

MOVING ON: Breaking down Barriers With Social Responsibility and Networking

NEWSLETTER
October 2025



Welcome to our third newsletter, where we share the latest developments from **MOVING ON: Breaking Down Barriers with Social Responsibility and Networking.**

The training on the STEP counselling methodology was completed earlier this year. We are now focusing on networking before shifting our attention back to employer engagement, social responsibility and workplace mentorship later in the year.

These training activities have created meaningful opportunities for specialists to meet, exchange experience and learn from one another. This process has strengthened cooperation and contributed to a shared understanding that will improve the quality of support offered to young people in conflict with the law.

For more information, please visit <https://www.ami.ee/moving-on/>

Partners

**SA Omanäolise Kooli
Arenduskeskus**

<https://www.step.ee/>



High:five Fonden

<https://highfive.net/>

High:five

Aseman Lapset ry

<https://asemanlapset.fi>



MTÜ Tukkel

STEP Programme Counselling Methodology Training

The STEP programme counselling methodology training concluded in March 2025. During the training sessions held this year, participants explored themes such as optimism, self-reflection, constructive feedback and recognising achievements in the young person's journey. In our ongoing work with young people in conflict with the law, financial literacy and debt management have emerged as key issues. We extend our sincere thanks to debt counsellor Ülle Schmidt for her valuable contribution, shedding light on the debt counselling process and the forms of support available to the young people we work with.



Participants took part in a series of role-plays, putting themselves in the place of a young person applying or interviewing for their first job. Through mock interviews and application exercises, they experienced how challenging these situations can be for those who lack confidence or social experience, gaining a deeper understanding of the pressures young people often face when entering the world of work. In addition to this, the group explored coaching methods and the value of continued support to help young people sustain progress over time. The approach remained solution-focused and goal-oriented, with participants also practising GROW conversations in pairs to strengthen their coaching and communication skills.



Beyond Multi-Agency Cooperation: Building Strong Networks Around Young People

The networking training began with a reflection on what networking truly means in our work with young people. Participants examined how to move beyond cooperation between professionals to foster inclusivity and actively engage the young person's primary network wherever feasible.

We also addressed prevailing stereotypes about networking and considered both its potential risks and benefits. Such an approach is essential to ensure that positive change lasts beyond professional involvement.





Aseman Lapset ry shared their experiences, illustrating how they have successfully fostered cooperation with the primary network surrounding the young person, including parents, friends and partners. Their approach has proven effective in bridging the gap between professionals and those closest to the young person.

During the two-day session, we explored the Cynefin framework, a Welsh concept that helps professionals make sense of complex situations and adapt their actions to different contexts. The model promotes awareness of when challenges require structured solutions and when flexibility, creativity and collaboration are needed instead.

Aseman Lapset ry has applied these principles in their work with young people in Finland by bringing professionals and the young person's primary network closer together, ensuring that support remains relevant and effective in real-life situations. Participants also took part in a series of practical exercises to put the framework into practice and strengthen their understanding of it.



Among other themes, we examined how working in chaotic situations requires greater resources and a clearly defined leader to coordinate the process. In such contexts, remaining calm and comfortable with uncertainty is essential, as this enables different actors to work together towards the shared goal of improving the lives of young people. When addressing complex cases, it is equally important to test solutions on a small scale, stay creative and continue experimenting and evaluating. Intuition also plays a valuable role, and an open organisational culture should encourage learning from failures rather than hiding them.



Changing the Narrative Around Young People in Conflict with the Law



In June, the Danish project partner High:Five Fonden took part in the annual democratic festival Folkemødet, which brings people together to strengthen democracy and encourage open dialogue. Throughout the event, High:Five highlighted the importance of giving young people in conflict with the law a fair chance to build crime-free, independent lives.

One of the discussions, “Unge løftet x ESG – When Social Sustainability Meets the Workplace”, brought together Ernst, employed at DSB through High:Five, Thomas Hagen, Apprenticeship Coordinator at Per Aarsleff A/S, and Christina Wiemann, CEO of CH BYG A/S. Together they shared honest insights into how companies can play a vital role in helping young people in Denmark who are currently outside work and education to enter the labour market.



High:Five also brought back The Travelling Debate, a dialogue tool that challenges public attitudes toward the debts many people with past convictions face due to legal costs. These conversations sparked valuable reflections on how such financial burdens can stand in the way of rehabilitation and reintegration, underlining the need for structural solutions.

Through these open debates, High:Five helped raise awareness of the social and economic barriers young people in conflict with the law face when trying to rebuild their lives.

We appreciate your continued interest and engagement, and we look forward to bringing you more reflections in our upcoming newsletter.



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