

core competencies
for youth work



SAMPLE PAGES

As in the companion books A Guided Tour of Youth Development and The Handbook for Positive Youth Outcomes, Networks for Youth Development is again linking theory to practice. Youth practitioners have identified the essential competencies necessary to ensure that a high-quality professional service meets the changing needs of young people. Continual education, training and organizational support of youth workers is essential for developing, supporting and sustaining these competencies.

We hope this book will serve as a guide and help you define and strengthen the work you do.

*Alianza
Dominicana
Children's Aid
Society*

*The Door
Fund for the
City of New
York*

Phipps CDC

*Project Reach
Youth*

*Chinatown
YMCA*

*Good Shepherd
Services*

*Stanley M.
Isaacs
Neighborhood
Center*

Program Development

Knowledge of Youth Development Framework

- Foster youth participation
- Focus on young person's strengths
- Maintain continuity and consistency
- Model healthy behavior
- Involve youth in own planning (setting goals)
- Display high expectations of all youth regardless of social address
- Be aware of all aspects of a young person's life

Has patience • Has fun with kids • Has respect • Is friendly

Is understanding • Helpful • Has a sense of humor • Communicates effectively • Doesn't

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Knowledge of Agency Mission

- Make sure activities are consistent with mission
- Ensure interactions with youth reflect mission
- Translate mission to others you work with including youth, staff and families
- Understand how agency mission relates to your own
- Articulate the connection between agency mission and program practice

Knowledge of Organizational Policies & Procedures in Regards to Youth

- Apply rules consistently

Special • Has street smarts • Practices

- Set appropriate boundaries
- Develop activities that are consistent with agency policy
- Use emergency protocol appropriately
- Use appropriate mechanisms for grievances
- Share information with youth so that they can advocate for themselves within agency

Knowledge of Adolescent Developmental Stages

- Understand cognitive, social, physical, and emotional development as it pertains to targeted age-group
- Structure developmentally appropriate activities

Trustworthy • Helpful • Intelligent • Nice • Funny

What he practices • Gives positive advice • Knows

SAMPLE PAGES

- ▶ Give age-appropriate information
- ▶ Address issues of sexuality as it relates to developmental stages

Ability To Foster Youth Empowerment

- ▶ Share appropriate authority and responsibility
- ▶ Help youth identify strengths
- ▶ Understand the value of youth voice/input
- ▶ Advocate for youth participation
- ▶ Include youth voice in decision-making
- ▶ Acknowledge and celebrate efforts
- ▶ Create challenges for youth