

Key Action: Learning Mobility of Individuals  
Action Type: Mobility of youth workers

## Project Title

# Roadmap for Youth Work Leadership

## Project Coordinator

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## Project Information

**Identifier** 2024-3-FR02-KA153-YOU-000277932  
**Start Date** Mar 1, 2025  
**End Date** Feb 28, 2026  
**EC Contribution** 39,623 EUR  
**Partners** Tudatos Ifjúságért Alapítvány (HU) , Women's Platform to Lead (LB) , "Gyumri Youth House" open youth centre (AM) , YERELDEN KALKINMA DERNEĞİ(Local Development Association) (TR) , AC Amics de la Biblioteca de la Fonteta (ES) , THE MEDITERRANEAN FORUM FOR YOUTH (MA) , BALTIJAS REGIONALAIS FONDS (LV) , Mediterranean Youth Foundation for Development (EG)  
**Topics** Quality and innovation of youth work ; Initial and continuous training for teachers, trainers and other education staff ; Key competences development

## Project Summary

### Objectives

There is a significant need for empowered young leaders in youth organizations, capable of taking responsibility for activities that impact their communities. Youth workers require enhanced competencies in organizational management to effectively create and manage successful projects and assume leadership roles.

This project was developed by experienced youth workers from France, Hungary, Spain, Latvia, Türkiye, Armenia, Lebanon, Egypt and Morocco in a multicultural environment. We believe that a transnational approach will help achieve the project's aims by providing a broader perspective on youth work across Europe, Neighbourhood East, third countries associated to the Programme and the Southern Mediterranean, allowing us to reach diverse youth groups.

The primary aim of the training course is to develop the competencies of youth workers, empowering them to take on leadership positions and equipping them with the tools needed to lead youth organizations.

Objectives are:

- To identify the role of youth work in society and emphasizing the importance of youth workers.
- To equip participants with tools to enhance their knowledge and develop skills in organizational management.
- To introduce effective communication, leadership, and teamwork techniques.
- To developing competencies for decision-making and strategic thinking using non-formal and informal educational methods.
- To provide a space for discussion and sharing best practices to enhance leadership skills.
- To improve knowledge of the Erasmus+ Programme as a means to enhance the international dimension of youth work through capacity-building activities.

The training course will be held in Anger, France, over 7 days including arrival and departure days, with 27 participants and 3 trainers/logistic coordinators from eight different countries. The project ensures balanced involvement from both program and partner countries.

### Activities

The training course "Roadmap" will take place in Anger, France involving 9 countries: France, Hungary, Spain, Latvia, Türkiye, Armenia, Lebanon, Egypt and Morocco. Each partner organization actively participates in our network, committed to enhancing the quality of youth work across Europe, Neighbourhood East, third countries associated to the Programme and the Southern Mediterranean.

The main aim of the course is to develop the competencies of youth workers, empowering them to take on leadership roles and equipping them with essential tools for managing youth organizations. We seek to engage youth workers from diverse backgrounds who actively contribute to their organizations and communities, ensuring a balance between program and partner countries.

The "Roadmap" training course focuses on organizational management techniques, including planning, leadership development, and management of people, time, and budgets. Participants will enhance their skills in assertive communication, effective teamwork, and strategic planning, all while recognizing the critical role youth

work plays in community development. We will utilize tandem methods to maximize impact and results.

The course will employ a variety of non-formal and informal educational methods, such as small and large group work, individual reflection time, simulations, role plays, energizers, case studies, and interactive presentations. Participants will engage in both indoor and outdoor activities, including a practical challenge that incorporates nature-based tools and the "Way of Council." Through active learning, we aim to support participants' personal development throughout the training course.

Each partner organization is responsible for selecting and preparing three participants and for disseminating project outcomes and supporting follow-up activities. Three organizations will also contribute trainers to the course, while coordination and logistics will be managed by the host organization in France.

Participants are 27 youth workers (3 from each organisation, aged 18+, all genders, all nationalities but resident of the partners' countries, working with youth, have commitment for the project) involved in projects with youth including migrant, refugees and local communities and that would like to build their competences on youth work.

## Impact

With this training course, we aim to enhance the key competencies and skills of youth workers, focusing on Leadership, Organisational management, initiative, entrepreneurship, and multilingualism. Our goal is to improve the quality of their work and expand the European and global dimensions of their youth initiatives.

The project fosters a learning process that encourages creativity, active participation, and leadership. Participants will develop essential skill

Is such as assertive communication, teamwork, strategic thinking, and an entrepreneurial mindset, all of which contribute to elevating the quality of youth work.

Engaging in this project will enhance the professional profiles of youth workers and board members, facilitating personal, social, and professional development. This will be achieved through innovative, creative, and diverse methods of non-formal and informal learning.

Working in a multicultural team will expose participants to different values and perspectives, promoting a positive attitude toward cultural diversity. They will acquire creative and innovative educational tools and methods to apply in their organizations.

The safe environment created during the training will encourage open sharing of opinions and experiences, leading to greater self-awareness and effective communication. Participants will learn to manage conflicts and develop professional skills, such as creating strategic plans, mapping the needs of target groups using tools like Empathy Charts, and analyzing their organizations through methods such as SWOT analysis and problem trees.

Through these activities, participants will cultivate creativity and innovation, while also fostering patience and supportiveness toward others. They will learn how to collaborate effectively in teams and discover their intrinsic motivations, ultimately enhancing their leadership skills.

Outcomes of the project will be as follows:

- Capacitated Youth workers to work efficiency with person with fewer opportunities;
- Promoted protocols for including new organisations into EU programmes;
- Improved quality standards for the implementation of the projects and for working in different sectors and with different stakeholders.

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