

YouthLab

COURSE MANUAL - ENGLISH



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Course Manual – Youthlab Nederland

dd 30.04.2021

INTRODUCTION

This manual describes the Leadership Programme and the Flow of Youthlab NL, but first a quick overview of the context where YIP NL resides in.

YiP NL has developed a sequence of programs to reach out and work with (formerly) detained youngsters, aiming **to encourage and guide them to live up to their potential** and (pursue to) live life on their best path. YiP NL works as a critical ally with the juvenile detention centers, to reach out to- and work with youngsters inside, yet we are not part of the system. Being both **a guest and an ally** gives us the opportunity to connect with the youngsters, from a (more) neutral position. This neutral position is not only a benefit, but also a condition for YiP to create a safe (YiP-style) (learning) space for **youngsters to explore and develop their (present) talents**.

Youthlab is the third programme in the YIP sequence. Members of Youthlab are youngsters who just got released from juvenile detention. They might have known YIP from (programmes) inside, who have been encouraged to apply. Youthlab members want to **make a change for themselves, but (more importantly) to the judiciary system** - by telling professionals/society about their life story and their experiences with/in the system.

YiP believes that everyone working with (formerly) detained juveniles should be able to **understand actions and events through the eyes of these juveniles**. Only then professionals can truly act in the interest of the detained juveniles by connecting their (communication) skills to the (leef)world of the young people. Youthlab realizes this *ambition/mission* by educating youngsters to become trainers and advisers for the judiciary system, thereby **sparkling learning and reflection** for both professionals and youngsters.

With Youthlab we address (the intentions of) both parties and try to translate between these different yet inseparable worlds. YiP functions as a bridge between professionals working with (formerly) detained youngsters and in turn youngsters dealing/working with these professionals.

Youthlab puts great emphasis on **deeply listening to the lived experiences** of these youngsters. We believe that deeply listening gives/sends a **sense of worthiness** to the youngster, which may encourage him to a better/more worthy sense of Self and confidence to live up to their potential. Also, we join the trend of employing youth participation at its highest level, which means not only putting youngsters on a stage (tokenism) but truly listening to them to/and **change the judiciary system** (with them), for the better.

The Theory of Change of Youthlab NL

The Theory of Change for the Youthlab Programme explicates our mission with and for our target audience: youngsters released after detention and professionals working in the judiciary system.

Below you will find an overview of what we aim for with Youthlab (training).

CHALLENGES

- **Young people...**
 - follow a single and static script when engaging with justice professionals.
 - have unresolved frustrations and trauma from experiences in the justice system.
 - lack skills and tools to really transform into a new and positive phase in life.
 - experience a lack of recognition in their new and positive role in life, a persistent stigma.
- **Professionals...**
 - follow a single and static script when engaging with youth, lacking skills for a tailor-made and emphatic approach.
 - only meet youth in roles of 'offender' versus 'justice professional', they don't seem to have the opportunity for informal meetings outside court and detention. Therefore they are not (always) able to connect outside the existing power-dynamic.

INTERVENTION

Youthlab facilitates the **opportunity to connect** for both parties- outside this usual power-dynamic. We support and equip formerly detained young people, by creating a (safe) *space* to tell their life story, they learn to express themselves and participate in society in a meaningful way. The professionals are trained to act in an empathic and **constructive approach** towards youngsters/ each other.

A Youthlab training aims to make professionals and youngsters **aware of the (single) script(s)** they use in contact with each other and how to create multiple scripts. For professionals, the aim is to **improve their communication (skills) and empathic approach** within the power-related situations and settings (like a courtroom). For young people, the purpose of the training is to experience that the youngster and **his experience/advice is taken seriously and is worthy to be heard**, thereafter making a change to the system and their own lives.

ULTIMATE OUTCOME

- **Young people...**

“I am worthy to be heard and to be on my best path. My idea of Self transcends the things I have done or what happened to me. I can make a change for myself and can help others get there too.”
- **Professionals...**

“I know how to systemically operate and communicate in a youth-friendly way, that is most beneficial for the young person I work with.”

Activities of Youthlab

TRAINING (FOR PROFESSIONALS)

- **Session 1¹ – “Daily practice with Youthlab”**

Providing a three hour training for professionals to improve their communication (skills) and empathic approach in their line of work, by listening to young people’s life stories and engaging with each other in (short) assignments. By bringing these two parties together in a facilitated safe space, they are challenged but moreover invited to “take off their coat” and open up as a professional/youngster to connect.

- **Session 2 – “Come back day”**

Every year we organize a so-called “Come back -day”, to gather with all participants of the Youthlab training of the past year. Whereas session 2 is facilitated for exclusive groups of professionals, session 3 is organized to gather these groups and share experiences together. This way all our participant groups, like prosecutors, parole officers and lawyers can reflect and learn from each other - but also connect in a shared experience through Youthlab. Besides reflection upon past experiences and how the Youthlab experience has impacted their daily work after, we facilitate space for evaluation and improving the Youthlab Model. This day is a special event, which we are very proud of and proud to be able to connect these parties, moving forward to a better and more child friendly justice system.

ADVISE

Youthlab has an expertise in translating the lived experiences of youngsters (formerly) within the judicial system to a policy level and thereby contributing (aiming for) to systematic changes for the judicial system. Youthlab NL is available to give advice on new policy ideas, by sharing the stories of the youngsters and collecting their opinions and ideas. This type of collaboration marks the importance and worthiness (for youngsters) to let their voices and experiences be heard. YiP believes young people's voices need to be taken seriously for effective policies and guidelines within the judicial system.

¹ During the implementation of Youthlab in the EU Project, we have developed a sequence of three Youthlab training sessions with professionals. Described above is our initial design of the Youthlab training Model.

STORIES

Creativity is (one of) the most important elements of YIPs DNA, and it serves a vehicle to connect and work with young people inside and outside detention. Youthlab members are available to open or close events, to serve as creative highlights, sharing their stories on stage through spoken word or rap. These types of assignments/events are an opportunity for young people to share their story through creativity. Taking the stage, being an example for others, and yet another opportunity to let your voice be heard and connect with people/professionals through creativity, is a valuable addition to the Youthlab activities.

YOUTHLAB MODULE IN DETENTION 1.0

New to our activities is the Youthlab Module 1.0²: a three hour workshop created for youngsters in detention centers, facilitated (mainly) by our Youthlab members.

Whenever a member has been part of Youthlab for longer than a year, and got promoted to senior member, he receives training to facilitate this workshop inside detention with a YiP trainer. The members share their life story, their experiences within the system and how their journey has been after leaving detention. Creativity and creative methods are used to optimize a good connection and safe space in class.

This workshop responds to the main motivation for young people to join Youthlab: being an example and helping other young people in their journey for a new/better life. Also, returning to detention in a new role, as a workshop facilitator, is an opportunity and example to show both Youthlab members and young people inside that change is possible and opportunities are out there. This Module 1.0 is provided in multiple detention centers, for short or long-stay groups. As every other activity in Youthlab, it's facilitated in guidance and support of a YiP trainer.

BESIDES THESE ACTIVITIES, YOUTHLAB MEMBERS FOLLOW A LEADERSHIP PROGRAMME, WHICH IS A CRUCIAL PART OF PARTICIPATING IN YOUTHLAB.

The Youthlab Flow

PHASE 1: MEETING YOUTHLAB

THE INTERVIEW

Whenever a youngster applies for Youthlab, we invite him for a semi-formal interview. This (set-up of the) interview serves two purposes: it symbolizes the step towards a new phase for the youngster and it helps to manage expectations and personal goals for each individual.

Sometimes we've known the youngster for a while, through other programmes of YIP NL, but a youngster can also apply through other routes. The interview and the YL contract (symbolically) prelude the beginning of a new direction for the youngster (with YIP).

² Practical pilot title: new name will be designed.

THE YOUTHLAB CONTRACT

The contract is designed to serve a few purposes. We provide the new members with information, about how we work, what activities we facilitate and what we expect from our members and vice versa. We put great emphasis on managing their expectations and exploring their own wishes and ambitions. Besides the importance of managing their expectations, this contract serves to mark a new start and collaboration with YiP, where learning on the job in a team, developing/growing in your own skills and new responsibilities apply.

This semi-formal way of explicating what we are aiming for and committing ourselves to in Youthlab, will hopefully give the youngster a well-informed and exciting kick-start and welcome to the team. In our line of work, sharing (sensitive, traumatic) life stories to/with others on a stage, we put great emphasis on team spirit, a safe learning environment and personal growth. So beside the Youthlab activities, the members are going on team-outings and are following the two-year leadership program to evolve to the role model they wish to become.

After the interview and signing the YouthLab contract, the youngster is officially part of the Youthlab team. He is a Starter and will join the team in training professionals and sharing his story with the world.

PHASE 2: ENTERING THE FLOW

The Flow is designed to put emphasis on the aim to grow and develop new skills within Youthlab. Most important is that the youngster can give direction on his growth and explicate what he wants to learn, while being a member of the team. We aim for a tailor-made approach, which will include and encourage each member to think about what they want to achieve in their life.

Each Youthlab activity will be a learning experience, where we reflect upon and learn from, which will result in growing towards new phases in the Flow. The new phases symbolize growth, where skills and responsibilities can develop in new/other activities.

The sequence of the Flow is as follows: Starter, Core, Senior, Alumnus.

STARTER [meet-n-greet phase]

- Youngsters get familiar with Youthlab-style trainings and its members and trainers.
- This phase encourage youngsters to explore if they want to become a member.
- This phase explicates what is to be expected of them (and whatnot).

The Starter will be invited for three YL trainings, to try it out as an open-ended trial. He will get a fee, as every other participant, therewith we value his time and effort. These first three times he can explore if Youthlab is something that suits him. Also, we will make an estimate if he fits in the team and if he is suitable for the activities. The youngster is not obligated to follow a course, before joining and taking part in the YouthLab training for professionals.

After three sessions, we will evaluate and reflect with him. We ask him questions like: Do you enjoy being part of YouthLab so far? Do you feel like you learn something? Would you like to proceed? Naturally, we will make our own estimation and share our thoughts and evaluation with him. If both parties are positive about proceeding, the youngster becomes a Core member.

CORE

- A (new) rhythm kicks in, facilitating three sessions per month with the team; youngsters practice with the new commitment (and obligations).
- Youngsters learn to give training and advice, still growing in being a novice.
- Youngsters take part in the leadership trainings / on-the job training.

From now on, he will be scheduled for 1 to 3 times per month to give training to professionals. We always discuss his availability for Youthlab. To make/get the most out of Youthlab, it's important that he has enough time to join at least three times per month. We are explicitly encouraging other work or (school)activities besides participating in Youthlab, so communication and planning is key.

Once per year, we evaluate with the youngster on his experiences and progress. Is he still enjoying being a part of the team, where he would like to get more guidance or what goals he is (still) aiming for while participating? This way, we can encourage and continue growth, and stay on track with each other expectations and wishes.

SENIOR

- Progress has been made which is reflected in this new title.
- The new role gives more responsibilities and new opportunities.
- At the same time the link with YiP slightly weakens, as (other) work/education comes first. Also, with growing out of Youthlab, we stimulate the youngster not only define him/herself as the formerly detained person, but grow into (new) other roles/identities in life as well.

After 12 months, the youngster will get promoted to Senior. Being a Senior entails a higher fee per training, but also gives more responsibilities. The member will be scheduled less for regular training, though he will get the opportunity to go to small events independently sharing his story. YiP still guides the youngsters and prepares events together.

Since 2020, Seniors get the opportunity to join in the Youthlab Module. A workshop for young people inside detention, where these Seniors share their journey of being detained and their life after leaving detention, facilitated with guidance of a YiP trainer.

PHASE 3: LEVEL UP

FINAL EVALUATION: HOW CAN WE HELP?

In this final phase of Youthlab, we congratulate the member and always finalize our collaboration with the signature question: How can we help?

For the last (but not least) time, we would like to help and offer a kick-start for a new direction depending on the members wishes. Whether he wants to get into an Art academy, become a plumber or stay/join the YiP community in a new role - we are open to listen and help him on its way. We are open yet transparent in what we have to offer and can help him with, and what not. From Starter to Alumnus, we make sure to manage and offer fair expectations. If the youngster

has the ambition to apply for a new position, for instance as a YiP workshop facilitator or an internship at HQ - we will discuss The Alumni Parcours and the options on the table.

ALUMNUS

- The Youthlab nears the end, the new title reflects that all went well.
- The connection will remain, former members are still invited to team-activities and life-long member of the YiP Community.

After 18-24 months, the Senior will become Alumnus. This part in the flow marks the fact that he has successfully passed every phase in the YouthLab. Alumni members will still be invited for yearly outings and special events. This phase is not a goodbye, but a way to celebrate that he has grown through the programme and how much the team and professionals have learned from him. The YouthLab Module is an activity they can choose to still be part of.

Youthlab Leadership Programme: *learning and inspiration*

THE LEADERSHIP PROGRAMME

Whenever a youngster has been released and he needs to pick up on his life again, we know great challenges and temptations may occur. Besides the wishes and need for practical skills, youngsters may deal with mental challenges as well. Just like the aim within the YiP sequence, in Youthlab we also aim for support and personal growth for youngsters, guiding them and being there for them in their (daily) challenges.

Within composing a team spirit and offering support, an important goal for YIP is to encourage and equip youngsters to articulate their personal learning objectives and goals. Therefore we've developed a two-year Leadership programme to provide informative and inspirational sessions for all members of Youthlab. Each year is divided into 4 themes, where we invite external trainers and role models to provide training within the theme. We want to make sure that (in our eyes) crucial topics and skills will be handled/reviewed, but there's always room for spontaneous invitations, changes and improvements each year. Our members can always bring in ideas or people they would like to receive training from. This way we make sure the sessions are always in tune with their wishes and needs.

Until 2018, we did facilitate sessions to train and equip the members in advance for a Youthlab training. Yet we have learned this did not result in what we were aiming for. Therefore we have developed it into a new form, where sessions described as above will be provided in two ways, via on-the-job training and via leadership x role models sessions (see menu on appendix 2).

THEMES

LIFE STORIES: SHARING, REFLECTING AND CHANGING TRACKS

Within this theme our sessions will be focused on creating the opportunity and awareness among our members, thinking about and “designing” their future. We use methods like storytelling to assist the youngster in reflecting on their past and creating a narrative for their future. We talk over questions as below, aiming for a constructive and optimistic approach for their personal goals. Help set forth their goals in smaller steps to make it achievable and realistic for them. The trainers help the members to be positive, resilient and future focused.

Theme questions:

Who would you like to become?

What kind of friend/neighbour would you like to be to others?

What are your ambitions? Where do you see yourself in 5 years?

Learning objective:

#1 Youngsters learn to reflect and share their life story with others.

#2 Youngsters learn to articulate their ideas and feedback to professionals, in a constructive way.

#3 Youngsters talk over new positive ways of taking care of themselves, their goals and their environment.

SETBACKS AND COPING

After being released from prison, a new life starts with oftentimes a whole new approach and direction for our members. These young people, as their peers, need to learn how to take care of themselves, be responsible and resilient for temptations. We know this time after release is difficult and fragile for youngsters, as their old life/friends might still be one step away from them. Besides, they will have to learn (more about) how to cope with (more) setbacks and obstacles which may/will appear. A lot of youngsters struggle with topics like: money/depts, conflicts within their social network, rules and conditions they need to follow (due to parole). Within this theme we aim for creating a safe space talking about these realistic temptations, struggles and setbacks, so we can support and encourage them in pursuing their life in a positive way. Also, just acknowledging that building a life (especially after release) is hard and talking about it within our team of members, will stimulate openness and connectedness in the team.

Learning objective:

#1 Youngsters learn to openly share what they are struggling with and ask for help.

#2 Youngsters learn to recognize and regulate their (negative) emotions.

#3 Youngsters develop resilience (coping mechanisms) and awareness of what’s in their control and what not (choices).

AMBITIONS & CASH

Many youngsters have a difficult or even unhealthy relationship with money in their years of becoming adults. Especially within fast these times with social media, where everything seems to be within reach, the value and access to money is easily underestimated.

After release, most youngsters struggle with gaining an income and establishing stability for themselves. Besides maintaining a substantial income, most of these youngsters struggle with debts and overseeing/keeping a budget.

This theme allows us to open up the conversation to talk about money, debts, temptations etc.

We invite trainers who can (practically) equip the youngsters with ways to keep track of their money, decision-making and investing in a wise but personal/fun way. Creating awareness among the importance of talking about money, income and expenses, debts and temptations is crucial for young people, to be able to build a stable, positive and debt-free life.

Learning objective:

#1 Youngsters learn to manage their budget and link their personal ambitions to their financial plan(ning).

#2 Youngsters become aware of the importance of a healthy relationship with money and practice to talk about it with others.

#3 Youngsters learn that they can learn from their (financial) mistakes, and that is okay and even normal to ask for help.

RELATIONSHIPS: VALUES, NEEDS AND BOUNDARIES

The final theme of the year is involved around establishing and maintaining healthy relationships, both professionally and personally. In their childhood or after they have been in prison for some months or even years, youngsters experience difficulties in coming back to their neighbourhood and finding safety/leisure in positive social relationships. They might have said goodbye to (previously) good friends, they might have lost people out of sight while being inside, or maybe they have never learned/experienced what a healthy and positive friendship looks like. Besides personal social relationships, we talk about how to behave/present or behave in professional context. Within Youthlab they get the opportunity to learn each training or moment we meet. We aim to create awareness among the youngsters about who they are in relation to others, how they can explicate and maintain their values, needs and boundaries in contact with others. How do you stay true to yourself, being a good friend or colleague to others, respecting your own and others' values and boundaries?

Learning objective:

#1 Youngsters increase their social skills and self-efficacy in relationships

#2 Youngsters improve their social skills within a personal, social and professional context.

#3 Youngsters learn to set boundaries, choose for what serves them and consider letting go of negative contacts.

LEADERSHIP X ROLE MODEL – SESSIONS

We organize leadership x role model sessions at YiP HQ, four times per year. Each session, an external inspiring role model (in any way) will be invited to inspire the youngsters and work on leadership skills with them. We aim to organize informative, inspiring and creative sessions, within our fixed themes. We have a variety of inspiring entrepreneurs/artists in our network, who are committed and excited to be part of our leadership programme, such a budget-coach, a former detainee who writes his own books, a successful entrepreneur and music-artist, and so on. Besides fixed collaborations, we always make sure to be flexible and follow up upon requests or contacts our members bring in. But our aim is connecting our youngsters with a broad variety of inspiring role models, and always being open for new insights and/of new people. Most of the invited trainers have a distinctive life story (as well), or a specific talent/career - about which

they can share their journey of trial and errors and life-lessons. These sessions give the youngster the inspiration and opportunity to learn more life-skills, gaining more confidence, motivation, self-efficacy and practical skills to pursue their ambitions.

We always make sure there is a good balance of informative and interactive methods. But, in line with our DNA, creativity will always play some sort of role in these sessions as well. Roleplay, spoken word or rap music or creating a personal graphic avatar are examples of how we implement creativity in these sessions.

An example:

We invite an inspiring role model and budget trainer to share her story of how and where she grew up in her childhood and how she created her successful business she works for nowadays. The youngsters may learn from her story on topics like: not giving up, follow your dreams, make your goals clear for yourself. But besides learning, we like to motivate the youngsters as well by - for instance- writing down their own journey to “success” (however they define success), and consider a healthy relation with money and wealth within their story.

ON THE JOB – TRAINING

As described above, our Leadership Programme entails two forms of training for our members. Next to leadership x role model sessions, we organize a dense learning experience for our members on the Youthlab trainings through On the Job training (OtJ).

In the OtJ-trainings, the learning objective is predominantly on improving communication skills and giving constructive feedback to professionals. We hire external trainers eight times per year, to join us in training professionals, while providing On-the-Job training for the youngsters. They are trainers in communication-skills, giving constructive feedback, presenting/performing and they work - like the YIP DNA - from a positive, empathic approach.

We train the youngsters to find a balance in sharing their story in a constructive way so professionals can learn from it. Yet at the same time we mark the importance of staying close to their true emotional experience, including feelings and frustrations.

The OtJ-trainers meet the youngsters & YiP at the location, one hour ahead of the training. The OtJ-trainer will start with a short informative insight, within the theme of the quarter. After, each youngster gets the opportunity to ask and explain what he would like to focus on and where he will get specific feedback after the training. This way, the youngster learns to set goals and to focus on specific developments. While training professionals by sharing their life experiences, they are learning to present their story and share their insights in a constructive way, all during one afternoon, which makes it a versatile but dense learning experience. After the YL training, the youngsters receive their personal feedback from the OtJ-trainer.

SET UP: ON THE JOB TRAINING

- **Before training:** Check-in with the youngsters on personal learning objectives.
“Where would you like to focus on today? On what skills or subjects would you like to receive

feedback? What's your strength, what could be improved?"

- **During the training**

The OtJ-trainer will operate and observe as fly on the wall - focussing on the youngsters, their learning objectives and interactions with the professionals. The trainer could be more actively participating whenever discussions or role play exercises take place. This way the two-sidedness of the training can get extra attention - the OtJ trainer could give professionals feedback as well, or moderate between the youngsters and the professionals.

- **After the training session**

There is a 10-minute catch-up with each youngster to evaluate the session and provide personal feedback, via the toptiptop-model. We ask the youngster to write down some reflection - 3 sentences - to involve him and give him ownership of his growth. Later on that week, the youngster will receive his feedback via our (personal) whats-app channel and add it to its portfolio³.

OUTINGS

Twice a year we organize fun and educational outings for the Youthlab members, OtJ trainers and coordinators. In line with our YiP DNA we always organize a day full of sportive or creative activities. Building on our team spirit, (literally) overcoming obstacles and having fun together is the ultimate aim for these outings. We might go hiking, make a canoe-trip or do sport-activities together on the beach. We always want to make sure the youngsters enjoy and feel connected with the YL team (and our YiP community) on these days. This connectedness and team spirit will encourage the youngsters, (possibly) allowing them to reinforce/empower each other during training. A team that can count and build on each other.

The youngsters are asked to hand in their ideas, we always make sure it's something that suits them, they will learn from and enjoy. We always organize a Summer Activity and a December (pre X-mas) Gathering. During the latter, we will have a fun activity planned and a festive dinner after. The coordinators recite a short 8-bar spoken word for each youngster, to thank the youngster for his insights and energy that year and encourage him to keep going on following his ambitions on his best path.

These outings are -besides fun- important and valuable in getting to know each other in different settings. We see these outings as an essential part of the Youthlab programme.

³ We are designing a growing document for the youngster, a so-called Youthlab Portfolio, making his journey and progress with YL visible. In addition, this document will help YiP to track, coach and support the youngster with his ambitions - within or outside of Youthlab.

Appendix 1: The Youthlab Contract

GOOD TO KNOW:

- The Youthlab consists of many short learning projects. What would you like to learn?
- What should we pay attention to, in order to do you justice?
- When do you find things exciting, how can we help you best?
- When that occurs, how can we properly guide and help you?
- Are there any topics or themes you would like to be trained in?

WHAT YOU ARE GOING TO DO:

Youthlab is the consultancy agency of YiP - from now on you are an advisor “in training”

- In addition to being an advisor, you can also work in a Youthlab mini-company
- You can participate in the Youthlab as an experience expert for 2 years.
- During your participation, you are in the so-called Youthlab flow. The Youthlab flow is divided into 4 phases: Starter, Core, Senior, Alumni.
- The assignments you get are meant as work and training at the same time. The assignment is always discussed with you in advance. You set your own learning goals and are guided by YiP. There is an evaluation moment after each assignment.
- In addition to the assignments, you follow a Leadership programme at the Youthlab. An on-the-job trainer is available once every two months to help you with your personal learning goals. After the assignment you will receive feedback and tips from him/her, so that you can develop yourself in the program.
- Each year we organize 3 fun and educational outings. You can always submit tips or ideas about what you would like to do together with the Youthlab team.
- YiP will reimburse all your travel costs, provided we receive a copy/ticket. You are expected to purchase a NS off-peak hours discount card (valued at €52,-), which we will reimburse for you once. If necessary, we order it together with you.

YOU CAN EXPECT THESE KINDS OF ASSIGNMENTS

- Youthlab leadership programme: You work on your own skills and you will receive training from external coaches
- Youthlab training: Together with other participants you give training to professionals under the guidance of a Youthlab trainer.
- Youthlab advice: You give advice to policy makers based on your own experiences.
- Youthlab stories: You represent the voice of young people at events by means of a creative contribution. This can be for example a personal rap, a spoken word text or a story
- Via Whatsapp you will receive a personal message with information about upcoming assignments. We always send you this at least two weeks in advance, so you would know what to expect.

YOU WILL BE PAID FOR EACH ASSIGNMENT *(you earn a volunteer fee)*

Starter (max 3 assignments per month):

- per half-day (1 to 5 hours) €50,-
- per full day (6 hours or more) €90,-

Core (max 3 assignments per month):

- per half-day (1 to 5 hours) €55,-
- per full day (6 hours or more) €100,-

Senior (max 2 assignments per month):

- per half-day (1 to 5 hours) €75,-
- per full day (6 hours or more) €150,-

Alumnus (max 1 assignment per month):

- per evening training for new participants €100,- (max 2 hours + 2 hours preparation)
- per regular assignment €75,- (per half-day = 1 to 5 hours)
- per full day (6 hours or more) €150,-

Assignments come irregularly. Legally, it's not possible to receive an allowance for voluntary work for more than €170,- per month. That is why we have a maximum number of assignments per month.

If we have to cancel the Youthlab assignment 24 hours or less in advance, you will be paid 100% of the compensation + any travel costs. You will receive this amount at the next assignment.

WE EXPECT THIS FROM YOU

- You are present at the training or outings.
- You are reachable and you are on time for the assignments. If you are unexpectedly late, always send a message to the coordinator. If you are more than an hour late for an assignment, you will receive half of the compensation or we will have to unsubscribe you.
- If you are working for YiP, you will have a professional attitude and are not under the influence of, for example, soft drugs.
- You work in teams with other Youthlab participants. In the event of a conflict situation (threat/violence), YiP reserves the right to stop your participation.
- If you are unexpectedly convicted of a criminal offence, your participation in Youthlab - unless the judge imposes YiP Youthlab on you.
- YiP has a duty to report: if we become aware of a to-be-committed offence, we must report this to the police.
- If there is the suspicion of a criminal offence, we expect you to share it with the Youthlab. We work in an atmosphere of trust.

Date:

Location:

**Signature: Youthlab member
coordinator**

Signature: Youthlab

Appendix 2: Yearly overview of Leadership Programme

YOUTHLAB COURSE MENU (2021)- THEMES & ACTIVITIES

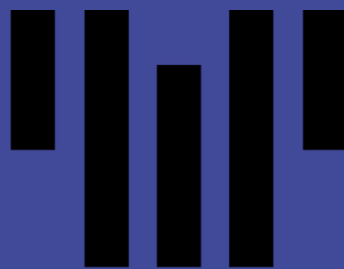
THEMES	ACTIVITY
<p>Q1: Lifestories</p> <p>Trainer: Elten & Mohammed</p>	<p>Training:</p> <ul style="list-style-type: none"> • Leadership x role model • On-the-job <p>Date: 30 march RN (Iris)</p> <ul style="list-style-type: none"> • On-the-job
<p>Q2: Setbacks and coping</p> <p>Trainer: Ivan</p>	<p>Training:</p> <ul style="list-style-type: none"> • Leadership x role model <p>Date: 12 may</p> <ul style="list-style-type: none"> • On-the-job <p>Date: 2 june (Iris)</p> <ul style="list-style-type: none"> • On-the-job <p>Summer Outing (july)</p>
<p>Q3: Ambitions and Cash</p> <p>Trainer: Elisaviera</p>	<p>Training:</p> <ul style="list-style-type: none"> • Leadership x role model • On-the-job: • On-the-job:

<p>Q4: Relationships (values, needs and boundaries)</p> <p>Trainer: To be decided</p>	<p>Training:</p> <ul style="list-style-type: none">• Leadership x role model• On-the-job Date: 10 nov (Iris)• On-the-job Date: 9 dec (Iris) Xmas Outing (december)
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