

Core Competencies and Training Programmes for Youth Workers (0-5 years)

| S/N | Key Job Areas / Competency Dimension | Knowledge and Skills | Relevant Training Programmes (where available) | Training Provider |
|-----|--------------------------------------|--|---|--|
| 1 | Stages of Development for Youth | a. Knowledge and understanding of stages of youth development b. Understanding and awareness of youth culture and behaviour c. Awareness of all aspects of a young person's life d. Awareness of current youth trend and issues e. Ability to apply fundamentals of positive youth development f. Ability to apply theoretical knowledge on risk and protective factors | a. Working with Youths – Introduction b. Understanding Youth Mental Health and Wellness c. Specialist Certificate in Youth Management d. Adolescent Development: Mental, Physical, Social, Spiritual e. Theories of Youth Development and Risk Prevention | SSTI Academy of Certified Counsellors, ACC Children-At-Risk Empowerment Association, CARE |
| 2 | Mentoring and Engaging Youth | a. Ability to model, demonstrate and teach positives values b. Ability to develop and maintain a relationship of trust with youth | a. Working with Youths – Introduction b. Working with Youths – Intermediate c. Making Learning an Adventure for Youths | SSTI |

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| | Mentoring and Engaging Youth (cont'd) | <ul style="list-style-type: none"> c. Skills in fostering youth participation d. Ability to recognise and respond to youth needs and interests e. Ability to involve youth in planning and goal setting f. Ability to identify and capitalise on youth strengths g. Understanding the value of youth voice/input | <ul style="list-style-type: none"> d. Working with Youth-at-risk e. Understanding Today's Youth – Their Culture, Psychology and Values f. Youth Leadership Development g. Effective Communication with Today's Youth h. An Orientation to Working with At-Risk Youth | <p>FRTC, CARE</p> <p>CARE</p> |
| 3 | Managing Behaviour - Intervention | <ul style="list-style-type: none"> a. Intervention skills pertaining to different youth issues (e.g. conflict resolution, adventure counselling, crisis management) b. Skills in implementing appropriate strategies to meet youth's needs | <ul style="list-style-type: none"> a. Working with Youths – Intermediate b. Working with Involuntary Clients (Youths) c. Working with Youths on Sexuality Issues d. School Bullying Issues and Prevention Procedures | <p>SSTI</p> |

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| | Managing Behaviour – Intervention (cont'd) | <p>c. Ability to identify potential issues, signs and symptoms that require intervention or referral (e.g. suicidal tendencies, substance abuse, violent tendencies)</p> <p>d. Supervision techniques to supervise youth</p> | <p>e. Basic Skills for Counselling Teenagers</p> <p>f. Anti-Addiction Series</p> | CARE |
| 4 | Programme Development (Planning, Implementing and Evaluating) | <p>a. Understanding the need for developmentally appropriate activities</p> <p>b. Ability to formulate / plan programmes with goals and measurable outcomes</p> <p>c. Ability to implement activities/ programmes based on clear objectives</p> <p>d. Skills in designing programme evaluation and assessment tools</p> | <p>a. Programme Planning: From Needs Assessment to Evaluation</p> <p>b. Programme Evaluation: Monitoring Outcome</p> <p>c. Making Learning an Adventure for Youths</p> | SSTI |

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| 5 | Family Engagement | <ul style="list-style-type: none"> a. Skills in engaging family members in programmes and community initiatives b. Ability to work with parents and caregivers c. Knowledge and understanding of family structures d. Ability to recognise family assets, resources, supporting networks within the community | <ul style="list-style-type: none"> a. Working with Youths – Introduction b. Working with Youth-at-risk c. Specialist Certificate in Youth Management | <p>SSTI</p> <p>FRTC</p> <p>ACC</p> |
| | | <ul style="list-style-type: none"> e. Understanding the greater community context in which the youth and family lives in | | |
| 6 | Community Engagement | <ul style="list-style-type: none"> a. Understanding roles of the various stakeholders and partners in youth work in Singapore b. Awareness of the array, information and referral processes with various stakeholders, community agencies that serve youth and families | | |

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| 2 | Programme Planning and Management | <ul style="list-style-type: none"> a. Awareness and understanding of agency goals b. Assessment skills to ascertain adequacy of youth programmes offered by agency c. Ability to chart broad direction of agency's development and planning of youth programmes d. Ability to oversee, manage and evaluate programmes developed and run by staff | <ul style="list-style-type: none"> a. Programme Planning: From Needs Assessment to Evaluation b. Programme Evaluation: Monitoring Outcome | SSTI |
| 3 | Research and Development | <ul style="list-style-type: none"> a. Ability to conduct research and identify youth trends and needs b. Knowledge of different types of research methodologies | <ul style="list-style-type: none"> a. Introduction to Research Methodologies b. Advanced Research: Survey Research and Quantitative Analysis c. Advanced Research: Qualitative Research Methods and Analysis | SSTI |

