

Project ‘**CROSS THE BORDERS**’

Erasmus+ - KA1 (Youth Workers Mobility)

2017-3-IT03-KA105-012694

Lead Applicant: Gruppo Umana Solidarietà (G.U.S.), Italy

Partners:

- GREECE: Antigone - <http://www.antigone.gr/en/home/>
- HUNGARY: ICRP - <http://culturalrelations.org/>
- SPAIN: PROJUVEN - <http://projuven.org/en/>

The main aims of “Cross the borders” are to share best practices, to increase competences, skills and knowledge and to find new and common paths for youth workers in EU to work effectively on sustainable inclusion and antidiscrimination strategies for migrant youth and the new hosting societies in Europe, learning to work in close collaboration with the relevant stakeholders, with a special focus on to raise awareness and understanding on migrants vulnerable to radicalization.

EVENT 3 : Job Shadowing : NETWORKING FOR YOUTH

PLACE: *Macerata - Lecce, Italy*

DATE: *from 04/03/2019 to 17/03/2019*



BRIEF INTRODUCTION

2 youth worker from every partner organization took part to job-shadowing mobility hosted by Gus. The total amount of the participants are 8 persons (2 Spanish, 2 Greeks, 2 Hungarians, 2 Italians).

During the job shadowing the participants were partly participating in host organization daily activities. Participants had the opportunity to make a job shadowing with qualified youth and case-workers, working in a multidisciplinary team in reception projects for refugees and asylum seekers. The Job Shadowing provided youth workers with new tools, methods and strategies.

In fact, the activity of job shadowing aimed at transferring good practices, approaches and working methods focusing not only on the importance of inclusion and networking, in order to prevent racism and intolerance, but also to learn how to foster the collaboration with relevant stakeholders.

The main idea of the project is that participants, after the job shadowing experience, will share within their organizations the learning outcomes to further disseminated them in the youth field later on.



Gus main mission is to support refugees and asylum seekers, promoting human rights and multicultural inclusion. Gus main areas of interventions are: the initial reception of asylum seekers (CAS) and the secondary reception of refugees (Sprar - SIPROIMI).

The first one offers basic assistance, legal, health and social care, and linguistic services. As for the second area, GUS works deeper on proposing a multidisciplinary approach that leads the refugees to a proper genuine independence. In general, the Gus approach, considering the medium- and long-term staying of the beneficiaries

within the facilities, is focused on launching pathways towards integration that restore dignity to the centrality of individuals and prepare them to deal with all the steps relating social inclusion.

It is precisely because of this great knowledge that the Gus has the initial part of the mobility has been dedicated to the presentation of the work of the Gus. Thanks to the presence of the coordinator of the psychological department (internal within the association) who is in charge of supporting both refugees and youth workers, participants had the opportunity to better understand the Gus methodological approach. The psychologist explained to the participant the use of a decolonized educational approach as a mean to create a safe and comfortable place, where changing is possible. Youth workers must keep in mind that at meeting with other people it is created a relationship that leads the actors involved to know each other, to the personal enrichment in a sense of reciprocity: both parts live a significant growth experience. The youth worker offer to young people a space in which to experience, and the learning result is generative and not emulative. As agents for social change any trainer must ask to her/himself: am I ready to unlearn, listen, and be challenged in the traditional structure of the learning group setting? Am I ready to develop a true world perspective of learning?



Youth work activities are usually of a social, cultural and educational nature focused both on individuals and groups. For this reason in the work with people with migratory background or young refugees Gus believes that it is essential to combine strengths and knowledge of different professionals to work effectively together with individuals or communities to address the identified needs.

The construction of a multidisciplinary team must also include the figure of the linguistic mediator. The mediator operates as a bridge between the parties, assisting the involved people in understanding, adequately orienting them, communicating and making a service valid.

The multidisciplinary term does not refer only to the presence of different professionals, but relies on the ability of the members of a team to make their knowledge complementary and integrated into a complex and useful knowledge to give an effective service to the beneficiaries and, in particular, to those with migratory background.



Because culture is connected with living and doing and it evolves constantly as it interacts with its surroundings. Any youth worker must keep in mind these variables when approaching youngsters, especially those with migratory background.

For this reason, Gus divided the participants into two groups (each composed of three people) to easily shadow different teams working in different projects, each one located in a different territory. In this way the participants were able to see what are the differences linked to the territory, both in terms of challenges but also of resources, gaining an insight into that particular work area.

As mentioned above GUS is experienced in the migration/refugee's issue and particularly in Marche and Puglia Regions Gus manages very successful projects, with specialized youth case-workers. Each team works in close collaboration with local stakeholders. Therefore the two groups were divided on these two territories (one group in Marche and one group in Puglia) after having had a common initial sharing of information. The idea was not to dwell on a single project but to visit different territories and different teams, observing daily management activities (coordination meetings, inclusion activity organizations, etc.) but also operational (Italian language lessons, courses of training, etc.) and moments of proximity (visits to beneficiaries' homes to talk).



Both first and second reception projects were visited. For Puglia region participants visited/shadowed the projects located at: Lizzanello, Lecce, Uggiano La Chiesa and Alezio. For Marche region participants visited/shadowed the projects located at: Macerata, Recanati, Loro Piceno and Falerone. The participants had the opportunity to meet the asylum seekers and refugees involved in the projects managed by the GUS, thus having a double vision of the activities and deeper investigating what social inclusion means.

Working methods used: field visits, direct observation, learning by doing with ongoing supervision and feedback.

The activities, including the work agenda, were not rigidly organized but they had some flexibility to make room for the participants and their requests, doubts or need for further investigation. When requested, these in-depth studies were carried out thanks to colleagues inside the Gus who were able to provide updated and exhaustive information. For instance, the in-depth study about the Italian legislation on asylum law.

Thanks to the team of each project the participants were included in the daily activities as participatory and proactive observers. The project team in the person of the coordinator is also involved, in every project, in doing the reflection and feedback activities at the end of each day, to then reporting all the relevant informations to the project manager.

The final day was dedicated to the evaluation (both written and oral) of the experience and to a final reflection linked to the new skills acquired and how to share them (and multiply them) within the organization by evaluating the context and its role and motivation.