



2020
-2024

ANNUAL REPORT

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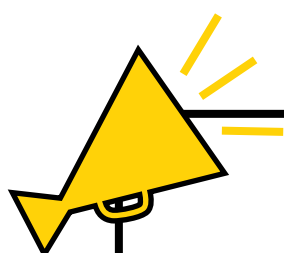


Kyllin hyvä youth work assessment package

130
municipalities

More than **18 000**
survey responses

Parts of the assessment package are used in more than 130 municipalities. 83% of Finnish children and youth live and more than 90% of municipal youth workers work in these municipalities. The survey of young people participating in the activity is one of the parts of the package and it was carried out in the last operating year in 309 youth facilities in 81 municipalities. 7,644 young people answered the survey. During the centre of expertise term, more than 18,040 survey responses were collected.



Meetings, seminars, trainings

934
events

More than **15 800**
participations

Kanuuna has organized, alone and with its partners, 922 different events, such as meetings, seminars and trainings. More than 200 municipalities participated in the events. For example, 117 municipalities participated in enhanced youth work trainings organised by Regional State Administrative Agencies. In total, the various events gathered 15,320 participations.



Networks and groups

24
peer networks and groups

Participants from
more than **100**
municipalities

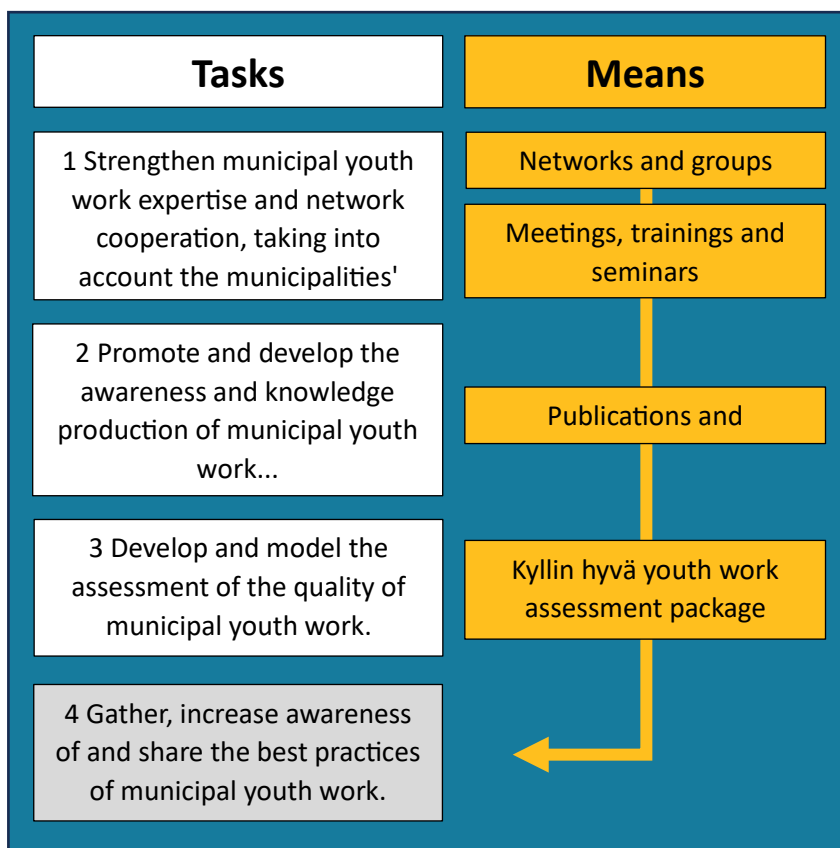
At the end of the centre of expertise term, Kanuuna has a total of 24 peer development networks and discussion groups. More than 100 municipalities continuously participated in their activities. During the term, almost 140 different youth actors have utilised the networks and groups in the presentation and implementation of activities and outputs.

1 Foreword

This annual report has been prepared for you, who is interested in the activities of the Municipal youth work development network Kanuuna at the Centre of Expertise for Municipal Youth Work during the term from 1 April 2020 to 31 March 2024.

The Municipal youth work development network Kanuuna, from now on simply referred to in the text as “Kanuuna”, has acted as the main realiser of the centre of expertise for municipal youth work consortium formed by six different actors and has taken responsibility for the overall development. In the annual report, we focus on how Kanuuna, for its part, carried out the tasks given to the centre of expertise by the financier, the Ministry of Education and Culture, and fulfilled the corresponding goals by utilising its unique network structure.

Over 200 municipalities have participated in Kanuuna’s activities and events, such as network meetings, trainings and seminars, during the past centre of expertise term. More than 100 of these municipalities are regularly involved in activities through peer development networks and discussion groups. Networks and groups have made it possible not only to share and produce information and grasp phenomena, but also to develop and implement useful models for youth work nationwide. The Kyllin hyvä youth work assessment package, created as a result of long-term work, is the most significant of them, as parts of it are used in up to 130 municipalities.



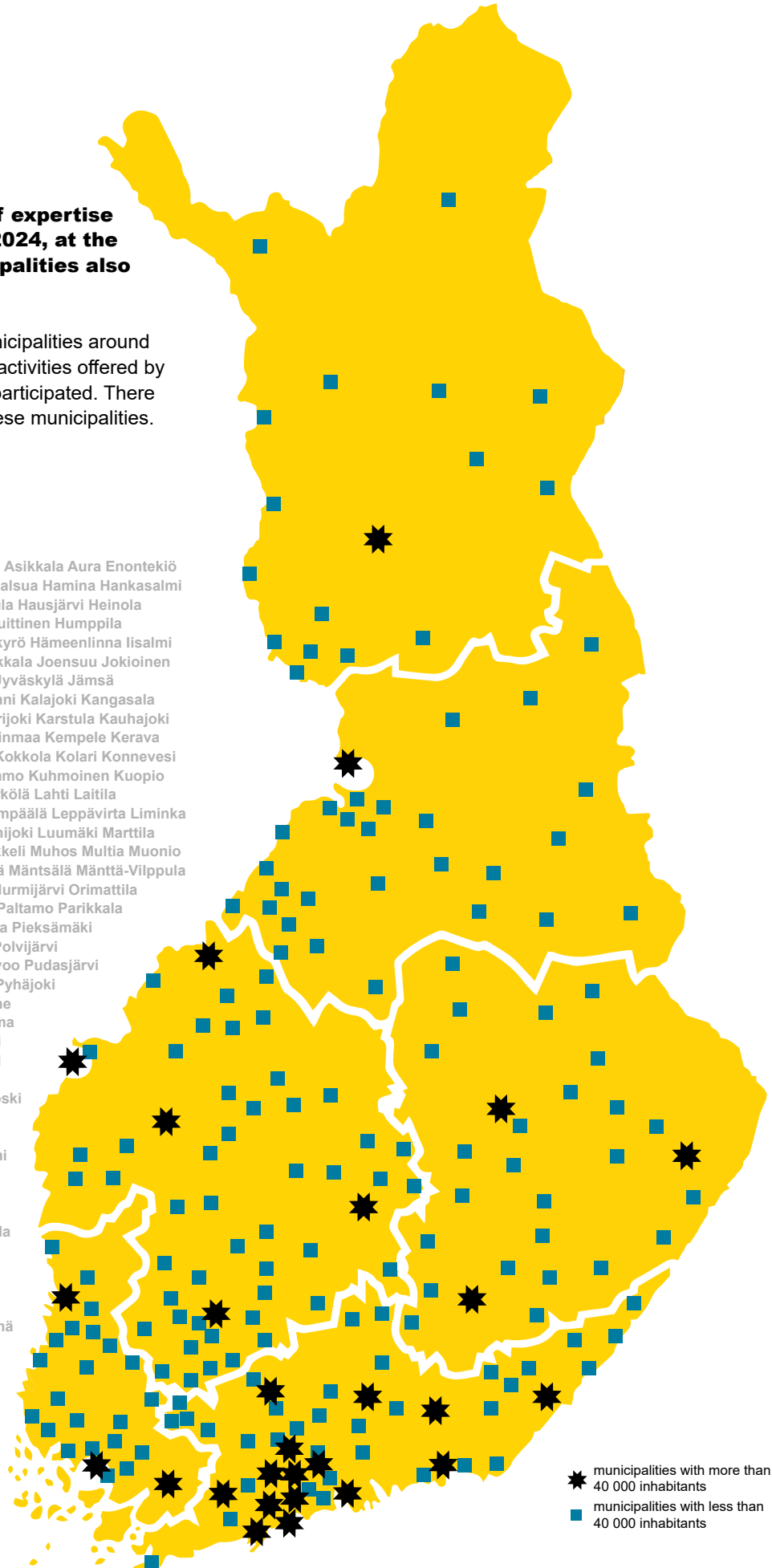
The figure shows, in a simplified way, by which means Kanuuna, for its part, has carried out the tasks assigned to the Centre of Expertise for Municipal Youth Work by the Ministry of Education and Culture and achieved the corresponding goals. More information on tasks and expected results can be found in the [performance management document](#) of the Ministry of Education and Culture.



During the centre of expertise term from 2020 to 2024, at the latest, small municipalities also found Kanuuna.

The map shows the municipalities around Finland, from which the activities offered by Kanuuna were actively participated. There were a total of 203 of these municipalities.

Akaa Alajärvi Alavieska Alavus Asikkala Aura Enontekiö Espoo Eura Eurajoki Evijärvi Halsua Hamina Hankasalmi Hanko Harjavalta Hartola Hattula Hausjärvi Heinola Helsinki Hirvensalmi Hollola Huittinen Humpplia Hyrynsalmi Hyvinkää Hämeenkyrö Hämeenlinna Iisalmi Iitti Ikaalinen Imatra Inari Janakkala Joensuu Jokioinen Joutsa Juuka Juupajoki Juva Jyväskylä Jämsä Järvenpää Kaarina Kaavi Kajaani Kalajoki Kangasala Kangasniemi Kannonkoski Karijoki Karstula Kauhajoki Kauhava Kaustinen Kemi Keminmaa Kempele Kerava Kihniö Kitee Kittilä Kokemäki Kokkola Kolari Konnevesi Kontiolahti Kotka Kouvola Kuhmo Kuhmoinen Kuopio Kurikka Kuusamo Kyyjärvi Kärkölä Lahti Laitila Lappeenranta Laukaa Lemi Lempäälä Leppävirta Liminka Liperi Lohja Loimaa Loppi Lumijoki Luumäki Marttila Masku Merijärvi Merikarvia Mikkelä Muhos Multia Muonio Mustasaari Mynämäki Myrskylä Mäntsälä Mänttä-Vilppula Nakkila Nivala Nokia Nurmes Nurmijärvi Orimattila Orivesi Oulainen Oulu Paimio Paltamo Parikkala Pelkosenniemi Pello Pertunmaa Pieksämäki Pielavesi Pietarsaari Pirkkala Polvijärvi Pomarkku Pori Pornainen Porvoo Pudasjärvi Punkalaidun Puumala Pyhtää Pyhäjoki Pyhäjärvi Pälkäne Pöytyä Raahe Raisio Rantasalmi Ranua Rauma Rautavaara Rautjärvi Riihimäki Rovaniemi Ruokolahti Ruovesi Rusko Salla Salo Sastamala Savitaipale Savonlinna Savukoski Seinäjoki Sievi Siikalatva Simo Sipoo Siuntio Sodankylä Soini Sotkamo Sulkava Suomussalmi Suonenjoki Sysmä Taipalsaari Taivalkoski Tammela Tampere Tervola Teuva Tohmajärvi Toholampi Tornio Turku Tuusula Tyrnävä Ulvila Urjala Utajärvi Uurainen Uusikaupunki Vaala Vaasa Valkeakoski Vantaa Varkaus Vehmaa Vehmersalmi (Kuopio) Vesilähti Veteli Vieremä Vihti Virolahti Virrat Ylitornio Ylivieska Ylöjärvi Ypäjä Äänekoski



★ municipalities with more than 40 000 inhabitants
■ municipalities with less than 40 000 inhabitants

Throughout the whole centre of expertise term, all actors of municipal youth work, regardless of size, have had the opportunity to participate and influence the development of municipal youth work in Kanuuna. With the model developed by Kanuuna, small municipalities have also been represented both in the Leadership network and in the steering group. With the help of representatives of small municipalities selected according to the model, it has been possible to ensure that the special features of youth work in small municipalities have been taken into account in all of Kanuuna's activities.

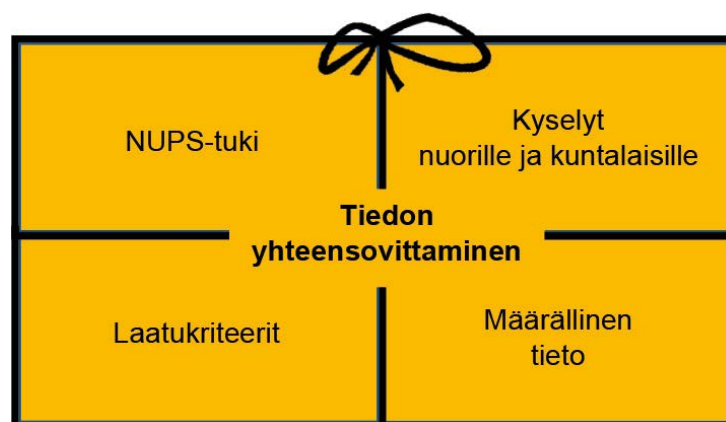
In Kanuuna's model, the small municipalities have selected their own representatives, by Regional State Administrative Agency region, in the Leadership network, which also includes those responsible for youth work in the 28 large municipalities. Additionally, representatives of small municipalities have selected from among themselves one that has represented all small municipalities in the Kanuuna steering group. The representatives of small municipalities have also had their own group that meets regularly, where they have been able to discuss and reflect on the matters that small municipalities want to be dealt with by the Leadership network and the steering group.

Kanuuna has offered its services, such as trainings, seminars as well as networks and groups, to all municipalities in mainland Finland, regardless of their size. Youth workers in small municipalities have taken advantage of the many opportunities offered by Kanuuna during the term from 2020 to 2024, at the latest. Kanuuna has received special praise for the Network of smaller municipalities, whose activities have been open and aimed at all those performing youth work in small or sparsely populated municipalities, regardless of their job title.

2 Kyllin hyvä youth work assessment package

Kanuuna's long-term work on the Kyllin hyvä youth work assessment package came to an end when the entire package was completed during the last operating year. By utilising the package, municipal youth services can articulate and make their work visible, clarify their goals, and evaluate the quality and quantity of the work they do. The sections contained in the package have been modified in such a way that they could be used by as many municipalities as possible, choosing one or more parts from the package for their use.

At the end of the term, the Kyllin hyvä youth work assessment package or its parts are utilised in 130 municipalities. 83% of children and young people under the age of 29 live and more than 90% of municipal youth work professionals work in these municipalities.



The components of the Kyllin hyvä youth work assessment package produce information from young people, local residents and youth workers, as well as activities and the visitor rate of youth facilities.

2.1 NUPS basic youth work service plan

Kanuuna offered its support to the municipalities in the implementation process of the NUPS basic youth work service plan which is the basis of the assessment package drawn on the youth work relational theory. The supported processes had a duration of 1–2 years and included on-site work community days, online meetings and working on the Howspace platform.

26 municipalities and approximately a quarter of all municipal youth workers participated in Kanuuna's peer support process. Of the participating municipalities, 9 were small and 17 were large and medium-sized. The supported processes for small municipalities were scheduled for 2020–2021 and for large and medium-sized municipalities for 2022–2023. The processes culminated in a presentation event at Kanuuna's network days in August 2023. With the supported processes, NUPS support materials were also created, which can be used by everyone. [The support materials](#) are available in the material bank on Kanuuna's website.

The municipalities that participated in the process supported by Kanuuna: Liminka, Oulainen, Kangasala, Hattula, Juva, Puumala, Siikalatva, Suomussalmi, Heinola, Siuntio, Hamina, Nokia, Virrat, Kerava, Tammela, Tuusula, Riihimäki, Kouvola, Hämeenlinna, Rovaniemi, Kuopio, Kotka, Seinäjoki, Pori, Mikkeli and Porvoo.

Researcher and supervisor Minna Rauas, who worked as a support and facilitator for municipalities on behalf of Kanuuna, continues to work on the topic. Her plans are to write a non-fiction book in which the purpose and goals of youth work are revealed by utilising NUPS.

2.2 Surveys

The Kyllin hyvä youth work assessment package contains two surveys, one of which is aimed at those participating in the activity and the other at those not participating in the activity. Kanuuna has tried to make the implementation of surveys as effortless as possible for municipalities. The municipalities have only been responsible for collecting the answers in their own municipality.

Municipalities have been able to register for the implementation through a person responsible for youth work or authorised by them. The registration form has been available to all municipalities in the "Kanuuna uutiset" newsletter and on Kanuuna's website. A link to the registration form has also been sent by e-mail to those involved in the Leadership network.

At the end of the registration period, the municipalities have received instructions, links and QR codes for electronic questionnaires from Kanuuna, which can be answered in Finnish, Swedish or English. The surveys have been open and can be answered simultaneously in all municipalities. At the end of the response period, Kanuuna has provided each of the municipalities involved with its own replies as completed reports.

2.2.1 Survey for young people participating in the activity

The survey aimed at young people participating in the activity was carried out nationwide three times during the centre of expertise term, coordinated by Kanuuna. Municipalities from every Regional State Administrative Agency region have participated in the implementation, and the size of the municipalities has varied from municipalities with less than a thousand inhabitants to municipalities with more than 200,000 inhabitants. In 2022 and 2023, nearly half of the municipalities' youth facilities participated in the implementation. A total of 18,040 survey responses have been collected in the unique user survey. The material can be considered to be nationally and even internationally significant.

With the help of the survey, information has been collected on how the municipality's youth work has succeeded in supporting the independent growth of

More than 18,000 survey responses on the success of municipal youth work in its tasks in the view of young people participating in the activities.

young people and their relationships with other young people and reliable adults. The tasks related to supporting young people based on relational theory are those that the entire field of municipal youth work recognises and on which the NUPS basic youth work service plans are based. Through the survey, young people evaluated how successful the implementation of NUPS in the municipalities has been.

The survey was originally built as part of the Oikeesti oikealla asialla project (“The right thing to do right” project) managed by Lappeenranta in South Karelia. The questions that the youth workers were thinking about were further refined into a battery that was piloted not only in Lappeenranta but also in Imatra, Lemi, Luumäki, Parikkala, Rautjärvi, Ruokolahti and Taipalsaari and again in Kouvola, Muonio and Suomussalmi. The battery of questions, common to all Finnish municipalities, derived from relational theory, was completed in the spring of 2021 in cooperation with Kanuuna, youth researchers and youth work professionals.

The survey was carried out nationwide for the first time in autumn 2021. 53 municipalities and 249 youth facilities were involved. 3,393 young people answered the survey. 75 municipalities and 303 youth facilities participated in the 2022 survey. The survey collected 7,003 responses. In 2023, Oulu and Lappeenranta piloted the survey as part of their Enterprise Resource Planning information system Kompassi (Compass). When the responses collected by the pilot municipalities were combined with the responses of the municipalities participating in the implementation coordinated by Kanuuna, the number of municipalities was 81, the number of youth facilities 309 and the number of responses was 7,644.

The survey has been further improved between implementations together with the municipalities. For example, wording has been modified to reduce the possibility of interpretation, questions have been added, and returning the results of the survey to young people and youth workers has been studied from the perspective of utilising the collected information. In the most recent implementation, the municipalities had the opportunity to add their own municipality-specific or region-specific questions to the common battery of questions. 30 municipalities took advantage of this opportunity. By adding their own questions to the national questions, the municipalities were able to combine and reduce the number of surveys they carried out.

Around 9,000 municipal decision-makers have received information from Kanuuna on the results of the survey.

Each year, the municipalities participating in the implementation coordinated by Kanuuna have received their own municipality-specific and facility-specific reports within about two weeks of the end of the survey. After this, the responses of all municipalities have been combined. The summary has been available to everyone in [the Looker Studio online service](#), where the results could be examined and filtered according to both the year and the size of the municipality.

The results have provided comparable information that serves the development of municipal youth work. The information has been available locally, regionally and nationwide. Information about the results has also been sent to the decision-makers. Some 9,000 municipal decision-makers have received mail about them from Kanuuna.



In 3 February 2022, blog post [Miten sinä sanoittaisit nuorisotyön kohtaamisosaamista?](#) (How would you describe the interaction competence of youth work?) was written in the blog series on municipal youth work called “Kynäilyä kunnallisesta nuorisotyöstä” of the first survey of young people participating in the activity.

2.2.2 Citizen survey

The development of the citizen survey aimed at non-participants was initiated by Lappeenranta in autumn 2022. Like the survey of participants, the survey of non-participants was also based on the youth work relational theory. The survey was piloted in the spring of 2023 and the survey could already be utilised in the autumn by all municipalities in the same way and at the same time as the survey of young people participating in the activity.

The municipality's youth services had the opportunity to direct the citizen survey according to their own needs to young people, guardians, decision-makers or stakeholders who do not participate in the activity, for example, in accordance with the needs of the municipality's well-being plan. The citizen survey made it possible to map what kind of images were associated with the municipality's youth work and to find out the reasons why the activity was not participated in.

Coordinated by Kanuuna, the citizen survey was carried out by 58 municipalities, and a total of 5,067 responses were collected. Lappeenranta and Oulu carried out the Citizen survey, as well as the survey of young people participating in the activity, through Kompassi. When the responses collected by these pilot municipalities are added to the national figures, the number of municipalities is 60 and the number of responses is 5,423.

2.3 Quality criteria

Work on the criteria for youth work, which emphasises the quality of education, was started in the autumn of 2021 by a joint decision of those who participated in the meeting of Kanuuna's Assessment and documentation network. The peer development process of the new set of criteria took more than two years and, in addition to a working group made up of experienced peer developers, a large number of youth work professionals involved in Kanuuna's networks from all over Finland participated in it. The process included, among other things, the definition of development needs, workshops and an evaluation of outputs at different stages of the process. The ready set of criteria was presented for the first time in a webinar open to everyone on 16 March 2023, and again in webinars organised on 15 June 2023 and 27 September 2023.

The working group of peer developers of youth work criteria included: Saara Kiiskinen from Taipalsaari, Tuula Tissari from Kotka, Ida Rauhala and Anu Puolanne from Oulu, Minna Sirviö from Helsinki, Riitta Mikkonen from Lappeenranta and Petra Sorvisto from Espoo. Youth researchers Tomi Kiilakoski and Eila Kauppinen and representatives of Kanuuna were also involved in the work.

In January 2022, alongside the criteria for youth work, the development of an additional component intended for self-evaluation of youth work in schools and educational institutions was started. The additional component was worked on in the Youth work at school network, in the discussion group of people working in upper secondary schools, and in a separate working group made up of experts in the form of work. The criteria set for youth work in schools and educational institutions was presented for the first time at Kanuuna's network days in August 2023. Since then, it was also presented to the network of school youth workers in the Southern Finland region on 12 January 2024, to school youth workers in the Lapland region on 30 January 2024, and at the New School XII seminar organised by the Centre of Expertise Nuoska on 15 March 2024.

The working group of peer developers of assessment criteria for youth work at schools and educational institutions included: Ulla-Riitta Moilanen and Jonna Wirén from Lahti, Anu Vuotila and Liisa Turula from Oulu, Lauri Hiltunen from Helsinki, Hannele Aho from Ylivieska and Teemu Saarinen and Anna-Leena Orava from Vaasa. Representatives of Kanuuna and youth researcher Antti Kivijärvi also participated in the work. At the beginning of the process, the representatives of Siuntio, Kouvola and Lappeenranta took part in providing background data for the work.



Kanuuna's article [Arviointikriteeristö kehitettiin vertaisten kesken](#) (The assessment criteria were developed among peers) was published in the Centre of Expertise for Participation's blog on 13 September 2023.

2.3.1 Criteria trainings

Kanuuna started organising criteria training for municipalities in the fall of 2023. By the end of January 2024, 78 municipalities had ordered and received the training. The trainings were carried out by regional municipality, but individual municipalities also organised their own trainings, if necessary. Of the total of 18 trainings, half were organised face-to-face and half online. In accordance with the municipalities' wishes, the training focused on self-assessment or auditing or introduced the criteria and its use. Kanuuna's planning officers and peer developers who participated in the working groups acted as instructors.

**78 municipalities
ordered and received
the training.**

Municipalities that received training: Asikkala, Enontekiö, Eurajoki, Hamina, Harjavalta, Hartola, Huittinen, Hyrynsalmi, Hyvinkää, Iitti, Imatra, Jyväskylä, Järvenpää, Kaarina, Kajaani, Kangasala, Kauhajoki, Kemi, Keminmaa, Kokemäki, Kokkola, Kolari, Kotka, Kouvola, Kuhmo, Kuopio, Kuusamo, Kärkölä, Lahti, Laitila, Lappeenranta, Lemi, Liminka, Loimaa, Luumäki, Marttila, Masku, Muonio, Mäntsälä, Nakkila, Nokia, Nurmijärvi, Orimattila, Oulu, Paimio, Paltamo, Parikkala, Pomarkku, Pori, Pudasjärvi, Pyhtää, Ranua, Rauma, Rautjärvi, Ristijärvi, Rovaniemi, Tornio, Salla, Savitaipale, Seinäjoki, Sipoo, Sodankylä, Sotkamo, Suomussalmi, Sysmä, Taipalsaari, Taivalkoski, Tampere, Turku, Tuusula, Ulvila, Uusikaupunki, Vaasa, Vantaa, Vesilahti, Virolahti, Ylitornio and Ylöjärvi.

[The training slides](#) and materials related to the [Youth Work criteria](#) and [The criteria set for youth work in schools and educational institutions](#) are available to everyone in the material bank on Kanuuna's website.

2.4 Quantitative indicators

Kanuuna has been an expert in municipal youth work statistics, from which municipalities have received support in questions related to their quantitative indicators. Kanuuna's experience in the subject area has been increased first by the combination of a questionnaire and an Excel file made available to municipalities, then Logbook and most recently Lokikirja (Logbook), which was decommissioned at the end of 2022.

A decision was made to decommission Lokikirja (Logbook), which was nearing the end of its life cycle, because new national systems were already available, and further development of Lokikirja to extend its life cycle would no longer have been a reasonable use of resources. Initially, Lokikirja was intended to replace Logbook until the new documentation system, designed from domestic starting points, was completed.

Although Kanuuna's plan for the new system was not realised, the work carried out for it was not wasted. The definition of requirements and the wireframe model prepared by Kanuuna's digital services team were used as the basis for both NuoDo developed by the Association of Finnish Local and Regional Authorities and Kompassi developed by the city of Oulu. In addition, the statistical data collected in Lokikirja was used not only in the municipalities, but also nationwide, for example in the *Hidasta kasvua ja lisääntyviä vastuita – Kunnallinen nuorisotyö Suomessa 2021* (Slow growth and increasing responsibilities - Municipal youth work in Finland 2021) research report produced by Kanuuna and the Finnish Youth Research Society, which was published in June 2022.

2.5 Reconciliation of information

The latest phase of data coordination started in the fall of 2023, when the implementation of a survey aimed at young people was successfully piloted in two cities with the Enterprise Resource Planning information system Kompassi. Municipalities that have implemented the NUPS process or something similar, i.e. defined and articulated their youth work, committed to self-assessment with a jointly prepared set of criteria, implemented a survey aimed at young people, implemented a survey aimed at municipal residents and collected quantitative data, can jointly define annually a benchmark for the *Kyllin hyvä* youth work assessment package. The easiest way to coordinate information is with an Enterprise Resource Planning information system, but it is not impossible even without it.

3 Networks and groups

Kanuuna has already had peer development networks made up of youth work professionals in the first centre of expertise term and even before that, but the low-threshold peer discussion groups only became part of the activity after the second centre of expertise term began in spring 2020 due to the coronavirus. At the end of the centre of expertise term in March 2024, Kanuuna contained 12 development networks and 12 discussion groups. Just like the networks from the beginning, the groups have also been established at the request of the municipalities and to meet the needs of municipal youth work.

Kanuuna's networks and groups cover almost all forms of open youth work. Together, they form a development platform, with the help of which any jointly agreed on development target can be viewed from a wide range of perspectives. Networks and groups enable not only the sharing and production of information, but also the development and implementation of useful models for youth work nationwide. In addition, they play a key role in strengthening the professional identity and skills of youth workers.

The youth work of more than 100 municipalities was reached through networks and groups.

Networks and groups serve as an important means of communication. Through regular network meetings and discussion sessions, the messages have passed from municipalities to Kanuuna and from Kanuuna to municipalities. This has made it possible to respond to the needs and wishes of the municipalities and to grasp national phenomena quickly. Youth work in more than a hundred municipalities has been reached through the professionals involved in Kanuuna's networks and groups. It is, therefore, no wonder that over the years the communication value of networks and groups has been noticed not only by municipalities, but also by many other actors in the youth field, such as associations, organisations, educational institutions, Regional State Administrative Agencies, co-implementers of the Centre of Expertise for Municipal Youth Work and other centres of expertise. During the centre of expertise term, networks and groups have been utilised by almost 140 operators outside the municipalities, for example, in the presentation and implementation of activities and outputs.

Peer development networks

- Assessment and documentation
- Substance abuse prevention
- Youth work in public spaces
- Leadership network
- Multi-purpose hall workers
- Youth work at school
- Small municipalities
- Enhanced youth work
- Equality
- Communal gaming
- Online youth facility
- +16

Peer discussion groups

- Discussion group of people working in upper secondary schools
- Special youth work discussion group
- Finnish hobby model discussion group
- Flexible basic education instructor discussion group
- Sustainable youth work discussion group
- Cultural youth work discussion group
- Mental well-being promoters
- Youth centre and facility workers group
- Youth information and counselling work discussion group
- Sexual education group
- Planner's group
- Ungdomsarbete på svenska



Kanuuna's speech at the Osallisuuden Teehetki (Teatime of inclusion) event on 20 August 2021 discussed networks and groups from the perspectives of strengthening inclusion and joint development. [The speech](#) has been recorded on the website of the Centre of Expertise for Participation.



Kanuuna's [article](#) on networks and groups was published in the Nuorisotyö (Youth work) magazine issue 1, 2021, and text [Jos sul onni on, niin kätkemisen sijaan jakaisitko sen?](#) (If you are lucky, instead of hiding it, would you share it?) in the blog series on municipal youth work called "Kynäilyä kunnallisesta nuorisotyöstä" on 18 August 2022.

3.1 Term of networks

Each network has its own development target and theme, which is already evident from the name of the network. In the networks' remote, face-to-face and hybrid meetings, youth work professionals from different parts of Finland have met each other regularly throughout the centre of expertise term, sharing experiences and good practices among their peers. The activities of the networks, with the exception of one, have been coordinated and facilitated by Kanuuna's planning officers.

3.1.1 Assessment and documentation network

The assessment and documentation of youth work and coordination of information collected in different ways have been planned and developed in the Assessment and documentation network. The network has been involved in the planning of the survey of young people participating in the activity and in the process of developing criteria for youth work. The network has cooperated closely throughout the term, especially with Kanuuna's Digital services team.

Operating year 2020–2021: 11 online meetings and workshops online.

Due to the state of emergency, the network gathered to discuss mostly issues related to the statistics of online encounters. The network played a key role in preparing guidelines related to online logging, which were implemented in the logging practices of the Lokikirja (Log book) maintained by Kanuuna. The network was also involved in the early stages of the development of Kyllin hyvä youth work assessment package, when the survey of young people participating in the activities, which is part of the package, was piloted in South Karelia. The members of the network were involved in thinking, for example, of ways to motivate young people to answer the survey.

Operating year 2021–2022: 2 online meetings, 2 workshops as a hybrid, 2 network meetings, one face-to-face in [Lahti](#) and one [from Lahti as hybrid](#). In addition, 3 criteria working group meetings.

The network was involved in the development of the Kyllin hyvä youth work assessment package, in particular considering the whole from the perspective of digital and online youth work. Some of the network members were also involved in a separate working group, where quality criteria were developed and other indicators that would be needed in the assessment package were thought about.

Operating year 2022–2023: 3 online meetings, 2 network meetings face-to-face, one in [Kouvola](#) and the other [in Helsinki](#).

The development work on the assessment package continued. At the network meetings, the topics of discussion and the content of the workshops were, among other things, commenting on and developing assessment criteria, the voice of small municipalities in the evaluation work, and the utilisation of the information produced in the network members' own organisations. The network also presented the utilisation of various statistical and Enterprise Resource Planning information systems in producing key figures for youth work.

Operating year 2023–2024: 3 online meetings and a total of 23 workshops, criteria trainings and webinars.

The operating year included a lot of the implementation of the assessment package in the field of municipal youth work. The network was involved in organising webinars, trainings and workshops related to the use of assessment criteria, the utilisation of survey results and the coordination of information.

3.1.2 Substance abuse prevention network

Substance abuse prevention network was established in 2021. The network's activities were aimed especially at those performing preventive substance abuse work with young people, but other youth work professionals interested in the topic were also welcome to the meetings and discussion sessions. The network was led by EHYT Finnish Association for Substance Abuse Prevention's Youth work centres of expertise project managers. In the years 2021–2022, Marika Vartiainen acted as the leader. After she moved on to other duties, Sari Anjala took the lead.

EHYT also organised low-threshold Substance abuse prevention tip clinics on Kanuuna's Discord server in 2021–2022. Niina Himanka, an expert in preventive substance abuse work, gave tips on how to perform preventive substance abuse work with young people at the clinics.

Operating year 2021–2022: 6 online meetings and 7 tip clinics

Operating year 2022–2023: 4 online meetings, 4 tip clinics and an [online network meeting](#) in Tampere.

Operating year 2023–2024: 6 online meetings and a face-to-face meeting at Kanuuna's network days in Lahti.

3.1.3 Leadership network

The leadership network established in 2006 is the only invitational network among Kanuuna's networks. The members of the network have been those responsible for the youth work of the 28 largest cities and the representatives chosen from among the smaller municipalities from all Regional State Administrative Agency regions. During the centre of expertise term, the network has aligned Kanuuna's activities within the framework of the tasks and goals determined by the Ministry of Education and Culture.

Like other networks of Kanuuna, the Leadership network has made it possible to share and develop one's own work with colleagues, also for those responsible for youth work in municipalities. The network has gathered annually in May for a thematic seminar and in November for the Kanuuna seminar. The latter seminar has also involved an Etkot event (preparty event) open to everyone, which is always organised the day before the actual seminar. The two-day seminars have always been held face-to-face, except during the pandemic.

Between the seminars, the network has kept in touch and actively discussed on electronic platforms such as Teams and Howspace. In its own Howspace workspace, the network has worked on e.g. positions and statements and implemented numerous small-scale surveys and mappings requested by network members to support management with information.



The Leadership network prepared position papers that were published in provincial newspapers and on Kanuuna's own channels. Article [Hyvin hoidettu kuntatalous on suomalaisen nuorisotyön kivijalka](#) (Healthy municipal economy is the cornerstone of Finnish youth work) on 4 September 2020 highlighted the diversity and multidisciplinary nature of municipal youth work. Article [Uhkaako kuntakokeilu nuorten palveluiden monialaisuutta?](#) (Does the local government pilot threaten the multi-sectorality of youth services?) on 23 November 2020 spawned a newspaper article in Kuntalehti newspaper the very next day. After the statement, Kanuuna's chair Kati Soanjärvi was invited to join a meeting of the steering group for the local government pilots on employment on 18 March 2021.

Operating year 2020–2021

The key themes of the operating year were especially the coronavirus and the resulting changes and challenges in youth work, the upcoming municipal elections and related goals, and the expansion of compulsory education. The meetings of the Leadership network also discussed the municipal experiments of employment, the Finnish hobby model and the wireframe model of substance abuse prevention. Follow-up measures were identified and developed for all topics that sparked discussion. On the one hand, the coronavirus caused challenges for municipal youth work, on the other hand, it raised the appreciation of youth work in many municipalities.

Operating year 2021–2022

The main themes of the Leadership network were the assessment of municipal youth work, which is summarised in the Kyllin hyvä youth work assessment package, research on youth work, such as the Kunnallinen nuorisotyö Suomessa 2021 (Municipal Youth Work in Finland 2021) publication and a survey aimed at young people, the further expansion of compulsory schooling, social security reform and the future of Kanuuna as a developer and guardian of municipal youth work. The role of Kanuuna's digital services team was emphasised when more effort was put into assessment and data collection as part of the Kyllin hyvä youth work assessment package.

Operating year 2022–2023

The themes of the Leadership network were related to the Kyllin hyvä youth work assessment package and digitalisation, such as online youth facility work. Moving enterprise resource planning, criteria sets, and surveys forward into an easy-to-use information management entity, employed not only the Digital services team, but also others involved in the Leadership network.

In addition to the assessment package, themes that intersected in the Leadership network and other Kanuuna's networks, groups, seminars and webinars were the coronavirus, sustainable development, the war in Ukraine, equality and creating hope in youth work and through youth work methods. In the Leadership network, these themes were discussed with the introductions of network members, Kanuuna's employees, docents and researchers, as well as a young climate activist.

In November, at the Kanuuna seminar, we were acquainted with Kanuuna's and Finnish Youth Research Society's publication *Hidasta kasvua ja lisääntyviä vastuita – Kunnallinen nuorisotyö Suomessa 2021* (Slow growth and increasing responsibilities - Municipal youth work in Finland 2021). Based on the report, Iitla's research professor Tiina Ristikari started a discussion on how multidisciplinary work is managed and how its effectiveness is evaluated. Youth researcher Tomi Kiilakoski commented on Ristikari's thoughts. The programme also included a joint reflection on whether certain sections of the research report should be brought up for review in the Leadership network in the coming year.

Operating year 2023–2024

The Howspace platform, established as the working platform of the Leadership network, functioned well in cross-organisational cooperation. Of the 81 individuals invited to the Howspace workspace, 74 accepted the invitation and 48 of them actively participated in commenting. In total, the workspace was visited more than 3,247 times. In Howspace, information was exchanged, meeting programmes were jointly planned and know-how was shared on more than twenty different themes, such as the use of purchasing services, aid distribution and threat situation trainings. In Howspace, links were also shared with surveys made to support informed management.

In Kanuuna's various networks, current public topics, such as youth violence and gang involvement, the so-called Swedish way, raised discussions. The Leadership network decided to go to Sweden on the spot to hear what the situation really is like and what we could learn from the Swedes. The [excursion](#) took place during the traditional thematic seminar time in May. The target was the Swedish Association of Local Authorities and Regions, or SALAR, and its experts Nils Munthe and Anders Nordh, as well as experts Bernard le Roux and Martin from Dialogue. A travelogue of the excursion ([link](#)) was written by Eila Kauppinen, a youth researcher who was on the trip with those responsible for youth work in the municipalities. At the end of the day, possible further work was considered, which would be a separate process from the network days, for example, training for youth workers and managers.

In October 2023, Kanuuna's Equality network carried out a study visit to Stockholm with the Peace Education Institute. During the visit, the network got to know [Fryshuset's](#) operations in Husby and Hammarby. In February 2024, Peace Education Institute and Kanuuna organised a two-day "Konfliktit ja niiden kanssa työskentely dialogisesti nuorisotyössä" (Conflicts and working with them dialogically in youth work) training for youth workers in Helsinki.

At the Kanuuna seminar Etkot event (preparty event) in November 2023 in Kokkola, we were once again on the topic of digitalisation in youth work. The programme included a presentation of the survey on the importance of the Internet in the construction of young people's social capital, media education and an introduction to the pilot of the national online youth facility. In the next day's seminar, the youth work done at the school was discussed in particular. The theme was discussed through the survey responses on municipal youth work 2023 conducted by the Finnish Youth Research Society and Kanuuna in the spring, led by NTS. There was also a discussion concerning the survey carried out in September-October, aimed at the Leadership network, which was also related to working at schools. By going through the responses to this small-scale survey, it could be concluded that the coordination of non-teaching work at school was confusing in many municipalities from the point of view of actors, school staff, and also students and guardians.

The programme of the seminar also included One-Stop Guidance Centres, which have already become a standard theme.

3.1.4 Youth work in public spaces network

Youth work in the public spaces network has brought together people who perform mobile youth work, those who do youth work on bikes and tracks, those who carry out youth work in shopping centres and libraries, and youth workers involved in Anchor work. In autumn 2023, the network was also discovered by many of the employees who started working in new gang projects.

Not only Kanuuna and its other networks, but also other actors, such as the police and those working in social and mediation work, have received up-to-date information from mobile network members entering public and semi-public spaces. At the end of the last operating year, the network compiled a current overview of the municipalities' mobile youth work. [The overview](#) can be used by everyone and it has been saved in the material bank on Kanuuna's website.

Operating year 2020–2021: 6 online meetings.

Operating year 2021–2022: 5 online meetings and [a network meeting](#) in Lahti.

Operating year 2022–2023: 4 online meetings and [a network meeting](#) in Tornio.

Operating year 2023–2024: 4 online meetings and a face-to-face meeting at Kanuuna's network days in Lahti.

3.1.5 Multi-purpose hall workers' network

In the network intended for people working in multi-purpose halls, the community and the cooperation between different actors in the multi-purpose hall have been examined. More multi-purpose halls are being built all the time and the number of youth workers working in them is increasing. Since the same challenges and successes have emerged in many places, during the autumn of 2023, based on the experiences of network members, tips for planning and using a multi-purpose hall were compiled. The [compiled tips](#) are available to everyone in Kanuuna's material bank.

Operating year 2020–2021: 6 online meetings, with topics such as the effects of the coronavirus on the work of those working in multi-purpose halls, where and how to work, with whom and on which platforms.

Operating year 2021–2022: 5 online meetings, with topics such as proven methods in the design and implementation of multi-purpose halls under construction, the construction of safe facilities and the conditions and methods of cooperation between operators working in multi-purpose halls.

Operating year 2022–2023: 5 online meetings, with topics such as the importance of planning multi-purpose halls and mutually agreed on rules, the prerequisites and challenges of building a common operating culture, experiences of cooperation, experiences of using common spaces and the effects of space solutions on cooperation.

Operating year 2023–2024: 4 online meetings, with topics such as situations of violence and threats as well as related instructions, room reservations and customer service, requirements arising from the work with immigrant youth, such as language and cultural understanding. Network members met face-to-face in connection with Kanuuna's network days, when the programme included an excursion to the multi-purpose hall in Lahti.

3.1.6 Youth work at school network

The network has brought together professionals who do youth work in schools, regardless of job titles, for nearly ten years. In recent years, the network has offered information, development ideas and peer support, especially to employees who have just started working in the workplace. For them, the network's support in building their own professional identity in the school and educational institution environment has been important.

Those involved in the network participated in the development process of the Youth work criteria in the Kyllin hyvä youth work assessment package. The network's most experienced participants were also involved in a separate peer work group, which worked on an additional component of the criteria for the self-assessment of youth work in schools and educational institutions.



Kanuuna's article [Opettajien apukäsiä vai nuorisotyön ammattilaisia?](#) (Teacher's helpers or youth work professionals?) was published in the blog series on municipal youth work called "Kynäilyä kunnallisesta nuorisotyöstä" on 7 October 2021 and an [article](#) about youth work at school in LIITO magazine issue 3, 2021. Kanuuna's and Finnish National Youth Council Allianssi's common article [Kenen ehdoilla nuorisotyötä kouluissa ja oppilaitoksissa tehdään](#) (On whose terms youth work is done in schools and educational institutions) was published on 27 January 2023 on the Allianssi's blog platform.

Operating year 2020–2021: 8 online meetings, with topics such as the effects of the coronavirus on work, applying for special assistance, the experiences of young people and partners of school youth work, and the role of a school youth worker in communal student welfare work. [The network meeting](#) was supposed to be held face-to-face, but it was moved online.

Operating year 2021–2022: 14 online meetings, with topics such as cooperation with other school personnel, goals, methods and follow-up work of class observation, peer support activity of pupils, materials dealing with social media and online bullying, experiential methods, strengthening mental health in schools and educational institutions, and assessment of youth work done at school. [The](#)

[network meeting](#) was organised as a hybrid meeting from Lahti. The event served as a starting point for the criteria work for youth work at the school.

Operating year 2022–2023: 9 online meetings, with topics such as the possibilities and experiences of municipal youth work and parish cooperation in youth work at school, children's and young people's fear of social situations and the role of a youth worker when going to a school causes anxiety for students, coping at work, the use of creative methods to strengthen group dynamics, quality criteria, the job description of a youth worker at a school. [The network meeting](#) took place face-to-face in Lappeenranta. The programme of the meeting included e.g. a workshop on assessment criteria for youth work at school.

Operating year 2023–2024: 8 or 9 online meetings, with topics such as what should be taken into account when working with young people from a refugee background, vape i.e. e-cigarettes and other nicotine products, social media phenomena and work roles, self-assessment and audit criteria for youth work in schools and educational institutions.

3.1.7 Network of smaller municipalities

The Network of smaller municipalities has provided a peer-to-peer forum for those performing youth work in small and sparsely populated municipalities. During the centre of expertise term, some 60 municipalities have participated in the network's activities. Some of the participants had not had any colleagues in their own municipality with whom they could have shared the everyday life of youth work and ideas related to development.

The peer sharing concept of "Kuulumisia Kyliltä" (News from the village), which was jointly developed in the network, became a permanent part of the programme of online discussion sessions at the end of 2021. Since then, those who have participated have been able to present their municipality's youth work in their own turns and highlight the methods and practices that they themselves have found to work in the youth work of a small municipality. With the concept, many good models have been further refined and spread to small municipalities around the country.



The participants in the Network jointly wrote a blog text entitled [Pienen kunnan nuorisotyössä puuhastellaan mukavia](#) (Nice things are being done in the youth work of a small municipality). The text was published in the blog series on municipal youth work called "Kynäilyä kunnallisesta nuorisotyöstä" on 11 January 2024.

Operating year 2020–2021: 17 online meetings

Operating year 2021–2022: 9 online meetings and [a network meeting](#) from Lahti, so that some of the speakers were on site, but the participants were remote.

Operating year 2022–2023: 8 online meetings and [a network meeting](#) in Taipalsaari and Lappeenranta.

Operating year 2023–2024: 10 online meetings and a meeting at Kanuuna's network days in Lahti.

3.1.8 Enhanced youth work network

The network has developed activities around enhanced youth work, organised trainings and has supported in drawing up plans for enhanced youth work. During the centre of expertise term, the network has implemented 11 enhanced youth work trainings, which have been attended by 117 municipalities, and offered support for drawing up plans for enhanced youth work at the web-mediated Sparring clinic 8 times. In addition, the network has organised network meetings open to everyone with changing topical themes. Experienced peer instructors who were actively involved in the network acted as trainers and sparring partners. The network has also participated in and produced a programme for the national Church Education Days and the Youth event.

You can find more information about enhanced youth work training organised by Regional State Administrative Agency region in section 6.2. Enhanced youth work trainings.

3.1.9 Equality network

The guiding idea of the equality network has been to consider the perspective of equality and human rights in the different work forms of youth work. During the term, the network has tackled themes related to diversity and participated in the development processes of the Youth work criteria and its additional component, for example, by commenting on the contents of the criteria from the perspective of equality.

In the last operating year, the network made a study visit to Stockholm, where it got to know the activities of Dialogues and Fryshuset. At the end of the term, the network organised the “Konfliktit ja niiden kanssa työskentely dialogisesti nuorisotyössä” (Conflicts and working with them dialogically in youth work) training in cooperation with the Peace Education Institute. The training was a direct continuation of the study visit. [The travelogue](#) has been saved in the material bank on Kanuuna’s website.

Operating year 2020–2021: 2 online meetings. The proudest achievement of the equality network in the operating year was the self-assessment tool ARVI, which was developed by network member Ville Leino as part of his thesis. The tool was designed for assessing the quality of youth work serving the needs of young people with disabilities. The criteria and indicators used by ARVI were established one year earlier at an Equality network meeting. Some of the members of the network were involved in the development process of the tool.

Operating year 2021–2022: 3 online meetings and [a network meeting](#) in Helsinki. The main goal of the year was to restore inclusion and equality to the network’s operations, and the network succeeded in that.

Operating year 2022–2023: 6 online meetings and [a network meeting](#) in Lahti. Members of the network trained to be instructors in the use of the Equality Key, i.e. the tool for evaluating the equality of youth work. In addition, the network members commented on the quality criteria that are being completed from the point of view of equality.

Operating year 2023–2024: 4 online meetings. The network carried out a study visit to Stockholm as planned and organised further training for all Kanuuna networks in Helsinki.

3.1.10 Communal gaming network

The Communal gaming network has shared know-how and good practices as well as discussed digital gaming and esports in particular. The main discussion platform of the network has been the text and voice channels on Kanuuna’s Discord server. Professionals who use all kinds of games in youth work have been welcome to join the network.

Operating year 2020–2021: 2 online meetings and [a webinar](#). The network was established at the request of the municipalities during the first year of the centre of expertise term. The remote discussions dealt with e-sports as a phenomenon, the initiation of gaming as a youth work activity, and the interpretation of compliance with age limits for games according to the National Audiovisual Institute’s new guidelines. Network participants commented on the content of the Esports information package prepared by Kanuuna and the Centre of Expertise for Digital Youth Work Verke together.

Operating year 2021–2022: 9 online meetings and one [network meeting](#) in Hyvinkää. During the second operating year, the network discussed and shared information on the use of gaming activities in the different work forms of youth work. A lot was heard about the gaming activities carried out in the outreach youth work, and the projects built around gaming around Finland were able to tell other organisers of gaming activities about their own activities. The discussions also dealt with different forms of cooperation in order to enrich gaming activities that are usually organised with limited resources. Based on these discussions, the programme for the first face-to-face meeting in Hyvinkää was planned. The network meeting in Hyvinkää was implemented as a hybrid, and cooperation with organisations and commercial actors was discussed there.

Operating year 2022–2023: 7 online meetings and a webinar on accessible gaming activities. During the third year, the network discussed a lot about the accessibility and equality of gaming. With the employees of the Non-Toxic project, there was a great deal of discussion about the impact of gaming-related phenomena on the fact that some young people do not feel that they have been welcomed into gaming communities and spaces. In addition to promoting a more equal gaming culture, the discussion also turned to physical accessibility in relation to gaming. The network organised a webinar in cooperation with Microsoft, where practices and auxiliary devices related to game development and gaming were presented. The interest in the webinar also led to training on the use of Microsoft's Adaptive Controllers in youth work.

Operating year 2023–2024: 5 online meetings and [a training](#) in Espoo. During the fourth year, the network organised a training in Espoo at the Microsoft office. Youth workers responsible for gaming activities and organising gaming activities from all over Finland arrived, and as a result of the training, accessible gaming equipment was acquired for several youth facilities. Networkers who received training participated in presenting devices at Kanuuna's network days in Lahti in August. There was great interest in devices and a more equal gaming culture. During the fall of 2023, the online gatherings discussed game culture and games in the context of art. At the gatherings, for example, the outputs of the Capital of Game Art project were presented and the interfaces between cultural youth work and game activities were discussed.

3.1.11 Online youth facility

The online youth facility functioned as a peer development network for those who are interested in online youth facility work and who are doing it. It enabled the joint development of online youth facility work and the implementation of a national pilot.

The online youth facility pilot was motivated by the need to also reach young people who spent their leisure time online, despite the fact that physical youth facilities were once again open after the pandemic. The needs assessment carried out by Kanuuna was based on the log book entries of Lokikirja and a survey aimed at members of the Leadership network.

The necessity of online youth facility work and the possibility of pooling municipal resources were discussed at the theme seminar's "Etkot" event (preparty event) in spring 2022. In the open-to-all event, smaller municipalities and other actors also had the opportunity to express their opinions and interest in the joint online youth facility. Since there were several people interested, it was decided to proceed with the matter.

At the end of 2022, a steering group was established for the piloting of the national online youth facility and its task was to support the progress of the process. In the spring of 2023, youth work professionals interested in the creation and development of an online youth facility on a practical level were brought together. In autumn 2023, the joint online youth facility of the municipal youth work in Discord was ready for piloting.

The pilot, which started in November 2023 and ended in January 2024, offered all municipalities the opportunity to try online youth facility work. During the pilot, young people were reached for more than 600 participations. Feedback and development ideas were collected from both the participating instructors and the young people who participated in the activity at each opening. As a result of the pilot, the [Handbook of the national online youth facility work](#) was created.

In its various stages, the following participated in the pilot: Espoo, Hyrynsalmi, Kajaani, Kuopio, Lahti, Lappeenranta, Lohja, Muurame, Mäntyharju, Nurmijärvi, Oulu, Rovaniemi, Simo, Suomussalmi, Tampere and Vantaa, as well as Folkhälsan, the Association of Finnish Local and Regional Authorities, Netari, Verke, and Humak through their student's thesis.

3.1.12 +16 network

The +16 network is intended for youth work professionals interested in the development of leisure activities aimed at people over 16 years of age. The network's meetings have mainly been attended by people working with young adults. In the discussions of the network, in addition to topics related to free time, other themes related to the lives of young adults, such as becoming independent, mental well-being, non-intoxication and loneliness have been recurring topics. An information package for young people becoming independent was built within the network and was published on its own website. The network has met online 4–6 times during each operating year. In the last year, network members met face-to-face in connection with Kanuuna's network days.



Article [Itsenäistyminen on hankala prosessi ja sen hinta on ankea ja köyhä elämä](#) (Becoming independent is a difficult process and its price is a bleak and poor life) related to the information package was published in the blog series on municipal youth work called “Kynäilyä kunnallisesta nuorisotyöstä” on 12 May 2021.

3.2 Term of the groups

The discussion groups have responded to the need for peer support of youth work professionals when the need has arisen. Each group has had its own leader, whose tasks have included guiding and preparing the discussion sessions. Both Kanuuna's planning officers and experts from other organisations have acted as leaders, who have had experience and know-how related to the subject area of their own group. The groups have mainly met online, either through Microsoft Teams or in Discord on the Kanuuna server.

3.2.1 Discussion group of people working in upper secondary schools

The group has shared good practices for working in upper secondary schools and establishing the role of a youth worker in educational institutions. Different titles and job descriptions as well as current phenomena in young people's lives have raised discussions in the group. The group also participated in the development of quality criteria for youth work in schools and educational institutions by commenting on the set of criteria.

Operating year 2020–2021: 3 online discussion sessions on the sharing of good practices during distance learning.

Operating year 2021–2022: 7 online discussion sessions. The topics included the annual calendar (vuosikello) of an educational institution, planning the events of the school year, small group activities, tutor activities, the job description of a youth worker in the school's educational community, the similarities, differences and priorities of youth work in high schools and vocational educations.

Operating year 2022–2023: 10 online discussion sessions. The themes were digital tools in educational institutions' youth work, the quality work of tutoring, phenomena related to the expansion of compulsory education, the professional identity of those performing youth work and the place of youth work in an educational institution, the conditions and interfaces of cooperation between professionals working in an educational institution, the planning of the educational institution's annual calendar and events to help communality and implementation, and the evaluation criteria of youth work from the perspective of those working in the educational institution.

Operating year 2023–2024: 6 online discussion sessions. Job titles came up in the discussions: how the job title affects the job description, the partners' understanding of the job description, and which job title people are currently using. Current issues included in particular the sexual harassment experienced by girls and ways to deal with the issue with young people, intoxicants and the formation of a relationship of trust between an employee and a young person.

3.2.2 Special youth work discussion group

In September 2022, Kalle Salmi, a special youth worker from Pori youth services, started as the leader of the group after Jani Hoviario from Aseman Lapset ry stepped aside from the position. The group held discussions via Teams and met face-to-face for the first time in Kouvola in April 2023. The group met face-to-face again in connection with Kanuuna's network days in Lahti. In the last operating year, the group also kept in touch through the WhatsApp group it had established.

Face-to-face in Kouvola, the group discussed e.g. about the regional special features of special youth work and made a motivational poster to describe the diversity of special youth work in Finland. Tapu Sirkka from the Finnish Association for Children and Youth was an invited guest at the meeting.

The online discussion took place e.g. about NUPS, the valuation of one's own work, coordinating mobile work, Anchor cooperation, school graduations, intoxicants, crime and suicide. In addition, the group put together greetings for the Minister of Youth, whom one discussion group member also went to meet.

Operating year 2020–2021: 4 online discussion sessions

Operating year 2021–2022: 7 online discussion sessions

Operating year 2022–2023: 6 online discussion sessions

Operating year 2023–2024: 5 online discussion sessions and 2 face-to-face meetings

3.2.3 Finnish hobby model discussion group

What is the Finnish model? How does it differ from school club activities? These questions were certainly on everyone's lips by October 2020 at the latest, when the Ministry of Education and Culture organised a webinar about the Finnish model. The Finnish model was also raised as a workshop at the seminar of Kanuuna's Leadership network, where those working on the model were asked to have their own peer support group.

The wish was answered by establishing a discussion group, which was chaired by Tiia Bucovschi, hobby coordinator of the city of Lahti. The concept of the Finnish model was something new and exciting for everyone involved, including the chair. The model gave rise to many questions among youth workers working with leisure activities. Since then, the group has been led by Jyväskylän's hobby coordinator Elisa Pursiainen and Hollola's hobby coordinator Hanna Kaitila.

The discussion sessions organised by Kanuuna for those working on the model responded to the municipal coordinators' acute need to discuss administrative twists and turns with their colleagues. The discussion sessions brought together participants from municipalities of different sizes, enabling the exchange of ideas with municipalities of their own size or otherwise similar.

Operating year 2020–2021: 1 online discussion session

Operating year 2021–2022: 9 online discussion sessions

Operating year 2022–2023: 6 online discussion sessions

Operating year 2023–2024: 5 online discussion sessions

3.2.4 Flexible basic education instructor discussion group

In the discussion group of flexible basic education, not only current topics are shared, but also job descriptions and working practices.

Operating year 2020–2021: 2 online discussion sessions. Discussion, e.g. about work experience periods of the students of flexible basic education and schoolwork despite the coronavirus.

Operating year 2021–2022: 5 online discussion sessions. Topics, e.g. environmentally friendly and sustainable development tips for the activities of flexible basic education classes.

Operating year 2022–2023: 5 online discussion sessions. Topics, e.g. youth work at the school to support flexible basic education, sharing the responsibilities of the teacher and assistant and working in pairs, as well as supporting flexible basic education students in transitioning phases and when moving to the upper secondary education.

Operating year 2023–2024: 6 online discussion sessions. Topics, e.g. supporting students during the summer, starting new groups in the fall, students' fatigue after the holidays, Shipping, vaping, students' use of intoxicants and related phenomena, filling in for teacher's sick leave and well-being at work.

3.2.5 Sustainable youth work discussion group

The group brought together actors interested in sustainable well-being and youth work. The group was led by Ulla and Anne for two years, who worked on sustainable youth work in their own organisations. The group shared ideas and tips among youth workers interested in the topic, but also generally talked about the position of young people in relation to the climate crisis. The scope of the topics led to the fact that researchers and experts focused on sustainable well-being from various organisations were also invited to participate in the discussion. With the help of a large multi-professional group, [a webinar on sustainable youth work](#) was also implemented, where sustainable well-being and environmental citizenship were discussed in speeches by young people, youth workers and youth researchers.



The article [Nuoret kapinoivat tulevaisuutensa puolesta, kapinoitko sinä?](#) (Young people are rebelling for their future, are you rebelling?) related to sustainable youth work was published in the blog series on municipal youth work called “Kynäilyä kunnallisesta nuorisotyöstä” on 5 May 2022 and the article [Pienetkin teot voivat helpottaa nuorten ympäristöahdistusta](#) (Even small actions can ease young people’s environmental anxiety) in Nuorisotyö (Youth work) magazine issue 3, 2022.

Operating year 2021–2022: 5 online discussion sessions

Operating year 2022–2023: 6 online discussion sessions and one webinar

Operating year 2023–2024: 3 online discussion sessions

3.2.6 Cultural youth work discussion group

During the first year of the term, the group discussed the topics, phenomena and events of cultural youth work under the leadership of Satu Olkkonen, Ph.D. of the University of the Arts. During 2022, the group’s leadership responsibility was transferred to drama director Ninni Parviainen, who began to work closely with Young Culture. In the last operating year, cultural youth work planner Johanna Hurme from Young Culture co-lead the group together with Parviainen. Several other expert guests from the field of culture were also involved in the discussions. The goal of the group’s activities was to bring together cultural youth workers in municipalities and cultural actors from all over Finland.

Operating year 2020–2021: 10 online discussion sessions

Operating year 2021–2022: 17 online discussion sessions

Operating year 2022–2023: 10 online discussion sessions

Operating year 2023–2024: 9 online discussion sessions

3.2.7 Mental well-being promoters

The mental well-being promoters discussion group started meeting in October 2022. The leader of the group was expert Elina Marjamäki from MIELI Mental Health Finland. Discussions were held on methods related to mental well-being and its strengthening.

Operating year 2022–2023: 5 online discussion sessions. The topics included promoting mental health in youth work, feelings of inadequacy, their prevalence and how to get rid of them, the effects of racism on mental health, working with strength cards (vahvuuspakka) and a programme aimed at strengthening the well-being of young people.

Operating year 2023–2024: 5 online discussion sessions. The presentation included the Sekaisin (Messed up) chat and its Swedish-speaking service, Jäätikkövaellus (Glacier hike) game, the Rovaniemi Survivors small group, the Inspiration handbook produced by MIELI Mental Health Finland and methods developed for handling environmental emotions. The participants shared a lot of their own ways of using games to strengthen the mental well-being of young people.

3.2.8 Youth centre and facility workers' discussion group

Those working in youth centres and facilities and trainees in the youth field talked every couple of months starting in June 2021. The topics of discussion were strongly focused on the everyday life of premises and houses, youth work principles and well-being at work. The discussion topics included, among other things, the contents of activity evenings, activities during the holidays, neutral (non-religious) public holidays at youth facilities, digital membership cards, electronic collection of customer data, resources, working hours and approach to work that takes into account rainbow people. The group shared concrete everyday tips and operating models, and during the coronavirus years, colleagues were supported in the midst of constantly changing safety instructions.

Operating year 2021–2022: 5 online discussion sessions

Operating year 2022–2023: 6 online discussion sessions

Operating year 2023–2024: 4 online discussion sessions and a meeting at Kanuuna's network days in Lahti.

3.2.9 Youth information and counselling work discussion group

The group, which started in April 2023, offered those interested in youth information and counselling work and services the opportunity to discuss current topics and phenomena of the work form. The leader of the group was Jaana Fedotoff, Development Manager of Koordinaatti.

Operating year 2023–2024: 7 online discussion sessions. Topics such as the current state of youth information and counselling work in Finland and an overview of the work format at the European level, service design, everyday practices, skills needed at work and the use of chatbots in youth information and counselling services.

3.2.10 Sexual education discussion group

The first discussion session of the sexual education discussion group was organised in November 2021, when school youth worker and sexual therapist Tarja Harju-Karhula was appointed as the leader of the new group. In their discussions, the group discussed, from the perspective of youth work, e.g. sexual orientation, gender diversity, rainbow youth at school, sexual harassment, setting boundaries, employees' training needs related to sexual education, and current news related to the theme.

Operating year 2021–2022: 3 online discussion sessions

Operating year 2022–2023: 3 online discussion sessions

Operating year 2023–2024: 5 online discussion sessions

3.2.11 Planner's discussion group

Due to the wishes from the municipalities, Kanuuna invited municipal youth work planners, or those doing similar work, to a discussion session for the first time in June 2023. The group was felt to be an important forum to share the challenges and successes of versatile planning work, which is often done alone, with others doing the same work. The discussions included, for example, the different job descriptions of the participants and how they found similarities and similar challenges, even though the group members were from different organisations. Many of the group members were often dealing with the same topics, e.g. the Finnish hobby model, youth councils, and information production and management with information.

Operating year 2023–2024: 7 online discussion sessions and a face-to-face meeting at Kanuuna's network days in Lahti.

3.2.12 Ungdomsarbete på svenska

In December 2020, the planning process for establishing a peer discussion group for Swedish-language operators began. There was a need to take the special characteristics of Swedish youth work into consideration, provide peer support to operators in their first language and share best practices. One of the discussion group's ideas was to find out the service needs of Swedish-speaking employees. The leader of the group was Karin Rejman, youth worker at the city of Porvoo.

Operating year 2020–2021: 2 online discussion sessions

Operating year 2021–2022: 7 online discussion sessions

Operating year 2022–2023: 3 online discussion sessions

Operating year 2023–2024: no online discussion sessions

4 Communication

The primary goal of communication at Kanuuna has been to support the implementation of centre of expertise tasks and the achievement of goals. However, one of the tasks, increasing the awareness of municipal youth work, has required separate measures, such as individual communication campaigns, with the help of which the given task has been answered more precisely.

Kanuuna implemented the Hyvinvoiva nuori kuntalainen (A healthy young local resident) campaign aimed at municipal decision-makers in connection with the municipal elections held in 2021. The Ammattiaikuiset (Professional Adults) campaign aimed at municipal residents, including young ones, was implemented in the spring of 2021, 2022 and 2023.

Kanuuna also approached the decision-makers through a survey aimed at young people participating in the activity. In 2022, about 9,000 municipal decision-makers will have received informative e-mails and national results from Kanuuna.

4.1 Hyvinvoiva nuori kuntalainen (A healthy young local resident) campaign

The past centre of expertise term coincided with one of the municipal elections, which were held in the spring of 2021. The elections were the perfect opportunity to approach the candidates and tell them about municipal youth work from the perspective of strengthening well-being. Kanuuna prepared and listed its municipal election goals on the Hyvinvoivanuorikuntalainen.fi website that was built for the campaign. The site served as a landing page for messages and links shared in various communication channels, such as newsletters, e-mails sent to candidates, and social media.

During February 2021, more than 8,500 municipal decision-makers received information about Kanuuna's municipal election goals and municipal youth work. In the same context, the candidates were offered the opportunity to interact by answering a survey related to the election goals on the campaign website. The respondents were given the opportunity to give their contact details to Kanuuna to be forwarded to the operator responsible for youth work in their municipality. 420 people responded to the survey, 262 of whom were candidates in municipal elections. 260 candidates from 118 municipalities gave their contact information. Some of the municipalities' youth services made use of the contact information they received through Kanuuna, for example, by inviting candidates interested in youth issues for familiarisation visits to youth facilities. There were also 98 young people among those who answered the survey.



The campaign-related article [Jos kunnallista nuorisotyötä ei olisi vielä keksitty, niin nyt olisi kiire!](#) (If municipal youth work had not yet been invented, we would be in a hurry!) was published on 4 February 2021 in a blog series on municipal youth work called “Kynäilyä kunnallisesta nuorisotyöstä.”

4.2 Ammattiaikuiset (Professional Adults) campaign

The Professional Adults campaign was aimed at responding to both the centre of expertise task defined by the financier and to the messages from the regional coordinators, in which Kanuuna was specifically asked to campaign for open youth work on social media. Preparations for the campaign began at the end of 2020. In addition to Kanuuna's representatives and the advertising agency, regional coordinators and regional youth workers participated in the preparation. The campaign was ready to be implemented in the spring of 2021. Its purpose was to increase the awareness and appreciation of municipal youth work not only among the citizens of the municipality, but also among the entire youth sector. As the campaign was positively received, it was decided to make it an annual event.

The campaign was implemented three times during the centre of expertise term. The main message of the campaign "No one grows up alone" remained the same every year. The campaign included a theme day called "Ammattiaikuisten päivä" (Day of Professional Adults). The theme day was celebrated at the beginning of June on the eve of the school graduation day on Friday 4 June 2021, 3 June 2022 and 2 June 2023. At the centre of the campaign were the self-made updates and shares of the professional adults who participated in the campaign, which were tied together with the hashtags of the campaign.

Attempts were made to make the campaign as easy as possible by offering ideas for one's own updates and ready-made materials to be shared on the youth work professionals' own social media channels. In addition, visibility was bought for the campaign on Facebook, Instagram and TikTok. The ads led to the campaign's landing page at www.ammattiaikuiset.fi. Ads were shown on social media throughout the campaign period from April to May, while the youth work professionals' own updates and shares were mainly timed to the theme day that served as the culmination of the campaign.

Youth work professionals were encouraged to participate in the campaign not only through Kanuuna's own channels, but also on national youth work days. For example, at the Nuori2023 (Young2023) event in Jyväskylä Paviljonki, fair visitors were able to take a playful "Test, if you are a professional adult" online test, the result

**AMMATTIAIKUISET PITÄVÄT HUOLEN SIITÄ,
ETTÄ JOKAINEN VOI TULLA NUORISOTILAAN
JUURI SELLAISENA KUIN ON.**

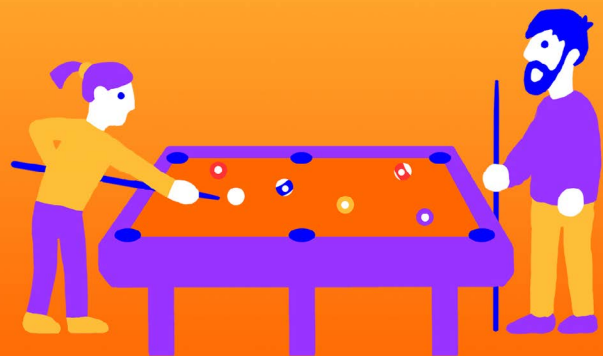


An example of the 2022 campaign material. The text published with the image went as follows:

When some only see a pool table here, a professional adult sees the opportunity to face, listen, debate, support and thus prevent problems.

The purpose was to open up professionalism behind seemingly simple situations and activities.

**NUORISOTYÖN
AMMATTILAINEN ON
AMMATTIAIKUINEN**



The 2023 campaign utilised the results of a survey aimed at young people participating in the activity. The text published with the image went as follows:

More than 7,000 young people evaluated the activities of their youth centres in a broad user survey at the end of last year. Almost 90% of the respondents felt that they could be safe in the youth centre of their municipality just as they are.

of which revealed whether the person who took the test was a real professional adult or something else. As a reward, the testers received the Professional adult - youth work professional badge. It was possible to share the electronic badge and the test result received on one's own social media channels, and many did so. About 700 individuals took the online test developed for the spring 2023 campaign. The fun test also received good feedback from youth work professionals.



An [article](#) related to the Professional Adult Day was published in the online version of the Nuorisotyö (Youth work) magazine on 31 May 2022. The article [Pitääkö kunnallisesta nuorisotyöstä olla huolissaan](#) (Should we be concerned about municipal youth work) touched upon the subject of awareness of youth work and was published in the blog series on municipal youth work called “Kynäilyä kunnallisesta nuorisotyöstä” on 17 October 2020.

4.3 Communications channels

The main target group of Kanuuna's communication has been professionals who perform youth work in municipalities, regardless of their job titles. Information has been communicated to the target group by using several different channels. In addition to personal e-mail messages, Microsoft Teams and traditional phone calls, Kanuuna has used newsletters, social media services and websites in its communication.

- At the end of the centre of expertise term, the “Kanuuna uutiset” newsletter had more than 1,800 subscribers. 90 newsletters were edited and sent during the term. The opening percentages of individual newsletters have varied between 30% and 60%.
- By the end of the term, nearly a thousand youth workers or people interested in municipal youth work had joined Discord on Kanuuna's server. Discord perfectly served not only the needs of networks and discussion groups, but also communication.
- Medium is the platform on which Kanuuna published the blog on municipal youth work called “Kynäilyä kunnallisesta nuorisotyöstä.” The blog contained writings by changing experts, whose unifying factor was municipal youth work. The target group was youth workers and everyone interested in youth work, regardless of their professional title.
- Other social media services used by Kanuuna were Facebook (approx. 1,100 followers), Instagram (approx. 1,100 followers), LinkedIn, YouTube and Twitter, which was decided to be discontinued in spring 2022.
- Nuorisokanuuna.fi has been Kanuuna's primary website since 2006. The website has offered up-to-date information on Kanuuna's activities and included an extensive material bank, which has been utilised e.g. in youth education at all levels of education.
- Itsenaistyvanuori.fi was opened in May 2021. The website contained an information package related to young people who are becoming independent, which was updated regularly. The +16 network was behind the website.
- Kanuunakunta.fi was opened in November 2021. The website, which conforms to the NUPS process, helped to structure youth work by providing descriptions of youth work's working methods and environments, as well as examples of meeting young people face-to-face and online.
- Ammattiaikuiset.fi is a social media campaign landing page opened in May 2021, which contained campaign material and information about municipal youth work and its professional workers.
- Hyvinvoivanuorikuntailainen.fi was a campaign website related to municipal elections, opened in January 2021.

Kanuuna takes into account and shares with young people the concern for the environment. In addition to favouring vegetarian dishes and shared transportation at the events organised by Kanuuna, the number of printed products was reduced to a minimum. During the season, Kanuuna did not print any brochures or business cards.

5 Events

Kanuuna, alone and together with its partners, has organised 922 different events during the centre of expertise term, such as seminars, webinars, network meetings, discussion sessions and trainings. Their purpose has been to strengthen the skills of those doing youth work in the municipalities and to promote cooperation and networking between the actors involved. A total of 15,320 participations were recorded in online and face-to-face events during the term.

922 events that collected 15,320 participations

Number of events organised during the centre of expertise term and number of participations		
Operating year	Events	Participations
2020–2021	178	4 506
2021–2022	309	4 106
2022–2023	311	4 717
2023–2024	138	2 501
In total	934	15 829

As there have been so many different events, we are only highlighting some of them in this annual report.

5.1 Kanuuna's network days event

Kanuuna's network days were the biggest face-to-face event in the centre of expertise term. The event brought together youth work professionals involved in the activities of networks and groups under one roof at Lahti's Sibelius Hall from 29 to 30 August 2023. 450 participants from different parts of Finland came to the event.

450 participants arrived at Kanuuna's network days in Lahti.

The theme running through the program of the event was the well-being of young people, which was addressed from the perspectives of development, research information, and cooperation and sharing. Discussions were held by those who perform municipal youth work, are responsible for it and research it.

Throughout the event, the programme was available in several different premises. The participants could choose the sections of the programme that interested them and participate in as many as they wanted. In addition to the rich program, the event offered an opportunity to network, share experiences and develop one's own work among colleagues working in different parts of Finland. Kanuuna's main partner in the event was the Finnish Youth Research Society. More information about the event can be found [on Kanuuna's website](#).



Some of the speeches of the network days were recorded, subtitled and published on [Kanuuna's YouTube channel](#).

5.2 Enhanced youth work trainings

The enhanced youth work training was the largest of the training packages organised by Kanuuna during the current centre of expertise term. During the term, 117 municipalities participated in the training organised by Regional State Administrative Agency region.

What does enhanced youth work mean? Why is a local network of enhanced youth work needed and how is it established? What action is being taken and what kind of cooperation is needed when the young people of the community are faced with an unforeseen accident, accident or other crisis situation and with it, for example, collective grief? Among other things, these questions were answered by participating in the enhanced youth work training offered by Kanuuna, where experienced peer trainers of the Enhanced Youth Work network acted as instructors. Training arrangements were made in cooperation with regional state administrative agencies.

117 municipalities participated in enhanced youth work trainings.

Trainings by region according to time

23 February 2020 Enhanced youth work training in Lapland, part 1
8 April 2020 Enhanced youth work training in Lapland, part 2
4 and 21 May 2021 Enhanced youth work training in South Karelia, part 1 and part 2
5 October 2021 Enhanced youth work training in Southwestern Finland, part 1
8 October 2021 Enhanced youth work training in Eastern Finland, part 1
10 November 2021 Enhanced youth work training in Eastern Finland, part 2
17 November 2021 Enhanced youth work training in Southwestern Finland, part 2
23 March 2022 Enhanced youth work training in Western and Inland Finland, part 1
13 April 2022 Enhanced youth work training in Northern Finland, part 1
5 May 2022 Enhanced youth work training in Western and Inland Finland, part 2
12 May 2022 Enhanced youth work training in Northern Finland, part 2
26 October 2022 Enhanced youth work training in Lapland, part 1
24 November 2022 Enhanced youth work training in Lapland, part 2
23 March 2023 Enhanced youth work training in small municipalities in Central Finland
16 November 2023 Enhanced youth work further training in North Savo.

Education open to all

7 December 2023 Open enhanced youth work online training, part 1
25 January 2024 Open enhanced youth work online training, part 2

Municipalities from which the trainings were attended

Regional State Administrative Agency of Southern Finland Espoo, Hattula, Helsinki, Hyvinkää, Hämeenlinna, Imatra, Kerava, Kotka, Kouvola, Lahti, Lappeenranta, Lemi, Lohja, Luumäki, Mäntsälä, Orimattila, Parikkala, Pornainen, Porvoo, Rautjärvi, Ruokolahti, Savitaipale, Siuntio, Taipalsaari, Tammela and Vihti.

Regional State Administrative Agency for Eastern Finland Hirvensalmi, Iisalmi, Joensuu, Juuka, Juva, Kitee, Kontiolahti, Kuopio, Leppävirta, Liperi, Nurmes, Pielavesi, Polvijärvi, Puumala, Rautavaara, Savonlinna, Tohmajärvi and Varkaus.

Regional State Administrative Agency for Lapland Inari, Kemi, Kolari, Muonio, Pelkosenniemi, Salla, Savukoski, Simo, Tervola and Tornio.

Regional State Administrative Agency for Southwestern Finland Aura, Huittinen, Kaarina, Loimaa, Merikarvia, Pori, Pöytyä, Raisio, Turku, Ulvila, Uusikaupunki and Vehmaa.

Regional State Administrative Agency for Western and Inland Finland Alajärvi, Alavus, Hankasalmi, Hämeenkyrö, Jämsä, Joutsa, Jyväskylä, Kangasala, Kannonkoski, Karijoki, Karstula,

Kihniö, Kokkola, Konnevesi, Kurikka, Kyyjärvi, Laukaa, Lempäälä, Multia, Mustasaari, Nokia, Pietarsaari, Punkalaidun, Seinäjoki, Tampere, Teuva, Urjala, Uurainen, Vaasa, Valkeakoski, Ylöjärvi and Äänekoski.

Regional State Administrative Agency for Northern Finland Kajaani, Kalajoki, Kempele, Kuhmo, Kuusamo, Lumijoki, Muhos, Nivala, Oulainen, Oulu, Paltamo, Pyhäjärvi, Raahe, Sotkamo, Suomussalmi, Tyrnävä, Utajärvi, Vaala and Ylivieska.

5.3 Municipal Youth Work in Finland 2021 seminar

From the point of view of data production, the most significant event of the term was *Hidasta kasvua ja lisääntyviä vastuita – Kunnallinen nuorisotyö Suomessa 2021* (Slow growth and increasing responsibilities - Municipal youth work in Finland 2021) seminar organised by Kanuuna and the Youth Research Society. The seminar held in Helsinki on 8 September 2022 delved deeper into the research report completed earlier in the spring, which was presented by its authors, i.e. Youth Research Society's Senior researcher Antti Kivijärvi, Research Director (temp.) Eila Kauppinen and Leading Senior Researcher Tomi Kiilakoski, and Kanuuna's Planning Officer Juha Leskinen. Research professor Tiina Ristikari and Visiting researcher Tommi Laitio of John Hopkins University also gave speeches related to municipal youth work at the seminar. The event was attended by 40 on-site and 120 participants online.



A [video story](#) about the seminar was edited and published in the “Kanuuna uutiset” newsletter.

5.4 Kanuuna's Well-being Week

Kanuuna's Well-being Week gathered the most participants in 2021 and was organised online. Its purpose was to support the well-being and resilience of youth work professionals during a challenging and exceptional period. The theme week offered an opportunity to break away from the hustle and bustle of everyday life in the middle of the coronavirus pandemic on 22–26 March. The well-being week included several well-known speakers and inspiring performers who had tailored their speeches specifically with youth workers in mind. There was one performance on each day of the theme week. In total, the theme week gathered around 900 participants. There were participants from more than 200 municipalities. The wish for an event supporting employee well-being came from the Kanuuna Leadership network.



In 2020–2021, Kanuuna participated in the steering group of a research project related to the well-being of youth workers at work and participated in the implementation of the results by publishing [information briefings](#) in the form of videos in the “Kanuuna uutiset” newsletter every month of 2022.

6 Outputs

Kanuuna's networks have traditionally produced materials related to different forms of work. Among the outputs of the last term are, for example, compilations, reviews, comparisons, support materials and research reports. In addition to them, Kanuuna prepared and published two positions and one statement.

- Research report [Hidasta kasvua ja lisääntyviä vastuita - Kunnallinen nuorisotyö Suomessa 2021](#) (Slow growth and increasing responsibilities - Municipal youth work in Finland 2021) with the Finnish Youth Research Society.
- Research report Poikkeusoloista uuden kynnykselle - Kunnallinen nuorisotyö Suomessa 2023 (From exceptional circumstances to a new threshold - Municipal youth work in Finland 2023) with the Finnish Youth Research Society (to be published in April 2024)
- [NUPS-prosessin tukimateriaali A](#) (Support material for the NUPS process A) and [NUPS-prosessin tukimateriaali B](#) (Support material for the NUPS process B)
- [Nuorisotyön kriteeristö](#) (Criteria for youth work) and [Kouluissa ja oppilaitoksissa tehtävän nuorisotyön kriteeristö](#) (Criteria for youth work in schools and educational institutions)
- About the survey aimed at young people: reviews of the results [2021](#) , [2022](#) , [comparison of years 2021 and 2022](#) and [Three years of survey](#)
- [Katsaus kuntien jalkautuvaan nuorisotyöhön](#) (An overview of the municipalities' mobile youth work)
- [Vinkkejä monitoimitilojen suunnitteluun ja käyttöön](#) (Tips for planning and using multi-purpose halls)
- [Prosessikuvaus valtakunnallisen verkkonuorisotilan pilotista](#)
- [Koonti tunnetaitoja ja ryhmädynamiikkaa vahvistavista harjoitteista](#) (A collection of exercises that strengthen emotional skills and group dynamics)
- [Nuorisotyö koulussa](#) (Youth work at school) summary
- [Hakevan nuoren polku](#) (The path of a seeking young person)
- [Logbook review](#)

Positions and a statement

Position: [Hyvin hoidettu kuntatalous on suomalaisen nuorisotyön kivijalka](#) (A well-managed municipal economy is the cornerstone of Finnish youth work)

Position: [Uhkaako kuntakokeilu nuorten palveluiden monialaisuutta?](#)

(Does the local government pilot threaten the multi-sectorality of youth services?)

Statement: [Valtakunnallisen nuorisotyön ja -politiikan ohjelmaluonnoksesta](#) (On the draft of national youth work and youth policy programme)

7 Cooperation

Kanuuna has cooperated extensively with the field of youth work and participated in numerous events organised by its partners in various roles. Among other things, Kanuuna has produced programme content for the Church education days and has been involved in almost all of the Regional State Administrative Agency days organised during the term. In addition, Kanuuna has participated in the Nuori (Young) major event every time it has been organised, and in 2022 Kanuuna was the main partner of the event together with the Association of Finnish Local and Regional Authorities. In addition, Kanuuna has consistently tried to develop cooperation with Regional State Administrative Agencies and has been a member of several different cooperation groups, such as steering and working groups and advisory boards.

7.1 Regional cooperation

In the operating years 2020–2021, Kanuuna invested a great deal in improving and developing cooperation with regional state administrative agencies. The development work began by mapping out all the Regional State Administrative Agency regions' and regional youth work coordination projects' expectations for the activities of the Centre of Expertise and Kanuuna. The mapping was done in meetings convened by Kanuuna from 11 September 2020 to 8 January 2021. Through the meetings, all the regional coordinators and Regional State Administrative Agency region's youth workers were reached. Based on the discussions in the meetings, the hopes and expectations were summarised into three objectives, which were:

- a) increasing the effectiveness and awareness of open youth work
- b) strengthening the participation of small municipalities
- c) developing cooperation between Regional State Administrative Agencies and regional coordinators

For its part, Kanuuna sought to implement these jointly defined and approved objectives until the end of the centre of expertise term. Kanuuna used the following methods:

- a) national social media campaign of municipal youth work in 2021, 2022 and 2023
- b) open peer development network, representatives of small municipalities selected by the regional state administrative agency in the Leadership network and steering group, as well as the representatives' own group that meets regularly
- c) shared morning coffee moments once a month 2021–2022.

7.2 Cooperation groups

During the term, Kanuuna was a member of several cooperation groups, such as steering and working groups and advisory boards. Kanuuna participated in the operation and development of these groups in many different ways.

During the centre of expertise term, Kanuuna was involved

- In regional youth work coordination steering group in South Karelia
- In Myötätuulta kotoutumiseen - Antirasistisia tekoja nuorisotyöhön (Fair wind to integration - Anti-racist actions in the youth work) project steering group
- In the steering group of the digital hospital youth work project
- In the steering group of the Peliliike project of the youth services of the city of Oulu
- In the working group on the inclusion of centres of expertise
- In the Church's Advisory Board for Education and Family Affairs
- In the youth work cooperation group (universities and colleges, sector operators)
- In the Young Culture advisory board
- In the steering group of Sports youth facilities survey and development project
- In the steering group of the work well-being project for youth workers

- In the steering group of the Future youth workers, places and environments project
- In the editorial board of Nuorisotyö (Youth work) magazine.

In addition to the above, Kanuuna's representatives participated in the inclusion theme group of youth work centres of expertise and in the Teatimes organised by the group. Kanuuna's representatives were also involved in the Teams meetings of the heads/directors of centres of expertise and in the Teams meetings of the communication personnel.

8 Functional bilingualism

In Kanuuna, efforts have been made to develop consideration of the Swedish language in everyday youth work (e.g. peer discussion group, materials, trainings), in campaigns aimed at youth workers, young people and decision-makers (e.g. surveys, campaigns, well-being at work) and in "structures" (representations, studies, discussing and influencing municipalities' various models and their foundations). Functional bilingualism has been Kanuuna's goal throughout the term. Progress towards the goal has been made as follows:

- The contact person for Kanuuna's Swedish-language operations was in regular contact with Folkhälsan.
- Kanuuna's Ungdomsarbete på svenska peer discussion group, led by a native Swedish-speaking youth worker.
- Joint meeting with Folkhälsan on promoting functional bilingualism was held in Lahti on 31 August 2022.
- 3 November 2022 Rundbordsdiskussion om tvåspråkighet / round table online event on bilingualism.
- The Ammattiaikuiset (Professional Adults) campaign website aimed at youth workers and the general public was implemented in Finnish and Swedish
- Information package for young people who are becoming independent at www.itsenaistyvanuori.fi was implemented in Finnish and Swedish.
- The survey aimed at young people with accompanying information was carried out in Finnish and Swedish.
- The survey about municipal youth work in Finland with cover letters was carried out in Finnish and Swedish.
- The well-being at work informational videos derived from the work well-being survey were subtitled in Finnish and Swedish.
- The criteria set for youth work with its additional components was translated into Swedish (and English).

9 Steering group, Digital services team and representatives from small municipalities

Steering group

Kanuuna's seven-person steering group is made up of members of the Leadership network. The steering group has permanent representation from Lahti, Helsinki, Oulu and Jyväskylä and three rotating members. Two of the changing members are from large, so-called Cannon (Kanuuna) cities, and one from the small municipalities. The steering group planned and coordinated Kanuuna's activities together with the network manager and other personnel.

The steering group until the end of the centre of expertise term 2023 included: Katariina Soanjärvi from Jyväskylä (Chair) Jouni Kivilahti from Lahti, Marjut Nurmivuori from Oulu, Mikko Vatka from Helsinki, Nina Jorkama from Porvoo, Pia Fraktman from Kokkola and Mirja Karppinen from Kaarina.

The steering group 2022–2023 included: Katariina Soanjärvi from Jyväskylä (Chair) Jouni Kivilahti from Lahti, Merja Nordling from Espoo, Marjut Nurmivuori from Oulu, Mikko Vatka from Helsinki, Nina Jorkama from Porvoo and Pia Fraktman from Kokkola.

The steering group 2021–2022 included: Katariina Soanjärvi from Jyväskylä (Chair), Jouni Kivilahti from Lahti, Merja Nordling from Espoo, Marjut Nurmivuori from Oulu, Mikko Vatka from Helsinki, Nella Sepänheimo from Rovaniemi, Nina Jorkama from Porvoo and Sampo Anttila from Vihti.

The steering group 2020–2021 included: Katariina Soanjärvi from Jyväskylä (Chair) Jouni Kivilahti from Lahti, Merja Nordling from Espoo, Marjut Nurmivuori from Oulu, Mikko Vatka from Helsinki, Annina Lehtiö-Vainio from Turku, Nella Sepänheimo from Rovaniemi, Sampo Anttila from Vihti and Anne Kihlman from Mäntsälä.

Digital services team

The Digital services team was set up by the Leadership network and its expert members were initially selected at the Theme Seminar in 2014. The team's task is to support the digitalisation of municipal youth work. The team made an annual action plan and reported on its progress to Kanuuna's steering group. The Digital services team participated in the activities of the Leadership network and worked with the Assessment and documentation network.

Digital services team included: Kimmo Hölkki from Lappeenranta. Jarmo Laitinen and Marko Tiusanen from Oulu and representatives of Kanuuna personnel.

Representatives of small municipalities

The representatives of small municipalities are responsible for youth work in their own municipalities, who represented all small municipalities in their Regional State Administrative Agency region in the Kanuuna Leadership network. The representatives and their deputies are chosen by the small municipalities themselves.

Representatives of small municipalities elected in the last centre of expertise term

2023–2024

Southern Finland:

Sampo Anttila, Vihti

Pia Jaatinen, Siuntio (deputy representative)

Eastern Finland

Virpi Tuovinen, Puumala

Lapland

Anitta Jaakola, Ranua

Heidi Hietala, Muonio (deputy representative)

Southwestern Finland

Mia Konradsdal, Paimio

Western and Inland Finland

Ninja Sironen, Soini

Mira Marski, Orivesi (deputy representative)

Northern Finland

Sanna Mäyrä, Oulainen

2021–2023**Southern Finland:**

representative Sami Niskanen, Pyhtää

deputy representative Lassi Puodinketo, Hollola

Eastern Finland

representative Virpi Tuovinen, Puumala

deputy representative Mika Turkka, Pielavesi

Lapland

representative Anitta Jaakola, Ranua

deputy representative Heidi Pouttu, Muonio

Southwestern Finland

representative Mirja Karppanen, Kaarina

deputy representative Eetu Aaltonen, Merikarvia

Western and Inland Finland

representative Moona Rätty, Juupajoki

deputy representative Tiina Höylä-Männistö, Pietarsaari

Northern Finland

representative Sanna Mäyrä, Oulainen

deputy representative Eija Järvenpää, Suomussalmi (representative 1 Dec. 23 >)

10 Resources and personnel

Resources				
Operating year	2020–2021	2021–2022	2022–2023	2023–2024
Personnel expenses	261 842,28	357 580,42	324 181,50	
Premises expenses	10 416,21	12 885,33	14 577,46	
Purchased services	84 054,06	97 339,83	131 063,30	
Travel expenses	123,27	9 402,07	22 646,53	
Other expenses	16 124,87	15 079,25	24 454,53	Unknown
Total expenses	372 314,15 €	492 286,90 €	516 923,67 €	when writing this.

Kanuuna's personnel were always hired for fixed-term duties for one operating year at a time. In the period from 1 April 2020 to 31 March 2024, the following worked at Kanuuna:

Suvi Lappalainen, Network Manager from 1 April 2020 to 31 March 2024

Petra Göös, Communications Designer, from 1 April 2020 to 31 March 2024

Juha Leskinen, Planning Officer, from 1 April 2020 to 31 March 2024

Reetta Möller, Planning Officer, from 1 February 2021 to 31 March 2024

Riitta Mikkonen, Planning Officer, from 1 August 2022 to 31 March 2024

Riku Tähtinen, Planning Officer, from 17 October 2022 to 31 March 2024

Petra Mäki, Planning Officer, from 1 September 2021 to 8 January 2024

Nina Parviainen, Planning Officer (Nuoska) from 8 April 2021 to 31 March 2023

Sanni Ikävalko, Planning Officer, 3 January 2022 to 30 June 2022 (working hours 60%)

Reetta Tuominen, Project Coordinator, from 1 September 2021 to 31 March 2022

Emmi Piispanen, Project Coordinator, from 1 April 2021 to 23 August 2021

Anna-Kaisa Vihersalo, Planning Officer, from 13 August 2020 to 4 August 2021

Ulla-Riitta Moilanen, Planning Officer (Nuoska) from 10 August 2020 to 31 March 2021

Susanna Holopainen, Planning Officer, from 1 August 2020 to 30 November 2020

11 Final words

Kanuuna was founded in 2006 by a group of people responsible for youth work in their municipalities to support their own work. Kanuuna was not established because of the money to be sought, to secure the running of the project administration or to develop someone else's work, nor because of a need determined by some other party. Kanuuna was established to meet the needs of creators and those responsible for youth work in their municipalities.

At the very beginning, the work was ambitiously developed together with youth workers and researchers, and the first thematic networks were launched with the development projects. It was clear from the beginning that the best developers of youth work are those who do it and are responsible for it, who else? Since Kanuuna's funding was very small for the first ten years, about the salary of one regional coordinator per year, Kanuuna had only enough resources to work mainly with the 28 largest municipalities. Of course, for example, research publications, some events and websites with materials were available to everyone.

In autumn 2017, Kanuuna Leadership Network convened to decide on applying for a centre of expertise and possible tasks related to it. Applying to become a centre of expertise was especially supported by the increase in resources so that the operation could also be extended to small and medium-sized municipalities. The desire was to turn the urban youth work development network into a nationwide municipal youth work development network. Participation of all municipalities was deemed as important. Another important theme requiring resources was the development of the digitalisation of municipal youth work based on the needs and starting points of municipalities. Utilising digitisation, especially as a tool for assessment and development, was a strong goal. For years, a lot of work had been done with a large group to document and evaluate the data. In the autumn of 2017, the relationship between Centre of Expertise Programme (OSke) funding, which is strictly controlled by the state, and the network consisting of independent municipalities was seen as a challenge. Would the centre of expertise bring with it contradictions? As a centre of expertise, Kanuuna would implement the agreed on objectives. What would happen to the inclusion of the network members and the familiar operating methods? In autumn, the development targets for the coming year had always been decided together. As a centre of expertise, Kanuuna would implement the objectives set for the term. However, Kanuuna decided to apply for a centre of expertise, and with that status, the resources multiplied.

Municipal youth work is a municipal service that is implemented with approximately 85–90% of the municipality's tax money to meet the needs of the municipality and its citizens, in this case, especially its target group, the youth. It is not possible to build a "strategy" for the municipality's youth work from the outside. The administrative municipalities of the municipality and their services interpret the municipal strategy approved by the municipality's decision-makers, of course in accordance with the law, and so does youth work. Youth work in the municipality is responsible for its work to the municipality's citizens, who are represented by the municipality's democratically elected decision-makers.

The first centre of expertise term 2018–2019 got off to a good start. In the ministry, the tasks set by Kanuuna were modified only slightly to meet the objectives set by the ministry for the centre of expertise. We had a common cause and were satisfied with our role as a centre of expertise. The increased resources made it possible to expand operations to all municipalities in Finland. At the very beginning, we started to develop participation in Kanuuna's structures together with small municipalities. Of course, representatives of small municipalities know best how to get the voice and know-how of small municipalities involved in Kanuuna's activities. The term's major effort was the implementation and trainings of the documentation system Logbook, the groundwork for the current systems. In a short time, more than 1,000 youth workers were trained, and at the end of the term, there were more than 1,500 users.

The beginning of the second centre of expertise term from 2020 to 2024 was chaotic. The aim of the ministry was the coalitions of several actors. Centres of expertise are defined as a tool for the Ministry of Education and Culture's strategic guidance, but the guidance shone perfectly in its absence. The actors in the youth sector tried to get organised as best they could, but whenever the consortium was believed to be together, the activities were "controlled" by dropping or adding actors, and the gruelling resource negotiations started again. Centre of expertise tasks came as a given, and one actor and one task were dropped just before the finish line. Goals, result expectations, measures and indicators were confusing to say the least. However, interpretations of the tasks were formed among the actors, and the interpretations were approved and practically moved forward. The centre of expertise model favours large players in the youth sector and educational institutions with a solid state aid base. In that case, centre of expertise activities are only often a small part of the operator's whole. Transition phases or interim periods are not so crucial. The existing administrative structure, which is maintained with various grants, enables operations to start even after breaks. For Kanuuna, managed by the city of Lahti, this is not possible without the money used for the activity being taken away from the young people of Lahti. So the operations as Kanuuna will end on 31 March 2024.

In the second term, many activities revolved in one way or another around Kyllin hyvä youth work assessment package. This was a natural development, the foundation of which was already years behind. The requirement definition for the enterprise resource planning information system of youth work and the iron wire model both prepared by Kanuuna are the background of both the statistical system nuoDo and the city of Oulu's enterprise resource planning information system Kompassi (Compass). The collecting of quantitative data using jointly agreed on rules of the game is one part of municipal youth work evaluation and data production, but, as such, it is separate. The challenge of youth work has been defining and verbalising the work. In the operation of Kanuuna's various networks, the work service plan of youth work, or NUPS, has been under review since 2016, as well as the experiences of the municipalities that implemented the NUPS process. We wanted to make it possible for as many municipalities as possible to implement the NUPS process. All aspects of the Kyllin hyvä youth work are based on the youth work relational theory, as well as the survey aimed at the young people participating in the activity, the citizen survey and the quality criteria for youth workers completed during the term. The Kyllin hyvä youth work assessment package has already been a great success story so far, and it will continue both domestically and internationally. The number of users speaks for itself. The enterprise resource planning information system Kompassi (Compass) has already piloted a survey of those participating in the activity. In the future, municipalities using Kompassi in Finland and Europe will be able to use the system not only to collect quantitative data, but also to carry out surveys and self-assessments, and to jointly agree on combining the data into a good enough (kyllin hyvä) key figure. All of Kanuuna's materials are also given over to nuoDo.

Has Kanuuna used its centre of expertise resources to run its basic operations? No, the simple answer is no. Kanuuna's structure has been utilised by its co-implementers and municipal youth services. There is no other structure in Finland that can reach almost the entire field of municipal youth work and a large number of other actors in the field. In addition to the municipalities, during the last centre of expertise term, approximately 140 other actors in the field took advantage of Kanuuna's structure, events and communication. Networks and groups have enabled joint development, inclusion and the field's voice to be listened to and heard. There is no need to implement joint development work, since the actors have already committed to it during the process.

An association for municipal youth work has been established at the end of 2023. Municipal youth work development network Kanuuna would have hoped for a small amount of funding from the ministry, for example the annual salary of two regional coordinators, for the activities of the transitional period.

It takes time before the activities of an association starting from scratch get up to speed. All of us from Kanuuna wish patience and success for the association. You have an important mission.