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Presentation of the project „Building the „Youth Worker” Institution for the integration of young people into society

The project is financed by the EU through the European Social Fund, the Operational Program for the development of Human Resources, Major Area of Intervention 1.4. European Qualifications, Project ID number POSDRU/4/4.1/S/5 registration number of the contract AMPOSDRU 178/30.07.2009, signed with the Labor, Family and Equality Ministry, the Managing Authority for the Sectoral Operational Programme Human Resources Development.

The project is implemented by the national Authority for Sport and Youth in partnership with the National Convention of Youth Organizations (a National Youth NGO) and Schultz Consulting (a training and consultancy company in the project management field) during a period of 29 months starting Nov 1st 2009 and covering/focusing on 8 regions in Romania.

The main objective of the project is to improve the competence the human resources system focusing on the youth field.

During the first phase, the project will focus on the drafting of the occupational analysis as far as the youth worker is concerned. To this end, a quantitative type of study will be conducted (a poll), regarding the features of the youth worker as an occupation, and a social qualitative research/study (face to face interviews and focus groups) in order to be able to define the main features and the occupational standard of the youth worker. This phase will have as a next step international study visits conducted in 10 European countries.

During the second phase, there will be several meetings with the main representatives actively involved in the youth worker field, meetings that will focus on the profile and occupational standard of the youth worker and on the registration of this occupation in the Romanian National Vocational Qualification Framework.



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During the 3rd phase, the youth worker training system will be created and in the same time 810 youth workers will be trained.

During the 4th phase, the youth worker competencies evaluation system will be created and in the same time 320 experienced youth workers will be evaluated.

During the 5th phase, the quality management system for the youth worker's activity will be created and in the same time, the one for the training and evaluation of the later

THE PROJECT'S ACTIVITIES ARE:

A. RESEARCH, DOCUMENTATION AND ANALYSIS REQUIRED FOR THE CREATION OF THE YOUTH WORKER'S OCCUPATIONAL STANDARD

Human resources: the project team, 10 researchers, 4 occupational standards experts, 5 experts in the youth field.

1. **Quantitative research** - poll among young people regarding the need of youth workers from a social point of view (what are their expectations as far the support to be given, and time to be spent dealing with youth issues)
2. **Thorough documentation** conducted in several European countries regarding the best practices as far as youth politics are concerned (Hungary, Netherlands, Germany, Poland, Norway, Spain, France, Denmark, Finland, UK) a total of 10 study visits.



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The content of the international research is the following:

Analysis of the framework regulating the youth politics

Analysis of the institutions that are responsible with the development and implementation of youth politics

Analysis of the institutions/organizations that benefit from the youth worker's involvement

Analysis of the process of acquiring and certifying the youth worker's competences

Analysis of the funding sources used to support the youth related activities from a central, regional and local point of view, more precisely, resources that can be used from public and private funds in order to support youth related activities.

Analysis of different projects conducted by the youth workers

Analysis of programs/projects that are meant to support youth workers (study visits/ life long learning etc.)

Analysis of the youth worker's legal status and payment methods

Analysis of the youth worker's job description more exactly of his/her tasks, duties, and responsibilities

Analysis of the youth worker's features and competences

Analysis of the progress and development of the youth worker career/ occupation

Analysis of the youth worker training programs

Analysis of the assessment/evaluation tools as far as the youth worker's competences are concerned

Analysis of the common and different elements between the youth worker and other occupations

Analysis of the youth worker's occupational standard



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3. **Interviewing 80 youth workers** that are actively involved in the Romanian youth field in order to create the occupational standard for the youth worker.

4. **Creating 16 focus groups** comprising representatives of the youth field in order to determine the occupational profile of the youth worker in Romania.

5. Conducting the youth worker's **occupational analysis**.

6. Creating the romanian youth worker's **occupational profile**.

B. VALIDATION OF THE YOUTH WORKER'S OCCUPATIONAL STANDARD

1. Organizing 16 consultative meetings with the main representatives of the youth field (public institutions, NGOs) in order to validate the youth worker's occupational standard (national vocational qualification).

C. REGISTERING THE YOUTH WORKER OCCUPATION IN THE ROMANIAN CLASSIFICATION FRAMEWORK .

D. DELIVERING THE TRAINING PROCESS FOR THE YOUTH WORKER OCCUPATION

In order to complete this phase, 80 trainers will be selected to take part in the writing process of the romanian youth worker training curricula. The training methods will be chosen and also the content of the training process. The 80 trainers will further train 810 youth workers.



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E. EVALUTATING THE YOUTH WORKER'S COMPETENCIES

40 assessors focusing on competencies will be selected and will take part in the process of writing the youth worker's competencies evaluation. The 40 assessors will evaluate the competencies of 320 experienced youth workers who will have to prove their competencies at the Competencies Assessment Center.

F. CREATING THE QUALITY MANAGEMENT SYSTEM FOR THE YOUTH WORKER OCCUPATION

The quality management system will be created for both the youth worker and the competencies training and evaluation system.

THE PROJECT'S OUTCOME:

A new improved qualification / occupation

A new occupational standard

2 researches conducted, one on a national and the other on an international level

The registration of the youth worker occupation in the Romanian classification system

A new quality standard system created

810 trained youth workers

320 experienced youth workers assessed in specialized Competencies Evaluation Centers

40 Life Long Learning providers certified as youth worker trainers

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