For Youth Information (FYI)

WP3 - FYI training and workshops

Youth workers' foresight training

Post-training report

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Project Title: For Youth Information (FYI)

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

Date of Implementation: 7/10/2025 – 11/10/2025

Location: Nicosia, Cyprus

Prepared by: BK Plus Europe Ltd.

Partner Organization(s): CELJSKI Youth Centre (MCC), BK Plus Europe Ltd (BK Plus), The Future Now Association (TFN), European Dialogue (ED), Institute of Entrepreneurship Development Estonia OÜ (iED)

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1. Executive Summary

The FYI 5-Day Training for Youth Workers took place in Nicosia, Cyprus, bringing together participants from across the consortium for an intensive and immersive learning experience. Hosted mainly at BK Plus's training facilities, with additional activities at SEK premises and various city locations, the programme guided youth workers through a structured journey that combined theory, practical exercises, sectoral insights, and hands-on experimentation with all foresight methods presented in the FYI Manual. Over the week, participants engaged in interactive workshops, a full-day foresight simulation game, a city-based treasure hunt, and a live webinar introducing the project's digital community tools. The training blended non-formal education approaches with real-world case studies and organisational visits, ensuring that participants developed both a conceptual understanding of foresight and the ability to apply it in dynamic learning environments.

The overarching aim of the training was to equip youth workers with the skills, confidence, and methodological grounding needed to introduce foresight practices within their organisations and, later, with young people in their communities. Throughout the five days, the programme emphasized experiential learning, peer collaboration, and active reflection, enabling participants to explore how foresight can support strategic planning, youth engagement, and creative problem-solving. By the end of the training, youth workers had strengthened their familiarity with key foresight tools and practiced facilitation techniques. They developed a shared foundation for future cross-country collaboration within the FYI project.

2. Training Objectives and Relevance

The FYI Training for Youth Workers was designed to build the essential competences youth workers need to apply foresight in their professional environments and empower young people to think critically about the future. The programme focused on strengthening both methodological understanding and the ability to use foresight as an educational and strategic tool. Key training objectives included:

- Equip participants with the foundational skills to understand and apply foresight methodologies in youth work settings.
- Develop the ability to teach and facilitate foresight activities using non-formal education (NFE) methods, making futures thinking accessible and engaging for young people.

- Support youth workers in integrating foresight into organisational planning and strategic decision-making to enhance anticipatory capacity.
- Enable participants to act as multipliers, capable of transferring foresight competences to their organisations, colleagues, and youth communities.

Alongside these core aims, the training pursued several complementary objectives, including strengthening participants' confidence in leading futures-oriented discussions, improving collaboration skills in international and intercultural environments, and fostering creativity, critical thinking, and innovation in youth work practices. The programme also aimed to enhance participants' readiness to use foresight tools in diverse contexts, from community engagement to project planning, and to promote reflective practice that helps youth workers adapt foresight methodologies to real-world challenges.

The relevance of this training extends across organisational, community, and policy levels. Youth organisations are increasingly required to navigate uncertainty, address emerging social and labour trends, and respond to the evolving needs and aspirations of young people. Foresight offers a structured, participatory, and future-oriented approach that strengthens strategic planning, programme design, and long-term visioning. At the broader policy level, the training contributes directly to EU youth priorities related to participation, inclusion, innovation, and digital empowerment by enabling youth workers to cultivate anticipatory skills and meaningful engagement among young people. Through the multiplier effect created by trained youth workers, foresight practices reach youth communities directly, supporting them to imagine alternative futures, co-create solutions, and contribute to more responsive and future-conscious youth ecosystems across Europe.

3. Training Description

The 5-day FYI Training for Youth Workers followed a carefully sequenced structure that combined theoretical input, hands-on experimentation, non-formal education (NFE) methods, and real-life application. Each day built on the previous one, introducing foresight principles, exploring practical tools from the FYI Manual, and progressively shifting toward facilitation practice, simulation-based learning, and reflective activities. The programme blended indoor workshop sessions with field-based activities, organisational visits, group-based exercises, peer-to-peer learning, and a digital capacity-building component, creating an engaging and comprehensive learning journey for participants.

Day 1 – Introduction & Foresight Methods: The first day introduced participants to the fundamentals of foresight, exploring its value for youth work and organisational development. Through presentations, group discussions, and short method sprints, youth workers were introduced to the full range of foresight tools included in the FYI Manual, such as Trend Exploration, Future Telling, Scenario Building, Futures Wheel, Backcasting, Detectives of the Future, 2x2 Matrix, and Horizon Scanning techniques. The day concluded with a reflection session, connecting the various tools to youth sector challenges and preparing participants for deeper exploration.

Day 2 – Foresight in Practice & Sector Insights: The second day focused on real-world applications of foresight across different sectors, including business, public policy, civil society, and academia. Participants analysed case studies in small groups and examined how foresight principles can inform youth-related interventions. In the afternoon, the group visited the Workers Federation of Cyprus (SEK), where they engaged with organisational staff, observed planning approaches, and discussed how institutions anticipate future labour and youth trends. A reflective circle at SEK closed the day, linking field insights to participants' own organisational contexts.

Day 3 – Teaching Foresight in Non-Formal Education: Day 3 shifted the focus from learning foresight to **teaching** it. Participants explored how each foresight method can be adapted for youth-friendly, participatory workshops using NFE techniques. The morning combined method walkthroughs with demonstrations of facilitation tools, while the afternoon consisted of peer-led micro-workshops where small groups designed and delivered 15-minute foresight sessions. Structured peer feedback helped participants refine their pedagogical approach, ensuring they left with practical facilitation experience grounded in real application.

Day 4 – Experiential Foresight Games: The fourth day centred entirely on experiential learning, immersing participants in a full-day foresight simulation game where they created fictional youth organisations, analysed signals, mapped trends, developed Futures Wheel diagrams, responded to disruptions, built strategic roadmaps, and adapted their plans using backcasting and 2x2 matrices. Alongside the main simulation, participants engaged with the Backcasting card game developed by TFN, which offered an interactive, youth-friendly tool for experimenting with goal-setting, pathway creation, and strategic thinking. The programme also featured a practical digital session on the FYI Discord server, enabling participants to learn how to navigate and use the platform to support future collaboration and cross-country activities. Together, these activities deepened participants' practical understanding of foresight and provided concrete methods they can replicate in their own organisational and youth-focused workshops.

Day 5 –Reflection & Closing: The final day blended light-touch foresight engagement with city exploration and meaningful discussion. Participants visited selected locations in Nicosia and reflected on foresight-related topics connected to the city's unique context, particularly its division between the Cypriot and Turkish-occupied parts, which sparked thoughtful conversations about alternative future scenarios for a shared urban space. In the afternoon, a structured reflection circle enabled participants to synthesise their learning across the five days, articulating personal takeaways, organisational action points, and ideas for continued collaboration. The programme concluded with a closing ceremony, final evaluations, and the distribution of Youthpass certificates, followed by an informal networking session to celebrate the completion of the training.

4. Participants

A total of **10 individuals** participated in the FYI 5-Day Training (participants' list presented in the Annex), as presented in the participants' table. **Two youth workers from BK Plus** attended in the role of facilitators, while the remaining **eight participants** consisted of **two youth workers from each partner organisation** across the consortium (MCC, ED, TFN, iED). Although the project involves a limited number of partner countries, the group represented a broader international mix, including participants from **Greece, Cyprus, Slovenia, Slovakia, Bulgaria, Estonia, and the Czech Republic**, because several partner organisations employ international staff who contributed to the diversity of the cohort. Participants were nominated by their organisations based on a set of practical considerations that ensured the training reached youth workers who could meaningfully apply and multiply its outcomes:

- Experience in youth work and regular engagement with young people
- Interest in learning or applying foresight methodologies in their professional context
- Motivation to participate in international, competency-building activities and transfer knowledge back to their organisation

The group presented a balanced **50/50 gender representation** and an age span of approximately **25 to 43 years old**, bringing together both early-career and highly experienced youth workers. Participants reported between **3 and more than 20 years** of experience in youth work, contributing to a strong mix of professional backgrounds. Their familiarity with foresight varied widely: while several had **never implemented a foresight workshop**, others had used elements of foresight informally in **strategic planning, event design, project work, or occasional youth workshops**, albeit without a

structured methodology. This combination of diverse experience levels and uneven prior exposure to foresight created a dynamic and complementary learning environment, enabling rich peer exchange, varied perspectives, and strong opportunities for collaborative growth throughout the training.

5. Evaluation of the training

The evaluation of the FYI 5-Day Training was conducted using a structured **pre-assessment** and **post-assessment** questionnaire completed by all participants. These tools captured both **quantitative data** (competence ratings on a 1–10 scale) and **qualitative insights** (open-ended reflections, expectations, and improvement suggestions). The pre-assessment measured participants' baseline competences, confidence levels, and prior familiarity with foresight, while the post-assessment assessed learning outcomes, practical usefulness, satisfaction with the training, and readiness to apply foresight in their organisations. Together, the two assessments provided a comprehensive view of the training's impact, showing substantial improvements across all core competences and offering valuable insights into participants' learning experiences, reflections, and future intentions.

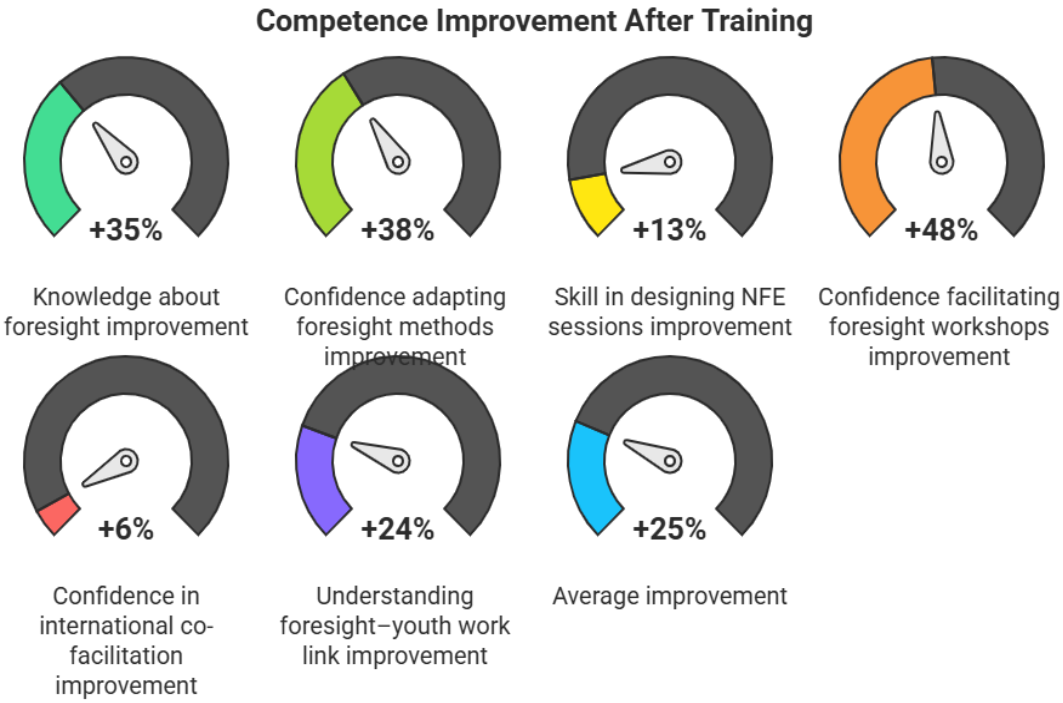
5.1. Learning Outcomes and Competences Developed

The pre- and post-assessment results demonstrate clear and measurable improvements across all core foresight-related competences. Participants began the training with **uneven levels of familiarity**: some had never conducted a foresight workshop before, while others had applied foresight elements informally in organisational planning or youth activities, though rarely in a structured way. Their initial competence scores showed moderate confidence in foresight knowledge and facilitation, but stronger skills in non-formal education methods and international teamwork. By the end of the programme, however, participants reported **significant increases** in knowledge, confidence, and clarity on how to integrate foresight into youth work.

Quantitatively, all competence areas improved—most by **over 20%**, and some by nearly **50%**. The most substantial gains were in **facilitating foresight workshops for youth** (+48%), **adapting foresight methods to their work** (+38%), and **general knowledge about foresight** (+35%). Participants also demonstrated a strong increase in understanding the **connection between foresight and youth work**, with a +24% average improvement. Even competences with a high baseline, such as NFE skills and international collaboration, still showed additional growth.

Qualitatively, participants expressed that the training enabled them to transform abstract foresight concepts into practical, usable tools. Comments such as *"learning new things"*, *"the practical exercises"*, and *"it gave me confidence by improving my foresight skills"* illustrate the degree to which hands-on practice contributed to competence development. One participant noted being *"inspired for the workshop to come"*, signalling readiness to transfer skills directly into upcoming activities. Others specifically highlighted the usefulness of tools such as the **Futures Wheel**, **Backcasting**, and the **2x2 Matrix**, demonstrating not only improved competence but also **clear preferences for applying these tools** in their organisational and youth-focused work.

Participants' overall confidence in using foresight increased to levels that indicate professional readiness. By the end of the training, nearly all participants expressed feeling **more motivated and prepared** to apply foresight in their work, citing increased clarity, confidence, and structured understanding of the methods. The combination of quantitative improvement and strong qualitative feedback shows that the training achieved its aim of equipping youth workers with practical foresight competences and the confidence to use and teach them.



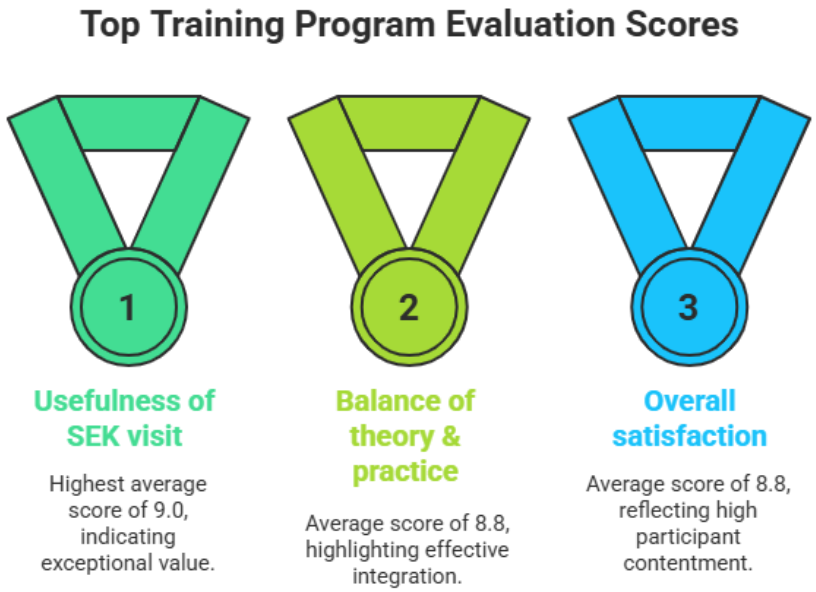
5.2. Quality, Effectiveness, and Training Experience

Participants evaluated the overall quality and delivery of the FYI 5-Day Training very positively, reporting consistently high scores across all modalities. On a 1–10 scale, the

overall organisation of the training received an average score of **8.5**, reflecting smooth coordination, clear communication, and a well-structured daily flow. The **training venue and equipment** also scored **8.5**, with participants noting that the space supported both group work and hands-on activities. The **training materials**—including worksheets, method cards, and slides—received an average of **8.7**, a strong indication that the resources were clear, comprehensive, and easy to use.

The **effectiveness of facilitators** was among the highest-rated elements, with an average of **8.7**. Participants highlighted the facilitators' ability to explain complex methods in accessible ways, adapt sessions to group needs, and maintain a balanced rhythm between theory and practice. This balance was reflected again in the rating for **theory–practice integration**, which averaged **8.8**, demonstrating that participants appreciated having both conceptual input and extensive opportunities to test and apply methods. Equally positive was the reception of the **practical sessions and exercises**, which scored **8.7**—one of the areas participants mentioned most frequently in qualitative feedback as enhancing their understanding.

The **SEK organisational visit** stood out with an average score of **9.0**, the highest of all individual modalities. Participants valued being exposed to real institutional processes, labour market dynamics in Cyprus, and concrete examples of how an organisation integrates future thinking in its operations. This visit significantly strengthened the "real-world relevance" dimension of the training. Intercultural and networking aspects received a slightly more varied set of responses, averaging **8.2**, but still indicated that participants benefitted from the diverse backgrounds, perspectives, and work cultures represented in the group.



Overall satisfaction with the training was exceptionally high, with a mean score of **8.8**. Participants especially valued the hands-on approach, collaborative environment, and openness of the learning space. Comments such as *"learning new things"*, *"the practical exercises"*, and *"meeting new people and sharing ideas"* illustrate the strong engagement and positive learning climate experienced throughout the week.

5.3. Insights, Reflections, and Lessons Learned

Participants provided rich reflections on the training experience, highlighting what they learned, what resonated most, and how the training shaped their understanding of foresight and youth work. A central insight was the value of **practical, method-based learning**: participants frequently emphasised how hands-on activities, simulations, and small-group exercises transformed abstract foresight concepts into concrete, usable tools. Several described the methods as "eye-opening" and emphasised how exercises such as the **Futures Wheel**, **2x2 Matrix**, or **Backcasting** helped them see the logic and potential of foresight in youth settings.

The **simulation game** was repeatedly recognised as a deeply engaging and instructive component of the programme. Participants appreciated the opportunity to build fictional organisations, work with signal cards, experience disruptions, and develop strategic pathways in a dynamic, playful format. Many described it as one of the elements that made foresight "click," revealing how creative exercises can anchor complex strategic thinking.

The **SEK visit** also generated meaningful reflections. Participants highlighted how seeing foresight applied in the Cypriot labour market and youth-related planning brought authenticity and real-world relevance to the training. Comments underscored the importance of understanding local realities, labour dynamics, and the organisational challenges that drive strategic thinking. For some, this was the first time they had seen foresight situated in a trade union or worker-representation context, which broadened their perspective on how youth work interacts with national socio-economic trends.

Participants also valued the **international and intercultural dimension** of the training, frequently mentioning the richness of exchanging ideas across diverse professional and national

Participant Feedback Quotes

- *"Learning new things."*
- *"The practical exercises were the best part."*
- *"The flexibility of the programme helped the group stay focused."*
- *"The SEK visit gave real insight into the labour market and youth issues."*

backgrounds. They described the environment as collaborative and open, supporting reflection, experimentation, and creativity. The flexibility and adaptive nature of the programme were also noted as positive aspects that helped them feel comfortable and engaged throughout.

5.4. Areas for Improvement and Participant Suggestions

Although overall feedback was highly positive, participants also offered constructive suggestions for strengthening future editions of the training. A recurring theme was the desire for **more time dedicated to method practice**, particularly interactive exercises that allow for deeper exploration of individual tools. While the balance of theory and practice was rated very highly, some participants expressed interest in expanding sessions on specific techniques or spending additional time experimenting with variations of the methods.

Another area mentioned was **group dynamics**. One participant suggested dedicating more time to early team-building to enhance cohesion from the beginning. Although the group developed a strong rapport during the week, this comment indicates that adding a short-structured bonding exercise or expectation-setting activity on Day 1 could further support comfort and trust within the cohort.

Aside from these points, very few critical comments were made. Several participants responded “no” or “nothing” when asked about improvements, reflecting that the overall structure and content were well-received. The suggestions offered were modest and primarily focused on enhancing an already effective training programme rather than addressing any core gaps.

6. Follow-up Actions and Sustainability

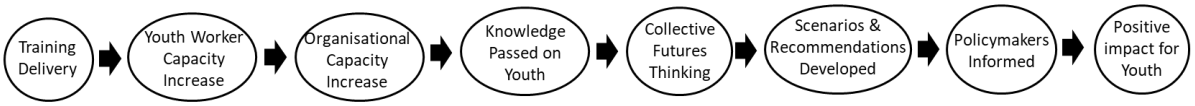
The follow-up and sustainability prospects of the FYI 5-Day Training are strong, supported both by the project’s design and by the participants’ expressed intentions to apply foresight within their organisations and youth communities. Survey results show that participants left the training not only with improved competences but also with a clear understanding of how to activate these skills in their professional environments. Almost all participants indicated that they feel **more motivated and prepared to use foresight** in their work, often highlighting that the training gave them the structure, confidence, and practical tools needed to implement future-oriented activities. Several participants stated that they plan to integrate foresight into **youth exchanges,**

workshops with young people, organisational project planning, and participatory co-design sessions, demonstrating immediate and diverse avenues for application.

At the organisational level, participants described intentions to adopt a **more structured approach to future planning**, improve general planning procedures, and introduce foresight techniques—such as the Futures Wheel, 2x2 Matrix, Scenario Building, and Backcasting—into programme development. These approaches align directly with the project's aim of empowering youth workers to integrate foresight methods into their strategic processes. As organisations begin to apply these tools, they contribute to stronger internal decision-making, improved anticipation of future challenges, and more innovative responses to youth needs. Because several participants already work in multi-country or international environments, the ripple effect of foresight integration is likely to extend beyond the immediate project consortium.

At the project level, the sustainability dimension is reinforced by the broader goals outlined in the original project application. Trained youth workers are expected to use foresight methodologies not only internally but also in ways that support **coordination with EU youth policies**, future-proof programming, and cross-border cooperation. The training also prepared participants to strengthen the FYI **digital community**, including the project's Discord server introduced during the workshop. As participants moderate discussions, share materials, and exchange scenarios or ideas online, the digital component will help maintain engagement, support peer learning, and extend the project's reach well beyond in-person activities.

Training Multiplier Effect and Policy Pathway



Importantly, the competences gained by youth workers will enable them to act as **multipliers**. By applying foresight tools with young people—through local workshops, youth exchanges, and community activities—they will introduce emerging generations to future-thinking approaches, empowering them to imagine alternative scenarios, assess risks and opportunities, and develop their own pathways for shaping the future. These youth-driven scenarios, plans, and recommendations can serve as valuable input for policymakers and local institutions, reinforcing the relevance of foresight at multiple levels of governance. Through this cascading effect, the training contributes not only to individual competence development but to a **broader culture of anticipatory**

governance and youth participation, ensuring long-term outcomes that extend well beyond the duration of the FYI project.

7. Recommendations for Policy and Practice

The evaluation results highlight several opportunities for strengthening organisational practice through the integration of foresight methodologies. At the organisational level, youth organisations should institutionalise regular foresight sessions to support strategic planning, programme development, and risk assessment. This includes adopting structured tools such as the Futures Wheel, Backcasting, or Scenario Building into annual planning cycles, as well as encouraging youth workers to facilitate foresight-based workshops with young people. Organisations should also strengthen internal collaboration by creating small foresight working groups, improving cross-department planning, and ensuring that insights generated through foresight activities feed into decision-making, resource allocation, and long-term programme design.

At the national level, stakeholders working in youth policy—such as ministries, youth councils, and public agencies—should consider integrating foresight-informed youth participation mechanisms into their consultation processes. Young people's scenarios, visions, and recommendations developed through tools like 2x2 Matrix scenarios or future pathway exercises can serve as valuable inputs for evidence-based policymaking. Institutions can incorporate these approaches into national youth strategies, policy reviews, and legislative planning, ensuring that youth voices contribute not only to programme feedback but to anticipatory governance. Additionally, national training providers and VET systems could explore embedding foresight competencies into professional development frameworks for youth workers, enabling broader systemic capacity-building.

Finally, the project highlights the value of maintaining a sustained cross-border foresight community. Policymakers and organisational leaders should encourage participation in the FYI digital community (e.g., Discord), enabling youth workers to exchange early signals, trends, and case examples across Europe. This community can serve as an informal observatory of emerging youth needs, labour trends, and social developments, supporting more agile and future-ready organisational and national responses. By fostering this ongoing network and embedding foresight as a shared practice, both organisations and policymakers can enhance resilience, innovation, and youth engagement in future-oriented decision-making.

8. Annexes

8.1. Agenda

Training lasted 5 Days from 7 (Tuesday) to 11 (Saturday) of October, with travel days being the 6 (Monday) and 12 (Sunday) of October. Each training day lasted 7 to 9 hours between 10:00-19:00. The detailed training agenda follows:

Day 1 (Tuesday 7/10) – Introduction & Foresight Methods			
Theme	Understanding Foresight & Exploring the Toolkit		
Objectives	● Introduce the concept, value, and principles of foresight in youth work. ● Present the full set of foresight methods from the FYI Manual. ● Participants to experience methods through small-group exercises. ● Build a shared foundation for deeper exploration in the following days.		
	Time	**Topic**	**Description**
Morning	10:00 – 10:30	Welcome & Orientation	Icebreaker and overview of the 5-day journey.
	10:30 – 11:00	Why Foresight?	Short presentation: what foresight is, its principles, and its value for youth work.
	11:00 – 12:00	Overview of Foresight Methods Part 1	Each method presented + mini activity: • Trend Exploration / Horizon Scanning • Future Telling • Scenario Building • Future Planning
	12:00 – 12:10	Coffee Break	
	12:10 – 13:30	Overview of Foresight Methods Part 2	• Backcasting • Futures Wheel • Detectives of the Future • 2x2 Matrix • Other Methods (Delphi, Wild Cards, Cross-Impact).
	13:00 – 14:00	Morning Reflection	Quick plenary.
	14:00 – 15:00	Lunch & Break	-
Afternoon	15:00 – 17:00	Group Exercise: Method Sprint	Small groups practice 1 method each on different youth sectors or subjects.
	17:00 – 17:10	Coffee Break	
	17:10 – 18:30	Sharing & Discussion	Groups present outputs, and the facilitator connects back to foresight principles.
	18:30 – 19:00	Wrap-Up & Evaluation	Summary of Day 1 learnings. Quick feedback round.
Day 2 (Wednesday 8/10) – Foresight in Practice & Cross-Sector Insights			
Theme	Learning from Real-World Applications		
Duration	8 hours (10:00 – 19:00, including breaks)		
Objectives	● Explore how foresight is applied in different sectors.		

	● Analyze case studies and adapt lessons for youth work. ● Engage with real organizations and experts to see foresight in practice. ● Reflect on how insights can inspire participants' own organizations.

	Time	Topic	Description
Morning	10:00 – 10:20	Energizer & Recap of Day 1	Icebreaker and harvest of insights from Day 1.
	10:20 – 11:20	Foresight Across Sectors	Inputs on foresight in business, policy, NGOs, and academia, each linked to youth perspectives + interactive prompts.
	11:20 – 11:30	Coffee Break	
	11:30 – 13:30	Case Study Groups	Small groups analyze real cases.
	13:30 – 14:00	Plenary Sharing & Discussion	Group presentations and facilitator links to the big picture.
	14:00 – 15:00	Lunch & Break	-
Afternoon	15:00 – 17:30	Organisation Visit	Visit to SEK (Cyprus Workers Confederation). Observe how they plan for the future, especially on youth issues.
	17:30 – 19:00	Reflection & Closing Launch at SEK	Group circles, announcements for the next days, discussion, and informal networking.

Day 3 (Thursday 9/10) – Teaching Foresight in Non-Formal Education (NFE)	
Theme	From Method to Workshop – How to Facilitate Youth Foresight
Objectives	● Show how each foresight method can be adapted for NFE. ● Practice designing and facilitating foresight workshops for youth groups. ● Share general NFE facilitation techniques to support foresight activities.

	Time	Topic	Description
Morning	10:00 – 10:30	Energizer & Recap	Playful game
	10:30 – 11:50	How to Teach Each Method Part 1	Using the workshops' input from the manual: • Trend Exploration • Future Telling • Scenario Building • Future Planning/Backcasting
	11:50 – 12:00	Coffee Break	
	12:00 – 11:00	How to Teach Each Method Part 2	• Futures Wheel • Detectives of the Future • Scanning Game • 2x2 Matrix For each: show timing, materials, and youth-friendly tips.
	13:00 – 14:00	Mini Practice	Method Matching
	14:00 – 15:00	Lunch & Break	-
Af ter	15:00 – 17:00	Interactive Small-Group Practice	Participants deliver their 15-minute mini workshops to peers.

	17:00 – 17:10	Coffee Break	
	17:10 – 18:00	Feedback & Reflection	After each mini session, peers give structured feedback about effectiveness, engagement, and recommendations for improvement.
	18:00 – 19:00	General NFE Techniques + Wrap-Up	Short input on universal facilitation tricks; Plenary brainstorm; Quick reflection; and prep for Day 4

Day 4 (Friday 10/10) – Foresight Simulation Game			
Theme	Imagining and Planning the Future of Our Organizations		
Objectives	● Experience foresight methods through an immersive simulation. ● Test resilience of strategies under disruptions and uncertainty. ● Learn how preparedness changes outcomes in unpredictable futures. ● Familiarize partners with the Discord server for ongoing collaboration.		
	Time	**Topic**	**Description**
Morning	10:00 – 12:00	Webinar Session	Joint online session for all partners. Walkthrough of the Discord server with Q&A and hands-on demo.
	12:00 – 12:10	Coffee Break	
	12:10 – 12:30	Step 1: Create the Organisation	Teams invent a youth organization
	12:30 – 13:00	Step 2: Signal Cards	Teams cluster signals into trends and identify opportunities/risks.
	13:00 – 13:30	Step 3: Futures Wheel	Teams map ripple effects
	13:30 – 14:00	Step 4: Disruption Event	Wild card disruption introduced. Teams create best and worst-case scenarios.
	14:00 – 15:00	Lunch & Break	-
Afternoon	15:00 – 15:30	Step 5: Backcasting	Teams create roadmaps
	15:30 – 16:00	Step 6: Signals Become Reality	Teams roll dice with multipliers based on what they planned for. Impact assessed.
	16:00 – 16:30	Step 7: Action Pathways & 2x2 Matrix	Teams adapt their strategies
	16:30 – 17:00	Step 8: Presentations & Reflection	Teams present their foresight journey and plenary reflection
	17:00 – 17:10	Coffee Break	
	17:10 – 18:30	Backcasting Card Game	Participants played a Backcasting card game developed by TFN
	18:30 – 19:00	Reflection	Participants discussed lessons learned from the Backcasting card game

Day 5 (Saturday 11/10) – Reflection, City & Closure			
Theme	Exploring the Future Together		
Objectives	● Conclude the workshop with light but meaningful foresight activities. ● Connect foresight to the city context through a treasure hunt. ● Reflect on lessons learned and celebrate achievements. ● Close with cultural exchange and networking.		
	Time	**Topic**	**Description**

Morning	10:00 – 10:15	Day Introduction	Overview of the schedule
	10:15 – 13:15	Foresight City Tour	Participants explore marked locations in the city and discuss related foresight topics.
	13:15 – 13:45	Hunt Wrap-Up	Participants gather and share the most creative ideas.
	14:00 – 16:00	Lunch & Break	Consortium lunch in a local venue.
Afternoon	16:00 – 17:00	Group Reflection	Circle discussion in a cafe. Participants share key takeaways.
	17:00 – 17:30	Closing Ceremony	Written evaluation & interactive feedback for all 5 training days. Hand out Youthpass certificates.
	17:30 – 19:00	Networking & Drinks	Relaxed, informal discussion and celebration to close the workshop.

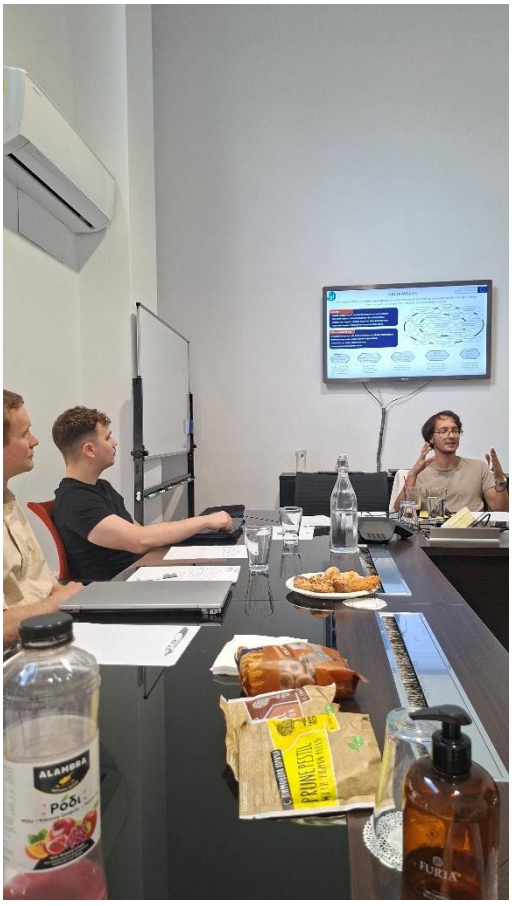
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8.1. Participants List

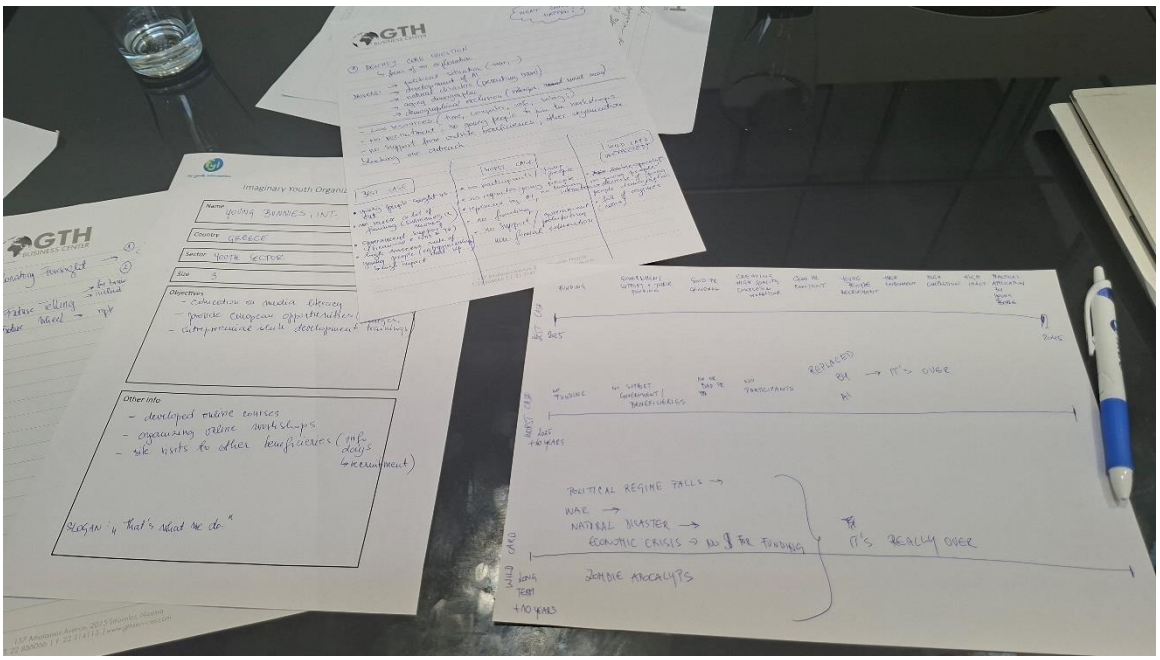
Številka projekta (sporazuma) / Project (agreement) number: 2024-1-SI02-KA220-YOU-000251355										
Naslov projekta/Project title: For Youth Information (FYI)										
Vrsta aktivnosti / Type of activity: Training for Youth Workers										
Kraj, država izvedbe / Place, country of activity: Nicosia, Cyprus										
Datum začetka aktivnosti / Start date of the activity: 7/10/2025										
Datum konca aktivnosti / End date of the activity: 11/10/2025										
Namen aktivnosti / Purpose of the activity: Training										
Zap. št. /Number	Ime in priimek / Name and surname	Leto rojstva / Year of birth	Vloga / Role*	Pošiljajoča organizacija / Sending organization	Država pošiljateljica / Sending country	Datum(i) potovanja na aktivnost / Date(s) of travel to the activity**	Datum začetka aktivnosti za udeleženca / Participant's start of the activity***	Datum konca aktivnosti za udeleženca / Participant's end of the activity***	Datum(i) potovanja z aktivnosti / Date(s) of travel from the activity**	Podpis / Signature***
	KATJA KOLENC	1984	MEMBER APPLICANT	CELJSKI MLADINSKI CENTER	SLOVENIJA	5.10.2025	7.10.2025	11.10.2025	12.10.2025	
	NATALIE JIVKOVA	1982	PARTICIPANT	THE FUTURE NOW	BULGARIA	5/10/2025	7/10/2025	11/10/2025	12/10/2025	
	MARTIN MAČKA	1987	MEMBER PARTNER	EUROPEAN DIALOGUE	SLOVAKIA	6/10/2025	7/10/2025	11/10/2025	12/10/2025	
	TOMÁŠ JANCI	1995	MEMBER PARTNER	EUROPEAN DIALOGUE	SLOVAKIA	6/10/2025	7/10/2025	11/10/2025	12/10/2025	
	IOANNIS TZEDAKIS	2994	MEMBER PARTNER	EXPLORE EUROPE	GREECE	7/10/2025	7/10/2025	11/10/2025	12/10/2025	
	ANNITA POUPAZI	1996.	PARTICIPANT	iED.	Estonia.	7/10/2025	07/10/2025	11/10/2025	11/10/2025	
	Thodoris Kostoulas	1985	PARTICIPANT	iED	Estonia	7/10/2025	07/10/2025	11/10/2025	11/10/2025	
	Ana Mladenović	1988	MEMBER APPLICANT	MCC	SLOVENIJA	5.10.2025	7.10.2025	11.10.2025	12.10.2025	
	Despina Petrovlavi	1986	PARTICIPANT	BK PLUS	CYPRUS		7.10.2025	11.10.2025		
	Iva Ignatova	2000	YOUNG PERSON	THE FUTURE NOW	BULGARIA	5.10.2025	7.10.2025	11.10.2025	12.10.2025	

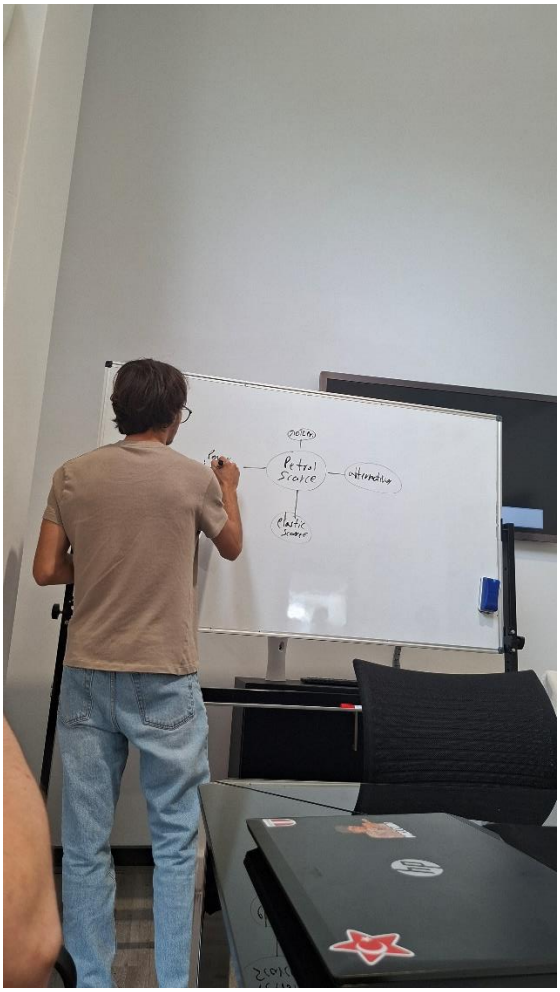
8.1. Photos

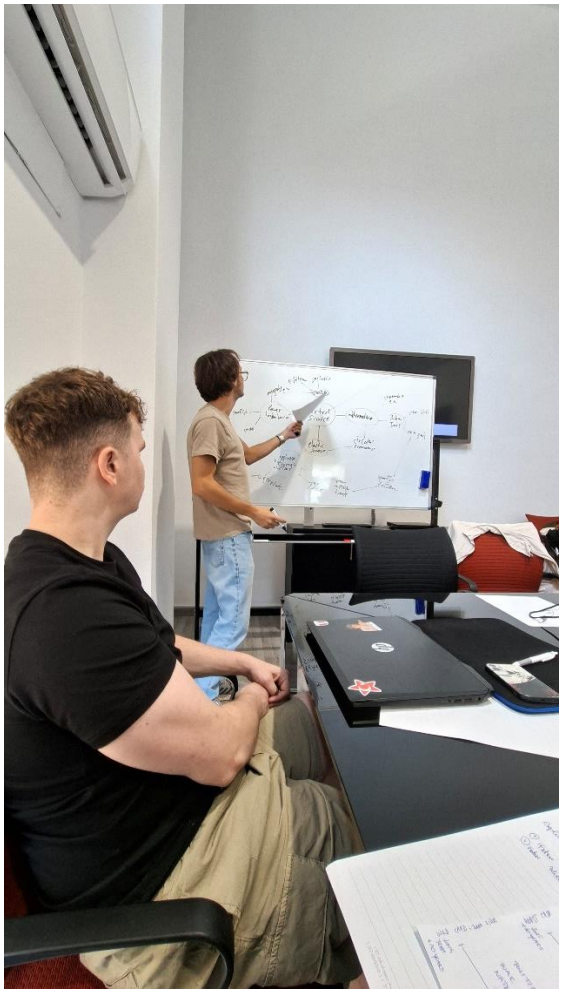


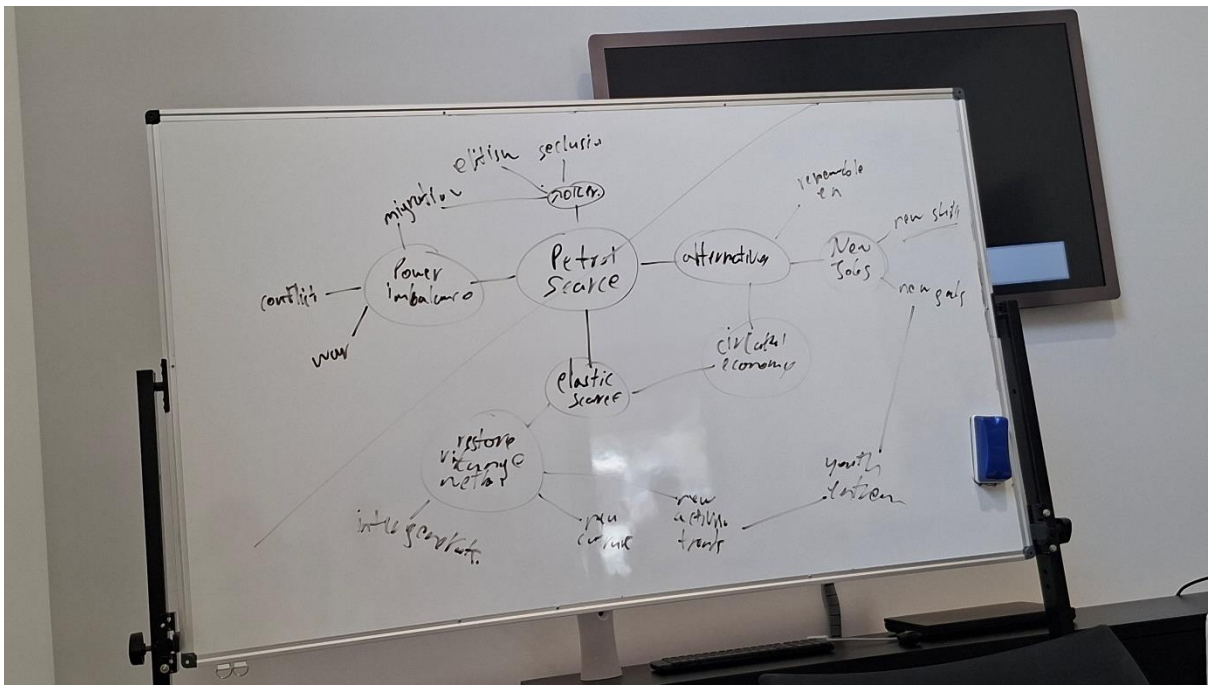


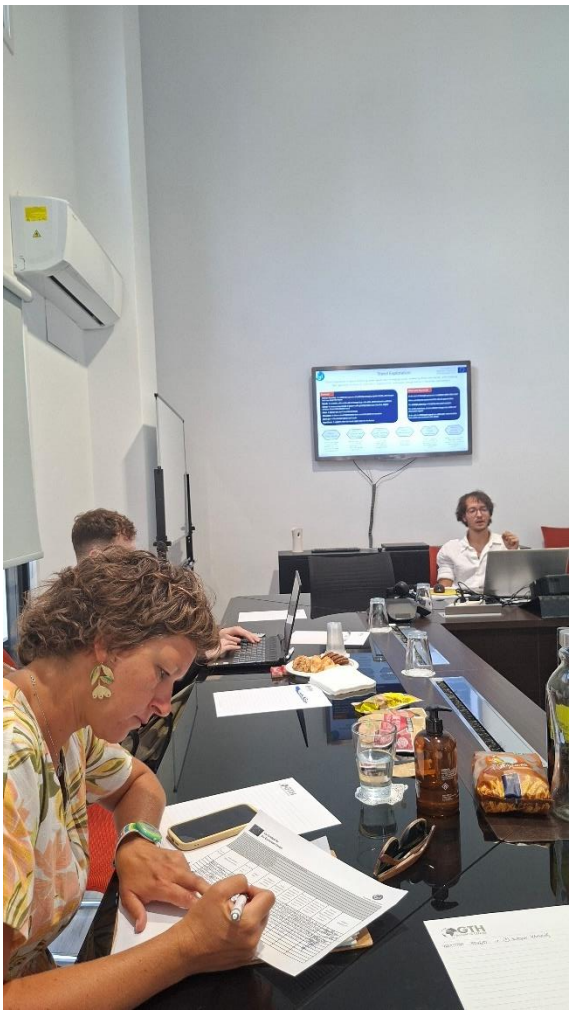


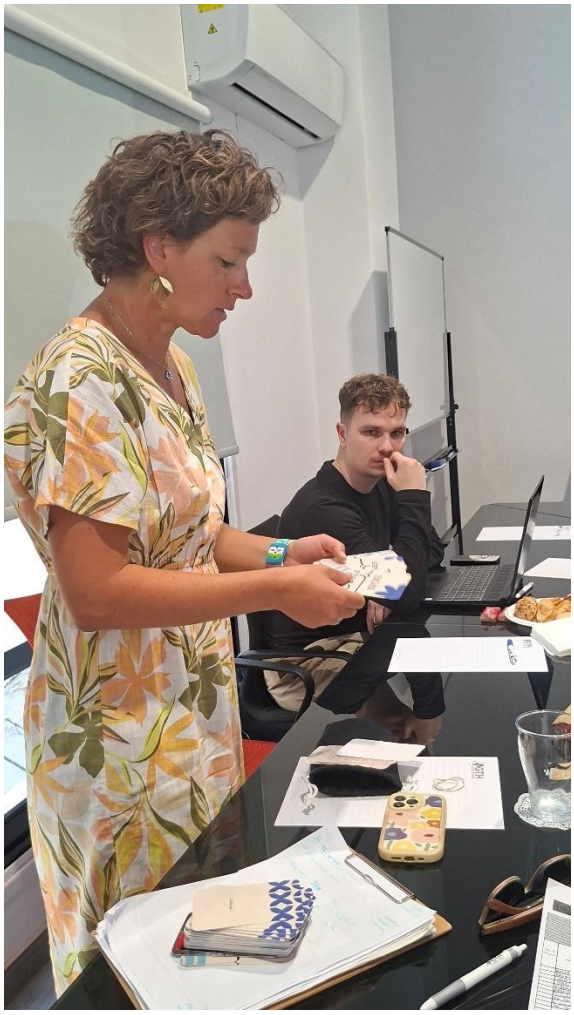

GTH
Imaginary Youth Organi
Name YOUNG BUNNIES UNT.
Country GREECE
Sector YOUTH SECTOR
Size 5
Objectives
- Education on media literacy
- provide European opportunities
- entrepreneurial skills development trainings
Other info
- developed online courses
- organizing online workshops
- we visits to other beneficiaries (info days Government)
SLOGAN "that's what we do"
POLITICAL REGIME FALLS
WAR
NATURAL DISASTER
ECONOMIC CRISIS
IT'S REALLY OVER
ZOMBIE APOCALYPS
+10 YEARS

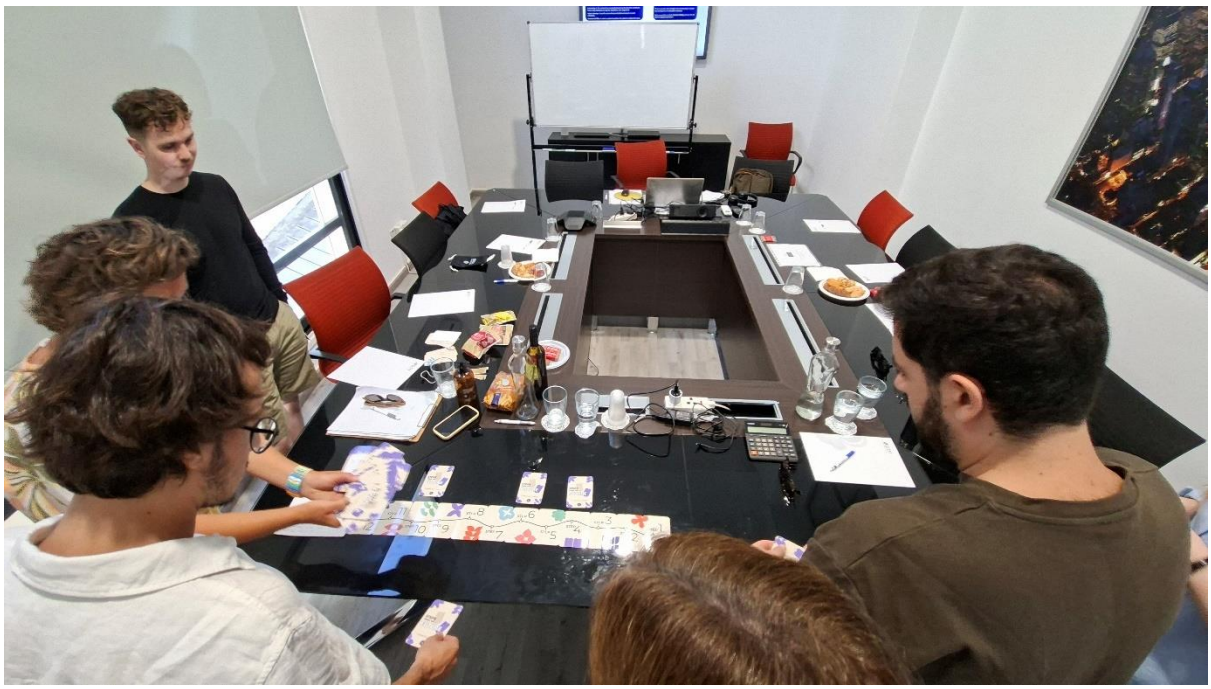

Petrol Source
attending
elastic

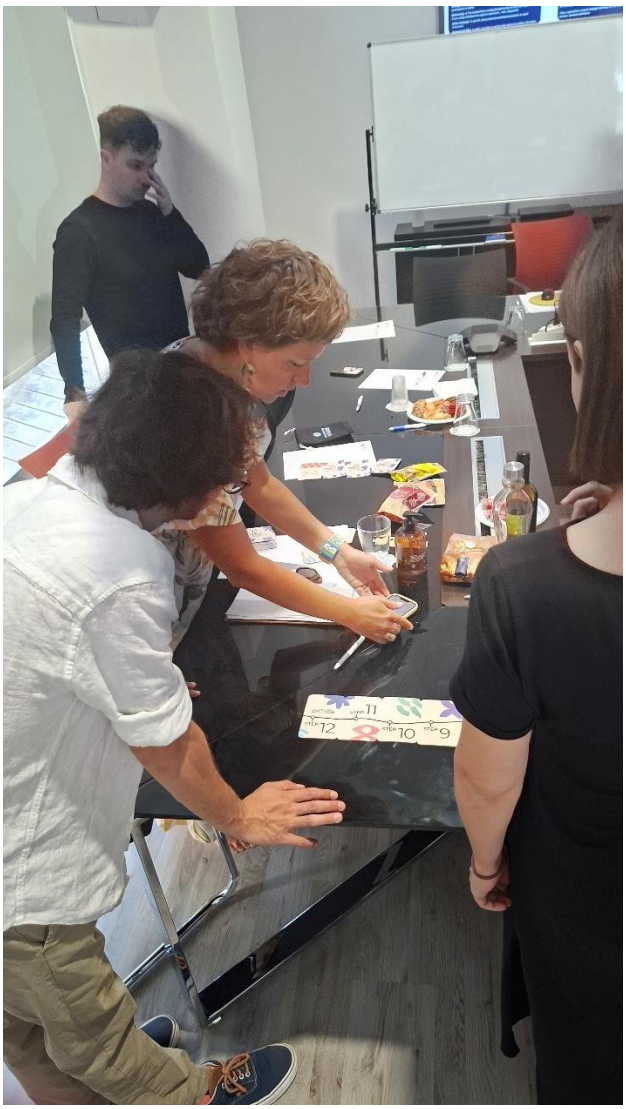


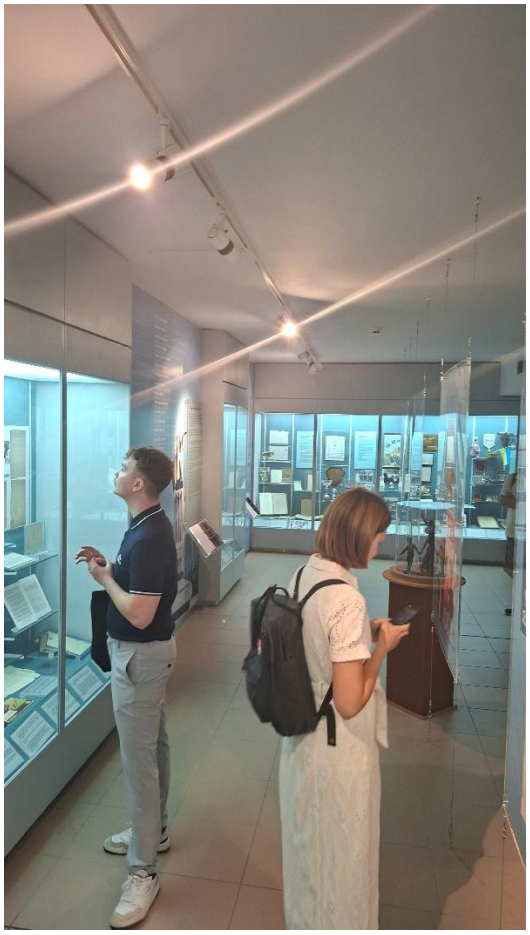

Power imbalance
Petrol Scarce
alternative
New Jobs
plastic scarce
circular economy

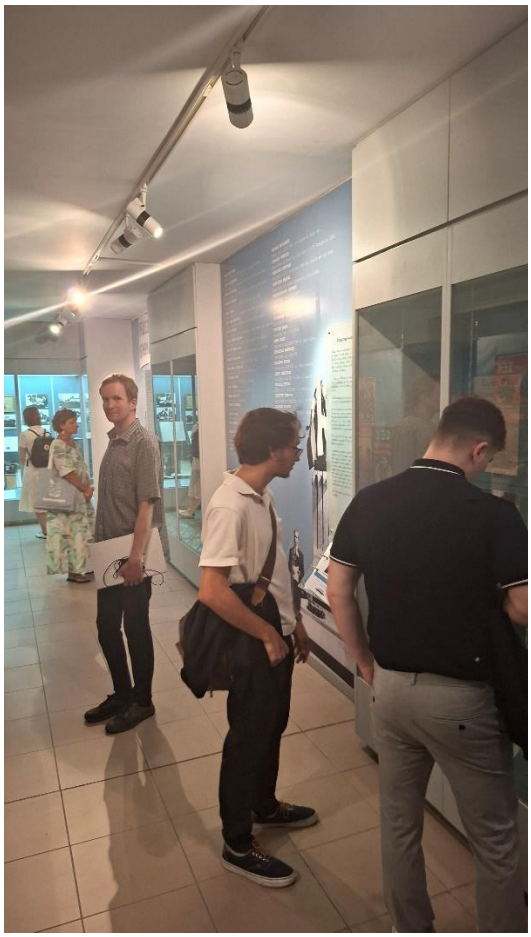


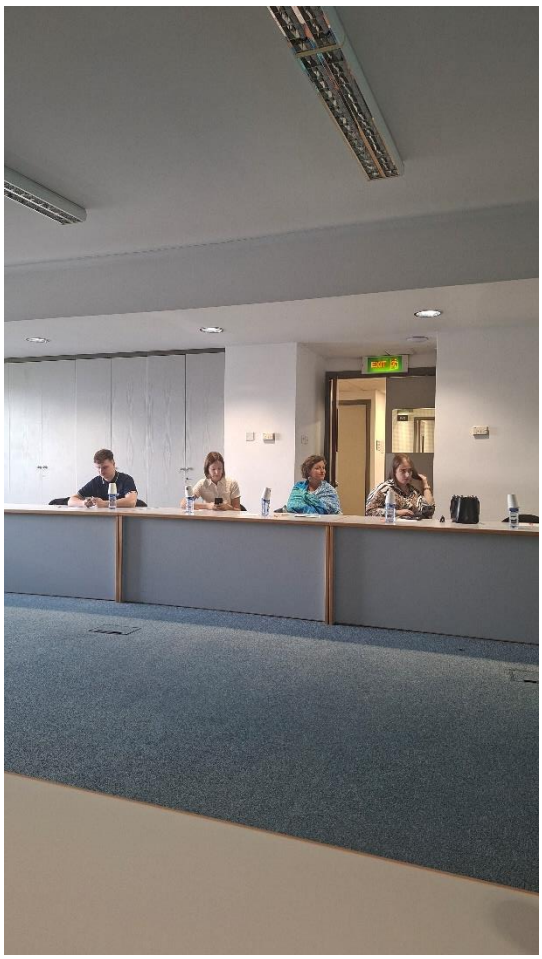


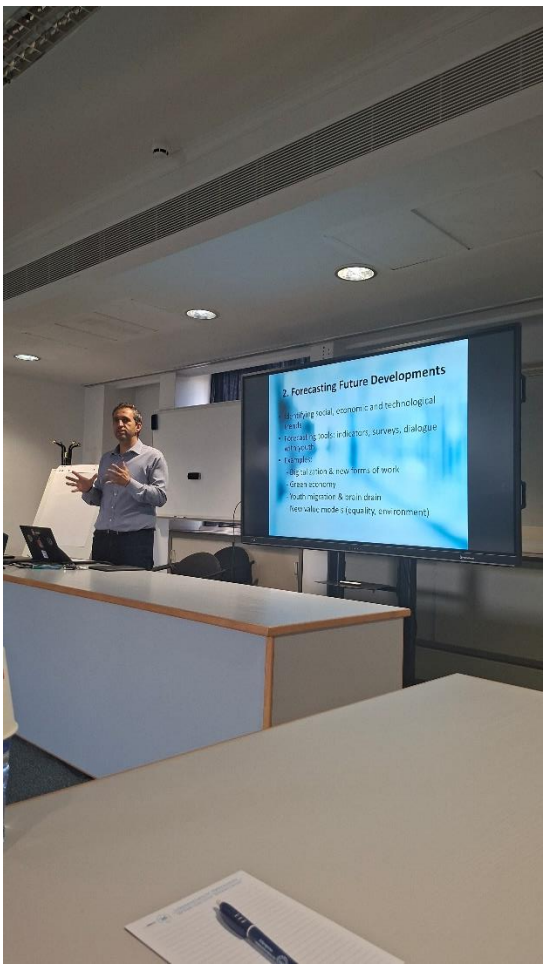








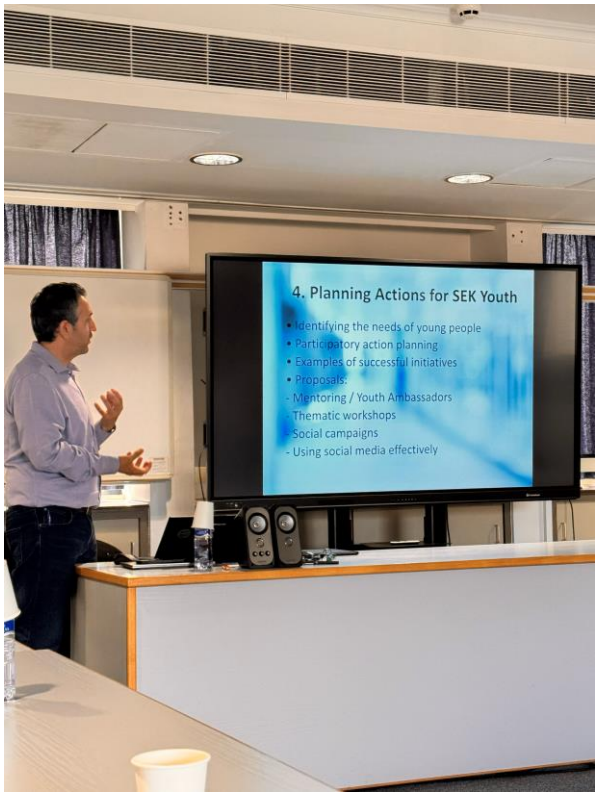



2. Forecasting Future Developments
- Identifying social, economic and technological
needs
- Incorporating tools: indicators, surveys, dialogue
with experts
- Delphi
- digitalization & new forms of work
- Green economy
- Youth migration & brain drain
- New value models (equality, environment)




2. Forecasting Future Developments
• Identifying social, economic and technological trends
• Forecasting tools: indicators, surveys, dialogue with youth
• Examples:
- Digitalization & new forms of work
- Green economy
- Youth migration & brain drain
- New value models (equality, environment)


3. Strategic Planning in a Trade Union
• From vision to action
• Setting priorities and SMART objectives
• Assigning roles and responsibilities
• Evaluation and redesign


4. Planning Actions for SEK Youth
• Identifying the needs of young people
• Participatory action planning
• Examples of successful initiatives
• Proposals:
- Mentoring / Youth Ambassadors
- Thematic workshops
- Social campaigns
- Using social media effectively


5. From Theory to Practice
– Next Steps
• Creating a Youth SEK Roadmap
• Empowering skills (education, communication, leadership)
• Networking with other European youth unions
• Continuous renewal and evaluation


ALHAMBRA
Pomegranate







Fyi

for youth information

BKPLUS EUROPE

EUROPEAN DIALOGUE

Institute of Entrepreneurship Development
iED Estonia

MCC
celjski mladinski center
prostor svobodnih idej in druženja

FNOW