



R3 - Training Modules for youth workers and creative actors



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Research, collection of resources, Update of the concept

Outreach gGmbH has taken the lead in the production of project result 3 (R3) **Training Modules for youth workers and creative actors**. The task was to identify and analyse necessary skills and competencies, both youth workers and creative actors should possess or need to acquire, to be equipped for working at the intersection of cultural education and youth work. To do so, we have first acquainted us with the objectives of both European and national policies and action plans such as Agenda 2030, the EU's youth strategy, or the Federal German Ministry for Education and Family's National Action Plan on Education for Sustainable Development from 2017.

Thematic focuses

- Accompaniment of artistically productive learning processes
- Mobile and socio-spatial-oriented youth work
- Inclusion and diversity (in cultural education)

National Action Plan on Education for Sustainable Development

The Bundesministerium für Bildung und Forschung has adopted a national action plan on education for sustainable development that (amongst other things) highlights the importance and need for inclusive, non-formal and informal learning approaches. Especially interesting are the 7 action areas – they can be adapted as guidelines.

Non-Formal and Informal Learning/Youth - Action Areas

- I. Effective participation of young people
- II. Diversity and inclusion
- III. Promoting and recognising change agents and multipliers.
- IV. Establishing ESD-focused educational landscapes.
- V. Developing transformative metaphors and narratives.
- VI. Opportunities for freedom of action and expression
- VII. Developing viable funding models and instruments.

According to the German Sustainable Development Strategy (2021) are "non-formal and informal education are gaining in importance as pathways to social, cultural and political inclusion" (page 171).



National Action Plan on Education for Sustainable Development

The German contribution to the UNESCO Global Action Programme



Skill assessment – deriving training needs.

1. To what extent does my team/organisation has knowledge about European and national strategies, action plans and funding instruments?
2. Is there knowledge/competence in my team/organisation about accompanying artistic-productive learning processes (didactic interaction patterns)?
3. Are the actors in my organisation familiar with the theoretical approach of socio-spatial youth work and/or have practical experience with it?
4. Does my team/organisation have knowledge/competences/training opportunities in the field of diversity/inclusion and/or gender reflective youth work? If yes, which ones?
5. Does my team/organisation use digital tools in cultural work with young people? If yes, which ones?
6. Does my team/organisation include sustainability issues in youth work? If yes, which ones and how?
7. Do you have experience/knowledge of international youth exchange programmes and/or do you know of possibilities through which you can realise a youth exchange?
8. Does your team/organisation have experience with community learning?

Outreach Scenario: Music-Oriented Youth Work

In their music-oriented programs, Outreach employees utilize the popularity of music and film - especially Hip Hop and Rap - to reach young people, who cannot, or won't be reached by traditional cultural education programs, and "too" didactic, "too" pedagogic, or "too" institutionalized approaches. Supported by a network of experienced multi-ethnic artists, music producers, filmmakers, and studio technicians, Outreach employees encourage kids and young adults to write and produce their own songs, and help them to conceptualize, shoot and edit short video clips. The instructors make use of innovative and accessible lo-fi technologies such as smartphones, pocket synthesizers, open-source software, and free mixing and editing programs for digital music and film production to spark creative expression. Outreach is creating open, inclusive, and easily accessible creative hubs and provides a broad variety of low-threshold courses and equipment, which combined allow for multiple entryways to participative activities relating to music and video production (and creative expression in more general terms). This way Outreach is also encouraging and promoting creative entrepreneurship and/or specialization in the creative sector.

Reflections

Our mentoring processes lead to the acquisition of new technical skills and gain a sense of belonging to a like-minded community. Our programs also foster the development of individuality, an own style, a sense of responsibility, helpfulness, and community involvement. New knowledge and skills are obtained through artistic and cultural co-production in extracurricular and informal contexts in the neighborhood. The youth experiences self-efficacy, develops critical consciousness, and are strengthening their digital media literacy. Through arts and activism, we advocate positive change and address social (in-)justices. Our program promotes resilience and social participation, it fosters aesthetic learning and decision-making, increases the youth's ability to work in a team, and creates a sense of belonging to a like-minded community. The youth gains insights into design-thinking processes and the creative mindsets of artists and entrepreneurs.

fostering social / creative entrepreneurship branding / marketing content creation

Popular Music as door-opener

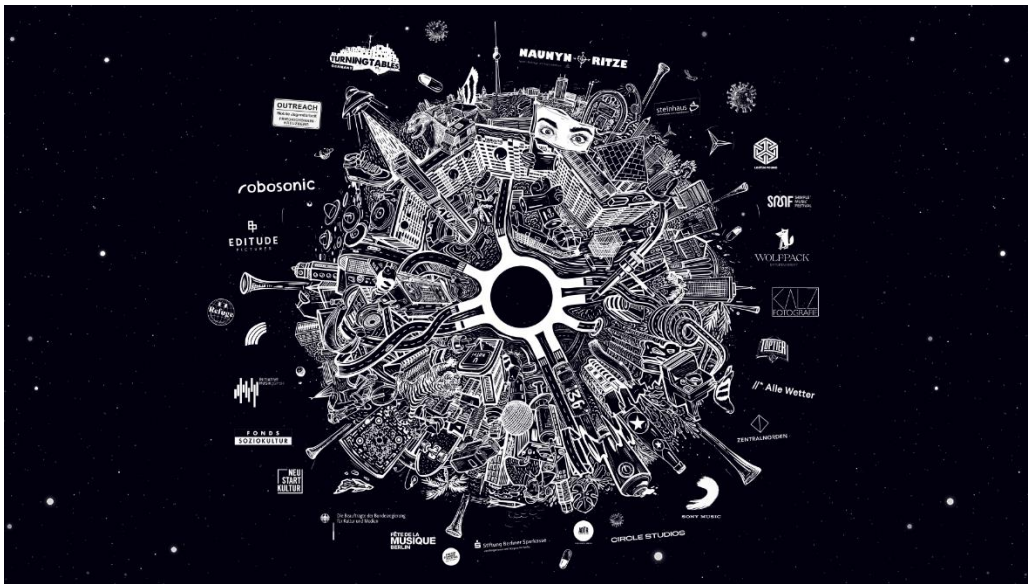
Music is a non-verbal medium that enriches social work with aesthetically effective and efficient approaches. Moreover, musical experience cannot be taught, but must be produced as a **space of experience** (cf. Jank 2014, p. 56). Youth centres guarantee such spaces of experience. With their infrastructure of performance facilities, instruments, soundproofing and rehearsal rooms, they offer good conditions. In addition, the music scenes in these places are very dynamic. Self-organization can be formed with the help of volunteer structures. As a result, an ever-growing team of musicians, technicians, poster designers, etc. develops. In this way, **young people with non-music-related activities are also stimulated and integrated**. In the pedagogically controlled space of the youth centres, the respective groups can be promoted according to concept, target group and situation. Music use is strongly linked to peer group activities. Thus, peer groups appear as a socialization instance, in which demarcation from others, development of independence, orientation and support are crucial. Hierarchies and power relations are not predetermined but can develop within the group dynamics. Therefore, working with peer groups is demanding in terms of group pedagogy. Besides the knowledge of **group dynamic processes**, the acting pedagogues should strive for an **accepting and clique-oriented work**. In addition to technical music equipment and space for peer group activities, youth centres also provide **easy access to music**. Above all, financial barriers are compensated for, as the instruments and accessories should be freely accessible to all young people (cf. Hill 2007, p. 177 f.). Thus, **"youth work [] especially addresses those who would not have the opportunity to make music without support, because they lack an instrument or the financial and spatial possibilities"** (Hill 2007, p. 181).

Research: LAG POP – formal and informal learning practices & digital media in music-oriented youth work

2. Fachtag			
"Formelle und informelle Lernpraktiken & digitale Medien in der musikorientierten Jugendarbeit" Montag, 27.03.2023 / 9:30 – 16:00 Uhr / Jugendkulturzentrum 'Metronom', Sterkrader Straße 44, 13507 Berlin			
Programm			
09.30 - 10.00 Uhr	Ankunft und Anmeldung	Workshop 5:	Who is Who der DAWs - Digitales Produzieren Arbeit im Tonstudio: Eine praktische Einführung/Übersicht in/über Programme und Anwendungen, die im Rahmen der Jugendarbeit sinnvoll genutzt werden können Referent: Christian Wagner, Musiklabor, Jugendkulturzentrum Weiße Rose
10.00 - 10.30 Uhr	Begrüßung Vorstellung der Workshops	Workshop 6:	Analog vs Digital DJing - Vom Plattenteller zur digitalen DJKonsole und zurück: Klubkultur im Jugendzentrum Referent: DJ Sakul, Berliner Hip Hop/Rock Mobil, WeTeK Berlin gGmbH
10.30 - 12:30 Uhr	Musik-, Instrumenten-, Bandarbeit / Methoden & Didaktiken musikorientierter Arbeit	Workshop 7:	Möglichkeiten und Grenzen inklusiver Muskarbeit Methoden, Modelle, praktische Übungen Referent: Holger Marzahn
Workshop 1:	SISTERQUEENS - Feministisches Rap-Projekt Praktische Übungen zur Textproduktion und zum Rappen als empowernde Praxis mit Mädchen / Künstl. Produktion mit Anknüpfung an die Lebensrealität von Mädchen (insb. mit Migrations/Fluchthintergrund) Referentinnen: Alma Wellner Bou, Lisa Schwalb, Peira GbR / SISTERQUEENS	12:30 - 13.00 Uhr	Auswertung / Plenum
Workshop 2:	Bucket Drumming - Vom Einstieg in das Zusammenspiel von Gruppen bis zum Trommelarrangement und zur rhythmischen Begleitung von Gesang und Instrumenten Referent: Philipp Elsener, Die Bandarbeiter e.V.	13:00 – 14:00 Uhr	Mittagessen
Workshop 3:	app2music - Einsatz von Musikapps in der Arbeit mit Kindern und Jugendlichen. Vorstellung gängiger Programme und Anwendungen mit praktischen Übungen Referent: Deniz Dilek, app2music.de	14:00 - 15:30 Uhr	Arbeitsgruppen
Workshop 4:	Dokumentation, Veranstaltungswerbung, Bandinfos Handys als 'Produktionsmittel' für Jugendliche, junge Bands und Einrichtungen; Arbeit mit einfachen Videoprogrammen: Aufnahme, Schnitt, Veröffentlichung	Arbeitsgruppe 1:	Kooperationen, Netzwerke, Ressourcen Stand und Entwicklungsbedarf (angefragt: Musiknetzwerk, Landesmusikrat, BMU Landesverband Berlin, AG der Berliner Musikschulleiter:innen, Berlin Music Commission u.a.)
	Referent: Tahsin Oezkan, outreach gGmbH	Arbeitsgruppe 2:	Förderbedarfe der musikorientierten Jugendarbeit 'Lücken' zwischen Kinder- und KünstlerInnenförderung
		15:30 - 16:00 Uhr	Plenum / Ergebnisse Arbeitsgruppen / Abschlussrunde
		16:00 Uhr	Tagungsende
		<small>Eine Veranstaltung der Landesarbeitsgemeinschaft Populäre Musik / Kultur Berlin e.V. in Kooperation mit der LKJ Berlin e.V., der Alice Salomon Hochschule Berlin, dem Freizeit-, Sport- & Kulturzentrum Metronom & der Internetwerkstatt Netti, outreach gGmbH</small>	

©Landesarbeitsgemeinschaft Populäre Musik

In March 2023 Outreach was invited to speak about shortcomings in the sociocultural funding landscape and participated at a conference on formal and informal learning practices & digital media in music-oriented youth work. Some of the leading lecturers from the field of cultural education participated (Dr. Elke Josties from Alice Salomon Hochschule) and we got the chance to recruit initiator Christoph Happel for a stakeholder interview. Happel has been co-responsible for the development of an Interdisciplinary pedagogical training for artists and cultural workers in Berlin. The agenda of the conference does give an extensive overview of formal and informal learning practices and digital media that is currently being used in music-oriented youth work throughout the city of Berlin.



Stakeholder Mapping ©Kinder vom Kotti (November 2022)

Stakeholder Mapping

We are supposed to interview actors in the district (and in the region/country) - from youth work, culture and the arts, but also from the fields of education, social affairs, civil society, business, administration) about **what knowledge and competencies are particularly relevant** from their point of view **for working with disadvantaged youth**, where there is a need, what to pay particular attention to in training, etc.

Outreach has identified and interviewed the following stakeholders:

NAME	ORGANIZATION	PROFESSION	FIELD
Normen Dommann	Outreach gGmbH / Turning Tables Germany	Performance Designer	Art Education
Alex Sonnenfeld	Sample Music Festival	Artist, author, app- developer, festival promoter	Art Education
Rena Janßen	Carl von Ossietzky Universität Oldenburg	Ph.D. student Music Pedagogy	Education
Christoph Happel	WeTeK gGmbH, LAG-Pop Hip Hop Mobil m.m		Youth Work administration
Maryam Lavasani Moghaddam	Sport-, Bildungs- und Kulturzentrum NaunynRitze	Student, social worker, dancer, activist	Youth Work
Luanny Tiago da Conceição	Berlin Music Commission	Youth initiative coordinator, director	Music Business
Khalif Ibrahim	Outreach gGmbH	Social Worker, Rapper	Youth Work
Berkan Can Özkan	Outreach gGmbH - freelancer	Student, Music producer	Music Production



Stakeholder Interviews (Questions)

1) Short introduction (who are you? what are you doing? Contextualization -> To what extent do you have contact with the thematic focuses of the Your Space project in your professional everyday life?)

2) From your perspective, are there structural barriers that make it difficult for certain young people to access cultural education offers, or even prevent them from participating?

3) How do you think actors from youth work, culture and art, but also from the fields of education, social affairs, civil society, economy, administration, can help to break down these barriers? And do they do that too?

4) In your experience, are special requirements, knowledge, methods or competencies required nowadays, to reach out to underrepresented young people and motivate them for extracurricular offers of cultural education? If so, which ones?

5) What possibilities, challenges and potentials do you see in mobile and socio-spatial-oriented youth work in this context?

6) In your opinion, what roles do open settings and open-ended experimentation play in locally anchored youth centers?

Findings

Open Settings

Promotion of self-determination, aesthetic-cultural self-education processes and participation

Diversity-conscious, discrimination-critical approaches to work in open settings

Group Dynamics

Edutainment

Capability Approach

Each one teach one – the role of the educator

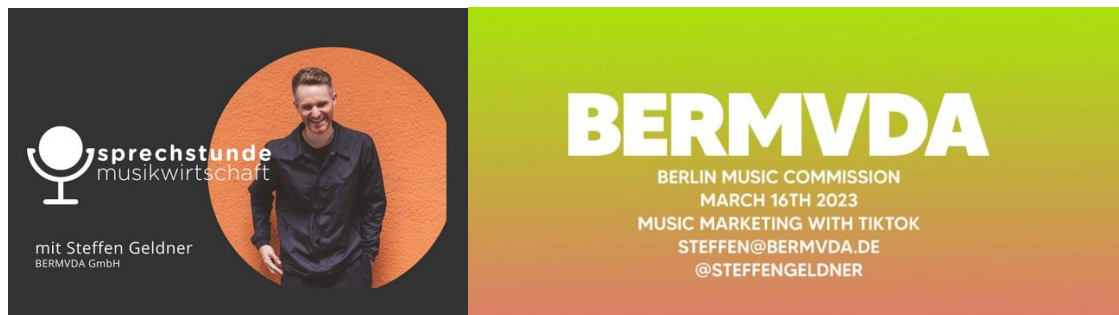
Sustainability / long-term vs short-term

Technology – Gamification of music learning

Training Providers in Berlin

Outreach gGmbH / The Berlin Senate

The Outreach team actively partakes in team meetings and regional working groups to promote exchange between youth work professionals and discuss the implementation of EU-, national, regional strategies, objectives, and cross-cutting priorities. This includes expert panels and exchange with various authorities and locally rooted actors and institutions. The Outreach board is participating in various panels and is informing policy makers and other stakeholders about the needs of youth workers. The Berlin senate regularly offers trainings too.



Berlin Music Commission

Outreach's creative partners are regularly invited to share insights and recommendations from working at the intersection of cultural education and social work in regional committees and expert panels by the Berlin Music Commission. The BMC also offers various training modules and conferences in which Outreach employees and creative partners regularly participate.

The image shows two promotional posters from WeTeK Berlin gGmbH. The left poster is for 'ARTPAED-Zertifikatskurs Fachkraft Kulturelle Bildung' and features a colorful mural. The right poster is for 'Kreativ-Netzwerke als Beteiligungsplattformen für junge Menschen nutzen' and features a street scene with a graffiti-covered structure.

WeTeK Berlin gGmbH

In collaboration with WeTeK Berlin gGmbH Outreach employees are developing (and do participate in) training modules for and with freelance musicians, social workers, music teachers, artists, and peer-mentors, to exchange best-practice advice and continuously qualify each other for the specific needs of modern musical socialization programs. We are encouraging new creative partners to partake in WeTeK's Interdisciplinary pedagogic training for artists and cultural creators in the field of cultural education.

The screenshot shows the website for emcra (Europäische Fördermittel). The navigation menu includes: Startseite, Stimmen unserer Kunden, Referenzprojekte, Kooperationspartner, Mediathek, Kontakt, and Login. A contact box on the right asks 'Weitere Fragen?' and provides the email 'info@emcra.eu' and phone number '030 31801330'. The main content area is titled 'Weiterbildung „ManagerIn für öffentliche Fördermittel“' and describes a 100% online course for social economy, non-profit, and public sector organizations. It lists the course content/modules: 'Struktur der öffentlichen Förderlandschaft in Deutschland', 'Arbeits-, Beschäftigung und Bildung: Förderung im Europäischen Sozialfonds Plus (ESF+) und in der Sozialgesetzgebung (SGB)', 'Förderung für Investitionen & Digitalisierung und Vergaberecht', and 'Finanz- und Projektmanagement im Europäischen Sozialfonds Plus (ESF+)'. A sidebar on the left lists other services like 'Akademie' and 'Weiterbildung ManagerIn für öffentliche Fördermittel'.

Emcra GmbH

Offers an advanced training that certifies participants as "Manager for public funding." Participants of the subsidized certification course gain practical knowledge of the national funding spectrum for the social economy, free and public sponsors, non-profit organizations, and foundations.

Loom e.V.

Loom e.V. is a space for discrimination-critical education and counselling. It was formed as a collaboration of various actors in the anti-racist and discrimination-critical field. They offer workshops and training on topics such as anti-racism, gender/sexual identities, and social background. Loom e.V. employs an intersectional perspective with power-critical mediation and supervision. Through process-oriented support, they assist groups and organizations in creating structures that promote a discrimination-free environment.

Prototyping Training Modules

In preparation of the development of the Your Space result R3 - Training Modules, Outreach employees have developed and tested a 6-hours training module. The training module sums up the ongoing collaboration with a creative network of actors such as NGO Turning Tables Germany, the co-creation platform “Kinder vom Kotti,” and CSR-partners like Sony Music Germany.

Here are the presentation slides: [Creative networks as participative platforms for youth](#)



Kreativ-Netzwerke als Beteiligungsplattformen für junge Menschen nutzen

Termin: 14.06.2023 | 10:00 - 16:00 Uhr

Veranstaltungsort: Mombijou Theater, Monbijoustraße 2, 10117 Berlin

Mit Mitteln von Sport, Musik und Film entwickeln Outreach und Turning Tables sozialraumorientierte Szenarien zur Beteiligung von jungen Menschen, die von traditionellen Angebotsformaten nicht erreicht werden oder nicht erreicht werden wollen. Durch die Schaffung von offenen kreativen Freiräumen, niederschweligen Beteiligungsformaten und die enge Zusammenarbeit mit einem breitgefächerten Spektrum an Akteuren aus dem Musik- und Filmbereich verstärken wir jugendliche Stimmen.

Am Beispiel des Projektes Kinder vom Kotti beschäftigen wir uns mit diesen Themen:

- Durch Edutainment vielfältige Zugänge und informelle Bildungsangebote schaffen
- Capacity building an der Schnittstelle Kulturelle Bildung/Soziale Arbeit
- Angebotsentwicklung – wir entwickeln gemeinsam Ideen für Angebote am

Learning Objectives of a training for youth workers and creative actors

- **Cooperations and networking**
 - Creative Networks
 - Capacity Building at the intersection of cultural education and social work
- **Social Space Orientation**
- **Funding structures and finance planning of projects** (from micro-project to EU-funded)
 - Public funding mechanisms
 - CSR – Corporate Social Responsibility programs
 - Educational partnerships
 - Crowdfunding mechanisms
 - Donations / Sponsorships / Merchandise / Music Distribution
- **Diversity - basics of diversity-conscious educational work**
- **Sensitization and reflection of one`s own attitude**
 - Bottom-up approach
 - Process-orientation
- **Urban learning / urban practice**
 - Edutainment
 - Each one teach one
 - Peer-Education
 - Music Learning / Technology / Gamification
- **Communication (internal / external)**
 - Documentation (Audio, Video, Images, Flyer, SoMe)
 - Evaluation
 - Knowledge Transfer (Best-Practice, Technologies)
- **Lifelong learning**

Literature:

EU – Youth Strategy (2018)

EU – Commission (2015) „Der Beitrag der Jugendarbeit zur Bewältigung der Herausforderungen, denen junge Menschen insbesondere beim Übergang von der Ausbildung ins Erwerbsleben gegenüberstehen“

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National Action Plan on Education for Sustainable Development (2017)

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www.outreach.berlin



www.mowstrazacka.com



www.ceo.org.pl



www.musol.org



www.integra2mundo.wordpress.com

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