

## Europass Curriculum Vitae



### Personal information

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**E-mail** helmut.fennes@gmx.net  
**Nationality** Austrian  
**Date of birth** 4.2.1954  
**Gender** Male

**Desired employment / Occupational field** (remove if not relevant, see instructions)

### Work experience

**Dates** Since 3 October 2005  
**Occupation or position held** Researcher and lecturer (Wissenschaftlicher Mitarbeiter; Universitätsassistent)  
**Main activities and responsibilities** Researcher and Lecturer within the Chair „Education and Generation“, in particular in the fields of non-formal and informal learning with special emphasis on comparative international youth and adult education as well as citizenship education; in this respect, involved in founding the research centre “Education – Generation – Life-course” at the Institute of Educational Science;  
 Responsible for the international activities of the Institute between 2005 and 2008, including as Erasmus coordinator; coordinating the development of an international profile of the Institute, including initiation, conceptualisation, development, fundraising and implementation of international/multilateral research projects and networks;  
 Coordination of the work related to these projects, including the coordination and training of the respective staff members, as well as general management tasks.  
**Main research projects:**

- Stocktaking Study On Lifelong Learning For Democratic Citizenship Through Adult Education – LLL-EDC Study (2006 – 2008)
- International Civic and Citizenship Education Study in Austria (2007 – 2010)
- Evaluation of the YOUTH Programme in Austria (2007)
- Research-based Analysis and Monitoring of the Youth in Action Programme (2007 – 2013)
- European Knowledge Centre for Youth Policy (2008)
- Learning to Learn (2008 – 2010)
- MA European Youth Studies (2009 – 2011)

**Name and address of employer** University of Innsbruck, Institute of Educational Science  
 Innrain 52, 6020 Innsbruck  
**Type of business or sector** Education, University

Dates	March to July 2005
Occupation or position held	Lecturer
Main activities and responsibilities	Lecturing "New approaches to pedagogic design – project management and qualification in the non-formal education sector" for students of pedagogy specialising on Education – Generation – Lifecourse.
Name and address of employer	University of Innsbruck, Institute of Educational Science Innrain 52, 6020 Innsbruck
Type of business or sector	Education, University
Dates	July 2011 to August 2004
Occupation or position held	1. Programme and Training Administrator (2002/2003) 2. Acting Executive Director of the European Youth Centre (EYC) Strasbourg (2003/2004) 3. Head of the European Youth Foundation (2001/2002)
Main activities and responsibilities	ad 1. Head of the educational team of the EYC Strasbourg: conceptualising, supervising and evaluating the educational activities, including as course director and/or trainer; coordination of planning the annual programme of the Directorate (approx. 100 projects/year); contributing to the formulation of youth policies; head of public relations and publications of the Directorate. ad 2. Head of education and management of a European educational centre hosting annually around 70 larger activities (3 to 10 days each), 75 beds, 10 seminar rooms, cafeteria. Responsibility for the programme, administration, facilities and personnel (approx. 20 staff members); coordination of personnel tasks for the Directorate (60 staff members). ad 3. Management of grants to European youth projects (300 Projects, € 2,7 Mill.): assessment of applications according to pedagogic quality criteria and participation of young people; evaluation of project reports; financial administration of funding accounts and resources.
Name and address of employer	Council of Europe, Directorate for Youth and Sport, Strasbourg, France
Type of business or sector	Intergovernmental Organisation with a focus on human rights, pluralist democracy and rule of law. Priorities of the youth sector: youth policy development, non-formal youth education/training; youth research as well as cooperation between governmental and non-governmental youth structures in Europe.
Dates	September 1991 to June 2001
Occupation or position held	Managing Director and Trainer/Educator
Main activities and responsibilities	Planning and monitoring the programme of the association; conceptualising, planning and partly practical implementation and evaluation (in terms of content, methodology and organisation) of European educational projects in the field of formal and non-formal education (in the area of continuing education and training for teachers and in non-formal youth education, with a focus on intercultural and international education): Contributing to the conceptualisation of educational programmes for young people and adults in Austria and at European level. Head and trainer of numerous educational activities. Setting up and heading the National Agencies "Youth for Europe", "European Voluntary Service" and "YOUTH" between 1993 and 2001. In this context, contributing to the development of EU-Youth Programmes at European level and in Austria. Management tasks (financial management – annual turnover € 700.000 and administration of public funds up to € 1 Mill./year; personnel management – 10 employees and numerous freelancers).
Name and address of employer	Interkulturelles Zentrum/Intercultural Centre, Lindengasse 41/10, 1070 Wien, Austria
Type of business or sector	NGO with focus on intercultural and international education.

Dates	September 1979 to August 2001
Occupation or position held	Secretary General/managing director from March 1980; until then responsible for the development of innovative exchange programmes.
Main activities and responsibilities	<p>Management tasks (financial and personnel management)</p> <p>Planning and monitoring the programme of the association (exchanges of pupils with family stays abroad for 3 to 12 months); preparation, guidance, counselling, orientation and follow-up of exchange participants and their host families, in particular in view of the intercultural context; development and implementation of respective concepts. Annually approx. 250 exchange participants and families.</p> <p>Development of concepts and material for the pedagogic preparation, guidance and follow-up of actors in exchange projects; development of educational material "intercultural learning in schools"; conceptualising and implementing (including as trainer) respective training seminars for teachers.</p> <p>Development of new exchange programmes aimed at intercultural learning (new target groups, new exchange models – e.g. teacher exchanges, young workers exchanges).</p>
Name and address of employer	AFS Austauschprogramme für interkulturelles Lernen, Maria-Theresien-Strasse 9, 1090 Wien, Austria
Type of business or sector	NGO with focus on intercultural pupil- and youth exchange

## Education and training

Dates	September 1960 to July 1964
Title of qualification awarded	Volksschulabschluss – primary school
Principal subjects/occupational skills covered	General education
Name and type of organisation providing education and training	Volksschule Mülln, Salzburg
Level in national or international classification	1
Dates	September 1964 bis Juni 1972
Title of qualification awarded	Matura/diploma of upper secondary school)
Principal subjects/occupational skills covered	General education with a focus on music and arts
Name and type of organisation providing education and training	2. Bundesgymnasium Salzburg (Allgemeinbildende höhere Schule)
Level in national or international classification	2 and 3
Dates	September 1970 to July 1971 (exchange year during 11th grade)
Title of qualification awarded	US High School Diploma
Principal subjects/occupational skills covered	General education
Name and type of organisation providing education and training	Madison High School, New Jersey, USA
Level in national or international classification	3
Dates	October 1972 to June 1977
Title of qualification awarded	Diplom Ingenieur der Technischen Mathematik (engineer of applied mathematics)
Principal subjects/occupational skills covered	Mathematics, natural sciences
Name and type of organisation providing education and training	Technische Universität Wien
Level in national or international classification	5
Dates	October 2006 to November 2009
Title of qualification awarded	Doctorate of Philosophy
Principal subjects/occupational skills covered	Educational Science
Name and type of organisation providing education and training	Alpen-Adria-Universität Klagenfurt
Level in national or international classification	6

**Personal skills and competences**

Mother tongue(s) German

Other language(s)

Self-assessment

European level (\*)

**English**

**French**

Understanding				Speaking				Writing	
Listening		Reading		Spoken interaction		Spoken production			
C2	Proficient User	C2	Proficient User	C2	Proficient User	C2	Proficient User	C2	Proficient User
B1	Independent User	B1	Independent User	B1	Independent User	B1	Independent User	B1	Independent User

(\*) [Common European Framework of Reference for Languages](#)

Social skills and competences

- Communication competence (30 years experience as a trainer, educator and head in different organisational structures; lecturer, editor and writer, including in academic and educational as well as in PR contexts)
- Team competence, acquired and further developed in teamwork over 30 years, including in intercultural and international contexts.
- Intercultural competence, acquired through working in multicultural group and contexts since more than 30 years as well as through stays abroad (one year as a pupil in the USA; 3 years work in France; extended travels in Africa, Asia and Latin America)

Organisational skills and competences

- Leadership competence (more than 20 years as general manager; 3 years leading organizational units in the Council of Europe; many years as board member in NGOs active in international contexts).
- Strategic competence
- Project management competence (30 years of experience in developing implementing and evaluating projects, developing funding applications and reporting)
- Cooperation with public authorities at regional, national and international levels
- Organisational development competence (general manager in two NGOs, founder of three NGOs).
- Personnel management competence (head of up to 25 staff members)
- Financial management competence (budgeting, controlling, accounting, financial administration of grants and public funds – up to € 3 Mill. annually).
- ICT development and management

Technical skills and competences

Non-formal, intercultural and citizenship education competence

- Theoretic-conceptual description of educational approaches, concepts and methods Development, planning, implementation and evaluation of non-formal, intercultural and citizenship educational processes, methods, projects and programmes, in particular in international/multicultural settings/contexts (see work experience)
- Non-formal and intercultural educational work in conflict situations and regions, in particular in the Middle East (Israel and Palestine) using project work and theatre pedagogy as methods.
- Educational and social research competence, with a special focus on qualitative and quantitative methods in empirical research (see education/training and work experience)

Computer skills and competences

Temp

- General ICT skills and application since 1970 (the in a US High School, from 1972 at the university); PC application since 1983 (see education/training and work experience)
- Competent use of Microsoft Office Programs (Word, Excel, Access, Outlook, PowerPoint), Web browsers, DTP software, online survey software etc.

Artistic skills and competences

Music (violin, flute, saxophone, vocals): secondary school specialised on music and arts; studying violin at the University Mozarteum, Salzburg); practice in orchestra and choir.

Theatre: training in Forum Theatre and invisible theatre; streaming theatre

Film and photography: one year studies at the film academy Vienna

Other skills and competences	Alpine competences: practice since early childhood Paragliding (training in 1997 and 2004)
Driving licence	Category A and B in Austria
<b>Additional information</b>	Include here any other information that may be relevant, for example contact persons, references, etc. (Remove heading if not relevant, see instructions)
<b>Annexes</b>	List any items attached. (Remove heading if not relevant, see instructions)

# Appendix

## Teaching at university

- Neue Ansätze zum pädagogischen Design – zum Projektmanagement und zur Qualifizierung im nicht-formalen Bildungssektor / New approaches to pedagogic design – on project management and qualification in non-formal education (2005)
- Modelle und Methoden interkulturellen Lernens / Models and methods for intercultural learning (2005/2006)
- Politische Konflikte und Chancen interkulturellen Lernens / Political conflicts and opportunities for intercultural learning (2006)
- Kompetenzentwicklung im Kontinuum zwischen formaler, nicht-formaler und informeller Bildung / Competence development in the continuum between formal, non-formal and informal education (2006/2007)
- Nicht-formale Bildung für demokratische BürgerInnenschaft / Non-formal education for democratic citizenship (2007)
- Nicht-formale Jugendbildung für demokratische BürgerInnenschaft / Non-formal youth education for democratic citizenship (2007/2008, 2008)
- Erwachsenenbildung im Kontext lebenslangen Lernens / Adult education in the context of lifelong learning (2007/2008)
- Young Adulthood (2008)
- Nichtformale Jugendbildungspraxis als jugendpolitische Umsetzungsstrategie / Non-formal youth education – putting youth policy into practice (2008/2009, 2009/2010)
- Lehren und Lernen – Angebotsspektrum / Teaching and Learning – the spectrum of provision (2009, 2010, 2011)
- Lernen für das Leben: Grundprinzip und Schlüsselkompetenz / Learning for Life – Principle and Key Competence (2010/2011)

## Research

- Lifelong Learning for Education for Democratic Citizenship through Adult Education (2006-2007): research project funded through the EU programme Socrates (Grundtvig Action) with research partners in nine European countries)
- Evaluation of the EU-Programme YOUTH in Austria (2007)
- Research-based Analysis and Monitoring of the Youth in Action Programme in Austria (2007 to 2013)
- Competence Development as Workplace Learning (research seminar 2006): research project in the framework of the ASEM LLL Research and Education Hub with research partners in eight European and Asian countries
- International Civic and Citizenship Education Study – ICCS (2007 to 2010): an international study in 36 countries
- Learning to Learn (2008 to 2010): research project in six European countries funded within the EU Programme Lifelong Learning (Grundtvig Action)
- European Knowledge Centre for Youth Policy (2008): research project funded by the Partnership between the Council of Europe and the European Union in the youth field
- Research-based analysis and monitoring of Youth in Action (2008 to 2013): research project on the effects of the EU-Programme Youth in Action with research partners in 15 European countries
- Master's Degree European Youth Studies – M.A. EYS (2009 to 2011): project funded within the EU Programme Lifelong Learning (Erasmus) aimed at the development of a European Master's Degree Programme

Involvement in the development of funding applications for research projects which were supported with a total of more than € 570.000 (share of the Institute of Educational Science of the University of Innsbruck).

Involvement in the Research Centre 'Education – Generation – Life-course at the University of Innsbruck.

## Publications

- Bron, M., & Fennes, H. (2007). Adult Education for Democratic Citizenship. Transnational Analysis of Practices. Danmarks Pædagogiske Universitetsskole, Aarhus Universitet. Retrieved from <http://www.dpu.dk/everest/Publications//sites/default/files/practice/20080108131655/currentversion/transnational%20analysis%20of%20educ%20practices%20berlin%2020071216.pdf>
- Chisholm, L., & Fennes, H. (2007). Das Internationale wird Standard. Das EU-Aktionsprogramm JUGEND (2000-2006): Evaluierung der Umsetzung in Österreich. Bundesministerium für Gesundheit, Familie und Jugend.
- Chisholm, L., & Fennes, H. (2008). Lernen in der zweiten Moderne: neue Zusammenhänge denken und erkennen. In M. Schratz & P. Resinger (Eds.), *Schule im Umbruch* (pp. 165-186). Innsbruck: Innsbruck University Press.
- Chisholm, L., Fennes, H., & Hagleitner, W. (2009). *Was bewirkt Jugend in Aktion in Österreich? Wissenschaftliche Begleitung: Synthesebericht 2009*. Innsbruck. Retrieved from [http://homepage.uibk.ac.at/~c603207/dokumente/JIA\\_WB\\_Bericht\\_20100208final.pdf](http://homepage.uibk.ac.at/~c603207/dokumente/JIA_WB_Bericht_20100208final.pdf)

- Chisholm, L., Fennes, H., & Hagleitner, W. (2010). *Was bewirkt Jugend in Aktion in Österreich? Wissenschaftliche Begleitung: Ergänzungsbericht 2009*. Innsbruck. Retrieved from [http://homepage.uibk.ac.at/~c603207/dokumente/JiA\\_WB\\_Ergaezungsbericht2009\\_20110831\\_TB.pdf](http://homepage.uibk.ac.at/~c603207/dokumente/JiA_WB_Ergaezungsbericht2009_20110831_TB.pdf)
- Chisholm, L., Fennes, H., & Spannring, R. (2007). Competence development as workplace learning in Asia and Europe: Introduction. In L. Chisholm, H. Fennes, & R. Spannring (Eds.), *Competence development as workplace learning* (pp. 9-17). Innsbruck: Innsbruck University Press.
- Chisholm, L., Fennes, H., Hagleitner, W., & Gadinger, S. (2011). *Was bewirkt Jugend in Aktion in Österreich? Wissenschaftliche Begleitung: Zusammenfassung der Ergebnisse 2007 - 2009*. Innsbruck. Retrieved from [http://homepage.uibk.ac.at/~c603207/dokumente/JiA\\_WB\\_Zusammenfassung\\_2007\\_2009.pdf](http://homepage.uibk.ac.at/~c603207/dokumente/JiA_WB_Zusammenfassung_2007_2009.pdf)
- Chisholm, L., Fennes, H., Karsten, A., & Reich, K. (2009). Learning to Learn - a Method in Action. Literature Review. Synthesis Report. Retrieved from [http://www.learning2learn.eu/index.php?option=com\\_phocadownload&view=category&id=3:theory&Itemid=2](http://www.learning2learn.eu/index.php?option=com_phocadownload&view=category&id=3:theory&Itemid=2)
- Chisholm, L., Fennes, H., Karsten, A., & Reich, K. (2010). Learning to Learn - a Method in Action. Research Synthesis Report. Retrieved from [http://www.learning2learn.eu/index.php?option=com\\_phocadownload&view=category&id=3:theory&Itemid=2](http://www.learning2learn.eu/index.php?option=com_phocadownload&view=category&id=3:theory&Itemid=2)
- Fennes, H. (1995). A Framework for Teacher Training for School Links and Exchanges. Council of Europe.
- Fennes, H. (2007a). Austrian Policies on Education for Democratic Citizenship. Danmarks Paedagogiske Universitetsskole, Aarhus Universitet. Retrieved from [http://www.dpu.dk/everest/Publications//subsites/lllx2dedc/policy%20reports/20071213140341/currentversion/austrian\\_policies\\_on\\_edc\\_20071126.pdf](http://www.dpu.dk/everest/Publications//subsites/lllx2dedc/policy%20reports/20071213140341/currentversion/austrian_policies_on_edc_20071126.pdf)
- Fennes, H. (2007b). Council of Europe Policies on Education for Democratic Citizenship. Danmarks Paedagogiske Universitetsskole, Aarhus Universitet. Retrieved from [http://www.dpu.dk/everest/Publications//subsites/lllx2dedc/policy%20reports/20071029142622/currentversion/council\\_of\\_europe\\_policies\\_on\\_edc\\_20071020\\_final.pdf](http://www.dpu.dk/everest/Publications//subsites/lllx2dedc/policy%20reports/20071029142622/currentversion/council_of_europe_policies_on_edc_20071020_final.pdf)
- Fennes, H. (2007c). Adult Education for Democratic Citizenship in Austria. Research Review. Danmarks Paedagogiske Universitetsskole, Aarhus Universitet. Retrieved from [http://www.dpu.dk/everest/Publications//subsites/lllx2dedc/research/20071213131747/currentversion/research\\_review\\_austria\\_20071024.pdf](http://www.dpu.dk/everest/Publications//subsites/lllx2dedc/research/20071213131747/currentversion/research_review_austria_20071024.pdf)
- Fennes, H. (2007d). Adult Education for Democratic Citizenship. Practices Analysis – Austria. Non-violence training course. Danmarks Paedagogiske Universitetsskole, Aarhus Universitet. Retrieved from [http://www.dpu.dk/everest/Publications//subsites/lllx2dedc/practice/20080711100746/currentversion/lllx\\_edc\\_compendium\\_aut\\_2\\_20080708.pdf](http://www.dpu.dk/everest/Publications//subsites/lllx2dedc/practice/20080711100746/currentversion/lllx_edc_compendium_aut_2_20080708.pdf)
- Fennes, H. (2007e). Adult Education for Democratic Citizenship. Practices Analysis – Austria. Intercultural competence course. Danmarks Paedagogiske Universitetsskole, Aarhus Universitet. Retrieved from [http://www.dpu.dk/everest/Publications//subsites/lllx2dedc/practice/20080711100508/currentversion/lllx\\_edc\\_compendium\\_aut\\_1\\_20080630.pdf](http://www.dpu.dk/everest/Publications//subsites/lllx2dedc/practice/20080711100508/currentversion/lllx_edc_compendium_aut_1_20080630.pdf)
- Fennes, H. (2009). *Not yet grown up: Adult citizenship education in Austria*. Klagenfurt.
- Fennes, H., & Hapgood, K. (1997). *Intercultural Learning in the Classroom – Crossing Borders*. London: Cassell.
- Fennes, H., & Otten, H. (2008a). Qualität, Professionalität und Kompetenz für nicht-formale Bildung und Training im Kontext europäischer Jugendarbeit. Jugend für Europa. Deutsche Agentur für das Programm JUGEND IN AKTION. Retrieved from [http://www.jugendfuereuropa.de/downloads/4-20-1212/Studie\\_10\\_end.pdf](http://www.jugendfuereuropa.de/downloads/4-20-1212/Studie_10_end.pdf)
- Fennes, H., & Otten, H. (2008b). Quality in non-formal education and training in the field of European youth work. Retrieved from <http://www.salto-youth.net/download/1615/TrainingQualityandCompetenceStudy.pdf>
- Fennes, H., FINDER, G., & Teutsch, R. (1996). Internationale Schulpartnerschaften. Ein Leitfadens. Bundesministerium für Unterricht und kulturelle Angelegenheiten.
- Fennes, H., Gruber, B., Larcher, D., Radnitzky, E., & Wintersteiner, W. (1993). *Grenzübergänge*. Wien: Bundesministerium für Unterricht und Kunst.

## Publications under way

- Fennes, H., Hagleitner, W., & Helling, K. (2011). Research-based Analysis of Youth in Action. Results from the first series of surveys with project participants and project leaders between October 2009 and June 2010. Transnational analysis.
- Chisholm, L., Fennes, H., Hagleitner, W. (2011). Was bewirkt ‚Jugend in Aktion‘ in Österreich? Wissenschaftliche Begleitung: Synthesebericht 2010.

## Educational activities and projects

### Activities within the framework of the youth programmes of the European Union

Conceptual development and implementation of various seminars in Austria for the National Agencies of 'Youth for Europe' and of the 'European Voluntary Service', in particular:

- Involving Youth Workers in the Youth for Europe Programme, 1996
- Keys to Quality – Preparation, Training and Support in the European Voluntary Service, 1998
- Training for European Youth Projects, 1999

### International educational activities

- Development and implementation of the long-term training course *"Advanced Training for Trainers in Europe"* (2001 to 2003, 5 seminars, practice projects of the trainees, mentoring, peer groups etc.)
- Development and implementation of the long-term training course *"Training of Trainers for European Youth Projects"* (three one-week seminars in 1999/2000).
- Development and implementation of a youth theatre project *"youth/art/peace/network"* with participants from Austria, Ireland/Northern Ireland, Israel and Palestine in 1999 (one 10-day seminar in Austria, one 10-day Seminar in Israel and Palestine, both including public presentations of theatre performances developed by the participants).
- Beteiligung an der Entwicklung des *"European Secondary School Exchange"* des Europarats (Seminar in Budapest im Juni 1998).
- Development and implementation of the training course *"Dealing with Conflicts – Approaches to Conflict Resolution"* between 1996 and 1998 involving youth leaders from Europe, Israel and Palestine (one seminar in Austria, one seminar in Israel and Palestine, four follow-up projects organised by the participants, international leadership team).
- Development and implementation of the seminar *"Euro-Mediterranean Youth Co-operation"* for 30 youth leaders from Mediterranean and European countries aimed at developing Euro-Mediterranean youth projects (1996).
- Development and implementation of the long-term training course for youth workers *"Intercultural Learning in Youth Exchanges"* (3 one-week seminars in Austria, Slovakia and Hungary in 1996; international leadership team).
- Development and implementation of the *"Europa-Jugend-Universität" / "European Summer University"* in Austria in co-operation with the Austrian Ministry of Youth between 1993 and 1996 (international one-week seminars for young people on various European topics).
- Development and implementation of the long-term training course *"Teacher Training for School Links and Exchanges"* (1994/1995; three one-week seminars for teacher trainers from all over Europe).
- Involvement in the "Network for School Links and Exchanges" of the Council of Europe (School and Out-of-School Division); participation in the network work meetings (Italy/1992, Warsaw/1995, Dubrovnik/1996). Member of a working group which worked on the "Framework for Teacher Training for School Links and Exchanges" published by the Council of Europe (see publications).
- Involvement in a series of seminars organized by EFIL (European Federation for Intercultural Learning) and funded by the Youth Directorate of the Council of Europe, i.e. *"Three Month Intercultural Exchanges for Secondary School Students"* (1984), *"Intercultural Learning Materials – a Tool to School Curricula"* (1987), *"Cultural Literacy and Intercultural Communication"* (1981) und *"Common Values for Humankind"* (1985).

### Voluntary activities

- Since 2007: member of the board of directors of the international association United for Innovation and Quality in Education – UNIQUE
- 1989 to 1991: member of the board of directors of EFIL, European Federation for Intercultural Learning
- 1987: founding member of Interkulturelles Zentrum / Intercultural Centre and member of the board of directors from 1987 to 1991
- 1972 to 1979: member of the board of directors of AFS, Austauschprogramme für interkulturelles Lernen