

PROPOSED CORE COMPETENCIES OF YOUTH WORKERS AND VOLUNTEER YOUTH WORKERS IN SINGAPORE

Developed By Whom	Core Competency 1	Core Competency 2	Core Competency 3	Core Competency 4	Core Competency 5	Core Competency 6	Core Competency 7	Core Competency 8
Proposed Youth Worker Core Competencies by Core Competency Workgroup, 2005	Resources to Youths				Resources to Family	Resources to the Community	Resources to Organisations	
	Stages of Development for Youths Knowledge on the developmental stages and issues experienced by youths	Mentoring and Engaging Youths Ability to mentor and engage youths and be a positive role model to them	Managing Behaviour - Intervention Skills in managing behaviour and providing appropriate intervention	Facilitation and Group Work Skills in managing group dynamics and conducting groupwork effectively	Family Engagement - Cares, involves and works with the families of youths Ability to engage families in the overall intervention plan for youths	Community Engagement - Works with Community Leaders, Groups and Citizens on Behalf of Youth Knowledge and ability to engage community partners through effective collaborations to provide systemic solutions to the youths	Programme Development - Planning, Implementing and Evaluating Skills in programme development (planning, implementing and evaluating programmes) to enable the organisation to implement effective programmes to serve the needs of youths	Professionalism A sense of professionalism and ethical practice to uphold the integrity and reputation of the organisation
a) Articulates and understands stages of youth development b) Understands and is aware of youth culture and behaviour c) Awareness of all aspects of a young person's life d) Keeps up to date on current youth trends and issues e) Applies fundamentals of positive youth development f) Applies theoretical knowledge on risk and protective factors	a) Models, demonstrates and teaches positive values, positive thinking, as well as social and emotional competencies b) Develops and maintains a relationship of trust with youths c) Fosters youth participation d) Recognises and responds to youths' needs and interests e) Involves youths in planning and goal setting f) Identifies and capitalises on youths' strengths g) Understands value of youths' voice/input h) Capitalises on teachable moments to help youths master social and emotional competencies	a) Equipped with intervention skills pertaining to different youth issues (e.g. conflict resolution, adventure counselling skills, crisis management) b) Implements appropriate strategies to meet youths' needs c) Identifies potential issues, signs and symptoms that require intervention or referral (e.g. suicidal tendencies, substance abuse, violence etc) d) Equipped with supervision skills to supervise youths	a) Understands, facilitates and manages group sessions b) Sets groupwork goals and role of individuals during groupwork sessions c) Maintains flow of discussion and participation d) Manages teamwork and group dynamics	a) Actively engages family members in programmes and community initiatives b) Understands the greater community context in which youths and families live in c) Understands family structures and family dynamics d) Works with parents and caregivers e) Recognises family assets, resources, supporting networks within the community	a) Understands roles of the various stakeholders and partners in youth work in Singapore b) Aware of the array, of information and referral processes with various stakeholders and community agencies that serve youths and families c) Knowledge of school system and career options for youths d) Maintains relations with stakeholders and partners e) Understands the workings in the legal system	a) Understands the need for developmentally appropriate activities b) Formulates / plans programmes with goals and measurable outcomes c) Implements activities/ programmes based on clear objectives d) Designs programme evaluation and assessment tools	a) Understands professional boundaries b) Applies relevant code of ethics c) Partakes in advocacy for the youths	

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Proposed Volunteer Core Competencies by Core Competency Workgroup, 2005	Resources to Youths			Resources to Organisations				
	Knowledge on Youth Behaviour, Issues and Trends Knowledge on youth behaviour and the issues and trends related to youths	Relating to Youths – Connecting with Youths Ability to relate and connect with youths	Mentoring Ability to mentor and engage youths and be a positive role model to them	Leadership and Teambuilding Skills Leadership and teambuilding skills to facilitate positive group dynamics among youths to foster a sense of identity and belonging to the organisation	Plan, Carry out and Assess Activities Ability to plan, implement and assess activities so that the organisation could carry out effective programmes to meet the needs of the youths	Knowledge on Organisation's Values and Mission Knowledge about the organisation's values and mission so as to contribute consistently and passionately to the organisation's cause	Support Assets Building in Youths Displays passion for youth work and youth development and supports asset building in youths	
	a) Aware of at-risk youth behaviours b) Aware of current youth issues and trends c) Aware of commonalities and differences among youths from diverse backgrounds and shows respect for those of different talents, abilities, language, race and religion	a) Observes and talks with youths to assess individual needs, interests, fears and competencies and to do so with an appreciation of the organisation and community context b) Establishes trusting, open and non-judgmental relationship with youths c) Connects with youths by speaking the "youth" lingo	a) Models, demonstrates and teaches positive values like care, honesty, respect and responsibility, inclusion and tolerance b) Empowers youths and encourages youth involvement c) Fosters a sense of connectedness by creating positive relationships with youths	a) Leads, facilitates and participates in group interactions with youths b) Fosters connectedness and interactions among youths themselves c) Encourages youths to speak and make suggestions	a) Foresees potential hazards and implements safety measures during programme planning b) Plans programmes with clear goals and measurable outcomes for each activity to support youth development c) Structures, supervises and participates in activities in a safe environment	a) Articulates a personal vision of youth development that aligns with the organisation's vision, mission and goals b) Adheres to ethical conduct and professionalism at all times c) Displays commitment to the mission of the organisation d) Acts in an appropriate and responsible manner with accountability	a) Focuses on identifying, celebrating and building on the strengths and capacities of all youths b) Believes in the potential of all youths c) Displays passion for youth work and youth development	