

"Talent Development of young people"

Approach to "*talent development*" concept as a tool for community work with young people.

Antonio Alcantara Alcantara

The concept of "**Talent Development**" is developed in different cities in the Netherlands from projects aimed at "developing talent" from and to young people with the intent to **promote social participation, empowerment and active citizenship**, especially the of those with fewer opportunities.



Member of rap group from New Arts Project from the city of Arnhem

Input is important to define who is "talent" as it is a term that can have different interpretations. The concept underlying talent refers to special skills that all people have that element that we are good, we can develop and can become a way to express ourselves. They are not intended to reach the "Top Talent". This is not to be a big star.

A method with different steps:

- The first is the work **from the person** who reinforced his self, and increases their self-esteem and empowers the person to be a participant in their reality;
- The second is the acquisition of **social skills** through the group activities that encourage cooperation. This will put the person in contact with their environment by promoting social inclusion;
- The third step is to **move the group to the community** through social participation and active citizenship. To intervene in and transform society.

It comes to acquiring tools to be aware of surroundings and work cooperatively to improve it.



Van for sports activities on the streets of the city from Leiden

But how practical is the development of young talent?

They are different tools for its realization. Projects using sport, art or other media elements such as imaginative work.

They are good examples of experiences such as the Foundation [Jongerenwerk Jeugd-Midden-Holland](#) at the city of Leiden that uses sport, the organization [Divers](#) working with music, dance and football at the city of Den Bosch, the project [New Arts](#) linking youth centers in 6 cities across the street art as a means of expression understood youth, and [The Colour Kitchen](#) that by the culinary art form and includes in the world of catering to young people with difficulties in accessing the labor market. The [Netherlands Youth Institute](#) is working on developing the theoretical framework of this concept through the work of professionals such as [Mireille Unger](#) and [Irma Vaan Hoorik](#) in coordination with [Maike Koojimanan](#) of [Social Studies University](#) have conducted research studies, some of them published as a book " [Battle without a fight](#) "(2009), providing a field literature lacks it.

All these projects maintain a philosophy and method of working with many elements in common. Some of them are:



Poster given at a Youth Worker Divers made by participants of the Festival of Young Talent from the city of Den Bosch

Most are **managed by youth associations and foundations** in some cases have owned buildings, equipment, materials, support staff and great management (recognition and funding).

Work is in **youth centers, community facilities and the street**. The "youth workers" (youth workers) are in the neighbourhood and some have grown into the project. Use the idea of "ROLS models". The older they become models of action of the younger. They try to give young people a tool to do the activities they want and this by itself. They perform a range of activities to be consumed. Its main idea is "**from the young for the young**".

Its purpose is educational and social. They emphasize the process, learning and skill building. This is not to be the best singer or footballer the important is the teamwork. If someone in the future, as has past, professional footballer will be happy but it is not their goal.

They try to **create inclusive spaces**. Not segregated spaces where young people "normalized" and at-risk youth to share and grow together. Being able to learn everybody from everybody.

To do this they have in mind that the "**network**" is absolutely necessary. The different actors working in the same area they do together. Educators, associations, schools and institutions.

Create community in a conscious and sustained every day to respond creatively their problems.



Culinary Arts for inclusion in the labor market from the city of Utrecht

Interestingly, the frame being generated in the Netherlands based on the concept of "Talent Development" where practices are framed, performed for many **years, now beginning to be evaluated** allowing you to see more clearly the benefits to individuals and society. His main issue is to empower youth and their community from elements of motivation with the ability to be a means of expression based on creativity.

In our land (Catalunya) are everyday experiences how are you well for many years. In Nou Barris are clear examples. The pairs of young ([Roquetes](#) , [Prosperitat](#) i [Guineueta](#)), the [Ateneu Popular 9Barris](#) , or [association football Babar](#) among many others, [Fundation Marianao](#) in Sant Boi or network [Artibarrri](#) umbrella many projects art for social transformation. These projects do **not have sufficient institutional support** (resources and recognition) **or with the necessary literature** (studies, surveys, books) that can generate a unifying theoretical framework.

This article has been prepared to undertake training from ["Study Visit: Talent Development of Disadvantaged young people in urban areas"](#) 12 to December 16, 2011 in Utrecht (Netherlands) with the presence of 25 professionals from across Europe.

Antonio Alcantara Alcantara

Social Circus and Training Area at Ateneu Popular 9Barris

formacio@ateneu9b.net // www.ateneu9b.net

jeselito@gmail.com // <http://educaciotransformadora.wordpress.com>