Please note that to be included in the Collection, the practice is preferably nominated through one of the RAN meetings. Add name of the RAN Working Group/event, date, place and subject of meeting.</p>	<p>RAN YF&C</p> <p>06/12/2017</p> <p>Vienna</p> <p>The role of youth work in the prevention of radicalisation and extremism.</p>
<p>Linked to other EU initiatives or EU funding (maximum of 100 words)</p> <p>Please indicate how your project was funded, if your practice is linked to other EU initiatives or projects, AND explicitly note if it is (co-) funded by the EU, and if so, by which funds? Such as Erasmus +, Internal Security Funds (ISF), European Social Fund (ESF), Horizon 2020, etc.</p>	<p>-</p>
<p>Organisation (enter maximum of 100 words and select organisation type)</p> <p>Please briefly describe the organisation behind the practice including the legal status e.g. NGO, governmental, limited company, charity etc.</p>	<p>City of Antwerp (youth department), in collaboration with Atlas, a government organisation active in the process of integrating newcomers.</p> <p>Governmental institution</p>
<p>Country of origin</p> <p>Country in which the practice is based.</p>	<p>Belgium</p> <p>Enter name if non EU country</p>
<p>Contact details</p> <p>Please provide contact details of who can be contacted within the organisation, with name and email address.</p>	<p>Address: Francis Wellesplein 1, 2018 Antwerp, Belgium Contact person: Annemie Seghers Email: annemie.seghers@antwerpen.be Telephone: +32477248910 Website: https://www.antwerpen.be/nl/overzicht/vrijetijdsaanbod-voor-jongeren</p>
<p>Last update text</p>	<p>2020</p>

(year)	
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