

Table 7: Non-formal education and training: methods, themes and competences

Country	Main training settings, methods and tools	Main training themes and topics	Main competences developed
Albania	Projects, youth exchanges and training courses	Human rights education, social inclusion, intercultural learning and diversity.	Organisational skills, leadership, communication, working in a team, adaptability, time management, intercultural skills and entrepreneurial skills.
Armenia	Training and retraining combining three educational methods: formal education modules, non-formal education and e-learning Vocational education courses offered by folk schools are also an offer without a degree (see information in table above)	Youth policy, programme management, group and team work	Youth policy knowledge. Programme development skills. Basic skills of ICT. Management skills. Self-assessment and monitoring skills Teaching skills. Communication skills.
Austria	Seminars, group work and practice in the field, lectures and elements of blended learning	Group dynamics, self-reflection, sociological, pedagogical and psychological basics. Prevention work. Conflict management. Diversity and intercultural understanding. Gender-mainstreaming. Migration.	Reflective approach. Empathy. Communication skills. Project management.
Azerbaijan	Seminars, group work, educational games based on peer learning and group reflections	NGO liaison. International co-operation. Youth inclusion in decision making. Intercultural awareness. Best practices. Working with different groups of youth.	Leadership and communication skills.
Belarus	Peer learning, blended learning, e-learning, projects, summer schools, youth exchanges, voluntary	Youth leadership, active participation and citizenship, healthy lifestyle and well-being, social inclusion, rural youth issues, volunteering,	N/A

	youth (student) camps, forums, workshops, team building, art and sports festivals	youth entrepreneurship, employment opportunities.	
Belgium (Flemish)	The Kadervorming aims to train young people as youth leaders and strengthen their competences	How to interact with children and young people; deontology, first aid (EHBO); how to deal with aggressive behaviour; prevention for bullying.	The Flemish Government defined the following competences (2015): <ul style="list-style-type: none"> - guiding children and young people; - organising activities for young people; - reflecting; - ensuring the security of children and young people; - acting with respect; - working together; - motivating and inspiring.
Belgium (French)	Projects, seminars, exchanges, group work and peer learning	Training courses for (1) executives (co-ordinators, directors), (2) group leaders and (3) trainers. Main topics: <ul style="list-style-type: none"> - co-ordination; - cultural and societal challenges; - techniques/methods of activity organisation and creativity; - knowledge of the public (trainees), cultural and social challenges. 	<p>Organisation and evaluation activities.</p> <p>Welcoming a group.</p> <p>Management of a group of children/young people.</p> <p>Communication skills.</p> <p>Participation in the association.</p>
Belgium (German-speaking)	Non-formal learning, including theoretical inputs, exchanges, group work, peer learning and practical exercises	Cultural awareness, inclusion, prevention of radicalisation, and communication and conflict management.	Communication and intercultural skills
Bosnia and Herzegovina	Seminar and programmes	Group work, team work, communication skills, conflict resolution, volunteer management, youth information, human rights.	Communication skills, leadership, empathy, organisational skills, management skills.
Bulgaria	Seminars and exchanges	Active citizenship, human rights, youth information, international youth work, project management, drug abuse prevention, prevention of anti-social behaviour.	Project management, information management, communication and organisational skills.

Croatia	Workshops using various non-formal methods	Gender equality, social inclusion, intercultural dialogue, debate and communication workshops, human rights education, personal and social development seminars, project management.	N/A
Cyprus	Non-formal learning activities, group work, exchange of good practices	As in Erasmus+	Key competences as in Youthpass.
Czech Republic	Quality self-assessment tools for youth NGOs and youth clubs	Standardised themes under the National Institute for Further Education and Erasmus+ National Agency	Competences under the National Institute for Further Education: effective communication and presentation; planning; project management; problem solving; human resources management; strategic management; leadership; fundraising. Competences under Erasmus+.
Estonia	Long-term developmental programmes; thematic training activities; training activities that support regional development in the youth field; training courses to support internationalisation.	Developmental programme for hobby school specialists. Training programme for social inclusion practice. Design thinking in youth work. Erasmus+ training for developmental projects. Values in youth work. Communication, conflicts and mental health. Studying and understanding studies with young people. Developmental programme for youth work specialists.	As set out in the Occupational Standard for Youth Worker: organisation of youth work; mediation of information for youth and counselling of young people; administration and management; networking and communication with the public; guarantee of a secure environment; professional self-improvement; development of the youth sector.
Finland	Courses, seminars and different professional networks on a national level, as well as on a regional and municipal level	Community youth work. Outreach youth work. Social youth work. Information and counselling. School-based youth work. Promotion of youth participation. Multicultural youth work.	N/A

		Quality framework in youth work.	
Georgia	N/A	N/A	N/A
Germany	Seminars, projects, exchanges, group work, as well as peer learning and blended learning	Legal issues, pedagogical methods, group dynamics, conflicts, participation, intercultural learning, spirituality etc.	Communication skills, leadership, empathy, coaching, organisational skills, intercultural skills.
Greece	Projects, seminars, exchange of good practices	Active youth participation, social exclusion, youth employment, refugee support.	Organisational skills, communication, youth support.
Iceland	Seminars, exchanges and co-operative projects	Leadership, participation, democracy and social inclusion.	Communication skills in multicultural and multidimensional work, coaching and leadership.
Ireland	Workshops, showcases, seminars	Child protection, working with minority groups, equality and interculturalism, sexuality, mental health/suicide, bullying, challenging behaviour.	Empathy. Understanding of differences. Communication with young people. Supervision and facilitation skills. Youth work planning and evaluation. Recording and reporting skills.
Italy	Seminars and training courses developed with non-formal education methods	Wide range of topics including: youth information; competence awareness; how to support young people to start working; development of creativity, etc.	Depends on the provider. Some seek to improve the practical skills of young people as well their social competences.
Latvia	N/A	N/A	N/A
Liechtenstein	Seminars	Participation, intercultural understanding, quality of youth work.	Personal and communication skills.
Lithuania	Seminars, peer learning and methodology development	Social inclusion (working with marginalised or special needs youth); intercultural capacity building; non-formal education methodology; digital competence development; coaching and mentoring; leadership and initiative; (youth) policy development and implementation.	The Youth Workers Certification programme identified 32 competences – under review.
Luxembourg	Wide range: presentations, workshops, peer	Four main themes: General context (legislation,	Understand the general framework of youth policy and the youth. Provide theoretical and practical

	learning, etc.	regulations); Fields of action in the youth sector (emotions, social relations; values, participation, democracy; communication, creativity, arts/culture; physical activities; health; Natural sciences, transitions; Analysis of practical work; and administration of a youth centre.	knowledge to develop specific projects. Provide participants the opportunity to analyse their experiences and actions. Provide participants with information for their administrative work and develop their skills for the management of the youth centre.
Malta	Projects and seminars	Social inclusion; youth information; outreach; detached youth work.	Continuous professional development of youth workers, youth leaders and volunteers to increase and strengthen their understanding and capacity to implement different youth work methodologies, approaches and practices.
Republic of Moldova	Seminars, round tables, conferences, workshops, practical activities, etc.	Youth participation, community work, fundraising, intercultural dialogue, youth services, volunteering, leadership, work with youth structures, strategic planning, youth health, youth rights.	Communication skills. Leadership. Organisational and planning management of youth activity. Creativity. Teamwork and individual work. Developing analytical skills.
Montenegro	Workshops, seminars, conferences, peer learning, projects	Activism. Human rights. Multicultural learning. Drug prevention programmes. Participation.	Leadership, critical thinking, organisational skills, personal and professional development.
The Netherlands	Wide range	Outreach work, preventive support, collaboration with other professionals working with young people, programme development, polarisation – radicalisation, diversity, working in care (individual support), role models.	Leadership, project management, methodological skills, theoretical framework development.
Norway	N/A	N/A	N/A
Poland	N/A	N/A	N/A
Portugal	Professional training and non-formal education	Social inclusion, intercultural awareness, youth information, language and communication,	Organisational skills, leadership, volunteering and intercultural skills, human rights, competences and skills within the national catalogue

	Study visits Seminars	ICTs, citizenship, employability, youth empowerment and rights, socio-cultural, animation workshops.	framework.
Romania	Seminars, youth exchanges, training courses, conferences	Social inclusion, working with youth with fewer opportunities, developing youth projects, volunteer management, human rights education, entrepreneurship education, No Hate Speech.	Key competences for Lifelong Learning.
Serbia	Curriculum for youth workers developed by NAPOR comprises competences, learning outcomes for each competence, topics for each module, duration, literature and methods.	Topics set out by NAPOR: - community youth work and adolescent development; - trainers' skills; - leadership in youth work and conflict transformation; - project management; - practical placement in community youth work; - respecting an ethical code and promoting the values of youth work.	Related competences set out by NAPOR: - community youth work and adolescent development; - trainers' skills; - leadership in youth work and conflict transformation; - project management; - practical placement in community youth work; - respecting an ethical code and promoting the values of youth work.
Slovakia	Seminars, exchanges, group work, peer learning, discussions, role play, simulation, etc.	Social inclusion. Promoting active youth participation in public life. Coaching/mentoring and its use in youth work. Mediation skills, self-advocacy and protection against discrimination. Methods and techniques of working with disadvantaged youth groups.	Peer mediation. Communication. Resilience. Project thinking. Presentation skills. Teamwork.
Slovenia	Various settings, methods and tools	Project management, communication skills, public relations, intercultural learning, intergeneration co-operation, fundraising and organisational management.	In the preparation phase of the National Vocational Qualification for Youth Workers, the following competences were identified: - communication in the mother tongue; - ability to speak clearly and correctly; - ability to communicate with the media; - ability to write applications

			<p>and apply for tenders;</p> <ul style="list-style-type: none"> - ability to prepare (local, national) projects.
Sweden	Wide variety of settings, methods and tools	Focus on better skills for youth workers and other practitioners to meet the needs of at-risk young people and further their social inclusion.	N/A
Turkey	Various. Workshops	Fighting drug addiction, moral values.	Communication skills, youth psychology, organisational skills
Ukraine	Seminars, workshops, group work, blended learning	<p>Youth policy and youth work:</p> <ul style="list-style-type: none"> - youth work in local community; - youth participation; - European approach to youth policy; <ul style="list-style-type: none"> - project management in the youth field; - volunteering; - social inclusion of young internally displaced people; - youth participation; - cross-sectoral approach to youth policy. <p>Human rights education.</p>	Communication skills, leadership, coaching, organisational skills, group and individual work with youth, teamwork.
United Kingdom (England)	Wide variety of settings, methods and tools	<p>Wide range of topics including:</p> <ul style="list-style-type: none"> - youth work methodology; 	Youth work training seeks to combine learning around theory and practice. Introductory-level training tends to be more focused on basic principles

		<ul style="list-style-type: none"> - group work; - detached and outreach work. - working in specific settings (e.g. arts, sports, families, environment). - equality and diversity; - safeguarding; - social action/volunteering; - addressing antisocial/challenging behaviour; - project management; - needs assessments; - outcomes measurement and impact; - youth participation and engagement; - social inclusion. 	<p>of youth work and reflective practice whereas higher levels introduce managerial skills and knowledge.</p>
<p>United Kingdom (Wales)</p>	<p>Workshops, seminars and supervised placement experiences that run alongside taught courses. Most courses require the development of a portfolio of evidence of learning.</p>	<p>Theory of youth work.</p> <p>Safeguarding in youth work setting.</p> <p>Young people's development.</p> <p>Engaging and communicating with young people.</p> <p>Group work within youth work settings.</p> <p>Working with challenging behaviour within youth work settings.</p> <p>Work-based practice in youth work.</p> <p>Reflective practice within youth work settings.</p>	<p>Working directly with young people to develop their social education by providing programmes of activities, services and facilities.</p> <p>Establishing contact with and guiding young people as part of local programmes.</p> <p>Assisting in the provision of advice and support to local community groups and agencies.</p> <p>Assisting in the motivation, retention, development and support of staff and volunteers.</p> <p>Assisting with service development by contributing to planning, delivery and monitoring of local provisions.</p> <p>Day-to-day administration to ensure smooth running of services.</p> <p>Implementing equality and diversity policies.</p>