

Table 14: Career paths and employment opportunities for youth workers

Country	Main employment opportunities	Main challenges accessing jobs	Identifiable career paths	Other fields	Impact studies
Albania	Civil society organisations Youth organisations International organisations Shelters	Non-recognition	N/A	N/A	N/A
Armenia	Projects	Financial instability Contracts Lack of resources in the state	N/A	International agencies	No
Austria	Youth centres Outreach	Recognition Status relative to social work Lack of minimum standards Lack of career development	No	No	Yes
Belarus	Education Youth welfare Local public authorities Social services Children's/youth associations Youth centres Large organisations	No barriers	N/A	Social support Disability Health care Sport and leisure Culture and the arts Youth entrepreneurship Youth tourism Mobility	No
Belgium (Flemish)	Youth work Youth care	Regulations Funding	Churning due to low pay	No	Yes
Belgium (French)	Group leaders Co-ordinators	Balance in professionalisation	N/A	Social work Cultural associations NGOs	No

				After-school Youth care Cultural centres Sports associations	
Belgium (German-speaking)	Open youth work	Lack of a diploma in social work Small number of youth workers Fluctuations in staffing	Youth decree	N/A	N/A
Bosnia and Herzegovina	Youth NGOs	Formal recognition	No	Other civil society organisations International organisations	No
Bulgaria	NGOs Municipalities	Insufficient payment	No	Government Private sector	No
Croatia	Civil society Municipal centres	Recognition Lack of education among youth workers	No	No	Yes
Cyprus	NGOs	Non-validation Financial instability of NGOs	No	No	No
Czech Republic	Leisure-time centres/after-school National Youth Information Centre NGOs	Lack of sustainable resources Unattractive salary in state Job churning	Capacity Building for Development Schools II	N/A	Yes
Estonia	Youth centres Education Youth camps Municipalities/National authorities Hobby schools Youth NGOs Youth projects	Low salaries Long hours Weekend work	Youth worker occupational scheme	Child welfare Social services Sports Culture Business Police	Yes

Finland	Municipalities	Employers prioritising employees with higher education Work experience needed	"In a limited sense"	Social services Schools	Yes
France	N/A	Lack of secured funding Not a priority at national level Lack of national qualification requirements	N/A	Social field	N/A
Georgia	NGOs	Recognition	No	N/A	No
Germany	Various forms of youth work and child protection Education Youth centres/offices/councils/associations Street work Youth counselling Youth associations Churches	Working conditions Status Salaries Recognition	Institute for Youth Work Bavarian Youth Council Academy of Arts Education of the German Government and state of North Rhine/Westphalia	International youth work Schools Youth cultural education Youth political organisation and lobby groups Vocational assistance Outdoor education Youth recreation centres Youth services Probation	Yes
Greece	NGOs Civil society Municipal youth centres	Recognition Registration	NGO sector	Health care Refugee support	No
Iceland	Youth clubs After-school Travel industry Rehab	Lack of understanding of youth work Barriers between professions	Youth clubs NGOs	Social services Rehab centres Event management Tourism	No
Ireland	Local youth services	Relevant experience	Postgraduate	N/A	Yes

	Youth clubs/groups Neighbourhood youth projects Garda projects Drugs projects VEC projects Teenage health	and qualifications Police vetting	programmes		
Italy	Youth information centres Career guidance	Professional pathways Recognition Institutionalisation of youth work	Voluntary to professional via European projects	No	Yes
Latvia	Municipalities NGOs	Low salaries Work overload	N/A	Career counsellors	No
Liechtenstein	Municipalities	Limited job offers Weekend work Off-peak work	No	Office for social services School social work	No
Luxembourg	Regional youth centres NGOs Youth Information Centres National Youth Service Government Education	Too many job opportunities fixed-term contracts Language skills Training on the job	Part-time Bachelor's programme in Educational and Social Sciences	Social services Education Health Childcare Lifelong learning	No
"The former Yugoslav Republic of Macedonia"	N/A	N/A	N/A	N/A	No
Malta	Aġenzija Żgħażaġħ Schools	N/A	N/A	Social welfare Police	No
Republic of Moldova	Youth centres Youth projects Youth organisations International organisations Local or central	Low salaries Limited employment opportunities	No	No	No

	public administration				
Montenegro	Municipal youth clubs National and local level youth offices Education Social services	Recognition	No	Teachers Social workers Public servants	Yes
The Netherlands	Few opportunities	Need for more focus on preventative measures Reaching young people in local surroundings	N/A	Social work Youth care Community education Cultural education	No
Norway	N/A	N/A	N/A	N/A	Yes
Poland	NGOs	Recognition Lack of employment opportunities	No	No	No
Portugal	Municipalities, parishes, inter-municipal communities, youth associations, organisers of holiday camps, promoters of projects in the social economy, schools	Lack of recognition and awareness Aging population Financial constraints on hiring workers in public sector	N/A	No	Local and central governmental institutions; youth organisations; IPSS; ONG; youth centres, holiday camp organisation bodies; bodies accredited for professional training.
Romania	Volunteering	Recognition Small scale of NGOs Association of youth work with unpaid work Lack of training Weak involvement of young people Lack of youth issues in educational curricula Absence of youth in	Voluntary-to- (European) project	N/A	N/A

		political agendas			
Russian Federation	Government bodies Youth leisure and tourism NGOs	Recognition of educational credentials	Youth field	Social services Business Youth media Research Career consultancy Education	No
Serbia	Civic sector Youth organisation	Recognition Lack of institutional grants	Volunteer-youth leader-youth worker	No	No
Slovakia	NGOs Foundations Schools Leisure centres	Recognition Finance Support Education system	Social work Leisure centres	Centre of Pedagogical and Psychological Counselling and Prevention	Yes
Slovenia	Organisations in the youth sector Municipalities	Recognition	N/A	N/A	No
Sweden	Municipalities	N/A	N/A	Social services Health care Tourism Education	No
Turkey	Ministry NGOs	No professional recognition if not employed in public bodies as youth and sports experts and youth leaders	Only for those employed in public bodies	N/A	N/A
Ukraine	Regional and local public Regional/municipal youth centres Regional youth NGOs	No official recognition Low salaries Lack of job opportunities	N/A	N/A	N/A
United Kingdom (England)	N/A	Funding cuts Fewer full-time, permanent jobs Lack of career	Restructured or re-integrated into children's services	N/A	Yes

		structure			
United Kingdom (Wales)	Local authorities NGOs Charities Social services	Austerity Lack of professional identity Lack of recognition from politicians	Passport for learning scheme	Schools Health Youth justice Health Housing Unemployment Leisure centres Refugee projects	Yes