Youth Foresight Workshops

Workshop in Estonia



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Project Title: **For Youth Information_FYI**

Project Number: **2024-1-SI02-KA220-YOU-000251355**

Report Title/Title of a local workshop: **Local Foresight Workshop**

Date of Implementation: **26 & 27/02/2026**

Duration: 6 hours and 34 minutes

Location: **Microsoft Teams**

Prepared by: **IED Estonia**

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1. Executive Summary

The online Foresight Workshop was organised by IED Estonia on 26–27 February 2026 as part of the FYI project. The workshop was held online via Microsoft Teams and involved 21 young participants from Estonia. The total duration of the training was 6 hours and 34 minutes.

The aim of the workshop was to introduce young people to foresight methods and encourage them to think critically about future developments and challenges. Through interactive discussions and group activities, participants explored trends and uncertainties, developed future scenarios and reflected on actions that could support a more desirable future.

Evaluation results indicate that participants improved their understanding of future thinking and gained skills in analysing trends, imagining possible futures and discussing future challenges collaboratively.

2. Workshop Objectives and Context

The workshop was organised within the framework of the FYI project, which aims to empower young people to better understand and engage with future challenges through the use of foresight methods. The activity was designed to introduce participants to basic

concepts of future thinking and to encourage them to reflect on possible developments that may shape society in the coming years.

The workshop created a space where young people could explore key trends and uncertainties, discuss different perspectives and develop possible future scenarios. Through collaborative activities and discussions, participants were encouraged to think critically about future developments and their potential impact on young people.

The activity also aimed to support youth participation in discussions about the future and to help participants reflect on possible actions that could contribute to positive social and societal developments.

3. Workshop Description

The workshop was delivered online over two days and followed an interactive structure combining short presentations, group discussions and collaborative exercises. The activities were designed to introduce participants to basic foresight concepts and to support them in exploring possible future developments.

On the first day, the workshop focused on exploring changes and imagining possible futures. After a short introduction and welcome session, participants discussed current changes in society and reflected on key trends that may influence the future. They also explored uncertainties and discussed how different developments could affect young people and society more broadly. During the scenario-building activity, participants worked in groups to create possible future scenarios based on the trends and uncertainties identified during the discussions.

The second day focused on moving from ideas to action. The session started with a short recap of the previous day's discussions. Participants then reflected on their preferred future and discussed which future developments they would like to see.

4. Participants

The workshop involved 21 young participants from Estonia who joined the sessions online. The participants were mainly young people aged between 18 and 25 who are interested in social issues, future challenges and youth participation.

The group included 12 female and 9 male participants.A total of 7 participants (approximately 33%) were identified as young people with fewer opportunities.

5. Main Results and Outputs

The workshop generated a number of reflections and ideas from participants regarding possible future developments and the role of young people in shaping them. Through discussions and scenario-building activities, participants explored key trends and uncertainties that may influence society, including technological change, environmental challenges and the evolving role of young people in decision-making.

Analysis of the questionnaire responses shows several common themes. Many participants reported that they particularly valued the interactive parts of the workshop, especially the group discussions and the scenario-building activities. These activities helped participants exchange ideas, hear different perspectives and collaboratively imagine possible futures.

Participants also indicated that the workshop influenced the way they think about the future. Several responses showed that young people now feel more aware of trends and long-term developments and are more open to considering different possible futures instead of focusing on a single path. Some participants also mentioned that they plan to pay more attention to social and technological changes and discuss future ideas more actively with others.

While most participants highlighted the collaborative and interactive elements as the most engaging parts of the workshop, a few participants suggested that additional time for group work and practical exercises could further improve future workshops.

Overall, the results indicate that the workshop encouraged young people to reflect more critically about future challenges and opportunities. The discussions also highlighted the importance of strengthening youth participation in future-oriented discussions and supporting initiatives that allow young people to contribute ideas and solutions for future societal developments.

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6. Proposed Future Development Scenarios

Scenario 1 – A Digital and Technology-Oriented Future

In this scenario, technological development plays a central role in shaping education, work and everyday life. Participants highlighted both the opportunities and challenges connected with rapid technological change.

Key characteristics

- Increased use of digital technologies in education and work
- Greater importance of digital and technological skills
- New forms of online collaboration and learning
- Rapid technological innovation influencing everyday life

Strategic steps proposed by participants

- Strengthen digital skills education for young people
- Support youth innovation and technology-related initiatives
- Ensure equal access to digital tools and learning opportunities

Scenario 2 – A Sustainable and Responsible Future

Participants also discussed a future where sustainability and environmental responsibility become key priorities for societies.

Key characteristics

- Stronger environmental awareness among young people
- Increased focus on sustainable lifestyles and consumption
- Greater involvement of communities in environmental initiatives
- Policies that prioritise environmental protection

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Strategic steps proposed by participants

- Promote sustainability education in schools and youth programmes
- Support youth-led environmental initiatives
- Encourage sustainable practices within local communities

Scenario 3 – A Future with Strong Youth Participation

Participants imagined a future where young people play a more active role in shaping social and political decisions.

Key characteristics

- Stronger youth representation in decision-making processes
- More opportunities for youth participation in public discussions
- Increased collaboration between institutions and young people
- Greater recognition of youth perspectives in policy development

Strategic steps proposed by participants

- Create platforms for youth dialogue and participation
- Involve young people in policy discussions about future challenges
- Support youth organisations and participatory initiatives

7. Policy Implications and Recommendations

The analysis of the workshop discussions and the post-assessment responses highlights several areas where decision-makers and institutions can better support young people in preparing for future developments. Participants emphasised the importance of future-oriented education, youth participation in decision-making and the development of skills that respond to technological and environmental changes.

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Based on the scenarios and reflections developed during the workshop, the following policy recommendations emerged:

Strengthen future-oriented education

Participants highlighted the need for education systems to better prepare young people for future uncertainties and societal changes.

- Integrate future thinking and foresight methods into school and university curricula
- Encourage critical thinking, creativity and problem-solving skills
- Include discussions on long-term societal challenges in education programmes

Invest in digital and future skills

Many participants stressed the importance of digital competences and technological understanding in preparing for future labour market changes.

- Strengthen digital skills education for young people
- Support training programmes related to emerging technologies
- Provide equal access to digital tools and learning resources

Promote sustainability awareness and green skills

Participants identified environmental sustainability as an important future challenge and highlighted the role of young people in supporting sustainable development.

- Introduce stronger sustainability education in schools and youth programmes
- Support youth-led environmental initiatives and community projects
- Encourage sustainable practices within educational institutions

Increase youth participation in decision-making

Several participants emphasised that young people should have more opportunities to contribute to discussions about future policies and societal development.

- Create structured platforms for youth dialogue with decision-makers

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- Involve young people in consultations on policies related to the future of work, technology and sustainability
- Support youth councils and participatory initiatives at local and national level

Support youth innovation and collaborative initiatives

Participants valued collaborative activities during the workshop and highlighted the importance of spaces where young people can develop and share ideas.

- Support youth innovation programmes and project-based learning initiatives
- Encourage cooperation between educational institutions, youth organisations and local communities
- Create opportunities for young people to develop and test new ideas related to future challenges

8. Evaluation of the workshop

8.1 Learning Outcomes and Competences Developed

The analysis of the pre-assessment and post-assessment questionnaires shows a clear improvement in participants' understanding of foresight concepts and future-oriented thinking.

Before the workshop, many participants indicated that they had limited familiarity with foresight methods and future scenario thinking. According to the pre-assessment responses, only around **28% of participants** reported that they had a basic understanding of foresight approaches, while the majority stated that they had little or no previous experience with this topic.

After the completion of the workshop, the post-assessment results demonstrate a significant improvement in participants' knowledge and confidence in applying future thinking approaches. Approximately **71% of participants** reported that they now feel confident in identifying trends and uncertainties that may influence future developments, compared to **34% before the workshop**.

Participants also showed improvement in their ability to imagine and discuss possible future scenarios. In the post-assessment responses, **76% of participants** indicated that they feel more capable of thinking about different possible futures, compared to **39% in the pre-assessment**.

The workshop also contributed to the development of several key competences among participants. These included:

- Future thinking and foresight awareness
- Critical thinking and reflection
- Collaborative discussion and idea exchange

Overall, the comparison between the pre- and post-assessment responses indicates an estimated **increase of approximately 30–35% in participants'** understanding of foresight concepts and future thinking skills, exceeding the expected improvement threshold of 20%.

8.2 Key Insights and Lessons Learned, Youth Reflections and Testimonials

The feedback collected through the post-assessment questionnaire provides valuable insights into the participants' experience and reflections on the workshop.

Positive feedback from participants

Many participants highlighted the interactive elements of the workshop as particularly engaging. The group discussions and scenario-building exercises allowed participants to exchange ideas, explore different perspectives and collaboratively imagine possible future developments.

Areas for improvement

Some participants suggested that more time for group discussions and practical exercises would further improve the workshop experience. A few responses also mentioned that additional real-life examples of future scenarios could help participants better understand how foresight methods can be applied in practice.

Lessons learned from workshop implementation

Delivering the workshop online created both opportunities and challenges. While the online format allowed participants to join from different locations, it also made it more difficult to build strong group dynamics. Facilitating interaction and encouraging participation required continuous engagement and active facilitation throughout the sessions.

Key insights from the workshop

Based on the participant feedback and reflections collected through the questionnaires, several key insights emerged:

- Participants particularly valued interactive discussions and collaborative activities, which helped them exchange ideas and explore different perspectives on the future.
- Scenario-building exercises proved to be an effective tool for helping young people imagine possible futures and reflect on long-term developments.
- Participants reported improved understanding of trends, uncertainties and future-oriented thinking.
- Strong facilitation is essential for maintaining engagement, especially in online workshop environments.
- Participants expressed interest in more practical examples and extended group discussions in future workshops.

8. Conclusions and Next Steps

The workshop successfully introduced young participants to foresight methods and encouraged them to reflect on possible future developments affecting young people and society. Through interactive discussions and scenario-building activities, participants developed a better understanding of future thinking and the importance of considering long-term societal trends.

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